ECM seeks a senior leader and community organizer to join our team and lead new and exciting faith-rooted reparations organizing campaigns to diminish the racialized wealth gap in this transformative time in our organization's life.

About the organization

The mission of ECM is to build relationships and collective power across the Commonwealth of Massachusetts for racial and economic justice as the expression of God's transforming love.

Specifically, Episcopal City Mission (ECM) is working to diminish the racialized wealth gap through organizing Episcopalians based in both dioceses of Massachusetts to join solidarity economy movements for change and redistributing our wealth through grant making and investments to Black, Indigenous and People-of-Color-led movements for racial and economic justice.

Founded in 1844, ECM is a well-respected, trusted organization that has a strong history of successfully partnering with Episcopalians, faith-rooted communities and grassroots organizations and movements. Early in 2022, ECM's Board approved a mission alignment strategy that focuses our work on the racialized wealth gap and adopted a reparative frame rooted in a spirituality of liberation. In the next 3-5 years, ECM will be enacting this focus and identifying partners for this important work of change. To read more see our strategy kernel.

This strategic move expressed in our strategy kernel brings more cohesion and impact to ECM's outward facing work of moving money and people for racial and economic justice and reflects most profoundly our commitment to leading at the intersection of spirituality, healing and justice. Internally, ECM has a strong commitment to embodying its organizational values of liberation and equity.
transformational learning, purposeful action, collaboration and partnership, and spirituality and faith through our teams, practices and protocols.

**Role of Director of Organizing**

Aligned with our strategic turn, the Director will lead and organize reparative action campaigns that center BIPOC-led, solidarity economies focused on racialized wealth gap. They will recruit a volunteer leadership team of Episcopalians, develop these leaders with organizing skills, political education to address the racialized wealth gap, and deepen the spiritual grounding to build a base of Episcopalians in Massachusetts working for racial and economic justice. In collaboration with ECM’s Manager of Communications, they will share the story of actions of spiritually-grounded repair, solidarity and justice as a faithful response to follow Jesus in cultivating the right relationship with each other and God.

Reporting to the Executive Director, the Director of Organizing will be a member of the Senior Leadership Team and have the opportunity to work with seasoned organizers and non-profit leaders in shaping the strategy and will manage a budget and staff of 1-2 people. With the Senior Leadership Team, they will help guide the implementation of our organizational strategy and culture work reflective of ECM’s values.

**Responsibilities**

**Organizing Strategy:** Build a base of Episcopalians in Massachusetts actively engaged in closing the racialized wealth gap by tithing, advocating for relevant public policy, and directing investment to BIPOC-led solidarity economy projects.

- Lead the development of a meaningful state-wide, organizing campaign on reparations in a faith-rooted and philanthropic organizational context with the roll out of the first elements of the plan in October 2022.
- Lead the development of the training, political education and spiritual practice in partnership with organizations such as United for a Fair Economy and others to inspire and ground a diverse and intergenerational base of Episcopalians.
- Research action and solidarity-based campaigns for reparative action that include: investment, land use, and money-based and/or policy-based activism.
- Collaborate on the redesign of the ECM delegate structure to best serve the organizing strategy with the possible creation of a membership structure.
- Develop relationships with BIPOC-led and BIPOC-centered grassroots coalitions and solidarity economy networks to connect Episcopalians interested in closing the racialized wealth gap.
- Work in concert with the Executive Director and Director of Philanthropy and Learning to bring an exciting and effective organizing culture into ECM's team structure.

Team Management
- Recruit, supervise and support ECM Organizer and volunteer leadership team members.
- Develop, coordinate and support a volunteer team of Episcopalians to become effective leaders in a reparative campaign to diminish the racialized wealth gap.
- Develop a healthy and thriving Episcopal Organizing team that is committed to the work, people and actionable results.
- Manage a budget.
- Coach staff team members to successfully reach quarterly Objectives and Key Results (OKRs).

Organizational Strategy and Culture
- Partner with the Senior Leadership Team to track our annual and quarterly organizational objectives and key results.
- Partner with the Director of Philanthropy and Learning to develop ECM's Learning Agenda that will keep us on track to reach our goals.
- Work with the Senior Leadership Team to create a culture that embodies organizational values: liberation & equity, collaboration & partnership, purposeful action, spirituality & faith through staff meetings, retreats and other gatherings, process and organizational protocols and policies that reflect these values.
- Partner with the Senior Leadership Team to hire, onboard, and support any needed new staff members at ECM. As needed, consult with the Executive Director and Chief Operating Officer on essential internal leadership activities including:
  - Human resources, administration, and organizational planning
  - Internal communications and budgeting/finance duties.
  - Identification of best practices to improve financial systems with an eye toward future needs and budget realities.
Gatherings

- Work with the Manager of Communications and Events, responsible for design and implementation of ECM’s Annual Meeting, to align this event with our organizing plans.
- Work with the Senior Leadership Team and the Manager of Communications and Events to communicate about Episcopal engagement and organizing.

Qualifications

- 3-5 years of strong experience in community organizing
- Desire to work with Episcopalians and appreciation of the potential of organizing a mainline constituency re: our emerging reparative strategy
- Ability to build and hold relationships with multi-generational constituency
- Track record of training and developing leaders
- Passionate for justice and demonstrated ability to grow power
- Action-bias; gets things done, moves work; does not get caught in process
- Skilled in managing conflict
- Proven ability to lead and grow in the context of our emergent strategy.
- Willingness to travel within Massachusetts.
- Requires evening and weekend work

Salary range is $84,500 to $100,000 depending on experience and in line with ECM’s commitment to internal wage equity. Benefits package includes an additional 10% employer contribution to employee’s retirement account, full health and dental coverage and generous time off. Some remote work is anticipated.

TO APPLY: We strongly encourage online applications. Please attach your resume with a thoughtful cover letter addressing both your interest and experience and send to admin@ecmteam.us.

As an EOE/AA employer, Episcopal City Mission will not discriminate in its employment practices due to an applicant’s race, color, religion, sex, national origin, sexual orientation, gender identification, veteran or disability status.