

## **Anti-Racism Leadership Team Member Position Description**

**Purpose of Position:** Envision and ensure accomplishments of the Team mission in concert with congregational Ends that address anti-racism and racial healing.

**Team Mission:** The mission of the Unity Church Anti-Racism Leadership Team is to help lead the church in developing and living out an intentionally anti-racist identity in all aspects of church life.

### **Principal Responsibilities:**

- Advise the Board of Trustees in creating policies about institutional practices to further the church in living out its commitment to anti-racism and racial healing in covenant with people and communities of color.
- Work with the Executive Team to support the implementation of these practices and related programming.
- Promote/organize opportunities for congregants to understand the systemic nature of racism and to engage in transformational racial healing.
- Shape and maintain shared responsibility for creating an institutional environment that supports anti-racist accountability.
- Assess and report annually to the Board of Trustees, the Executive Team, and the congregation on the progress being made in the journey toward becoming an actively anti-racist institution in covenant with communities of color.
- Regularly scan for best practices with regard to transforming our institution to one that is actively anti-racist.

### **Qualifications:**

Team members must be voting members of Unity Church-Unitarian with an awareness of how racism harms us all, and a commitment to dismantling systemic racism, both internally and in the wider community. Team members should have a willingness to work collaboratively within the team, with the leadership of the church, and with the congregation. Unity Church values a diversity of knowledge, skills, and abilities. No experience is necessary, but an openness and willingness to learn is essential.

### **Time commitment:**

Team members are appointed by the Board of Trustees to three-year terms, which are renewable by mutual agreement. Currently, the Team meets on the second Tuesday of each month from 6:30-8:30 p.m. for the full calendar year. Team members are expected to contribute to work outside of meetings, such as writing newsletter articles, preparing display boards for the parish hall, and collecting data for the annual report. Time requirements for these activities vary. There may be additional full- or half-day orientations or workshops.

### **Expectations:**

- Attended (or expected to attend) the 2-1/2 day anti-racism analysis training
- Have read the Anti-Racism Leadership Team's historical audit of Unity Church and the most recent ARLT Annual Report (both available on the Unity web site)
- Attend and actively participate in meetings of the Team.

### **Team composition:**

- 7 to 9 church members
- Drew Danielson, staff liaison to the ARLT
- Member of the Executive Team (currently Rob Eller-Isaacs)  
Optional – The current ministerial intern may choose to participate

**Unity Church-Unitarian Anti-Racism Leadership Team  
Application Form**

The work of the Anti-Racism Leadership Team (ARLT) is to lead the church in developing and living out an intentionally anti-racist identity in all aspects of church life. Our efforts are focused around promoting learning within the church community about systemic racism; integrating an anti-racist perspective into the identity and practices of Unity Church; and supporting the development of meaningful partner relationships between Unity Church and communities of color as we work together to dismantle racism in society. Working with the Board of Trustees and the Executive Team, we raise questions, make suggestions, and assess the progress that is being made in moving toward becoming an actively anti-racist institution.

If you are interested in being considered as a candidate for the Anti-Racism Leadership Team, we invite you to review the Team job description and consider the questions below. To apply, or for more information, contact Drew Danielson (staff liaison to the ARLT) at [drew@unityunitarian.org](mailto:drew@unityunitarian.org) or 651-228-1456 x112. All applicants will be contacted for an interview with the ARLT Nominating Team.

Name \_\_\_\_\_ Phone \_\_\_\_\_

E-mail Address \_\_\_\_\_

Why are you interested in being on the Anti-Racism Leadership Team?

Contribution you feel you can make.

---

**Anti-Racism Leadership Team Nominating Form**

If you know someone you think would be an excellent candidate for the Anti-Racism Leadership Team, use this section to nominate that person for consideration by the ARLT Nominating Team. Nominees will be contacted to discuss their interest in serving on the Unity Church-Unitarian Anti-Racism Leadership Team.

Return this form to Drew Danielson, staff liaison to the ARLT. Drew's contact information is [drew@unityunitarian.org](mailto:drew@unityunitarian.org) or 651- 228-1456 x112

Nominee: \_\_\_\_\_

Contact Information: \_\_\_\_\_

Nominator: \_\_\_\_\_ Date: \_\_\_\_\_