



THE
CHURCH COUNCIL
OF GREATER SEATTLE

Now Hiring: Faith Land Organizer

The Church Council of Greater Seattle seeks someone to join our Faith Land Initiative team. The Faith Land Organizer is committed to accompanying congregations toward the realization of our goal: equipping and organizing faith communities toward faithful and equitable community stewardship of faith-owned land.

Salary & Benefits:

- \$55,000, full time exempt
- Insurance: Medical, dental, vision
- 22 days PTO
- Paid sick leave

Hiring Timeline:

Applications received by 11:59pm on Monday, July 5th will be given priority. Rolling applications accepted until positions filled. Our tentative timeline for this hiring process is:

- July 5, 2021: Priority deadline, rolling application process
- July 12-August 6, 2021: Interview Candidates
- August 8-12, 2021: Check references
- August 13, 2021: Make an offer
- September 1, 2021 or sooner: Start date

To Apply:

Please send a resume and cover letter with the subject line "Faith Land Organizer" to hire@thechurchcouncil.org.

About The Position:

At The Church Council, we see our role in building collective power with and between congregations and impacted communities, through an anti-racist, faith-rooted community organizing lens. We are searching for someone to join our team who would be committed to our goals of equipping and organizing faith communities toward faithful and equitable community stewardship of faith-owned land. The Church Council seeks someone who will work with the Faith Land Initiative design team to accompany congregations toward this goal. The Faith Land Organizer is committed to abiding by anti-racist principles, is a strong community organizer, believes in liberating the people and the land, and has a solid understanding of the political landscape in Seattle and King County.

The Faith Land Initiative of the Church Council of Greater Seattle is a network of congregations and faith leaders building collective power around faithful land use and equitable development. Our core is the Faith Land Discernment Cohort, a cohort program based in faith-rooted organizing and anti-racism values that supports faith leaders in creating discernment processes towards decision-making aligned rooted in equitable community stewardship of land. In addition to the discernment cohort, we are also organizing with faith communities around advocacy on the local level (Seattle), and *The Church Council of Greater Seattle* | thechurchcouncil.org | (206) 525-1213



cultivating a space for technical expertise within the Initiative, with our Technical Brain Trust.

Specific Responsibilities:

As the Faith Land Organizer at The Church Council, you will play an integral role as a member of the Faith Land Design Team in:

- **Strategy:** Work collaboratively to design and strategize around all aspects of the Faith Land Initiative, including scope, curriculum development, outreach, training, leadership development, advocacy, and technical brain trust.
- **Curriculum Development:** Co-design curriculum for discernment cohort participants.
- **Outreach:** Inform congregations, like-missioned organizational allies and policy makers about the Faith Land Initiative and program interests through 1-1 meetings, research meetings, 1-page materials, and public speaking engagements.
- **Training & Facilitation:** Convene and co-facilitate monthly cohort meetings via Zoom.
- **Leadership Development:** Accompany cohort participants as a thought partner and strategist throughout the duration of the program.
- **Advocacy:** Support faith communities in organizing toward policies that support equitable development of faith-owned land and related issues.
- **Technical Brain Trust:** Support cultivation of leaders and co-create agendas for Technical Brain Trust meetings.

In addition, as a staff member of the Church Council you will be expected to:

- Support the goals and outcomes of CCGS vision and mission; including evaluation to improve systems, practices, projects, and strategic development
- Support an organizational mission that is focused on community organizing, rooted in the continued work of being an anti-racist organization
- Contribute to a culture of trusting relationships and collaboration with staff and board to develop and implement a strong organizational structure
- Develop and maintain close working relationships with faith communities and community partners, representing CCGS when necessary

Ideal Qualifications:

- 2 plus years of community organizing experience
 - Enthusiasm for meeting and engaging with faith leaders - lay and clergy; community partners - working on projects related to land-use, displacement, gentrification, and affordable housing; and policymakers. Comes across as genuine. Says what they mean.
- Analysis and commitment to anti-racism



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- Recognizes the intersections and impacts of your own identities in relation to the work and culture of the organization. Ability to amplify the experiences and inspirations of communities impacted by racism and oppression. Knows when to speak from your own experiences and lessons learned with others, especially when it feels beneficial for you.
- A well-developed interpersonal skill set — especially active listening, empathy, patience, and relationship building.
 - An accompaniment approach that helps others grow. Listens to facilitate relationship building, understand needs or concerns and takes steps based on that input. Uses compassion and challenge to develop others and support problem-solving. Sees mistakes as learning opportunities and comfortable with a mutual feedback culture.
- Track record as a collaborative teammate who can also thrive in independent projects.
 - Can take a concept from idea to implementation, including when to pause for reflection and growth. Proactively asks for help, anticipates problems, and course-corrects where needed. Knows when to set boundaries to reinforce well-being, focus, and clarity for self and team.
- *Plus:* Background working in faith communities, particularly mainline Christian denominations.
- *Plus:* Background working in affordable housing, equitable development, and/or related fields.

About The Church Council of Greater Seattle:

The Church Council of Greater Seattle envisions a future when justice is realized, where all people experience liberation, profound peace, expansive equity, and joy-filled human flourishing. The Church Council has its roots in the worldwide ecumenical movement which began to flourish in the early 20th Century. The Seattle Federation of Churches was formed in 1919, and this ultimately became the Church Council of Greater Seattle. Over the years the Council has embraced all denominations and many interfaith partners. It has also developed a distinctly activist character in keeping with the Pacific Northwest's pioneering spirit and the Christian call for compassion.

The Faith Land Organizer will support the strategic vision and mission of the Faith Land Initiative at CCGS. Over the current year, CCGS will be shifting its approach toward responsive community organizing rooted in anti-racism values. The Faith Land Initiative is core to this transition. While maintaining an appreciation of CCGS's history, legacy, and commitment to social justice, the Community Organizer will collaborate with the Faith Land Initiative Design Team in a thoughtful approach, design, and implementation of this project.



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Candidates who have personal experience navigating the U.S. immigration system, are people of color, are part of the LGBTQIA community, and/or have a connection to a faith tradition/congregation/spiritual community are strongly encouraged to apply.

As an Equal Opportunity Employer, the Church Council of Greater Seattle considers applicants for all positions regardless of race, color, religion, creed, gender, national origin, age, disability, marital status, veteran status, sexual orientation, or any other legally protected status.