

GLOBAL JUSTICE TEAM

OUR MISSION STATEMENT:

The purpose of the Moderator's Global Justice Team of Metropolitan Community Churches is to be an agent of change by building bridges that liberate and unite voices of sacred defiance. While transforming history, we seek to live the Good News of the Gospel. We are called to reflect the promise of God's blessings for all people and offer leadership from the margins of the world, working to end oppression by instigating, inspiring, and participating in acts of justice.

-We will foster a new era of engagement in global justice through strategic partnerships:

1. Peace and Justice partners
2. LGBTQ partners
3. Leadership Education and Global Justice partners
4. Local church and regional partners in social justice

-Overview of justice issues and MCC today:

- Inability to obtain visas for other people who want to come to conference
- Violence in Eastern Europe against LGBT people
- Our impact in proportion to our size, for example, in Jamaica
- Success with statements in working with Jim Birkitt
- Challenge as to how to move MCC forward as a whole
- How to get people to connect with Human Rights
- How to get this group to coalesce as a team
- How to delegate administration from Rev. Pat to free her to do justice work
- Selecting from the justice issues to select those we can work with
- Getting people to understand and support Marriage Equality and the breakthrough it will give

-Description of the Social Justice situation in the world now:

- Volatile
- Gap between the "haves" and the "have-nots"
- Complicated/complex
- Advances in human rights, but stuck in places on human rights; where there are advances, we see violence escalating
- Information overload
- Many hot spots
- Faster and faster
- Globalization is dehumanizing; loss of culture; shifting of national boundaries
- Violence has become commonplace
- We need to understand pluralistic concepts of religiosities
- Fundamentalism has been skyrocketing, and funded much of the violence
- Environmental, ie. Global warming
- Increase in anti-Semitism; racism; groups are being targeted

- Racism and immigration and poverty issues
- Refugees
- Boundaries shifting/ national boundaries changing
- Corporations dominating the economies -> poverty
- HIV on the rise in many places
- Shifting perspectives on gender and poverty and identity
- English is pervasive and destabilizing and oppresses local cultures
- Denial of cultural values – African history, clothing, religions
- Rise of anti-American feelings
- Terrorism

TEAMS:

Nancy's passion is for MCC to achieve its global destiny to show a different face of Jesus to the world and the formation of the new generation of leadership. Our dream is to have outer facing teams which are global in membership, composed of movers and shakers with enough staff to marshal resources. This would be a new era of engagement. This should be led by a large church pastor and located in New York, a world center. We need to break the isolation of the people who are doing the work. This would be a new community that could shape MCC's impact on the world and on ourselves.

Characteristics of Healthy Teams:

- High level of trust
- Amazing communication
- Results
- Conflict management
- Openness
- Flexibility
- United for the same goal despite differences
- Sharing information
- Focus
- Laughter
- Awareness of each other/consideration
- Support for one another
- Recognize cultural differences
- Practical organization
- Realistic expectations
- Diversity in membership and skills
- Challenge each other to enrich our vision
- Remember that our team includes God
- Self-awareness
- Awareness of roles – we have many overlapping complicated roles with each other
- Need to meet as team members, despite roles

Team Values:

- Think about intent v. impact
- Knowing our skills and analyzing their use
- Speaking from our own perspective (self-focus)
- Ask questions
- Need not to rescue
- Self- accountability – follow through – communication (“If you communicate first, we can be more helpful” Rev Pat).
- Ability to set limits, boundaries to say “no,” “I need help”
- Set goals and priorities
- Check out assumptions
- Give people the benefit of the doubt – assume best intent
- Cultural competence about timelines
- Outcomes based on planning: short term/mid-term/long term
- Open to respond to crises or things that trump our priorities
- Keeping ourselves informed about what is happening in the world – individually and communicating to other team members
- How we partner/network with other groups
- Intentional ally building
- World location will determine what we get involved in

Sub-teams needed:

1. Fundraising team
2. MCC members in HR organizations?
3. MCC members with media presence?
4. Developing Director?

OUR STRENGTHS AND LIMITS AS A GROUP:

Strengths	Limits
Number of women in leadership	Money
Boldness	People
Fearlessness	Resources
Experience (history)	Time
Young Movement (not attached to tradition)	Grappling with our own “isms”
Known in places as Human Rights Church	Still “below the radar”/unknown in many places
Curious	Not as Queer as we think we are
Becoming global	Resistance to change (impact of homophobia)
Queer/LGBT	Lens of Western/American perspective
Education/Learning	Language

Our place on the margins Lead by example Diverse Tireless	Pluralistic World Corporate Buy-in What is the return on GJ work? Cultural diversity
Opportunities	Challenges
Eastern Europe Russia Africa China Latin America Muslim Areas (Media ministry-virtual church) Providing a safe space for Human Rights Activists UN, Human Rights Groups, OSCE/HDIM, African Commission Networks of Connection Internet People we are meeting (new leaders) (Heterosexual) Allies Voice of Ethics	Multiple religious voices/ life experience Being asked to “do church” for other faith traditions How to create inter-faith communities (being seen as the American Church) Prioritizing Saying “No” Translation Raising money Wanted in many places Theology of Power “ “ sexuality Doing enough training – culturally relevant Healing historical missteps GJT link with Ecumenicity and Theology

OUR PLAN!

Function as a team in a way we want to model/do the work as a movement

- 2007-2008: Making GJT known
 - fundraising
 - go outside MCC
- Financial Resources:
 - fundraising
 - Funds/Grants (2007) – meet with fund developer asap and get GJ on the radar
 - Major donors
- BY SEPT! GJT pages on MCC website – include info sharing, How To, Links, Pictures; Query
- 2008: ASAP – 4 day visions training for BOE, staff, GJ Team, BOA...?
- 2008-2009: Expanded training for Spiritual Activists; Partner with RD team; Eastern European resources

2007 CALENDAR

July 21-29	Human Rights Conference – Montreal
August 1-13	Malaysia Trip
August 4-11	Human Rights Conference - Senegal
September 24-28	Human Rights Conference – Mali
September 26-29	OSCE/HDIM - Warsaw
September 27-30	Human Rights Conference – Montevideo Get GJ page on website/Newsletter
October 8	U.S. Fast against violence/war
October 30	ILGA Europe – Lithuania
?	Training Eastern Europe Church Plants
November ?	Human Rights Conference – Gambia
December 1	World AIDS Day
?	Human Rights Ally March – Jamaica

-By the end of the year: Produce Resource Direct (use L. America)
Meet with new MCC Fundraiser
GJ added to intensives
Powerpoint Presentation

2008 CALENDAR

February	LGBTQ History Month (UK)
6-10	Creating Change: Detroit
25-29	BOE/Visions/GJ Team - ? -
March	Africa Trip
April 17-20	PAD Conference
May	ILGA World - Quebec OSCE - Warsaw IDAHO Pride in Eastern Europe
June	Pride in Eastern Europe HIV Operations - Indonesia, Malaysia, Singapore
July	--

August 3-8	International AIDS Conference - Mexico City
September	--
October	40 th Anniversary begins in MCC
7	HDIM - Warsaw
November	--
December 1	World AIDS Day

-Expand training for spiritual activists/Partner with RD team/use E. Europe

2009 CALENDAR

May	ILGA - Africa OSCE - on Memorial Day Pride in Eastern Europe
June	Pride in Eastern Europe
26-27	40 th Anniversary of Stonewall Riots
September	HDIM - Warsaw
October	HDIM

-Missing: HRC; NBJC; World/other Pride; Soul Force Equality Ride; GJT/Regional in Mexico

LONG TERM PLANS:

- October 2008: Begins with 40th Anniversary; GJ gathering to celebrate in 2009
- Teams/sub-teams: partner with HIV, Eastern Europe, Asia, Latin America
- Partner GJ institute with a seminary
- Develop UN-like council
- Immigration: lobbying; education; how to get people in places
- Partner Latin American “family” work with “Freedom to Marry”/US
- Working with a virtual church in multiple environments

OUR VISION FOR THE GJT IN THE NEXT FIVE YEARS:

- MCC assists in establishing LGBT Mosques
- MCC Social Justice Council - Members from many/all nations
- 75% of MCCs engaged in social justice projects
- Lay and clergy training - how to do social justice work; Global Justice at Intensive
- Global Justice Center with staff - training
- 20 new leaders in 4 countries

- LGBT issues on the table at every HR gathering
- LGBT in anti-violence/hate crimes-- legislation globally
- Dialogue with Roman Catholic and Orthodox community
- Minimum of 20% annual increase in financial resources (money, people); New MCC development person
- Training - sociological reading of reality and worship that connects these realities
- Directory (and access to) LGBT organizations
- Network of centers and/or churches in at least 20 more countries
- Virtual church in ≥ 4 languages
- Public statements in official languages
- Catalog of multi-lingual resources
- Global “capitals” of Global Justice training resources
- Representatives in all major HR organizations