

**Mission, Values, Norms and Methods, Structure and Membership for
The Capital Area Interfaith Social Justice Coalition**

Accepted February 16, 2026

1. **Mission:** The Capital Area Interfaith Social Justice Coalition works from a multi-faith perspective to build stronger communities where everyone thrives and belongs. In our mutual dedication to social justice: we share information, encourage and support each other in our faith-led pursuits of social justice, and, when feasible, we engage with each other in actions and events.

2. **Values:**
 - Appreciate our unique approaches to faith
 - Explore with curiosity to find best answers
 - Maintain relationships, even when we decide to take separate actions
 - Embrace change as we meet new members
 - Recognize the integrity of all creation
 - Support our democracy as we advocate for justice rooted in love

3. **Norms and Methods** (*how do we work together*):
 - Act with courtesy
 - Share/rotate responsibility for leadership as much as people feel able
 - Meet in a variety of locations so that we become familiar with each other's places of worship including receiving prayer or practice consistent with each faith's traditions
 - Seek transparency with minutes of our meetings. However, individual privacy requests will be respected
 - Communicate honestly in writing and in person
 - Seek actions and events led by each other's faithful insights

4. **Structure:**
 - **The ROOT** – we all belong to the ROOT group; we work together to nourish relationships and share information and promote best practices.
 - Minutes of the meetings for the ROOT group are shared with the entire email organization.

 - **The TRUNK** – is composed of groups that perform certain tasks as described and assigned by the ROOT. TRUNK groups work independently (*like a short-term subcommittee*) on the assigned tasks and keep the ROOT group informed, connected and excited.
 - Minutes of the meetings for the TRUNK groups are shared with the entire email organization in keeping with our transparency and relational value.

 - **The BRANCHES** – are groups that take independent social justice actions that do not represent the full group.
 - BRANCH groups are encouraged to stay in relationship with the ROOT group in keeping with our value to maintain relationships, even when we decide to take separate actions.

5. **Membership:**

- All faiths are welcome
- Members decide for themselves whether they are representing their congregations, or they are representing their faith as individuals from a congregation
- Congregations are asked to self-monitor their attendance to maintain numerical balance with other congregations
- Membership is lay led, but clergy participation is also welcomed