

## **First Universalist Church One Year Racial Justice Leadership Team Position Description**

**Revised Oct 2014**

The Racial Justice Leadership Team is appointed by the Sr. Minister, and is comprised of the Senior Minister, and 7-8 members of the church, who represent diverse ages, racial identities, experience and tenure in the church. Team members currently serve a one year term, but may renew that term at the end of the year. The Racial Justice Leadership recruits applicants for open positions.

### **Racial Justice Team members must be:**

- ◆ Voting members of First Universalist Church. (This does not apply to staff.) Exceptions may be made by the Sr. Minister.
- ◆ Committed to the Mission and Visionary Goals of First Universalist Church, as demonstrated through a strong record of leadership and service to the church.
- ◆ Committed to work for racial justice, understanding how and why systems of inequity exist and how they are sustained.
- ◆ Familiar with content of Heather Hackman's three day training on race, racism, and whiteness.

### **The responsibilities of the Racial Justice Leadership Team are:**

- ◆ To strategically develop First Universalist's commitment to being a racial justice church; to ground this work in our faith and religious practices; to strategically engage the congregation in this learning, as we talk about race, racism, power, and privilege; to strategically help embed racial justice policies, practices and identity throughout the church; and to shift our social justice work accordingly.
- ◆ To identify and engage church members and friends who can help lead and deepen our commitment to racial justice.
- ◆ To keep an open heart and mind, as we engage in learning and conversations that aren't always easy or comfortable.
- ◆ To know we will make mistakes, and upset one another, and that we are always at different places in this work.
- ◆ To listen to the congregation.
- ◆ To navigate and negotiate the power dynamics that will emerge as we transform the congregation into one fully committed to racial justice.
- ◆ To read and review the agenda and additional resources between meetings to build common learning, language and shared experiences, and to ensure that our meetings are as productive as possible.

### **The rewards of serving on the Racial Justice Leadership Team are:**

- ◆ A deeper connection to the life and work of the church.
- ◆ Numerous opportunities for personal and spiritual growth.
- ◆ Conversations about issues that really matter.
- ◆ A profound sense of being linked to our common humanity.

### **Time Requirements:**

- ◆ Monthly three hour meetings. Work between meetings. Attendance at Racial Justice gatherings, such as the "Mapping Racism" work, or other projects related to our racial justice agenda.