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

Campaign and 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 and Campaign Organizer is part of a team responsible for growing Beacon as a powerful faith and value-based collaboration of congregations in the Twin Cities metropolitan area committed to creating homes and advancing equitable housing policies. This position is uniquely situated in Beacon to build relationships and contribute to the organization’s understanding to:

- Engage and support historically African American and other ethnically and/or culturally diverse congregations in the work of the collaborative through one or more of the three program areas: housing development, policy, and shelter.
- Engage and support organizations led by and for Black, Indigenous people and other people of color in the Bring it Home, MN rental subsidy campaign.

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 $45,000 - $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
Key role in the facilitation of departmental strategies to expand the diversity of congregations involved in Beacon’s work.

www.beaconinterfaith.org/careers

@BelieveInHome

12.7.21
• Regularly conduct 1-1 visits to increase the engagement of Black, Indigenous people and other people of color.
• Engage and support Black, Indigenous and other leaders of color in facilitating the engagement of their congregation in the collaborative.
• Contribute to the research and learning needed to engage new, diverse congregations in the work of the collaborative.
• Manage a portfolio of assigned congregations that encourages and sustains deep and broad engagement in the work of the collaborative.
• Develop congregational leadership teams as a liaison between the congregation and Beacon.
• Build relationships with and engage clergy to animate the broad vision of engagement with Beacon and to link it to their faith tradition.
• Encourage financial support from the congregation and its members toward our shared mission.

ORGANIZING
Utilize organizing practices, principles, and skills to build the power of the collaborative to create housing and influence policy for systems change.

• Conduct 1-1 visits to build and deepen relationships with prospective congregations with an emphasis on those that would expand the ethnic and cultural diversity to our collaborative.
• Create and support congregational leaders skilled in the practices and principles of organizing.
• Inform and plan strategic gatherings for the collaborative. Support turnout efforts.
• Help the collaborative select and define issues and campaigns for collective action.
• Oversees housing and issue campaigns including the development of effective campaign plans, implementation of campaign activities and actions, the engagement of congregational leaders and the ongoing evaluation of the campaign.
• Deliver regular leadership training opportunities for congregational leaders.
• Remain current in trends, policies, and practices related to affordable housing and homelessness.

BRING IT HOME, MN CAMPAIGN
Work under the direction of the Director of Public Policy and the Bring it Home, MN Campaign Manager to strategize and grow the number of endorsing and engaged organizations in the Bring it Home, MN campaign, particularly focusing on growing the diversity of the campaign.

• Recruit and secure organizations to be endorsing members of the Bring it Home, MN Campaign.
• Facilitate relationships and learning needed to grow our campaign’s understanding of how to effectively engage Black, Indigenous and people of color organizations, and people with lived experience.
• Build and deepen relationships with allies and campaign partners.
• Inform and support the involvement of allies and campaign partners in Bring it Home, MN by coordinating policy related meetings and activities, developing, and sustaining relationships with key allies and policy makers, and participating in other key spaces to inform and advance the collaborative’s long- and short-term priorities.
• Identify and prepare impacted community members to share their stories powerfully and authentically.
• Work under the direction of the Bring It Home Campaign Manager to design and carry out the tactics and activities of Bring it Home, MN.

GENERAL
• Contribute to, and advance, Beacon’s work internally and externally.
• Develop & maintain productive, positive working relationships with other staff members.
• 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.

REQUIRED QUALIFICATIONS
• Commitment to racial equity and a passion to work on “people-centered” policy change to achieve our vision of all people have a home.
• Experience with, knowledge of, or interest in community or congregation-based organizing.
• Experience in supporting the development of individual leaders and teams.
• Experience building successful cross-cultural relationships and partnerships.
• High intercultural competency or extensive lived experience with a culture different from own.
• Access to a reliable vehicle and possesses an acceptable driving record.
• Must be able to work some weekends and evenings.

PREFERRED QUALIFICATIONS
• Experience leading faith communities in outreach and ministry efforts.
• Experience working with affordable housing and/or people experiencing homelessness.
• 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.

Knowledge, Skills, and Abilities
• Strong relational skills and ability to connect, engage, and inspire
• Capacity to think strategically and analytically
• Strong interpersonal and communication skills, written and verbal
• 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
• Knowledge of congregations and their unique characteristics as an organization
• 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](http://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.