

Environmental Justice Team
CHARTER

Date: December 1, 2023

Responsible to: Social Justice Committee/Minister

Justice Team Chair:

Justice Team Members: (minimum of 3 people)
Frances Whittelsey, Amy Olander, Valerie Scopaz

Key Responsibilities of Justice Team:

- Raise awareness of UUFH members and the larger community to threats to the environment and the impact of climate change, with particular emphasis on threats that impact disadvantaged and vulnerable people in accordance with the 8th principal.
- Educate and demonstrate best practices for sustainability and harmony with our 7th Principal.
- Advocate for individual life-style changes and changes in community policies and infrastructure that will lead to mitigating climate change, correct harmful practices and provide environmental justice.

Limitations on Authority/Approvals Required:

The Climate/Environmental Justice Team, in communication with the Social Justice Committee, is empowered to take action, sponsor activities, sign public documents, meet with policymakers, or co-host events with other organizations when the UUFH and/or the UUA has a specific written policy or position on the issue. When there is no UUA or UUFH policy or position, the team will first get the support of the Social Justice Committee and the Minister, and if obtained, then create a process for educating the congregation and obtaining congregational support before engaging this issue on behalf of UUFH. Only the Minister and the Board President may make public statements to the media on behalf of UUFH, unless they specifically approve a designee. All press releases must be approved by the Minister in advance.

Committees/Teams/People to Coordinate with:
Buildings and Grounds; Grow to Give Garden; Worship; RE

Other:

Board approval ____X____, Date ____12/19/23____

GROW TO GIVE GARDEN (G2GG) CHARTER

Date: December 1, 2023

Responsible to: Social Justice Committee/Minister

G2GG Chair: Valerie Scopaz

G2GG Co-chairs: Beth Feldman and Carol Holmes

Committee Team Members: The actual number of volunteers fluctuates throughout the year and depending on the project. Currently more than 40 UUFH members are on the e-distribution list.

Goals of the G2GG Team:

1. To grow and donate fresh organic produce to local food pantries that serve marginalized people within our local community and can store fresh produce properly by refrigeration (8th Principle)
2. To educate, by example, how to grow organic produce.
3. To nurture the earth and its ecology through sustainable practices, e.g. the 7th Principle.

Key Responsibilities of the Team:

1. Practice good land stewardship.
2. Educate UUFH (and other volunteers) about growing food in an ecologically sustainable manner.
3. Manage the G2GG Team's financial, human and material resources carefully so as to maximize volunteer efforts to produce food.

Limitations on Authority/Approvals Required:

The Goals and Responsibilities of the G2GG Team does not require it to take actions or make policy. The G2GG does anticipate supporting various efforts (by outside agencies and groups) to educate about ecologically sustainable land stewardship practices such as composting, bee-keeping, and substituting native plants for non-native plants where feasible. The G2GG, in communication with the Social Justice Committee, is empowered to take action, sponsor activities, or co-host events with other organizations when the UUFH and/or the UUA has a specific written policy or position on the issue. When there is no UUA or UUFH policy or position, the team will first get the support of the Social Justice Committee and the Minister, and if obtained, then create a process for educating the congregation and obtaining congregational support before engaging this issue on behalf of UUFH. Only the Minister and the Board President may make public statements to the media on behalf of UUFH, unless they specifically approve a designee. All press releases must be approved by the minister in advance.

Committees/Teams/People to Coordinate with:

The G2GG Team has and will continue to reach out to parents, youth, Religious Education, as well as the Congregation at large for support. The G2GG Team will continue to coordinate its efforts with the Memorial Garden and the Landscaping Subcommittees for the purpose of sharing tools, plants and expertise.

Board approval ____X____, Date____12/19/23_____

LGBTQ+ Justice TEAM CHARTER

Date: November 25, 2023

Responsible to: Social Justice Committee/Minister

LGBTQ+ Justice Team Chair: **Eric Rubin-Perez**

LGBTQ+ Justice Team Members: (minimum of 3 people)

Jim Rubin-Perez, Mary Sussman, Carol Dewey, Meigan Cooper, Trudy Delaney, Zoe Pasquier

Key Responsibilities of LGBTQ+ Justice Team: **The role of the LGBTQ+ team is to educate and engage the community and congregation through raising awareness and by sponsoring activities. The UUFH is in the process of recertifying as a Welcoming Congregation. This is a designation established by the UUA that our congregation has met the criteria to be deemed a welcoming and safe congregation for the LGBTQ+ community. In doing so, we will make sure LGBTQ+ celebrations/commemorations are observed, such as LGBTQ+ history month, Transgender Day of Remembrance, etc. The group will also work to inform the congregation and Huntington Community of various legislation, e.g., the NYS Equal Rights Amendment, which will be on our ballots in 2024.**

Limitations on Authority/Approvals Required: The LGBTQ Justice Team, in communication with the Social Justice Committee, is empowered to take action, sponsor activities, sign public documents, meet with policymakers, or co-host events with other organizations when the UUFH and/or the UUA has a specific written policy or position on the issue. When there is no UUA or UUFH policy or position, the team will first get the support of the Social Justice Committee and the minister, and if obtained, then create a process for educating the congregation and obtaining congregational support before engaging this issue on behalf of UUFH. Only the Minister and the Board President may make public statements to the media on behalf of UUFH, unless they specifically approve a designee. All press releases must be approved by the minister in advance.

Committees/Teams/People to Coordinate with: **We anticipate coordinating with most of the other key committees at the UUFH; any proposals to make the building and grounds more inclusive must be coordinated with Building and Grounds/Landscaping.**

Other:

Board approval X , Date 12/19/23

RACIAL JUSTICE TEAM CHARTER

Date: December 1, 2023

Responsible to: Social Justice Committee/Minister

Justice Team Chair: TBD

Justice Team Members: (minimum of 3 people)

Helen Boxwill, Linda Pitra, Doreatha Hirsch, Steve Burby

Key Responsibilities of Justice Team:

Keeping the 8th Principle always in the forefront of our efforts to build a diverse multicultural Beloved Community:

- Developing accountable relationships with communities of oppressed/marginalized people and, with their guidance and counsel, siding with them in solidarity.

Researching, education and providing guidance to UUFH on anti-racism

- Identifying and/or developing racial justice initiatives and promoting involvement of the greater UUFH in community activities.

Limitations on Authority/Approvals Required:

The Racial Justice Team, in communication with the Social Justice Committee, is empowered to take action, sponsor activities, sign public documents, meet with policymakers, or co-host events with other organizations when the UUFH and/or the UUA has a specific written policy or position on the issue. When there is no UUA or UUFH policy or position, the team will first get the support of the Social Justice Committee and the minister, and if obtained, then create a process for educating the congregation and obtaining congregational support before engaging this issue on behalf of UUFH. Only the Minister and the Board President may make public statements to the media on behalf of UUFH, unless they specifically approve a designee. All press releases must be approved by the minister in advance.

Committees/Teams/People to Coordinate with:

Social Justice Committee, all Justice Teams, the Minister, the Congregation

Other: Huntington NAACP, NYCLU, Police Reform organizations, and others as applicable
Board approval

____X____, Date ____12/19/23____

REPRODUCTIVE JUSTICE TEAM CHARTER

Date: December 1, 2023

Responsible to: Social Justice Committee/Minister

Justice Team Chair: Co-Chairs Joanne Polichetti, Liza Burby, Meigan Cooper

Justice Team Members: (minimum of 3 people)

Joanne Polichetti, Liza Burby, Meigan Cooper

Key Areas of Focus for the Reproductive Justice Team:

- Working to protect and strengthen NYS' laws upholding a woman's right to make her/their own reproductive choices in light of the loss of Federal constitutional protection for the right to choose.
- Tentative areas of focus may include:
 - Working with other Justice Teams for the protection of NYS' laws upholding the rights of the LGBTQ+ community for reproductive choices, including medically assisted reproduction and adoption.
 - Working with other Justice Teams on getting the New York State Equal Rights Amendment passed in the 2024 Election.
 - Consider how UUFH can support women from local access states obtaining abortions in New York
 - Working with the UUA on all of the above on a nationwide basis.
 - Getting the congregation involved in all the above activities.

Limitations on Authority/Approvals Required:

The Reproductive Justice Team, in communication with the Social Justice Committee, is empowered to take action, sponsor activities, sign public documents, meet with policymakers, or co-host events with other organizations when the UUFH and/or the UUA has a specific written policy or position on the issue. When there is no UUA or UUFH policy or position, the team will first get the support of the Social Justice Committee and the minister, and if obtained, then create a process for educating the congregation and obtaining congregational support before engaging this issue on behalf of UUFH. Only the Minister and the Board President may make public statements to the media on behalf of UUFH, unless they specifically approve a designee. All press releases must be approved by the minister in advance.

Committees/Teams/People to Coordinate with:

LGBTQ+ Justice Team

Free and Fair Elections Team

Racial Justice Team

Other: UUA, NYCLU, ACLU, Planned Parenthood, Women's Diversity Network, etc.

Board approval ___X___, Date ___12/19/23___

SPLIT PLATE TEAM CHARTER

Responsible to: Social Justice Committee/Minister

Split Plate Subcommittee Chair: Jim Ammerman

Split Plate Subcommittee Members: (minimum of 3 people):
Mary Bly, Kara Gallagher, Tanya Thurman, Nikki Willard

Key Responsibilities of Split Plate Subcommittee:

Every Sunday, the UUFH offering is split between the UUFH and a Charity of the Month. The Split Plate Subcommittee of the Social Justice Committee determines on a month by month basis, what charity or organization will receive the monies. An application is filled out either by the charity/organization or a member of the congregation.

The charities/organizations vary widely. This year, the Split Plate Committee has decided to focus more on local organizations, specifically in the Huntington area and the Long Island/Metro Area - the exception to this is if a national or worldwide disaster happens and we want to help with that.

Limitations on Authority/Approvals Required:

All charities selected for the Split Plate must be consistent with the mission and values of UUFH. Recommendations are to be approved by the Social Justice Chair and the Minister in advance. Charities may only be supported once a year. When possible, the split plate offering will support months designated to highlight the achievements of marginalized groups (ie, Black History Month, Women's History Month, Latinx, Pride, etc.) The Split Plate chair will report to the congregation at least quarterly on the donations raised by the Split plate to specific organizations.

Committees/Teams/People to Coordinate with:

The committees/teams/people the Split Plate Committee interact with are the Finance Committee, the Minister, the Administrator (getting Split Plate info into the Flash), the Worship Team and the Congregation. We also interact with those organizations and/or charities that will be recipients of the donations.

Works with: Minister
Social Justice Committee
RE Committee
Worship
All Key Ministry and Governance Committees on 8th Principle Focus

Board Approved __X__ Date__12/19/23__

FREE AND FAIR ELECTION TEAM CHARTER

Date: December 1, 2023

Responsible to: Social Justice Committee/Minister

Free and Fair Elections Team Chair: Rich Pitra

Free and Fair Elections Team Members: (minimum of 3 people)
Debbie Hocevar, Anne Monnier, Rich Pitra, Joanne Polichetti

Key Responsibilities of Free and Fair Elections Team:

Working with outside organizations to help get out the vote in local, state, and national elections, prioritizing areas that have historically had disenfranchised voters (8th Principle).

- We write and mail postcards and letters encouraging the recipient to exercise their right to vote and why it's important. Postcards and letters are mailed to individual names supplied by the 2 organizations below.
- UU the Vote – writing postcards
- Vote Forward – briefly adding a sentence to a form letter explaining why the writer votes
- Work with organizations in NYS (NYCLU, League of Women Voters, etc.)
 - To make elections in NYS, particularly on Long Island as free and fair as possible
 - To make voters aware that the NYS Equal Rights Amendment will be on the ballot in 2024 and the importance of its passage

Limitations on Authority/Approvals Required:

The Free and Fair Election Team, in communication with the Social Justice Committee, is empowered to take action, sponsor activities, sign public documents, meet with policymakers, or co-host events with other organizations when the UUFH and/or the UUA has a specific written policy or position on the issue. When there is no UUA or UUFH policy or position, the team will first get the support of the Social Justice Committee and the minister, and if obtained, then create a process for educating the congregation and obtaining congregational support before engaging this issue on behalf of UUFH. **The committee must adhere to all laws prohibiting the endorsement of a political candidate.** Only the Minister and the Board President may make public statements to the media on behalf of UUFH, unless they specifically approve a designee. All press releases must be approved by the minister in advance.

Committees/Teams/People to Coordinate with:

Reproductive Justice Team, LGBTQ Justice Team (in coordinating on the NYS Equal Rights Amendment), Racial Justice Team, Climate/Environment Justice Team, Congregation
Also, coordination with other committees in terms of use of the Social Hall after services for postcard writing, and in getting the word out to the congregation to get involved in all of these things (through the Flash, Sunday service announcements, etc).

Other: NYCLU; League of Women Voters; Elections Commissions.

Board approval _____ , Date