



**JOB Title: Senior Community Organizer**

Full-Time, Exempt

***Organization Overview***

Congregations Organized for Prophetic Engagement (COPE) was founded in 2001 with a mission to “train and develop the capacity of religious and community leaders to protect and revitalize the communities in which they live, work, and worship.” Through organizing, we engage parents, youth, and community leaders in grassroots power building strategies for systemic change and to advance equity among historically marginalized and disenfranchised constituencies.

COPE is a multi-issue organization that works across the intersections of education, health and criminal justice systems to achieve three broad goals:

- **To transform the educational system** by reforming policies and practices that criminalize youth in schools; advance equity, access, and opportunity for black students and other students of color; and protect structures for meaningful participation of parents and families in school governance and decision-making.
- **To end mass incarceration** through redemptive and restorative justice transformation that rebuilds and restores people and our communities.
- **To promote community wellness** by organizing for accessible, affordable, and quality housing and health.

**Essential Duties and Responsibilities:**

- Lead and manage a variety of public organizing campaigns including but not limited to local, regional and state issue campaigns, policy advocacy, propositions, ballot measures, and budgetary proposals.
- Work with Executive leadership, organizing team, and leaders to set organizing and power building priorities and strategies
- Manage, train, and coach a passionate team of organizers
- Develop and oversee base building strategy including plans for outreach and recruitment of COPE’s primary target groups (Black churches, parents, community, system impacted, and youth)
- Work with organizers to build leadership development plan for core members and leaders
- Lead campaign strategy development and work planning with the organizing team using various tactics (ie digital organizing plans, communication and narrative, public action, etc.)
- Work with the development staff to support proposal development and grant reports.
- Represent COPE in various coalitional spaces and build strong relationships among diverse groups of partner organizations.

**Education and/or Experience: Ideal candidates will have:**

- Have at least 5 years relevant or related work experience in faith-roted, community,



- or labor organizing.
- Familiarity and be comfortable working with the Black faith community, pastoral leaders, and community members of various backgrounds.
  - Be social justice oriented, community-minded, and embrace the lived experience and voices of marginalized communities.
  - Have a Bachelor's degree or at least have completed the 3rd year of their undergraduate work or equivalent lived experience.

#### **Other Qualifications:**

- Working knowledge of grassroots advocacy and/or community action organization experience is preferred. Ability to maintain a high level of professionalism and discretion is mandatory.
- Research skills along with excellent verbal/written communication skills, critical thinking skills and ability to work in a team setting as well as be self-directed are required competencies:
- Is committed to professional growth and demonstrates commitment, integrity, dedication and positive behavior.
- Must be flexible, highly organized, creative and detail-oriented with the ability to set and meet deadlines.
- Able to gain cooperation from others and work collaboratively towards solutions that generally benefit all involved parties.
- Be proficient in Microsoft Word and Excel and general workings of email and other computer-based systems. Tech savvy candidates with experience in various digital platforms are ideal.
- Proactively identifies opportunities to assist others and ensures that information is communicated accurately and timely across departments as needed.
- Able to maintain confidentiality
- Be available for local and statewide travel as needed.

#### **Salary & Benefits**

- Salary range - **\$75,000 to \$90,000**
- Medical and dental coverage, and retirement plan with employer match
- Paid holidays and vacation time with opportunity to cash out up to 40 hours of unused vacation each year.
- Monthly \$100 cell phone stipend

Please click this link <https://forms.gle/hqVVEeCG9bDQxsZ87> to submit your application, resume and cover letter by **March 6, 2023**.