



## UU Justice Ministry of California

# SALT Fellowship

September 2020 - June 2021

### Overview

The SALT Fellowship is a 10 month, non-residential program comprised of Justice Plunges, theological reflection, activist projects, retreats, community building and spiritual deepening designed to empower UU young adults in justice making.

The ideal SALT Fellow will be involved in justice making – either through their work, their community, or through volunteer activities. This person is connected to Unitarian Universalist (UU) community and wants to develop and sustain further leadership skills and justice contacts in order to live their UU values and make their corner of the world a more equitable, compassionate, just place.

### Goals

1. **Building Connections:** Fellows will connect and learn with justice makers across California and the country, through Justice Plunges, trainings, retreats, and mutual mentoring relationships..
2. **Deepening Understanding:** Fellows will explore the history of California's people, justice history, geography, and current issues.

3. **Exploring Faith:** Fellows will share what grounds and sustains them in their justice work, and explore ways to connect more deeply with their UU faith and communities.
4. **Developing Skills:** Fellows will work to develop concrete advocacy skills, such as faith -based leadership, fundraising, community organizing, and project management.

## About UUJMCA

UUJMCA is a statewide justice ministry which cultivates and connects leaders and communities to empower the public voice of those who share UU values and principles. UUJMCA is now an effective and important part of the landscape of UU justice ministry in California. Over 5,000 of the 13,000 UUs in California have joined UUJMCA since its incorporation in 2003.

UUJMCA has helped the advocacy and witness of California UU congregations and clergy to be more collaborative, effective, timely, targeted, and visible in the public square. UUJMCA has been recognized for helping California UUs to take a leadership role in championing legislation on the human right to water, supporting marriage equality and the electoral and legal efforts to overturn Prop 8, and most recently in helping to build support for health care reform.

Even with a very modest level of staffing, since its inception, the UU Justice Ministry of CA has been committed to the development of young leaders and grateful for the energy that they have brought to our justice ministries. Our young adult ministries have included:

- clergy & young leader retreat and lobby day on marriage equality.
- young adult summer “road trips” for water justice
- summer internships for college age young adults
- Urban Ministry Plunge and Black Cat Justice Plunge in downtown Los Angeles



- offering UUJMCA health care and water justice workshops at PSWD and PCD young adult camps/cons.
- young adult leadership on UUJMCA board, and statewide issue team steering committees
- training young adult seminarians working with UUJMCA as healthcare organizers.

Justice movements and faith communities require leaders. We believe UUJMCA can play an important role in recruiting, equipping, engaging and supporting UU young adults who will serve as powerful and principled UU justice leaders now and into the future.



## Program Components

### 1. Justice Plunges, Trainings, & Retreats

Justice Plunges are day-long events during which SALT Fellows will immerse themselves in activism around a certain issue. Previous plunges have included interviews with Native leaders and community members, UU Borders trips, detention center vigils, water justice tours, homelessness street retreats, Justice GA in Phoenix, AZ, and UUJMCA's own "Turning the Tides" training retreat.

Fellows will also participate in a number of in-person and online trainings throughout the program. Previous trainings have focused on UU justice history, authentic allyship, anti-racism, and nonviolent communication.

Retreats will focus on community building, spiritual practices, and group project work.

This also includes attendance at the UUA General Assembly, where the SALT Fellows will present a workshop on their group project, and where graduation will be held.

### 2. Projects

Each Fellow will choose an individual justice project to work on for the duration of the program. Projects widely vary from Fellow to Fellow, and session to session. One Fellow may choose to start a local nonprofit, while another may choose to volunteer with a youth group in their community.

All Fellows will also participate in a group project. Just as with individual projects, these will vary widely from session to session. Projects could include fundraising for a particular organization or cause, designing and leading an event, doing a research project, or any number of other things.



### 3. Mentorship

Each Fellow will, with the help of the SALT Coordinator, choose a mentor to help them through the program. This selection will be based on interests, skills, location, and compatibility. Fellows will be expected to stay in regular contact with their mentors. Mentors provide guidance based on their own past experiences to help Fellows identify problems and solutions, offer constructive criticism, and direct Fellows to others when they cannot provide the necessary insight.

Every mentorship relationship will be different. Resources will be provided for Mentors and Fellows to determine how their relationship will function.

### 4. Online Check-ins

SALT Fellows will participate in bi-weekly online check-ins. These will be an opportunity to provide and receive support for individual projects, keep track of work on the group project, debrief after plunges, and hold each other accountable to our faith and communities.



## Responsibilities of Fellows

- SALT Fellows will engage in as many in-person activities as possible, and all online activities.
- Fellows will cooperatively facilitate all retreats and online check-ins.
- Fellows will identify contributions for a group project, and design and execute an individual project, both to be completed before June graduation.
- Fellows will raise \$500 before June 1st – fundraising will be covered in detail as part of the program.
- Fellows will maintain regular contact with the SALT coordinator and other Fellows:
  - Return all messages within 72 hours.
  - Be accountable to other Fellows and SALT Coordinator when organizing schedules, rides, projects, and event responsibilities.

## Time Requirements

Fellows are expected to dedicate approximately 25 hours each month to the program. The following breakdown is based on a regular session with in-person meetings and events. This will look different given the current restrictions on gatherings and travel.

- 10 hours for Saturday plunge (approximate)
- 2x 1 hour conference call
- 2 hours with mentor (can be a phone call)
- 6 hours on special projects
- Regular practice of 20-30 minutes 3 times/week of personal reflection.

This time commitment will be larger in June, due to attendance at General Assembly.



## Is SALT for You?

We are looking for young people who are

- passionate about justice.
- committed to open, non-judgemental communication.
- able to work independently.
- willing to give feedback to SALT Fellows and program leaders.
- able to participate in the majority of in-person events and all online meetings.
- connected to a UU community or organization.

## SALT 2020-21 Schedule

December 18-20	Opening Retreat
January 8-10	Justice Plunge
January 29	Direct Action Training
February 19-21	Spiritual Practice Retreat
March 12-14	Justice Plunge
April 2-4	Skills Training
April 16-19	UUBorders Journey
May 14-16	Final Retreat
June 23-27	Graduation & UUA General Assembly

