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. This is a bargaining-unit (union) position. The compensation for this position is $56,000 - $62,000 per year.

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.

www.beaconinterfaith.org/careers
@BelieveInHome
• 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.
• Grow and prioritize the 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.

• Maintain a regular practice of 1-1 conversations.
• 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 and other policy campaigns.

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.

All Employees Are Expected To:

- Develop and maintain productive, positive working relationships with other staff members.
- Maintain a level of flexibility with all staff, offering assistance to others as appropriate.
- Work effectively and respectfully with individuals without regard to race, color, creed, religion, national origin, marital status, political affiliation, sexual orientation, gender identity, status with regard to public assistance, membership or activity in a 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

- 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.
- Strong interpersonal and communication skills, including public speaking, facilitation of groups, and written articles.
- Availability to work some weekends and evenings.
- Access to a reliable vehicle and possessing an acceptable driving record.

Knowledge, Skills, and Abilities

- BA in related field preferred but will also consider work and life experience
- Core commitment to community and social justice issues.
- Strong time and task management skills.
- Experience working with affordable housing and/or people experiencing homelessness and/or willingness to learn about affordable housing and homelessness.
- Strong relational skills and ability to connect, engage and inspire.
- Capacity to think strategically and analytically about issues impacting a community.
• Ability to inspire trust and confidence in others.
• Good analytical, negotiation, and problem-solving skills.
• Highly motivated and independent, yet team oriented.
• Respect for and ability to work with people from diverse faith communities.
• Respect for and understanding of economic and cultural diversity.
• Computer and other standard office equipment skills sufficient to prepare flyers and other communications, maintain databases, email.

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 voluntarily recognized a union for employees, and a collective bargaining agreement is in place.

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.