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**BASIC INFO**

**Job Title:** Organizer, Immigrant Coalition

**Salary range:** $50-$55,000 (DOE)

**Location:** Indianapolis

**ABOUT FAITH IN INDIANA (FaithIN)**

*Faith in Indiana unites tens of thousands of people across faith, race, and place to work together for racial and economic justice in Indiana.*

*In our work, we center the leadership of Black people, immigrants, Muslims, returning citizens, women and young people.*

*Through six county chapters, we work with 164 congregations and partner organizations with deep roots in the communities we organize.*

*Faith in Indiana and our chapters are run and led by our grassroots leaders. People of color are in positions of authority and leadership, and low-income people of color are the drivers of our campaigns and strategies.*

*In addition to believing strongly that power must be shared equitably in our organization and our society, we also believe that leaders are developed, not born; and that relationships grounded in trust and vulnerability coupled with radical accountability and direct, courageous communication allow for each of us to bring our full, brilliant selves to the table.*

*Faith values are also a big part of what drives us. We organize people through faith institutions, in partnership with Indiana’s 17 largest religious traditions, we amplify the prophetic voice of clergy from diverse backgrounds.*

*Faith in Indiana’s sister organization, Act Indiana, is a 501c4 social welfare organization that runs large-scale voter engagement programs holding deep canvass conversations with people of color, women, and young people often ignored by traditional campaigns.*

*We are proud members of* [*Faith in Action*](https://faithinaction.org/)*, the largest grassroots faith based organizing network in the United States with more than 1,000 congregations in 22 states and 150 cities. Our Immigrant coalition is also a member of* [*FIRM*](https://www.fairimmigration.org/)*, a grassroots network powered by Community Change.*

**ABOUT THE ROLE**

The Organizer will lead with members of our Immigrant Coalition in Indianapolis to win bold pro-immigrant policies at the local, state, and national levels. For example, this year we are working to end ICE detainers in Indianapolis, advance Freedom to Drive legislation, push for inclusive covid relief, and secure a path to citizenship for all 11 million undocumented immigrants.

Organizers recruit, train, and develop grassroots volunteers to build organizing teams, co-create immigrant-led campaigns, and engage hundreds in collective action. This position works closely with immigrant Catholic parishes, and other religious leaders committed to immigrant justice.

Are you passionate about developing immigrant leaders and committed to organizing as a means for social change? Do you thrive in a fast-paced, high stakes campaign environment and a track record of bringing people together across differences to take action in the face of uncertainty? If so, please read on.

* role of faith in social change.
* Experience coaching clergy and faith leaders, particularly in the catholic context

**THE ROLE**

*In this role you will:*

* **Recruit and develop leaders.** Agitate and inspire people to take on bold risks and responsibility. Demonstrate a disciplined focus on intentional leadership development through one to one conversation, identify self-interest, invite grassroots leaders into the public arena. Organizers average 15 one-on-one meetings a week.
* **Build teams.** Deeply invest in people, who develop the leadership of others. We are known for leader-driven organizing at scale. Organizers coach and support leaders to engage 300+ leaders in public events, direct action, house-meetings, and campaigns
* **Develop yourself**. First year organizers are apprentices learning the practices and principles of the craft of community organizing from a seasoned organizer. This includes shadowing, personal reflection, real-time direct feedback. Be willing to try-on new ways to approach something even if you’re not sure it will work. Be eager to receive direct challenges from peers and supervisors to address personal barriers to leadership development.
* **Co-create big plans.** Co-create with grassroots leaders, long-term strategic plans that escalate power and deliver wins on racial and economic justice. Write your plans down so they can be owned broadly and free people up to act.
* **Build Vote Power**. We are flipping the formula to grow the vote power of people of color, women, and youth and turn non-voters into voters. Faith in Indiana staff are contracted by Act Indiana to run large scale voter engagement programs throughout the year.
* **Build Money power.** We understand money to be abundant, liberatory, and a core source of our collective power. All our top leaders and organizers take responsibility for ensuring congregations and individuals grow financial contributions and stability.
* **Amplify on the ground organizing with sophisticated tools.** We equip leaders with sophisticated tools to amplify the on-the-ground organizing and bring far more people than we can personally touch into our movement community. For example;integrating tested-messages that inoculate dog-whistle racism and build cross racial solidarity; support leaders to collect data and track supporter participation; overlay digital organizing and large-scale grassroots fundraising.
* **People at the Center.** Bring your full self and brilliance into a strong accountable relationship with your supervisor and peers. Be willing to develop yourself through direct feedback, challenge/agitation, ongoing reflection, reading, and learning from staff, leaders, clergy, and others.
* **Model our Values and Culture.** Shared Power. Radical accountability. Trust. Courageous and direct conversations. Development of People is the priority. Inclusion. Money is power. Take bold risks. Model these values in all we do.

**HOW WILL YOU KNOW IF YOU’RE A GOOD CANDIDATE?**

*You can be great for this role if you are someone who is:*

* Able to act with integrity and has a strong work ethic, “grit”, and willingness to persevere until you succeed.
* A self-starter who can independently set goals and use them to guide daily actions.
* A curious and active listener, capable of establishing rapport with people from different backgrounds.
* A quick learner and eager to develop their leadership and to help others to do the same.
* Willingness to apprentice to an experienced organizer, this includes; direct feedback in real-time, shadowing, evaluation, and direction from their supervisor and peers.
* Unafraid of being pushed and challenged by their peers and supervisor in order to more deeply reflect on and address personal barriers to leadership development.

**HOW WE KNOW IF YOU’RE A GOOD CANDIDATE?**

*We are looking for candidates who:*

* Can articulate how working for social justice and grassroots organizing is connected to their personal mission and story rather than a desire to “serve or save” others.
* Can demonstrate an ability for independent decision-making, management of multiple priorities in a fast-paced, deadline-driven environment, and sound judgment on when to seek advice and support from team members.
* Can share examples of achieving success when straightforward solutions aren’t available through problem solving and apply flexible thinking.
* Can lead from behind and from in front. Successful organizers develop new leaders, who are often trying-on public roles for the first time. Be ok with hours spent making phone calls, reaching out to people you don’t know, and many vital but unglamorous activities that create the conditions for change.
* Can share examples of developing leadership of everyday Muslims, Muslim Youth, and building cross-racial diversity within diverse Muslim contexts.
* Can speak to their ability to effectively across diverse faith communities, racial groups, and diverse stakeholders.
* Is comfortable using a range of computer programs and smartphone apps, including Google suite, Internet applications, and other common software.

**COMPENSATION**

This will be a full-time, exempt position based in Indianapolis with significant evening and weekend work. The compensation for this role includes a salary of $50-$60,000 (depending on experience) and excellent benefits including full medical and dental coverage, a 5% retirement match after 2 years, and generous paid time off. We also provide a cell phone, zoom subscription, with unlimited talk and data and a computer at the beginning of employment.

**APPLICATION INSTRUCTIONS**

Please email your resume, answers to the questions below to: careers@faithindiana.org

In lieu of a traditional cover letter please answer the following questions:

1. Why are you applying for this job? (Suggested word limit: 200)
2. What is a formative experience with injustice that brought you into the social change movement? (Suggested word limit: 200)
3. In the About this Role section of this job listing (see above) there is a list of bullet points under the heading “While not expected, a strong candidate might have one or more of the following…” Which of these bullet points do you believe you bring to the table? Please list them with a few words of explanation if that’s useful. Note, where there is a list of different ways to meet the criteria of a single bullet point, please specify which one(s) you bring to the table.

In addition, please be sure to include your last name and “Immigrant Organizer” in the subject line of the email.

Questions about this position or the application process can be sent to careers@faithindiana.org.

Applications will be reviewed on a rolling basis, with applicants encouraged to apply ASAP for first consideration.

*Confronting the systems of racism that structure our economic, political and social lives is at the heart of who we are, and Faith in Indiana is committed to develop a highly effective, directly impacted staff team with deep roots in the communities we organize.*

*Of our 11-person Board of Directors, six are women, eight are people of color, and ten are low-income. Of our five full-time staff, four are women, two are people of color, two are LGBTQ, all five come from low-income backgrounds.*

*Faith in Indiana is an equal opportunity employer with a strong commitment to social justice. People of color and women are strongly encouraged to apply.*

*Please note: Candidates should be respectful of people of faith but may be of any (or no) faith or religious background.*

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