



FAITH IN TEXAS

The Power of Faithful People

About Faith in Texas

Faith in Texas is a growing nonpartisan, multi-racial, multi-faith grassroots movement of Christian, Jewish, Muslim, Unitarian, and believers in humanity, united in values working together for economic, racial, and social justice for all people. We envision a world where equity in these three areas enables everyone to live in complete liberation to pursue their divine purpose and participate fully in the systems and processes that govern their lives.

Faith in Texas' faith-rooted community organizing program currently mobilizes faith communities, directly impacted people, and Black, Indigenous, People of Color (BIPOC) in the DFW metroplex through policy campaigns, integrated voter engagement, leadership development, faith formation, deep listening, research, and public action. We create pathways of opportunity for all Texans and affect change at the local and state levels by teaching, empowering, and mobilizing congregations and communities through civic engagement and community organizing. Faith in Texas has a diverse staff and a large base of congregations, clergy, faith leaders, and lay leaders across the Dallas-Fort Worth metroplex. We are purposefully building a multicultural, directly-impacted-led movement with faith and race at the center of our work. Faith in Texas is an affiliate of the Faith in Action network, the nation's largest network developing civic leadership in low- and moderate-income communities.

Faith in Texas is an Equal Opportunity Employer. We are committed to building a staff that reflects our diverse communities. We take pride in creating a welcoming workplace for veterans, women, people of diverse racial and ethnic backgrounds, formerly incarcerated people, people with disabilities, and people with parenting and caretaking responsibilities.

Description:

Faith in Texas is seeking to employ an Immigration Organizer who is highly motivated, creative, and committed to immigration rights and social justice. This organizing role will be responsible for leading and developing relationships with immigrant community members, undocumented individuals, religious organizations, and civic leaders to establish an active group of leaders who can effectively advocate for immigration justice campaigns and effective pro-immigrant policies at the local, state, and national levels.

This position will build and empower organizing teams by recruiting, training, and developing grassroots volunteers to co-create immigrant-led campaigns and engage hundreds in collective action. The job will work closely with the immigrant community, religious organizations, coalitions, and other religious leaders committed to advancing immigrant justice. This role will also engage voters in voter campaigns and registration efforts that build toward a massive legislative program. This person will join the Faith in Texas Organizing team to achieve the organization's mission and organize priorities associated with immigration justice, mass incarnation, voter mobilization, and moral economy.

Qualification and Experience:

- One or more years of experience organizing actively in immigration issues, including base-building, mobilization, participatory political education, and community-led programming and campaigns
- Applicants must have reliable transportation, a driver's license, and valid auto insurance

Preferred Qualification and Experience:

- Bachelor's degree in Public Administration, Public Policy or Social Work (or related fields/studies)
- Bilingual in Spanish and English, to include the fluent ability to interpret/translate and written/verbal communication
- One or more years of experience building and leading multi-racial teams to take action through grassroots campaigns in community, labor, political, or other social change movements.
- Background or experience working in immigration law
- Experience working with a 501(c)4

Duties and Responsibilities:

- **BASE BUILDING AND LEADER DEVELOPMENT**
 - Identify and recruit a base of community leaders and members through one-on-one conversations, programming, community events, workshops, and other outreach opportunities
 - Build a team of leaders who will work together to organize their networks and communities around immigration justice, criminal justice, voting engagement, and other social justice opportunities
 - Cultivate and motivate organizing leaders through ongoing support and training by connecting them with meaningful educational and practice opportunities to use their skills and talents to achieve campaign goals
 - Engage leaders in collective action for social change by identifying issues and developing leaders to engage in direct action with policymakers and decision-makers
- **COMMUNITY ORGANIZING AND CAMPAIGN BUILDING**
 - Work closely with the Faith in Texas organizing team and leaders to develop and implement a strategic plan that addresses immigration justice and policies
 - Support leaders in creating immigration strategies, tactics, winnable outcomes, and mapping out key community and constituent targets
 - Organize and drive turnout to events including neighborhood meetings, press conferences, town halls, and forums on an ongoing basis
 - Support leaders to develop community listening campaigns/surveys to gather information about the issues impacting the community
 - Engage in organizing efforts and activities that include door knocking, phone banking,



- and Peer-to-peer text banking
- Develop and maintain communications and social media plan to support the Senior Team, community events, and organizing campaigns as they develop
- **COALITION BUILDING**
 - Develop and strengthen relationships with key allies, community organizations, religious institutions, and community groups
 - Mobilize leaders and membership base on immigration-related coalition campaigns
 - Collaborate with faith-based organizations and congregations to build support for immigration-led campaigns and initiatives
 - Work with clergy leaders to increase civic participation and voter registration within congregations
 - Stay aware and updated on immigration and policy issues impacting immigrant communities
 - Foster and coordinate effectively with the organizing team and members of the other departments and coalitions
- **ADMINISTRATION**
 - Create, maintain, and modify record keeping process in collaboration with the Senior Team and organizers to collect and organize intake information used for reporting into the Faith in Texas database
 - Record, track and report metrics as part of an individual work plan, campaign plans, and organizational goals
 - Builds strong relationship with supervisor and is willing to develop self through feedback/agitation from organizing staff and leaders
 - Attend Faith in Texas weekly staff meetings, organizers' meetings, and other organizational meetings

Core Competencies:

- Proven ability to work effectively with people from diverse racial, cultural, religious, and socioeconomic backgrounds, including organizing experience and leadership development among those in BIPOC communities
- Commitment to community, social, racial, economic justice, and the mission of Faith in Texas
- Strong social justice analysis and understanding of the power of community organizing to transform lives and communities
- Multicultural competence and demonstrated ability to relate, establish and cultivate respectful relationships with internal staff and external partners /collaborating organizations
- Powerful vision and understanding of the role of faith communities in liberation movements
- Growth mindset with a desire to sharpen skills and analysis, receive feedback, and contribute to organizational success
- Ability to move community members to action
- Works well collaboratively in a team-oriented environment



- Excellent organizational skills with the ability to work independently and manage multiple priorities in a fast-paced, deadline-driven environment
- Self-motivated with the ability to independently set goals and use them to guide daily actions
- Possess strong interpersonal, written, and verbal communication skills and have experience in public speaking, especially with a wide diversity of audience
- Driven by a strong work ethic and ability to work flexible hours
- Computer competency – including knowledge of Microsoft Office and Mac OS,
- Willingness to learn and use data management tools, including the Voter Activation Network (VAN), Excel, and Google Docs.
- Willingness to participate in grassroots fundraising with the Faith in Texas board and grow in fundraising skills with ongoing training and support.
- Ability to maintain confidential information

Compensation and Benefits:

Faith in Texas has a strong learning culture that includes regular paid staff development sessions as well as state and national training. We prioritize personal and professional leadership development, relationship building, and creating a respectful and supportive multiracial, multi-faith, and multilingual organization. In addition to these invaluable benefits, Faith in Texas offers the following:

- A competitive salary commensurate with past experience.
- A complete package of health insurance, retirement benefits after six months, generous paid time off benefits, and reimbursement for work-related mileage and cell phone use.
- Exempt salary position, 40 plus hours per week (some evening work and weekend work is required).

Application Procedure:

For consideration, all applicants must apply for this position **online via organizingcareers.org**, [click here to apply](#). Please have the following documents ready to upload to your online application:

1. An electronic file of your updated resume (preferably in PDF format) ready to be uploaded with your online application.
2. A cover letter highlighting your relevant experience and connection to organizing in immigration rights, justice, and policies.
3. A list of 3-5 references. For every reference, please include name, email, phone number, and relationship.

Note: Only selected candidates will be contacted for an interview.

If you need assistance or experience any technical difficulties with your online application, please contact careers@faithinaction.org. Resumes will not be accepted via this email address.

