



United Interfaith Action Of Southeastern MA Fall River Community Organizer Job Description



Organizational Overview

Founded in 1996, United Interfaith Action of Southeastern MA (UIA) develops leaders & organizes power to work for Racial and Economic justice. As a collective of congregations & community-based organizations primarily in Fall River and New Bedford, MA we represent the racial, socio-economic & geographic diversity of the cities. UIA combines faith values, community organizing and leadership development to engage our community in issues that disproportionately affect residents of color, and those of low-income or newcomer status. Over our 25 years, UIA has leveraged community support & funding locally to win the creation of after school programs and expand street outreach worker initiatives. UIA started a Community Health Worker training program, passed an innovation school policy, won the signing of U-Visas for immigrant victims of crime, and helped start the HUB crisis intervention team. Statewide UIA was instrumental in winning Paid Family Medical Leave; job training funds; a minimum wage increase to \$15/hour, helping 30,000 local workers; and the passage of the \$1.5 Billion Student Opportunity Act.

Position Overview

UIA is looking for a Community Organizer to identify grassroots members with the appetite for leadership from within our congregations and the community. He or she will help co-create the vision and co-share the knowledge for what it takes to make real change with those who live it every day. Furthermore, they will not be satisfied with the status quo but will strive continuously to learn more, to be in deeper relationships, and to move us toward racial and economic justice. The Community Organizer will engage our leaders in our campaigns, identify new leaders and work on identifying systems and policies of inequity. The Organizer will then work with UIA and the community to identify strategies to address those inequities. We are looking for someone that is excited about relational organizing, leadership development, and is invested in addressing issues of Systemic change.

Duties and Responsibilities

Leadership and Staff Development

- Work with leaders of assigned member congregations to build strong local organizing teams
- Support community members to grow into their own power through crafting intentional leadership development plans with core organizational leaders (ex. leading meetings and events)
- Coordinate the participation of leaders in training workshops and conduct sessions as needed
- Regularly seek out and build relationships with new leaders and facilitate bringing in new member institutions/organizations

Issue Development

- Train leaders in organizing model laid out by UIA and our statewide network, MCAN, involving leaders in every step of the process. Use that tool as a guide for identifying issues to be addressed
- Support the development of leaders through regular one on ones to tackle the changes they are focused on in the most strategic and powerful way
- Help lead multiple, effective community actions each year with public officials

Structural Development

- Support organizational culture based on strong relationships, a deep moral vision that shows up in public, and builds community

- Increase engagement with diverse congregations and congregations of color
- Participate with the Board and Faith Leaders' Caucus in an ongoing strategic planning process, including working with other leaders to give input and review
- Attend, actively participate in, and periodically facilitate weekly Staff Mtgs, strategic planning mtgs
- Attend and actively participate in bi-monthly Massachusetts Communities Action Network (MCAN) All-Staff meetings, MCAN Leader Assemblies, and any other MCAN related trainings or events, including those which may be recommended in and out of state when appropriate

Fundraising and Administrative

- Coordinate with the Executive Director, leaders, and staff for an annual fundraising plan including individual & corporate donors, foundation grants, fundraising events, and membership dues
- Help organize Annual Fundraiser and work with leaders to engage and develop relationships with local businesses and individual donors that can support the organization
- Coordinate with Executive Director to maintain Grant Calendar, crafting competitive grant proposals and building/maintaining relationships with foundation staff as needed
- Finalize and submit a minimum of one grant application by the end of the fiscal year
- Work with congregational teams and clergy to facilitate annual dues

Other

- Develop working knowledge of issues, challenges, history and political environment of the city of Fall River and surrounding towns
- Reflect on the power analysis of the political, economic and religious leaders and structures of the city of Fall River and surrounding towns
- Meet weekly with Executive Director for coaching, development, supervision, and project support
- Engage a robust communications program (website, social media, and email)

Qualifications

- High level of consciousness and/or a willingness to learn and engage in conversations around race, class, gender, and faith/spirituality
- Two-five years experience a plus. An openness to being coached and developed further is a must.
- Self-motivation, detail-oriented, able to take initiative and ownership of projects, and able to provide creative and strategic feedback in the planning process
- Relational work style: ability to listen well, collaborate, tell community stories, and coach effectively
- Must be willing to work some nights regularly and some weekends as needed
- Must be able to thrive within a work environment that changes regularly according to community needs. Schedule and responsibilities will shift according to priorities and community availability
- Must be able to effectively work with diverse populations
- Helpful qualifications: language skills (Spanish or Portuguese), an understanding of the local community, computer skills (Google Suite, Microsoft, etc), basic grant writing or fundraising

This is a full-time salaried position, range of \$40,000-50,000, dependent on experience. We offer competitive benefits with access to health and dental, along with generous vacation time, a flexible schedule, as well as the support of an exceptional team.

To Apply: Send electronic file of your **resume and a cover letter** expressing your interest in this position and your qualifications to info.uia@mcn.us

Applications accepted until position filled. UIA has a strong commitment to diversity, equity and inclusion - people of color, women and members of other under-represented groups strongly encouraged to apply.

United Interfaith Action of Southeastern MA (UIA)

228 N Main Street, Fall River, MA 02720

www.unitedinterfaithaction.org