

Unitarian Universalist Church of Arlington (UUCA) Charge to Social Justice Ministry Team (SJMT)

Approved by Board of Trustees August 23, 2022

Introduction:

Engagement in Social Justice at UUCA is a spiritual expression of who we are, both individually and as a community. Our commitment to Social Justice springs from the 8 UU Principles and shapes our understanding of how those Principles call us to act.

Involvement in the work of Social Justice occurs in many forms, which the UUA identifies as [Service, Education, Witness, Advocacy, and Organizing](#). At UUCA, we acknowledge and encourage participation across this spectrum in our work both within the congregation and with our local, state, regional, national and international community partners.

Vision:

The SJMT aspires to grow the sacred heart of UUCA as a part of the global Beloved Community. Through our actions, we live our faith and strive to make the world a BETTER place.

Authority:

UUCA Bylaws ARTICLE V: Board of Directors (hereinafter Trustees)

1. *Authority. The Board of Trustees shall have general supervision and direction of the affairs of the Church.*

UUCA Policy: Global Delegation Policy: *“The UUCA Board hereby delegates its authority to supervise and direct the work and resources of the Church, except as limited by other policies, to the Senior Minister as Head of Staff.”*

The SJMT has the authority to gather facts, develop options, convene meetings with constituencies, and advise the MSJCD or make recommendations on matters related to the Congregation’s social justice efforts. The Minister for Social Justice and Community Development reports to UUCA’s Sr. Minister /Head of Staff. Under that supervision, the MSJCD has the authority to make decisions about the viability and practicality of the ideas suggested by the SJMT. The SJMT will operate until the Board determines that its services are no

longer needed. The Board Governance Committee will review this charge after this task force has operated for one year.

Purpose:

SJMT's purpose is to systematically discern, initiate, promote, encourage, and support the Congregation's social justice efforts across the various ministries. The Team does this in a variety of ways. We...

- Collaborate with, advise, and assist the Minister of Social Justice and Community Development;
- Encourage and facilitate learning about social justice issues and practical actions;
- Bring congregants together regularly to share social justice ideas, experiences, and activities;
- Identify and develop relationships with community partners.
- Collaborate with and celebrate social justice community partnerships across the various church ministries;
- Initiate, promote and support regular social justice events and activities across all church ministries;
- Serve as a resource for the Board regarding policies and issues through the lens of social justice;
- The SJMT meets two to three times a year with the Board to update it on the Team's activities and to build relationships.
- Create working groups and sub-teams necessary to implement the social justice agenda of the church; provide leadership and guidance to these working groups and sub-teams ;
- Provide information about and encourage participation in social justice efforts at UUCA to engage the broader community;
- Promote unity, understanding, and collaboration among UUCA social justice groups;
- Annually coordinate the development of a written summary report on the social justice activities of the church with submissions from each social justice group. This report will be appended to the Senior Minister's Annual Report to the congregation.

Structure:

SJMT is composed of five to seven individuals who are members of UUCA. These individuals are drawn from the full spectrum of the Congregation across the various ministries at UUCA through an intentional process to ensure wide representation. New team members are selected by consensus of the SJMT via an annual application process open to all. The Minister of Social Justice and Community Development is a member of the SJMT and facilitates monthly gatherings.

The team functions collaboratively, with the active participation of all members.

Members serve for two church years, with terms staggered for continuity.