

Charter of the Social Justice Ministry Team (SJMT)

Approved June 2015

Revised June 2017

Vision

Our vision is to put faith into action in spiritually fulfilling ways that effectively support peace and justice and develop fellowship within our congregation and the broader community.

Values

The Social Justice Ministry at River Road Unitarian Universalist Congregation Seeks to Be:

- **Inclusive and Accessible.** It should have multiple entry points, a broad range of activities, minimal bureaucracy, and clear communication so that families and individuals of all ages can find easy and meaningful ways to be involved.
- **Spiritually grounded.** It should be strongly rooted in our Unitarian Universalist faith, provide ongoing opportunities for reflection and growth, and be strongly connected to other parts of congregational life.
- **Energizing.** It should help people find and follow their passion(s) for justice, whether that gets lived out within or beyond the congregation.
- **Relational.** It should foster deeper connections among people in the congregation—especially across generations—as well as helping participants develop genuine connections across differences with the people in the community that we partner with and/or serve.
- **Nurturing of Leaders and Skills.** It should help to identify new participants and leaders, build expertise, and help people find ways to serve that are right for them.
- **Focused yet Flexible.** It should be concentrated enough to be effective, yet adaptable enough to respond to crises, disasters, and other events that call for immediate action.
- **Coordinated.** It should be in sync with the UU, interfaith, and secular organizations whose work is relevant to our congregation and community.
- **Effective and Accountable.** The ministry and all social justice activities should have clear goals, strategies, and metrics for making an impact, coupled with regular and

transparent communication to the congregation about progress and how resources (including financial contributions) are being used.

Definitions

- **Responsible Minister** – The Minister charged by the Board of Trustees to guide the social justice ministry at RRUUC.
- **Social Justice Ministry Team (SJMT)** – The team that works with the Responsible Minister to lead and guide RRUUC’s social justice program.

Purpose of the SJMT

The purpose of the SJMT is to work closely with the Responsible Minister (and her/his designated staff) to create and sustain a social justice program that reflects our RRUUC vision and values.

Members of the SJMT

1. The SMJT may have up to five members, to be selected prior to the RRUUC annual meeting.
2. These members should make this activity their primary focus, approaching their task as at-large representatives of the whole congregation.
3. These members will serve 3 year terms.¹
4. After the initial year, the members will be nominated by the Leadership and Nominations Committee and be approved by the Responsible Minister. ².The congregation will be informed of the team members’ names.

The Responsibilities of the SJMT

- Provide input and support to the Responsible Minister on social justice matters, as requested.
- Develop and guide implementation of a plan for regular communications with the congregation on social justice activities, including regular communications with the leaders of social justice activities.
- Oversee fundraising in general and the distribution of funds raised through Social Justice Giving. Leaders of special fund raising activities will be responsible for the distribution of funds they raise and will conduct the fundraising activities with approval from the SJMT.

¹ Initially, the individual terms will be staggered so that not all members complete their terms at once.

² For the first year, the members of the SJMT shall be proposed by the Social Justice Review Team working to review and revise social justice programs at RRUUC

- Agree on official RRUUC social justice activities ensuring that they reflect the vision and values
- Suggest ways to phase down/out task forces and other groups that lack members and energy
- Seek ways to engage families and youth and new members in social justice programs
- Encourage members to participate in social justice at different levels of involvement and enable them to connect with others who support similar passions
- Develop a plan for obtaining feedback from the whole congregation on how well RRUUC social justice programs are meeting the vision and objectives
- Encourage and nurture leadership development associated with social justice among members of the congregation
- Encourage congregation-wide activities