



Request for Expression of Interest: Transformative Justice Trainer and Consultant

STATUS: Consultant

PAY: \$15,000

TIMEFRAME: September 2021 - April 2022*

DEADLINE TO APPLY: Close of business, August 7, 2021. Position will remain open until filled.

TRAVEL EXPENSES: Not included.

POSITION SUMMARY

All Souls Church, Unitarian (<https://all-souls.org/>) is seeking a consultant for phase 1 of a 2-part process to facilitate the creation of a transformative justice process within the church. The consultant should have experience curating healing spaces, facilitating cultural transformation that de-centers whiteness, capacity-building around conflict transformation and be anchored in Black and Indigenous wisdom. This position is funded by support from the Beckner Advancement Fund of All Souls Church, Unitarian.

We seek a consultant who can guide us through:

- learning a Transformative Justice philosophical framework and grappling with the deep theological questions evoked;
- building individual and group skills through training, experiential education, and practice groups with at least some exposure and experiences for the entire congregation; and
- using those skills to consider and take on changes in processes, policies, and systems; and
- documenting the newly created theory and practices of Transformative Justice in the church.

The first year of the transformative justice process has two phases. We are currently seeking a consultant who can start us on the journey and possibly continue through phase two in 2022.

OUR

COMMITMENT

The church is committed to building an anti-racist, spirit-rooted transformative justice framework and practice for Unitarian Universalists to use to address conflict by:

- creating a shared language and practice for congregants and leadership around conflict;
- building-up a network of similarly-trained restorative justice practitioners; and
- catalyzing healing and transformation over time.

Unitarian Universalism has 8 Principles that anchor our faith tradition. The 8th Principle was adopted by our congregation nearly 5 years ago and calls us to affirm and promote journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other forms of oppression within ourselves and our institutions.

How we understand differences and conflict will be part of the long-term transformation needed to fully live into the 8th Principle. We envision a church culture that views generative conflict as a way to promote greater mutual understanding and problem-solving, directly addressing tension, disagreements, and oppression in real time.

SCOPE OF WORK

Outcomes for this project means that All Souls:

- develops a common understanding of a transformative justice framework and practice within the church;
- has a network of members and staff trained to address conflict from this frame;
- has active practice groups that center Black, Indigenous, People of Color, Transgender experiences and create sanctuary for people who have experienced oppression within the church;
- has over 50% of members who have heard a sermon or participated in conversation on Transformative Justice; and
- revises structures such as the Covenant of Right Relations, and potentially church by-laws.

PROPOSED ACTIVITIES FOR PHASES 1 AND 2 *

<i>Draft Timeline</i>	Phase 1 Activities
Sep-Dec 2021	<ul style="list-style-type: none"> ● 1:1 or group meetings with key stakeholders in order to build a foundation ● Pre-work on curating practice groups
Dec / Jan 2021	<ul style="list-style-type: none"> ● Presentation to the Board [Facilitator outlines workplan] ● Churchwide launch
Feb - Mar 2021	<ul style="list-style-type: none"> ● Bi-weekly meetings with practice groups
April 2021	<ul style="list-style-type: none"> ● Interim Presentation to the Board [Facilitator provides report and recommended next steps]
	Phase 2 Activities
Apr 2021-Jun 2022	Bi-weekly meetings with practice groups
June 2022	Presentation to the Board [Initial framework presented]
Jul-Sep 2022	<ul style="list-style-type: none"> ● Bi-weekly meetings with practice groups ● Revise and finalize framework Training [Pilot trainings for staff and lay leader practitioners]
Sep-Dec 2022	<ul style="list-style-type: none"> ● Fall 2022: Transformative Justice Retreat for Members <ul style="list-style-type: none"> ○ Core members of relevant committees experience the training/ guidance and provide feedback

	<ul style="list-style-type: none"> ● Internal policies and processes reviewed for revision /creation ● Final Deliverables completed <ul style="list-style-type: none"> ○ Articulation of Transformative Justice principles and framework <p>Implementation roadmap including evaluation and impact measurements</p>
--	---

**Timeline and activities are estimates; we welcome the consultant's guidance on appropriate schedule and activities*

QUALIFICATIONS SEEKING

- Experience curating healing spaces and facilitating cultural transformation that de-centers whiteness
- Skills in building capacity around conflict transformation
- Anchored in accountable relationship with Black and Indigenous activists, organizers, healers and community leaders practicing transformative justice.

HOW TO APPLY

Interested Consultants should submit the below information to crr.allsouls@gmail.com

- Background information including name/consulting group, relevant work history (brief), description of services provided
- Examples and/or description of experience related to scope of work requested with organizations similar to All Souls Church or other prior experience that has prepared you for this role
- 2-3 key challenges the community is likely to face in going through this process and best practices for getting to a successful outcome
- Three references who can speak to your experience and skill in this area

All Souls Church provides equal employment opportunities (EEO) to all employees and applicants without regard to race, color, religion, gender (including pregnancy), sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, or military or veteran status in accordance with all applicable laws. We do not tolerate discrimination or harassment based on any of the above. We are committed to building a diverse workforce. Women, people of color, and members of traditionally underrepresented groups are strongly encouraged to apply.