



July 2023 – June 2024

Annual Report

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MSJC's Mission

Through the Marianist Social Justice Collaborative, the three branches of the Marianist Family in North America (the Society of Mary – SM, the Daughters of Mary Immaculate – FMI, and the Marianist Lay Community – MLC-NA) unite and multiply the efforts of Marianists to act for social justice. Inspired by Mary's yes and our founders' call to respond to the signs of the times, we commit to creating authentic, inclusive, and diverse community in order to build a more just world and Church. MSJC offers hope, inspiration, and opportunity for action through education, outreach, skill-building and advocacy at the local, national and international levels.

MSJC's Vision

Following the gospel of Jesus Christ and Mary's example, the Marianist Family empowers individuals, families, and communities to build the common good. We dedicate ourselves to promoting human dignity, protecting human rights, and practicing an integral ecology.



Organizational Accomplishments

Volunteer Recruitment and Development

This year, MSJC created an annual volunteer plan to streamline efforts around new volunteer recruitment and development of current volunteers. The goals of this plan were to:

- Increase our efficiency & effectiveness in recruiting new, capable, and committed volunteers across our justice teams
- Improve engagement and satisfaction for current MSJC volunteers
- Expand MSJC's capacity to take on projects and create programs

To support these goals, MSJC created a detailed [volunteer role description](#), hosted virtual open houses for prospective volunteers, and organized a comprehensive new volunteer orientation. Consequently, in January 2024, MSJC welcomed 15 new volunteers to our Justice Teams. Additionally, we achieved a volunteer retention rate exceeding 90% last year and doubled the number of events we offered compared to the previous year.



Lenten Justice Journey

MSJC's Justice Teams coordinated a [Lenten Justice Journey](#) calendar for the Marianist Family to engage in events, resources, reflection, and action challenges during the 2024 Lenten season. Participants were encouraged to commit to taking action during Lent that would positively impact our world. Here are what our Justice Teams offered:

- ASJP & Racial Justice multi-week guided reflection and education [Anti-Racism Program](#)
- [Marianist Meatless Mondays](#) environmental action challenge and recipe suggestions
- A Weekly [Lenten Journey with Immigrants and Refugees](#) Resource
- [Facilitating Difficult Conversations Virtual Training](#)
- [Open Wide the Unlocked Door: Women & The Diaconate Panel Discussion Virtual Event](#)
- [Love, Stardust, and Conversion this Lent](#) Reflection
- [What We Do for the Least of These](#) Reflection
- [Signs of our Times Reveal My Lenten Hope](#) Reflection
- LGBTQ+ Initiative Event: [Stations of the Cross](#)

Imago Dei Assembly

Held on June 27-30, 2024 at the Bergamo Center in Dayton, OH, this event brought together over 140 participants to honor the 50th anniversary of a 1974 conference centered on pastoral care and outreach for LGBTQ+ Catholics. [Imago Dei](#) also explored how we can continue to respond to the needs of the LGBTQ+ community in our Catholic Church and world today. The assembly was a major success and below are some impactful highlights:

- **Planning Team:** 8 volunteers and 2 MSJC staff
- **Participants:** 133 full-weekend participants; 10 special guests
 - 25 U.S. states/districts represented
 - LGBTQ+ persons, parents, vowed religious, allies
- **Presentations:**
 - 1 Keynote Speaker – Fr. James Martin, SJ
 - 3 Plenary Panels with 14 panelists and moderators
 - 14 Concurrent Sessions with 20 presenters
- **Sponsors:** 15 sponsors & 54 individual donors

Want to know more? Here is our [Imago Dei Impact Report](#).

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Justice Team Highlights

For most of MSJC's history, much of our work has been focused on "issues" to be "solved," such as ending sweatshop labor and abolishing the death penalty. The language we use to refer to our work matters. In light of MSJC's commitment to justice and antiracism, we now refer to our volunteer teams as *Justice Teams*, and we will no longer be using "issue team" language.

According to Candis Watts Smith and Tehama Lopez Bunyasi, authors of *Stay Woke*, words can fall under two different categories: 1) tools of liberation—words that enhance the lives of others, and 2) tools of oppression—ideas used to exploit or shame people based on race. *Issue, poverty, oppressed, voiceless, and less fortunate* are all examples of words that can be tools of oppression. We hope this important language update acts as one further step in aligning MSJC's work with our Marianist and antiracist values.

By the Numbers:

9	Justice Teams
72	Total Volunteers
15	States Represented (<i>CA, HI, IL, IN, LA, MD, MO, NJ, NY, OH, PA, SC, TX, VA, WI</i>)
2,705	Volunteer Hours Served
16	Virtual Events
13	In-Person Events
7	Co-Sponsored Events
6	Resources Developed
650	Program Participants
710	Engagers of MSJC Resources

From last year, MSJC doubled our in-person events, program participant numbers, and total volunteer hours.



Adele Social Justice Project (ASJP)

- Hosted a moving virtual event titled *Embrace: A Marianist Watch Party* which highlighted MSJC's 2020 LGBTQ+ inclusion video titled *Living Our Marianist Charism: Embracing the LGBTQ+ Community*.
- Facilitated a collaborative multi-week guided reflection and education series using the stages of confession as a pathway to becoming antiracist in collaboration with MSJC's Racial Justice Team.



Death Penalty Abolition and Restorative Justice

- Designed and led an in-person restorative justice circle for Dayton Marianists to introduce them to restorative practices and the work of this team.
- Recognized and celebrated the combined 40 years of service of long-time team volunteers Bob Stoughton and Sr. Grace Walle in Dayton, OH. This celebration had almost 50 participants.



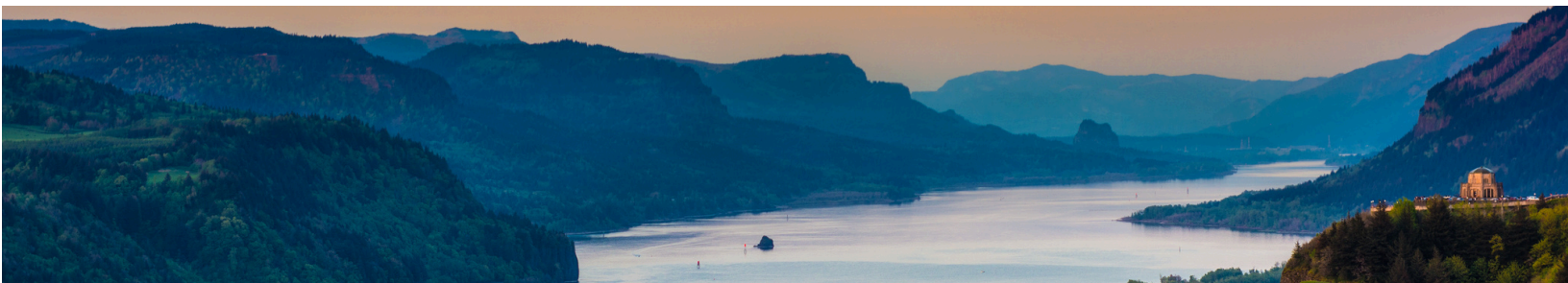
Immigrant Justice

- Hosted a virtual *Immigration Dialogue Event* in collaboration with the University of Dayton's Dialogue Zone.
- Produced the Monthly *Immigration & Refugee Newsletter* which is sent to 225 people and focuses on prayer, education, and action in regards to immigrant and refugee justice in the U.S.



Integral Ecology

- Coordinated collaborative events including one focused on rivers with MSJC's Immigrant Justice Team which engaged speakers from the 3 Marianist Universities, and a workshop on queer ecology at MSJC's LGBTQ+ *Imago Dei* Assembly.
- Hosted three virtual "open" events 1) [COP28 & Laudate Deum: Embracing Hope in a Time of Climate Crisis](#); 2) [Earth Day: Plastics or Planet!](#); 3) a Juneteenth event highlighting the interconnections of climate justice and antiracism.



LGBTQ+ Initiative

- Organized [Imago Dei](#), a four-day assembly in Dayton, OH for LGBTQ+ Catholics, their families, and allies, focused on LGBTQ+ ministry, community-building, and inclusion. This event had 143 participants.
- Advocated for transgender Catholics by hosting a [Let's Talk about the T in LGBTQ+](#) virtual event with 50 folks present and an in-person workshop at the 2023 Lay Marianist Assembly in St. Louis with 44 participants.

Racial Justice

- Updated and finalized two vital resources: the [Facilitating Difficult Conversations Guide](#) and [Calling the Marianist Family to Renounce the Sin of Racism](#).
- Gathered in-person in June 2024 to evaluate team goals, plan for future programming, and grow in understanding antiracism and fostering spaces for dialogue in the Marianist Family.



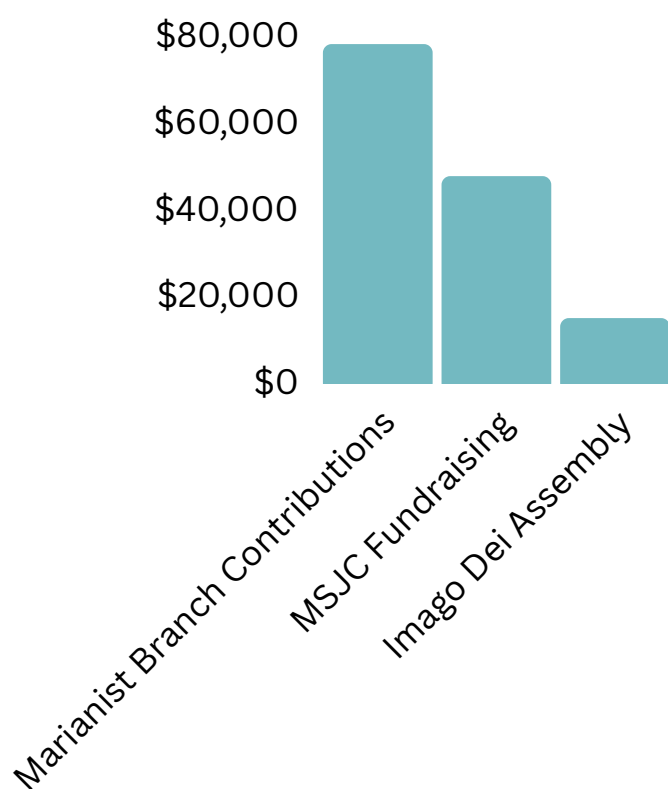
Women & Justice

- Led conversations on Catholic women and opening up the diaconate, including creating an [affirmation statement](#) for Marianist individuals to sign onto, hosting a virtual event on this topic with 50 participants, and co-sponsoring a virtual program facilitated by [Discerning Deacons](#) which had over 800 attendees.
- Contributed thought-provoking and timely reflections for MSJC's monthly e-newsletter, Justice Jottings.

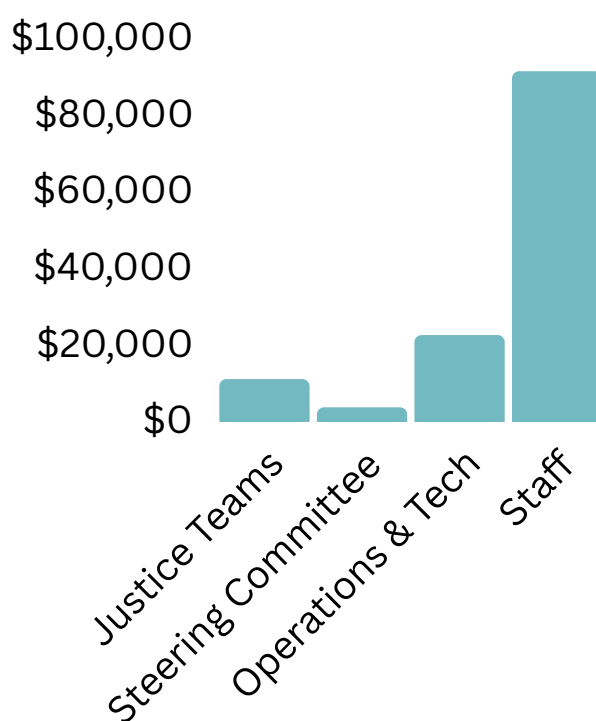
Financial Updates

MSJC continues to receive generous financial support from all three branches of the Marianist Family. We also surpassed our FY24 (July 1, 2023 – June 30, 2024) fundraising goal through our end-of-year annual appeal, an MSJC Giving Day in the spring, and income generated from our 2024 Imago Dei assembly. Because of our fundraising campaigns, we continue to have a positive budget variance which helps cover our expenses for the upcoming fiscal year(s). **Thank you to each and every one of our donors—without you this work would not be possible!** MSJC is exploring and pursuing new funding opportunities for the coming years, including social enterprise.

MSJC REVENUE FY24



MSJC EXPENSES FY24



MSJC

FY24 BUDGET ACTIVITY

TOTAL REVENUE	\$140,905.83
TOTAL EXPENSES	\$ 121,676.59
POSITIVE VARIANCE	+ \$ 19,229.24

What's Ahead

In the year ahead, we are excited to embark on several key initiatives:

- Implementing a comprehensive antiracist assessment of MSJC, with support from a consultant group, and using the assessment to develop an organizational plan that remains deeply rooted in justice and equity.
- Expanding our presence at key networking opportunities, ensuring MSJC's voice and mission reach broader audiences through strategic representation and collaboration.
- Programming from our Justice Teams that addresses emerging needs and opportunities to foster a more just and equitable Marianist Family, Catholic Church, and society at-large.



THANK YOU!

As MSJC reflects on the past year and all that we have accomplished, we are filled with immense gratitude. **Our work, and this report, would not be possible without the unwavering support and generosity of our donors, volunteers, and partners!**

From all of us here at MSJC, *thank you* for being a vital part of our mission. Together, we are making a lasting difference and building a more just Catholic Church.



Submitted October 2024 by MSJC's Steering Committee:

Chair & Staff

Marge Cavanaugh (Arlington, VA) - Chair of MSJC's Steering Committee
Sarah Gray (Cincinnati, OH) - Executive Director
Erin Anderson-White Face (Milwaukee, WI) - Director of Mission

MSJC Justice Teams:

Miranda Melone (Chicago, IL) - Chair, Adele Social Justice Project
Mary Beaudoin (Silver Spring, MD) - Chair, Death Penalty Abolition and Restorative Justice
Tiffany Hunsinger (Dayton, OH) - Co-Chair, Immigrant Justice
Brian Halderman (San Antonio, TX) - Chair, LGBTQ+ Initiative
Maureen O'Rourke (Dayton, OH) - Co-Chair, Racial Justice
Linda Flores-Tober (Hazlet, NJ) - Chair, Women & Justice

Marianist Family Representatives

Paul Combest (San Antonio, TX) - MLC-NA Representative
Sr. Leanne Jablonski (Dayton, OH) - MEEC and FMI Representative
Fr. Tim Kenney (St. Louis, MO) - SM Representative
Bro. Steve O'Neil (Cupertino, CA) - SM Representative