



**First Unitarian Society of Madison
Social Justice Coordinator
Job Posting**

The *First Unitarian Society of Madison* (FUS) is a robust community exploring spiritual, ethical and social issues in an accepting and nurturing environment. We seek to partner with other community organizations in advancing progressive ideals and to integrate social justice work into the overall life of our congregation. Independently and in partnership with other groups we seek to serve marginalized constituencies and to influence decision-makers on key issues at the local and state level. Our social justice program also supports the complementary work of the Unitarian Universalist Association at the national level and the UU Service Committee internationally.

The Coordinator works collaboratively with the ministers, staff and volunteers to coordinate social justice work with the Society's other programs. This position is responsible for monitoring our social justice programs at FUS, facilitating member participation within several social justice teams, and initiating and maintaining relationships with community partners. The position reports to the Co-Senior Ministers.

Some current social justice initiatives include:

- Environmental advocacy for a livable planet, particularly in solidarity with indigenous populations and communities of color.
- Education, self-examination, and local activism devoted to confronting racism and dismantling white supremacy.
- Criminal justice and prison reform through participation in MOSES, a faith-based coalition.
- Defending and expanding democracy, including ballot protection initiatives, and in collaboration with the UUA's "UU the Vote" campaign.
- Promoting LGBTQ liberation, immigration justice, and other human rights causes through the UUA's "Side With Love" campaign.
- Continuing FUS's commitment as a founding member of the Dane County Sanctuary Coalition and our preparation to be a "host" congregation if called upon.
- First Friday Films, a monthly film-viewing and discussion event highlighting works with relevant social justice themes.

Immediate priorities:

- Launch a program for the youth (high school-aged teens) of the congregation to engage in activism and public witness around matters of social concern.

Position Duties and Responsibilities

Provide staff support to duly constituted FUS ministry teams that concentrate on social justice work. This position will work to refine, support and facilitate the goals of our activist members across the congregation.

Assist individuals in the process of constituting new ministry teams, according to the protocols contained in our governance model.

Working with Ministry Teams, develop and sustain collaborative relationships with other progressive religious and non-religious organizations across Dane County. Explore opportunities to advance our shared values in public policy, direct service, and personal transformation.

In collaboration with the Co-Senior Ministers, organize and monitor the Society's Outreach Offering that provides funding for local organizations whose activities align with our values.

Promote awareness of and support congregational participation in Unitarian Universalist social justice initiatives at the national level, such as "Side with Love" and "UU the Vote."

Promote the work of the Unitarian Universalist Service Committee (UUSC) at the international level. UUSC addresses issues of economic rights, environmental justice, civil liberties, and provides needed aid in times of humanitarian crisis.

Communicate with the congregation. Working independently and with the Communication Coordinator, keep volunteers, staff and lay leadership informed about our social justice activities and programs. Help to alert the larger congregation to opportunities to join in this work, both through Forward, our monthly Social Justice newsletter, and other avenues.

Other duties as they arise or as assigned.

Skills and Abilities:

1. Ability and readiness to communicate the values and purposes of the First Unitarian Society and its social justice program in work-related encounters with Society members, affiliates, visitors and staff with an attitude of kindness, mutual respect, and appreciation of diversity.
2. Knowledge of advocacy and community organizing principles, and demonstrated experience in building relationships and maintaining communication with a diverse set of organizations and individuals.
3. Knowledge and experience in program planning, volunteer support, with proven skills in information gathering, decision-making, budgeting, scheduling and organization.

4. A personal commitment to anti-racism work and dismantling systems of oppression.
5. Relationship building – with all ages, but particularly with youth and families.
6. Strong written and oral communication skills.

7. Ability to work independently and collaboratively in a shared workspace.
8. Some knowledge of local and state policy-making process is desirable.
9. Proficient computer skills including Word, Excel, and email programs and capacity for using database software.

Salary and Benefits

This position is a full-time, exempt position. We allow for flexible scheduling though team meetings may periodically fall on weekends and weeknights. The starting salary range will be \$43,650 – \$45,960, in alignment with the UUA’s Religious Ed Coordinator (50%) and Office Administrator (50%) capsule descriptions (more information on this framework for wage equity can be found here:

https://www.uua.org/files/pdf/g/guide_to_salary_recommendations.pdf). Excellent health and dental insurance is included at the start of employment. After one year of employment FUS will contribute an amount equivalent to 10% of your annual salary into a retirement fund (at least \$4,365 annually). This position also includes two weeks of vacation, three personal days, liberal sick leave and other generous policies listed in our human resource manual. There is scheduling flexibility and opportunities for remote work.

Application

Please submit a cover letter and resume to monican@fusmadison.org with the subject title “Social Justice application”.