



Policy Location:	GSSJ - 1	Created:1/12/2025
Title:	Social Justice Team Policy	Revised: 1/25/2025
Policy Owner:	Board of Directors	
Associated Documents:	Bylaws Article VII.3 Responsibilities of the Board; Bylaws Article VI Congregational Resolutions on Matters of Social Justice; SM - 1 Shared Ministry Governance Policy; GSFS – 5 Sharing Offering	
Last Reviewed:		

Policy

Function:

To encourage and equip the church for the collective practice of justice and service.

Duties:

1. Utilize resources available through the UUA, along with other sources, to reflect on and envision best practices in this program area in service to the mission and goals of the church.
2. Create and provide support to any Social Justice program area subgroups and help to coordinate programming in these areas as needed. Social Justice program area subgroups include but are not limited to Monthly Social Justice Partner, Wide Welcoming Team, Community Outreach & Service, Democracy & Electoral Justice, Liberation Advocacy, and Environmental Justice Initiatives.
3. Plan and coordinate budget funds for the program area at large and for program area subgroups, with practices of equity to share appropriate funds.
4. Connect church members and friends with opportunities for service and spiritual growth.
5. Gather input and ideas from the Congregation as to how the Social Justice Program Team can best serve the church.
6. The Social Justice Shared Ministry Team will review any congregational resolutions on matters of social justice to ensure that the congregational resolution meets the criteria outlined in the Congregational Resolutions policy prior to seeking board approval.
7. Support and promote connections to other groups including community and national organizations that address issues of social justice.
8. Complete other duties assigned by the Board of Directors (i.e. policy recommendations, communication with the Congregation, etc.)
9. Work together with church leadership and staff to recommend church members to fill any vacancies on this Program Team as outlined in the Shared Ministry Governance policy.
10. Review policies, procedures and guidelines for this program team and all connected subgroups on a regular basis, or as directed by the Board, to ensure that all policies are up-to-date.



Organization:

1. The Social Justice Program Team is made up of a staff member, two to four members-at-large and a Board liaison. The Social Justice Coordinator will serve as the staff member on this team.
2. Team member roles are:
 - a. Members-At-Large: be prepared to participate fully and reflect on best practices that support the mission and vision of the church.
 - b. Board liaison: reflect on policy and “larger picture” of church life; serve as a communication liaison between the program team and the Board of Directors;
 - c. Staff: Administer and implement the program area and coordinate subgroups.
3. The members-at-large are recommended by church leadership and staff as outlined in the Shared Ministry Governance Policy, approved by the board and serve for two- or three-year terms. Terms are not limited, but regular change with staggered terms is encouraged.
4. Major decisions on the teams (about goals, program philosophy, policy, etc.) are made by collaborative consensus. When a consensus cannot be reached on a significant matter, a team may either vote for a majority or work with the Board or Minister to find a resolution.
5. Administrative decisions, including coordinating regular operations and any approved spending in support of the Administration program area budget, are managed by staff.
6. Staff and board liaisons are voting members of the team. The Minister and Board President are ex-officio, non-voting members.

Procedure

Meetings and Reports:

1. Teams will hold open meetings quarterly and may continue their work between meetings through informal communications or additional team meetings as needed. Larger meetings of all Shared Ministry Program Teams will happen at least annually for sharing and planning.
2. Staff will coordinate the logistics of meetings as well as communicate pertinent information with other program staff or teams. Agendas will be drafted in consultation with staff and team members.
3. Team members will share documentation or note-taking responsibilities. Notes from meetings will be shared with the Office Administrator for publication on the church website.
4. The Team shall provide a written report to the Congregation at the Annual Meeting.