

## **Racial Justice and Intercultural Ministry Advocacy Scheme**

Raising awareness and educating the membership of the URC are key aspects of the work. We rely heavily on volunteers to advocate for Racial Justice and Intercultural Ministry (RJM) on the ground.

We currently have 80 **Racial Justice and Intercultural Ministry Advocates** on our mailing list, and they are recruited from across all our synods. We meet two times a year usually in London. But it is also the intention to move our meetings around the synods.

These meetings are organised by the **Racial Justice and Intercultural Ministry Advocates Planning Group** and are designed to give continuing training and support for the advocates, as well as to enable space for sharing stories and offering support to each other.

We also have **Racial Justice and Intercultural Synod Co-ordinators** appointed by each synod to organise the racial justice and intercultural work within that synod. Co-ordinators meet once a year for networking and sharing good practice ideas.

We encourage all the co-ordinators and advocates to find strategies for encouraging their own synods to adopt a **Racial Justice and Intercultural Advocacy Synod Policy Statement** - with the appropriate changes specific to the particular synod.

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## **Racial Justice and Intercultural Ministry Advocates Planning Group**

### **Terms of Reference**

This is a group set up to:

- Support the Secretary for RJM in setting strategies for Racial Justice Advocacy and for planning URC wide RJM consultations
- Encourage and support the setting up of advocacy teams in each synod with a Co-ordinator and with a representative from the clusters or area councils of the synod
- To encourage, support and enable co-ordinators i.e. help them establish a synod advocacy team.
- Meet three times a year (February, June and September)

Synods have been grouped together into regions and each region has a representative on this planning group. There are usually 5 members on the planning group and we also use teleconference and skype for these meetings.

Members of this group are able to claim for their travel expenses from the Racial Justice and Intercultural Ministry budget

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## Advocates Job Description

A Racial justice and Intercultural advocate in the United Reformed Church believes that there is 'one race, the human race', embracing its rich diversity of peoples and that each and all of us are created in God's image. God's message and way of love is for all people everywhere. An advocate needs to be active in helping to eradicate racial prejudice and discrimination and bringing about racial justice in church and community. She/he should also be willing to continue to learn and grow in faith and in the area of racial justice.

### JOB DESCRIPTION

- To ensure that you are appointed, supported and recognised by your synod.
- To commit yourself to embark on a journey/programme of personal training in racism awareness and multicultural themes related to the practice of ministry.
- To encourage and participate in racial justice and intercultural activities in synod.
- To distribute information and resource materials to synods and local churches and highlight and encourage attendance to events that have been planned.
- To meet together with other advocates in your synod for:
  - Exploring issues together;
  - Sharing information;
  - Planning activities;
  - Support and networking;
  - Following up initiatives from the URC Racial Justice and Intercultural Ministry advocates gatherings.
- To ask the appropriate racial justice questions, e.g. about minority-ethnic representation, at committees and councils of the church.
- To make links with other United Reformed Church, ecumenical and community groups also committed to racial justice and intercultural issues. This includes interfaith groups and those working with refugees and asylum seekers.
- To encourage and initiate synod resolutions on Racial Justice and intercultural Ministry, when appropriate.
- To attend URC-wide gatherings of Racial Justice and intercultural Ministry advocates where possible.
- To support and promote General Assembly resolutions on Racial Justice and intercultural Ministry themes.
- To co-operate with and support the work of the Secretary for Racial Justice and intercultural Ministry and the Mission Committee.

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## RJMM SYNOD CO-ORDINATORS JOB DESCRIPTION

### Synod (Local)

To encourage the synod to adopt a '**Racial Justice and Intercultural Advocacy Synod Policy Statement**'

- To support and encourage advocates to be active in their areas.
- To support new advocates in the process of being appointed to their areas within the synod.

- To support synod advocates in identifying strategies to ensure that the synod adopts the Racial Justice and Intercultural Advocacy Synod Policy Statement.
- To communicate with the synod on behalf of the advocates, for input into the synod on RJiM matters.
- To communicate with the synod Moderator. To keep her/him informed of RJiM matters and work and to encourage her/him to highlight the work in all synod strategy planning and reporting. To remind Moderators about their advocates, encouraging them to own, use and support them in their advocacy work.
- To contact synods without advocates and encourage them to identify and recruit some.
- To convene meetings of advocates within the synod and to ensure that such meetings are chaired effectively and that notes of action are recorded and circulated.
- To keep an updated list of all the advocates in the synod.
- To urge the synods to give financial support to advocates attending synod and national meetings.
- To seek and establish a small budget to pay for any resources that will be helpful to advocates and to the synod as a whole.

### URC Wide

- To ensure that the Racial Justice and intercultural Ministry Office (at Church House) is fully informed of the work that is happening in the synods and congregations.
- To provide the Racial Justice and intercultural Ministry Office (at Church House) with a list of the advocates in the synod and also to update them on any changes.
- To attend URC wide Racial Justice and intercultural advocates meetings, to keep abreast of information from the national office, what is happening in other synods and to identify the things that need to be acted upon in synods.
- To work closely with the Racial Justice and intercultural Ministry Secretary, supporting the RJiM work that is being done centrally and across the wider church.

Synod	Co-ordinator
<i>Northern</i>	Ken Harris
<i>North Western</i>	
<i>Mersey</i>	Susan Branch
<i>Yorkshire</i>	Tessa Henry-Robinson
<i>East Midlands</i>	Pauline Rate & John Potter
<i>West Midlands</i>	
<i>South Western</i>	Maria Mills
<i>Wessex</i>	Enala Bhebhe
<i>Eastern</i>	Wendy Cooper
<i>Thames North</i>	Leonora Jagessar – Visser 't Hooft & Shahbaz Javed
<i>Southern</i>	Christine Thompson (Sharon Henriquez Vernon)
<i>Wales</i>	
<i>Scotland</i>	Joanna Smith