As a collaborative of congregations united in action, we create homes and advance equitable housing.

Congregational Organizer

The Organization

Beacon Interfaith Housing Collaborative has a vision that ‘all people have a home’. We are an experienced housing organization that operates supportive and affordable homes, develops affordable and supportive housing, shelters families, and organizes to impact housing policy. Our focus is on households who make less than $30,000 a year and those who are experiencing homelessness. The nearly 100 congregations who make up our collaborative are putting their faiths into action through leadership, advocacy, organizing, and service.

At Beacon we believe that systemic racism causes housing inequities. As a learning organization we are interested in adding individuals who hold high levels of cultural competency and who are willing to learn and work with others to deepen our capacity to address bias and racial inequities. Visit our website for more information about our strategies, programs and how our values of risk taking, race equity and inclusive decision making supports our learning and continued evolution.

The Beacon office is located on University Ave & Highway 280 (along the Metro Green Line), convenient to both Minneapolis and St. Paul. For more information, check out www.beaconinterfaith.org.

The Position

The Congregational Organizer is responsible for building a powerful faith and value-based collaboration of congregations in the Twin Cities metropolitan area. This position provides support and leadership to congregations who are active in one or more of the three program areas of Beacon: housing development, policy and shelter.

This is a full-time position, and is eligible for health benefits, our retirement plan, and paid-time off. The annual salary range for this position is $50,000 - $60,000. The position is part of the collective bargaining unit (union). This position is currently remote due to COVID. In the future, the position may be in-office, remote, or hybrid.

Duties and Responsibilities

CONGREGATIONS
Develop long-term relationships with congregations who desire to become or are members of the collaborative. Deepen and broaden the involvement of the congregation in the work of the collaborative.
- Develop congregational leadership teams as a liaison between the congregation and Beacon.
- Ongoing recruitment of new congregations to the collaborative.

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• Build relationships with and engage clergy to animate the broad vision of engagement with Beacon and to link it to their faith traditions.
• Manage a portfolio of assigned congregations.
• Work with the congregation to develop annual organizing plans. Ensure accountability to and ongoing evaluation of the plan.
• Ensure an annual financial commitment by the congregation to the collaborative.
• Ensure and expand diversity of congregations engaged in Beacon

ORGANIZING
Utilize community organizing principles and practices to build the power of the collaborative to create affordable housing and influence policy change at the local, county, regional and state levels.
• Conduct an average of five 1-1 visits per week.
• Develop and implement a plan to identify, engage and develop leaders within each of the collaborative congregations to build the collective power needed to end homelessness.
• Understand and remain up-to-date on housing and related issues impacting the community on a local, regional and state level.
• Lead campaigns related to housing development and policy including the development of plans for congregations to participate.
• Plan and execute public actions and events.
• Help the collaborative select and define issues and campaigns for collective action.
• Work with the policy team to win Bring it Home, MN.

LEADERSHIP DEVELOPMENT
Develop and implement a plan to identify, engage and develop leaders within the collaborative’s congregations to build the collective power needed to end homelessness.
• Coach and mentor volunteers and leaders in congregations to be able to live out their values and create change that is meaningful to them, their congregation and Beacon.
• Create and support congregational leadership teams in each congregation who use organizing strategies to deepen and broaden the engagement of the congregation.
• Train and assist leaders to conduct research and develop action plans for winnable issue campaigns.
• Train leaders to effectively negotiate with decision-makers.
• Deliver leadership training through curriculum development, workshops and integration into the daily work with congregational leaders.

General
• Develop and implement annual work plans.
• Contribute to, and advance, Beacon’s work internally and externally.
• Develop & maintain productive, positive working relationships with other staff members.
• Maintain a level of flexibility with all staff, offering assistance to others as appropriate.
• Represent Beacon, its mission, vision and goals in the broader community.
• Work effectively and respectfully with individuals without regard to race, color, creed, religion, national origin, marital status, political affiliation, sexual orientation, status with regard to public assistance, membership or activity in local commission, disability, sex and/or age.
• Work within all agency policies, government regulations and the law.
• Perform other tasks, responsibilities, and special projects as assigned or directed.

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Qualifications
• 2 years community or congregational organizing experience that includes the development and execution of issue campaigns and the development of leaders and leadership teams.
• Deep understanding and commitment to racial justice and cultural competency.
• Experience working with affordable housing and/or people experiencing homelessness and/or willingness to learn about affordable housing and homelessness.
• Able to work some weekends and evenings.
• Access to a reliable vehicle and possessing an acceptable driving record.

Knowledge, Skills, and Abilities
• Core commitment to community and social justice issues.
• Strong relational skills and ability to connect, engage and inspire.
• Capacity to think strategically and analytically about issues impacting a community.
• Able to inspire trust and confidence in others.
• Strong interpersonal and communication skills, written and verbal.
• Good analytical, negotiation, and problem-solving skills.
• Strong time and task management skills.
• Highly motivated and independent, yet team oriented.
• Respect for and ability to work with people from diverse faith communities.
• Respect for economic and cultural diversity.
• Computer and other standard office equipment skills sufficient to prepare flyers and other communications, maintain databases, email, and website posting.

If you are excited about being part of an organization with a big goal and collaborative spirit, learn more about Beacon and this position at www.beaconinterfaith.org. Please submit a resume with cover letter to HR@beaconinterfaith.org.

Beacon has recently voluntarily recognized a union for employees. At the time of this posting, Beacon and Union Employees are engaged with and committed to a collective bargaining process with the shared goal and mission that ‘all people have a home’.

Beacon strives to be an authentically inclusive organization. As an equal opportunity employer, Beacon does not discriminate against candidates on the basis of race, color, creed, religion, national origin, sex, age, physical or mental disability, veteran status, gender identity or expression, or sexual orientation. We affirm that all people are valuable and deserve respect, we welcome diverse perspectives and backgrounds, and foster an inclusive and collaborative environment as we work together on our vision that “All people have a home”. Women, people of color, LGBTQ+ individuals, and members of other minority or marginalized groups are strongly encouraged to apply.

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