**Norm 34**

**Norm Description:** The Diocese is to establish an Office of Social Justice to work with secular community organizations, Catholic Charities, Catholic Relief Services, the New Jersey Catholic Conference, the United States Conference of Catholic Bishops, and diocesan offices to coordinate and direct efforts to promote the social mission of the Church in parishes;

- The Office of Social Justice is to develop practical ways for Catholics to become more involved in the work of justice through education, legislative advocacy, prayer, and outreach efforts;
- All pastors are to designate a Social Justice Advocate to coordinate parish-level implementation of diocesan social justice programs.

**Department or Office with Primary Responsibility:** Department of Pastoral Life

**Departments or Offices with Secondary Responsibility:** Department of Social Services, Catholic Relief Services, Department of Diocesan Planning, Office of Respect for Life.

**Person Submitting Plan:** Judith A. Psota

**Goal:** The Diocese is to establish an Office of Social Justice to work with secular community organizations, Catholic Charities, Catholic Relief Services, the New Jersey Catholic Conference, the United States Conference of Catholic Bishops, and diocesan offices to coordinate and direct efforts to promote the social mission of the church in parishes;

- The Office of Social Justice is to develop practical ways for Catholics to become more involved in the work of justice through education, legislative advocacy, prayer, and outreach efforts;
- All pastors are to designate a Social Justice Advocate to coordinate parish-level implementation of diocesan social justice programs.

**Objectives:**

1. The department will develop a job description for the position of Director for the Office of Social Justice, in consultation with the Director for Diocesan Planning, following a thorough review of existing job descriptions nationally beginning in March, 2010.

2. The department will begin advertising for the position of Director for the Office of Social Justice by the end of March, 2010. In consultation with the Human Resources Office, postings for the position will appear in *Catholic Jobs Online, Seton Hall University, St. Elizabeth College* and *NACPA (National Association for Church Personnel Administrators)*.
3. The department will select a Screening Committee comprised of Directors of Social Services, Catholic Relief Services, Diocesan Planning, Human Resources and Respect for Life. A partial Screening Committee was selected in June, 2009 and will convene again in April, 2010.

4. Interviews and screenings will be conducted throughout the months of April/May, 2010.

5. The position of Director for the Office for Social Justice will be appointed no later than June, 2010. This person will be responsible for developing and implementing a strategic plan over the next two years that will conform to the synod norms for that office.