



# Steering Committee Applicant Information Packet

**Mission:** The Peace and Justice Action League of Spokane engages everyday people to build a just and nonviolent world.

**Vision:** Everyday people are together advancing peace, economic justice, and human rights, through campaigns grounded in the intersections of these values. We are:

- Engaging youth, cultivating youth leadership and long-term involvement.
- Nurturing strong relationships & active partnerships with communities of color, LGBT+ communities, faith communities, and other progressive bases.
- Sharing our messages, setting the frame of debates, and engaging everyday people.
- Delivering high-quality work through robust volunteer involvement and leadership, appropriate staffing, strong organizational systems, and a funding base that's expanding, stable, and sufficient.

The Peace and Justice Action League of Spokane is an independent, membership-based organization, founded in 1975, and affiliated with the Fellowship of Reconciliation and Showing Up for Racial Justice. Our approach to creating change is community organizing and leadership development.

## About the Steering Committee Application Process

The Peace and Justice Action League of Spokane Steering Committee, our leadership body and board equivalent, is seeking applicants to fill positions. We invite any current member of PJALS to consider applying for this leadership role to support and guide the organization's mission to "engage everyday people to build a just and nonviolent world." The current Steering Committee is composed of 6 members and seeking to fill 5 empty seats, for a full team of 11 members.

Our vision for our leadership body:

- Reflects leadership of people directly impacted by our work and allies who share organizational values
- Multiracial
- Intergenerational
- Cross-class

Our goals for our leadership body:

- Majority of committee are members who are directly impacted by our priority issues
- Maintain a minimum of 30% people of color

Please review prior to applying: [PJALS Steering Committee Role and Commitment](#)

**[Application Form: Peace and Justice Action League of Spokane Steering Committee Application](#)**

[Application questions list \(this is for reference only: only use the form linked above to apply\)](#)

**Application/Recruitment Timeline (subject to change):**

- Feb 3 2026 - Applications Open
- **March 3 2026 - Application Deadline**
- March-April - Informal interviews and invitations to observe Steering Committee meetings

To learn more about the current PJALS Steering Committee, see our website:

<http://pjals.org/about/staff-steering-committee/>

To learn more about PJALS, see our Winter 2025 Newsletter: <https://pjals.org/winter25/>

If you have any questions or would like to know more about the organization and the committee, please contact Liz Moore, Executive Director, at [lmoore@pjals.org](mailto:lmoore@pjals.org).

# Our PJALS Values and Commitment

*Adopted by the PJALS Steering Committee on July 26, 2016*

**In our PJALS community, we believe everyday people can accomplish extraordinary things together.** We strive to draw from our differences to increase and enhance effective action to build a just and nonviolent world. Our values ask us to honor and respect our web of different life experience to work collaboratively, sharing power and decision-making. Our work is guided by leadership of people directly impacted by the problems we seek to address, both among our PJALS community and in our broader community and world. We recognize our shared humanity and commit in the following ways to neither harm a member nor see a member harmed:

- Use an intersectional racial equity lens in all of our work.
- Call each other in, not out, when we make mistakes.
- Use decision making processes that engage our diverse community.

## PJALS Community Agreements

Our shared expectations of how we communicate and work together

*Approved by PJALS Steering Committee in December 2015*

- Respectful communication: We make a welcoming space where we can all be brave, so that we can take action together on our shared goals.
- No oppressive statements. If oppressive behaviors or statements are made, use Oops/Ouch to name, address, own, and learn.
- Share the air.
- Support each other.
- Be curious. Challenge assumptions. Work from “sound and current data.”
- Share your experience & perspective. Learn from differences.
- Be aware of our choices. Let’s choose consciously, not reactively.
- Learning and Improving: We evaluate together so we can learn from our experiences.
- Focus together: Limit distractions in meetings or workshops. One conversation (not sidebars) in meetings or workshops.
- Contracting and re-contracting: Make clear agreements about who’ll do what by when, who has what roles, and what relationship behaviors we’ll use to work together well. If you can’t do what you committed to, tell the group and we’ll make a new plan.