***JOB ANNOUNCEMENT:* Faith-Rooted Organizer, Contra Costa**

*Exciting opportunity at the intersection of faith and*

*the movement for economic and racial justice*

The **East Bay Alliance for a Sustainable Economy** (EBASE) has a 21-year track record of advancing economic, and racial justice by building a just economy in the East Bay based on good jobs and healthy communities. We address the root causes of economic injustice by developing strategic alliances among community, faith, and labor to build power and create change with low-income workers and communities of color.

The **Faith Alliance for a Moral Economy (FAME)** is an initiative of EBASE focused on educating and organizing clergy, spiritual leaders, and people of faith to stand in solidarity and take action with low-wage workers, immigrants, tenants and people who are formerly incarcerated in their fights for justice. We convene local committees like **FAME Concord** and Economic Justice for Black Oaklandwhere faith leaders reflect on the morality of taking action for justice and strategize with organizers to hold elected officials and corporations accountable to our communities. We seek public policies that create a more just economy to sustain lives with dignity for workers and their families by improving working conditions, addressing displacement and tenant rights, and ensuring safe, thriving communities for all.

**POSITION SUMMARY**

The **Faith-Rooted Organizer** will work with the Director of the FAME Initiative and EBASE Contra Costa campaign staff to engage and organize faith leaders and communities in support of Contra Costa campaigns. The Faith-Rooted Organizer will support EBASE’s campaigns and projects for tenants protections, immigrant rights, workers' rights and economic and racial justice by building committees of faith leaders; collaborating with unions, workers and community groups; and helping develop and execute faith-rooted strategies and tactics. The Faith-Rooted Organizer reports to the Director of the FAME Initiative and is a full time position.

**RESPONSIBILITIES**

Recruiting & Organizing Faith Leaders

* Work with the FAME Director to identify and recruit a diverse array of faith leaders from different religious traditions to participate in the FAME Concord committee.
* Build working relationships with faith leaders to deepen their participation in tenant rights and protection campaigns. Conduct ongoing organizing with faith leaders through 1-1 visits and follow up.
* Meaningfully engage faith leaders to plan events and activities in support of EBASE campaigns for tenant protections, worker and immigrant justice. Identify and execute appropriate strategies to engage faith leaders in a meaningful way with our campaigns.
* Coordinate monthly meetings of the FAME Concord committee that includes time for faith-rooted reflection, fellowship and strategy development. Cultivate FAME Concord committee as faith-rooted environment, utilizing interfaith texts, prayers, music and reflection as a means to build community among faith leaders.
* Maintain regular communication with faith and leaders and affinity groups.

Coordinating Faith-Rooted Strategies and Coalition Campaign Support

* Participate in EBASE's Contra Costa team and coalition meetings to understand and inform faith-rooted strategies. Coordinate with the FAME Director and Senior Campaign Director to align strategies, tactics and messages with the overall campaign plan and to ensure integration of faith rooted approaches.
* Coordinate tactics and events that advance FAME organizing, support EBASE campaigns and that provide fellowship, inspiration and education for religious leaders. Tactics may include public ritual or prayer to uplift an issue of inequity or to influence a decision-maker; joint letter signed by faith leaders or delegations of faith leaders meeting with impacted communities and/or decision-makers.
* Represent FAME in coalitions. Recruit, train, and support leaders to represent FAME in coalitions.
* Develop organizing and action plans and timelines with Contra Costa Team and coalition partners.

Organizational Development and Personal Administration

* Participate in weekly staff meetings, internal trainings, annual planning and retreats.
* Support “all hands on deck” requests from EBASE campaign teams, including mobilization support, phonebanking, civic engagement and other activities.
* Maintain personal organization systems.
* Complete reimbursements, timesheets and lobbying reports.

**QUALIFICATIONS:**

* Demonstrated organizing skills and motivating others to take action in interfaith communities on issues of tenants' workers’ or immigrant rights. Two years organizing experience preferred.
* Commitment to organizing people of faith, and comfortable working with diverse faith traditions.
* Demonstrated knowledge of religious institutions in Contra Costa County, especially in congregations serving Black and Brown working class and immigrant communities.
* Demonstrated ability to take initiative and show accountability to goals and workplans, with a commitment to work in a team environment. Willingness to learn new techniques, ideas and skills.
* Personal commitment to economic, racial, and gender justice.
* Strong listening and communication skills.
* Strong writing skills and ability to use word-processing and database programs.
* Proficiency in Spanish is preferable.

If you don’t meet all the criteria above but still feel your experience could be a good fit for the role, please apply. We recognize that candidates who don’t check every box can still add value to our team.

**WORK ENVIRONMENT:**

Like all EBASE staff, this position will generally work from home during shelter-in-place. In the future, this position will be based out of the Concord office.

**COMPENSATION AND BENEFITS:**
The salary range for this position is between $50,000-$55,000 (depending on experience), as well as an annual cost of living adjustment dependent on budget. EBASE contributes 3% - 6% of employee salary towards the 401(k) retirement plan and provides additional benefits valued at roughly $25,000 per year. This includes fully paid employee health insurance (medical, chiropractic and acupuncture) generous vacation, sick leave, personal days, and holidays, and training and professional development opportunities. EBASE provides an excellent working environment that encourages teamwork and recognizes high-quality work.

This position is part of a bargaining unit represented by CWA Local 9415.

Email cover letter and resume to**:** search@workingeastbay.org Subject line “Faith-Rooted Organizer.” **Preference for applications that are received by May 14, 2021.** Applications will be reviewed on a rolling basis as they are received. The position will be open until filled and starts immediately.

*EBASE is an affirmative action employer, and strongly supports the social goals of affirmative action. We therefore make special efforts to recruit individuals from groups that are historically under-represented in professional environments, or that suffer broader societal discrimination.*