# JRUUC Charge to the Justice Ministry Team

**Statement of Purpose**:
The Justice Ministry is a ministry team whose purpose is to:

- engage the congregation in justice work
- guide, coordinate, and support the congregation's efforts to educate, advocate, serve, witness, and organize for social justice action
- nurture the growth of social justice activism and leadership in the congregation
- build relationships of trust in congregation and community - both interpersonal and institutional
- intentionally ground the justice work of this congregation in our UU values, the mission of JRUUC, and that of the UUA

**Areas of Responsibility:**
The Justice Ministry is made up of a Coordinating Team (JCT), various Justice Action Ministries (JAMs) that focus on different movements for justice, and Service Ministries. The Justice Ministry is accountable to the Minister and the Congregation, and will seek periodic feedback from them.

The JCT is responsible for:

- Determining the broad areas of justice work that JRUUC should engage in based on an assessment of capacity and interest in issues brought from members of the congregation, the UUA, and the wider community
- Supporting JAMs in navigating JRUUC administrative policies and procedures and using JRUUC communications channels
- Offering training to help JAMs practice effective goal setting, work planning, communications, relational leadership, and other skills
- Soliciting updates from the JAMs regularly
- Regularly surveying the congregation to identify potential justice leaders, and inviting interested congregants into justice opportunities and JAM leadership
- Connecting justice work to worship activities and ensuring that spiritual grounding is part of the way we do justice work
- Working with the Minister and Board of Trustees to set and clarify policy where needed
- Creating the Justice Ministry's annual report

JAM leaders are responsible for:

- Learning about their justice issue, especially from directly-impacted people and the organizations that represent them
- Organizing for the passage of a congregational statement of conscience on their justice issue, if one does not already exist, and subsequently aligning their work with the statement

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- Developing goals and designing ways for the congregation to take meaningful action in pursuit of those goals. Following the lead of organizations led by directly impacted people, JAMs should undertake at least 3 of the 5 types of action in any given year:
    - Education
    - Service
    - Advocacy
    - Public Witness (permitted protests, vigils, etc.)
    - Civil Disobedience
- Recruiting participants to their planned actions and to JAM leadership
- Reporting activities to the congregation regularly

Service Ministries are ministries that invite congregants to take action (one time or ongoing) to support a community need or partner via service/donation, without an expectation of offering multiple types of action and a deepening of congregational understanding on the issue. Examples are Share The Plate and partnerships with Healthy Food For All, The River Food Pantry, and UU The Vote.

The Minister and congregation, through other channels of authority, may be empowered to do other kinds of justice work. The Minister might take congregationally-approved stances for justice on behalf of the congregation. Or other ministry teams might initiate partnerships, teach curriculum, offer reflection about, or otherwise take actions that have justice elements. The Justice Coordinating Team is available as a thought partner but does not need to be included on all decisions with implications for justice.

**Time Frame:**
The Justice Ministry is a standing team that will function on an ongoing basis.

**Communications:**
JAMs/Congregation: JAMs are responsible for using JRUUC channels to promote their work and recruit congregation and community members to participate, and to report back on actions taken.

JAMs/Coordinating Team: JCT will check in at least quarterly with JAMs about their capacity building, recruitment, communications, budget, and other needs.

Justice Ministry/Minister/Congregation: With the Minister, Webminder, Office Admin, Worship Team, etc., the JCT will communicate with the congregation in the following ways:

- Congregational Conversations about emerging justice issues (as needed)
- Gathering information from congregants about justice interests through surveys, 1:1s and group conversations
- Summary report of activities for annual meeting (annual)
- Have a representative on the Communications Council

**Resources:**
The JCT and JAMs will make use of the following resources:

- JRUUC members and friends
- the UUA and its justice organizing arms
- WUUSAN (WI UU State Action Network)
- other Madison UU congregations (FUS and Prairie UU)
- JRUUC annual budget
- Madison area justice related groups and partners

**Members:**
Justice Coordinating Team (JCT) members are those in the congregation who wish to be involved with monitoring and supporting the justice related work of JRUUC. Members may not be facilitators of Justice Action Ministries, though they may participate in the actions they organize. There shall be a minimum of 3 members of the JCT at any given time. There is no minimum or maximum expected length of service, though the nature of the work is relational and we request thoughtful discernment and communication of any decisions to start or stop involvement. Prior community organizing experience is helpful but not required. JCT members will be asked to take on a defined role, such as:

- JAM(s) Liaison
- New Member Welcomer
- Congregational Liaison
- Team Organizer

Each JAM should have a minimum of 3 facilitators who hold a leadership role on only one JAM (but may participate in actions organized by other JAMs). JAMs determine their own internal communication schedule and time commitment expectations based on their goals. While there is no specific limit to the number of JAMs who may be active, the number is self-limiting based on the number of facilitators required to form a JAM. If a JAM drops below the required number of facilitators, the JCT will work with the members to determine a plan for a sustainable future or intentional wind-down for the effort.

Service ministries should have a minimum of one organizer, and a number of regular participants sufficient to achieve the goals of the service project and prevent leadership fatigue.

**Reflection**
The JCT will periodically collect feedback and reflect on how they and the JAMs are functioning within their Areas of Responsibility (above). The JCT's questions for reflection will include:

- Is our justice work meeting the JRUUC mission and our UU values?
- Are we keeping the congregation as a whole informed on our justice work and inviting participation from current and new members?
- Do our members find the work joyful and fulfilling?
- Do we have what we need?
- Are the JAMs feeling supported by the JCT and the congregation?