

Boston Neighborhood Community Land Trust

550 Dudley Street, Roxbury, MA 02119

www.bnclt.org

November 4, 2022

Resident/Neighborhood Organizer

JOB DESCRIPTION

Boston Neighborhood Community Land Trust (BNCLT) seeks to hire a Resident/Neighborhood Organizer to further its agenda to put community housing into the hands of low-income neighbors and residents living in Dorchester, Mattapan, and Roxbury.

Mission and Description of Organization

BNCLT works to combat displacement by creating permanently affordable, community-controlled housing in the Boston area, with a geographic focus on Roxbury, Dorchester, and Mattapan. BNCLT builds neighborhood stability, housing equity, and community strength among low- and moderate-income residents most at risk of displacement; and through the collective strength of partners working toward a shared, equitable, and just future.

Founded as the Coalition for Occupied Homes in Foreclosure, BNCLT took shape in 2019 committed to building leadership and community control among its CLT residents and community neighbors in Dorchester, Roxbury, and Mattapan. BNCLT is part of a growing movement of land trusts in Boston and across the country that are identifying alternative models to take property out of the speculative market and into the hands of the community.

Our board consists of CLT tenants, allied community members, and organizational representatives, with people of color holding the majority of director positions. Our BNCLT residents also play a significant leadership role in how we manage our properties through our Stewardship Committee and regular monthly meetings. We are building this model from the ground up and the Resident/Neighborhood Organizer will play a key role in helping us advance the work.

Here is what our organizing looked like last year:

- Through monthly resident meetings
 - Residents played a lead role in the selection of a new property management company
 - Residents are beginning to shape a model for building individual and collective assets and wealth
 - Residents have a place to address property challenges, discuss the roots of displacement, and generally build connections between each other
- We activated a vacant neighborhood lot, which has become a center for activity, connecting neighbors who didn't know each other previously
- With our CLT peers across the Boston area we:
 - led a campaign to advocate for state allocation of funding for acquisition of small properties
 - held peer-to-peer learning sessions for our members, including workshops and tours

BNCLT is on a strong growth path, and we are looking for an organizer who would like to join us in the CLT movement to build power and community control in our neighborhoods.

Responsibilities

The Resident/Neighborhood Organizer will work with existing BNCLT residents and emerging new neighborhood leaders to build collective power, learn about CLT models through peer education, and build neighborhood and policy campaigns that result in moving properties out of the speculative market and into the hands of the community through the CLT. Through virtual and in-person visits and meetings, the Organizer will expand BNCLT's base of leaders through active relationship building and leadership development.

We seek candidates who embrace our mission, and bring a sense of humor and passion to their work. This position will report to the Executive Director.

The Organizer's job scope will cover the following areas:

- 1. CLT Resident Organizing:** The Organizer will work with existing resident leaders, as well as engage new CLT residents to participate in monthly resident meetings, CLT governance, actions, and other activities. In addition, the Organizer will work with veteran CLT resident leaders to host workshops and orientation sessions for new BNCLT residents, neighbors, and other community members to educate and train people on the CLT model. This is a peer to peer, popular education model to help people grow their understanding and leadership in order to become community ambassadors of CLTs. This work will help reinforce the work of BNCLT's Stewardship Committee, which is led by residents and board members of BNCLT. The organizer will also work with residents to establish pathways to building personal and collective equity and assets.
- 2. Neighborhood Organizing:** The Organizer will work with community groups to identify neighborhoods and properties of concern where tenants are at risk of displacement. This collaboration will lead to property-specific campaigns, in which the Organizer will work closely with tenants, partners, and allies to develop and execute strategies that keep the properties in the hands of the tenants. This work will directly inform and connect with BNCLT's bigger agenda to acquire at-risk properties to be preserved as permanently affordable on the Land Trust. This also includes activating lots and other community gathering spots to encourage neighborhood stewardship and ownership. This can be through community gardens, public art, or other ideas generated in the community.
- 3. Policy Organizing:** The Organizer will connect the local, neighborhood-specific agenda with broader policy campaigns relevant to our work. For example, pushing to pass City and State legislation that reinforces our anti-displacement agenda. The Organizer will participate in coalition meetings targeted to these broader policy agendas, and will help mobilize action and support through BNCLT's base of leaders and members. We are also amping up our work in the climate justice arena as it intersects with affordable housing.
- 4. Membership and Communications:** The Organizer will help build CLT's base of members, and will manage BNCLT's communications using EveryAction platform, website, and social media outlets to communicate with BNCLT's growing network of members, participants, and supporters.

Desirable Qualities

- Can comfortably manage multiple tasks and projects independently
- Has at least 2 years of experience doing community outreach, organizing and leadership development, with demonstrated successes

- Has an understanding or background in popular education
- Demonstrates strong interpersonal skills and commitment to a relational approach to building and reinforcing partnerships
- Has strong oral and written English communication skills, with fluency or language proficiency in Spanish, Haitian Kreyol, Cape Verdean Kriolu, or Portuguese a plus.
- Computer literate in social media, Microsoft Office suite, and standard database systems
- Experienced working with people of diverse social and economic backgrounds
- Comfortable working with a range of people in a community based nonprofit environment
- Ability to work some evenings and weekends

Salary and Benefits: The position is full-time. The salary range is \$60,000-\$65,000 depending on experience. We offer a competitive, comprehensive benefits package.

- 401-K plan, 4% employer contribution on top of employee contribution
- Excellent health insurance through BCBS, 90% covered by employer
- BCBS dental insurance, 100% covered by employer
- Starting PTO: 24 days/year plus one day added per year up to 30 days (includes sick and vacation)
- 13 paid holidays
- Opportunities for training
- Work related transportation coverage
- Disability insurance

How to Apply:

Please submit a cover letter, detailing your qualifications for this position, along with a resume to: [hiring@bnclt.org](mailto: hiring@bnclt.org) with **Resident/Neighborhood Organizer** in the subject line.

We will review all applications on a rolling basis until position is filled. For more information about BNCLT, visit our website: www.bnclt.org

BNCLT is an Equal Opportunity Employer