



Our Values

Our overall goal is transformation. We don't want to simply be a mirror of the dominant culture; we seek to build a congregation, community, and world that truly reflects the values of Beloved Community. For this to happen, we must embody these values in everything we do. Our means must reflect our ends.

Therefore, in the All Souls Social Justice Ministry, we strive to be:

Counter-Oppressive and Accountable. We will dismantle systemic racism and other forms of oppression in ways that are accountable to the communities and groups most impacted.

Authentically Multicultural. Recognizing that there is rarely a single "right" way to be or to do things, we must know how to welcome, affirm, and work with different cultures and cultural expressions both within and beyond the congregation.

Intersectional. We view different issues/movements as important and interrelated—not in competition with each other.

Relational. We will foster deeper connections among people in the congregation—including across generations—as well as helping participants develop genuine connections across differences with the people in the community that we partner with and/or serve. We will work with UU congregations, interfaith partners, and secular organizations.

Spiritually-grounded. We will be rooted in our Unitarian Universalist faith and our theology of love.

Inclusive and Accessible. We will have multiple entry points, a broad range of activities, minimal bureaucracy, and clear communication so that families and individuals of all ages can find easy and meaningful ways to be involved.

Focused yet Flexible. Our work will be concentrated enough to be effective, yet adaptable enough to respond to crises, disasters, and other events that call for an immediate action.

Effective. The ministry and all social justice activities will have clear goals, strategies, and metrics for making an impact on the root causes of system injustice, coupled with regular communication to the congregation about our successes and challenges. Building relationships and capacity for future work are recognized as key components of effectiveness.

Nourishing. We will make the work fun, meaningful, and energizing. It should help people find and follow their passion(s) for justice, whether that gets lived out within or beyond the congregation.

Nurturing of Leaders and Skills. We will identify new participants and leaders, build expertise, and help people find ways to serve that are right for them.

Sustainable. We will have the planning, determination, and resilience for the work to continue over time. No one wins when people burn out.