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www.SCNTR.org

Job Description Community Organizer

The Selma Center for Nonviolence, Truth and Reconciliation (SCNTR) is an Alabama-based 501(c)(3) nonprofit corporation, with a mission to partner with institutions to promote love, the establishment of justice, and build the Beloved Community. The Center is committed to transforming and healing the root causes of physical, political, psychological, environmental, economic and racial violence at personal, family, community and systemic levels.

Community organizers aim to organize, mobilize and educate people to build a sense of community. By doing so, the community gains power or influence over issues concerning their welfare. Strengthening groups at the grassroots level encourages the community to direct their own path to some extent, holding government and private organizations accountable for policies and programs that directly impact the community. A community organizer networks within the community to create positive social impact, develop helpful programs, and enlist community support for causes. This community organizer position will largely work with our Truth, Racial Healing & Transformation initiative in partnership with Black Belt Community Foundation.

TRHT is a comprehensive, national and community-based process to plan for and bring about transformational and sustainable change, and to address the historic and contemporary effects of racism. A primary focus of TRHT is jettisoning the deeply held, and often unconscious, beliefs that undergird racism: that a person's or group's inferiority or superiority is based on physical characteristics, race, ethnicity or place of origin. This belief has fueled racism and conscious and unconscious bias throughout American culture.

OUR FIVE MAIN FOCAL AREAS:

- Narrative change: how to create a more complete and accurate narrative that will help people understand how racial hierarchy has been embedded in our society.
- Racial healing & relationship-building: how all of us can heal from the wounds of the past and build mutually respectful relationships across racial and ethnic lines.
- Separation/segregation: how to dismantle and transform the laws, policies, structures, habits and biases that created and sustain separation.
- Economy: how to remove the structured inequality and barriers to economic opportunities, and develop solutions that will create a more equitable society.

- Law: how the community recognizes the historical significance our system of law has played in perpetuating the hierarchy of human value.

Responsibilities:

- Building relationships and getting a variety of community members to buy into the collective community organizing goals and/or objectives (e.g. home visits, canvassing, as well as discovering self-interests, identifying skills and talents, and moving people to involvement)
- Schedule and conduct meetings with community members and officials to achieve organizing goals and objectives
- Develop project plans that entail a clear vision, outcomes, and strategies for all community organizing initiatives. This includes developing sound organizing strategies based on a power analysis.
- Identify the areas requiring certain social services and initiating or connecting the community with current outreach programs to address these needs.
- Directly connect community members to provide necessary social resources as needed
- Creating informational materials, such as designing appropriate curriculum, generating reports, etc.
- Create marketing campaigns to reach a diverse audience for community organizing initiatives and/or causes
- Develops and coordinates programs designed to promote the organization and its services to the community and its target population.
- Promotes activities and services through various forms of media.
- Helps recruit, interview, hire, train, and schedule volunteer workers.
- Helps to expand the base, maintain a focus on action, and preserve democratic, participatory structures and processes.
- Works with their community members to hold public officials accountable
- Works with people to define problems and issues, which includes helping them think through the strategies and tactics
- Assists with fundraising, as well as finds ways to integrate fundraising into community organizing efforts and/or initiatives .
- Demonstrates effective communication skills; listens and empathizes, organizes, and leads no matter the diverse backgrounds of those involved
- Brings individuals together on controversial issues that affect the community to make them aware of the truth about the issues as well as the long and short-term impact on their lives. This includes but is not limited to sharing information and raising questions, options, alternatives and problems that affect the collective power the group can wield.
- Listens to community members, values their perspectives as those that most intimately know the community, and lets people go at their own pace while also helping them develop the self-confidence to try new things, as well as to become the face and the voice of the community.
- Facilitates training and strategy sessions when needed to help community members and leaders learn the skills they need to speak for the group, make decisions, and take action. This includes ensuring that community members receive a consistently high standard of appropriate and

effective training, which includes providing support to community members in their facilitation of meetings to ensure that they are both productive and focused.

- Documents and shares changes as they take place and assess the social and economic impact of certain policies. This includes keeping accurate records of these observations, generating actionable reports as needed and to forward said reports to the appropriate government and private organizations that may be able to provide solutions to the community's problems.
- Commits to doing internal work of understanding internalized effects of inequality, race, oppression, etc. on their own life to better discern collective liberation goals of this work.
- Does 1-1's and relationship building throughout, which may include door knocking and various forms of outreach over time.
- Commits to centering those directly affected by whatever issues are being addressed at any given time, encouraging their leadership and power to drive decisions, strategy, etc. as much as possible, as well as working to ensure they, or at least other community members, are the ones more often speaking, publicly, talking to the media, etc. (while still supporting them in developing the skills and courage to do so via trainings, etc.).
- Duties outlined in program specific job description.
- Help to ensure that programmatic areas outlined in the program specific job description are strategically connected to other SCNTR programming.
- Ensuring that metrics for evaluation are a part of each aspect of the work including meetings and events from sign-in sheets to questionnaires.
- Ensuring that a work plan is created and followed; and
- Other tasks as identified.

Requirements:

- Complete our 5-day Kingian Nonviolence Conflict Reconciliation and Racial Equity trainings
- Flexible and a team player
- Models and exemplifies the organization's core values and beliefs
- Supports both the mission and vision of the organization
- Demonstrates an orientation for results and achievement (e.g. making data-driven decisions, taking initiative, etc.)
- Ability to effectively utilize job-related software including, but not limited to, Microsoft Word, Outlook, Excel and the internet to type proficiently, prepare reports, write correspondence and e-mail
- Ability to effectively present written and verbal information. Ability to respond to questions from the general public, state and local elected officials, law enforcement, neighborhood residents, youth, adults, as well as, staff of various community-based organizations. Some public speaking required
- Ability to add, subtract, multiply and divide in all units of measure
- Excellent communication skills and ability to work in a multicultural environment
- Maintain confidentiality of written or verbal information
- Knowledge of community issues, the Selma/Dallas County, AL community and community organizations
- Experience and ability to multi-task and coordinate a variety of projects simultaneously

