



North Carolina Synod

Evangelical Lutheran Church in America

RACIAL JUSTICE NETWORK LEADERSHIP TEAM

The Racial Justice Network Leadership Team of the NC Synod oversees the vision, mission and internal operations of the Racial Justice Network of the NC Synod (RJN). This team will:

- Focus on the high-level strategy, oversight, and accountability of the RJN.
- Define the mission and purposes of the RJN.
- Determine which programs are consistent with the RJN's mission and monitor their effectiveness.

Job Description for Team Members

- To engage in this work through the synod's core values: Jesus, Generosity, Relationship and Reconciliation.
- Commit to ongoing development to deepen their own awareness of and grounding in antiracism and stay informed on the latest antiracist research and practices.
- Serve as a leading ambassador of the RJN's mission, programs, and services.
- Clearly articulate the RJN's mission, accomplishments, and goals to the synod and garner support from the synod.
- Ensure effective planning; actively participate in an overall strategic planning process for the RJN and assist in implementing and monitoring the plan's goals.
- Get to know other team members and synod stakeholders and build a collegial working relationship that contributes to consensus.
- To participate fully in meetings and follow-up tasks.

Team Member Commitment

This team will meet quarterly. Three meetings will be online along with one in-person meeting. The in-person meeting will be a day-long retreat to dream and set priorities for the coming year. Additionally, there may be workgroup meetings as needed.

Members are appointed by the Synod Council. Terms generally last for 3 years with initial members being assigned staggered terms. Members can serve two consecutive terms. Ministry teams will generally be comprised of 4-8 people and strive for diversity.

Goals

For 2022-2023, the Racial Justice Network Leadership Team will work to:

- Create and review a statement of mission and purpose that articulates the RJN's goals, means, and primary constituents served.
- Participate in creation of a strategic plan for the RJN and conduct annual review of the RJN's strategic plan.

This team's work may conclude in consultation with the Bishop, synod staff liaison, and the ministry team co-chairs.