Gender-Affirming Care Champion Job Description

The Gender-Affirming Care Champion serves as a bridge to the congregation about the topic of gender-affirming care and trans+ rights issues through prayer, education, advocacy actions, and personal support. A Champion is a person outside of the pastor that interfaces with already existing justice committees within the polity of the church. The Champion will be connected to others across the state via the Minnesota Conference UCC website and an email list to share resources, be inspired, and find support. The Minnesota Conference will provide Champions with training and connection points with each other. The Gender-Affirming Care Champion may work several hours a month to more if planning a larger event.

A Champion's activities might include activities within the realms of advocacy, personal support and pastoral care, education, and life of the church, and it is up to the Champion to discern in which ways their work is best matched with their congregation. We encourage Champions to assess the skills of their congregation and needs of their community and to "get in where you fit in." Do it all or just do a little - do something!

Initial ideas for engagement as a Gender-Affirming Care Champion:

- Advocacy
    - Check for legislative updates on gender-affirming care access and report to the appropriate justice committees, council, and congregation as a whole. These teams may then respond with letter writing, calls to legislators, protesting, boycotting, and other community organizing.
        - Love is Louder UCC toolkit https://www.ucc.org/loveislouder/
        - Advocates for Trans Equality: https://transequality.org/
        - Trans News at Huffington Post https://www.huffpost.com/voices/topic/transgender
        - Erin in the Morning: News and Discussion on Trans Legislation and Life https://www.erininthemorning.com/ (This is a substack, but she is also on Facebook)
        - The UCC's ONA web page on legislation targeting LGBTQIA2S+ people https://openandaffirming.org/resources/lgbtqia-issues/legislation-targeting-lgbtqia-people/
    - Learn about, share announcements about events of, engage with calls to action, and get involved with other organizations doing this work:
        - MN Welcoming Villages - https://www.instagram.com/mnwelcomingvillage/

        - Transforming families - https://www.tffmn.org/
        - Transmission Ministry Collective - https://transmissionministry.com/
        - PRISM - https://prismorganizing.org/
        - Outfront MN - https://www.outfront.org/
        - UCC Open & Affirming Coalition - https://openandaffirming.org/ona/
    - Write letters and send postcards to support gender-affirming care access through the VA and reinstate Directive 1341(4)
    - Learn about local shops, restaurants, and other companies in your area who are supportive of gender-affirming care access and spend money there. Share that information so people can hire them personally and at the church.
    - Fundraise for or put a reparations line item in your annual budget for gender-affirming care clinics, care providers, and advocacy organizations
- Personal support and pastoral care
    - Assist people in accessing gender-affirming care in their communities
    - Host a support group or safe space for people seeking gender-affirming care
    - Connect people with the Trevor Project to receive mental health support and other care
        - The Trevor Project (suicide prevention for young queer & trans people, resources, support, advocacy, research) https://www.thetrevorproject.org/ and for their resources page: https://www.thetrevorproject.org/resources/
    - Personally check in on LGBTQIA+ members of the congregation with coffee dates, phone calls, texts, and cards
    - Help organize support (hosting, meals) for trans+ refugees from other states seeking care
    - Provide a meal train and prayer shawls for people who are recovering from gender-affirming surgeries
    - Host a gendering-affirming clothing swap
    - Go shopping for gender-affirming clothing as a group with fundraised money
    - Provide rides to appointments for people seeking care
    - Fundraise for a mutual aid fund for people receiving gender-affirming care
    - Provide letters of support, gratitude packages, and prayer shawls for gender-affirming care healthcare providers
- Worship, Prayer, and Life of your Church
    - Pray for the rights, lives, joys, and safety of trans+ folks
    - Advocate for the inclusion of liturgies, readings, and hymns by queer authors and musicians in your weekly worship (not just for Pride month!)
        - https://openandaffirming.org/resources/worship/

    - Ensure that your congregation is a welcoming and safe space for trans, nonbinary, and queer folks in your signage, ammenities, language, and attitudes
        - Rev. Nora Elliot of Peace UCC in Elk River has a presentation on this revnora@elkriverucc.org
        - Seth Anderson-Matz
    - Host a queer prom, drag bingo, or other space of joyfulness
    - Including coming out/ naming ceremonies as part of worship or confirmation
    - Ensure that nametags, email signatures, websites, brochures, etc include pronouns
    - Change words of hymns and prayers to be inclusive of all genders beyond the binary
    - Review your O&A statement and other documents to ensure gender-inclusive language
- Education
    - Host education events on gender-affirming care and trans+ rights in your community
    - Provide written educational materials to the congregation and community
    - Offer OWL programming with trans+ inclusive education
    - Provide education on how to be an ally and address misinformation
    - Find out about queer positive events (concerts, book tours, dances, etc) in the community and share during announcements
    - Have an Ask Me Anything coffee hour