

North Missoula CDC Community Organizer Job Description

Position title: Community Organizer

Reports to: NMCDC Executive Director

Hours: Full time, non-exempt position. May require some nights and weekends.

Compensation: 32-40 hrs/week, \$24/hr plus health insurance plan, generous vacation allotment, flexibility in schedule, and 11 paid holidays per year

About North Missoula Community Development Corporation:

Established in 1996, the NMCDC is a community-based nonprofit organization that develops permanently affordable homeownership opportunities using the community land trust model, advocates to meet community needs, and supports neighbors in building the community they want to live in. The NMCDC honors the *community* part of *community land trust*; we are an organization founded on the tenets of neighbor-initiated action and believe that it is not our mandate to do for – but to act alongside and invest our resources in developing leaders within our community. Though the NMCDC's community land trust work takes place in all of Missoula, our primary service area for organizing is presently the Northside and Westside neighborhoods, which traditionally have been the working class communities of Missoula.

The NMCDC is a member organization of Common Good Missoula, a broad-based coalition of institutions organizing Missoula using the Industrial Areas Foundation (IAF model).

Position Summary:

The Community Organizer for North Missoula CDC is responsible for effectively reaching out to and building relationships with low- and moderate- income Northside and Westside neighbors to learn, promote, and foster their self-determined vision for future neighborhood preservation and equitable development in the context of rapid gentrification. This position requires a vision that demands healthy neighborhoods and communities of opportunity in which neighbors of all ages, incomes, and abilities can live, work, and play. This vision must derive from an appreciation of and commitment to citizen-initiated Neighborhood Planning.

The Community Organizer must be conversant with or willing to learn the importance of social and structural determinants of human health, including access to decent and affordable housing and the essential need for living wage employment. Their primary role is to support neighbors in strengthening their institutions, by identifying, developing, and supporting trained community leaders. This requires that the Organizer relate to neighbors of varying socioeconomic and cultural backgrounds within many institutions in the neighborhood. Additionally, the Organizer must develop public relationships with community members who have power to make decisions around structural change. This includes working with and lobbying to Neighborhood Councils, school and faith groups, neighborhood service nonprofits, unions and grassroots political organizations, elected officials, local businesses, and City of Missoula Community Development, Planning, and Innovation (CDPI) staff. The Community Organizer will identify leaders among and organize

with community members from several neighborhood institutions, including the established neighborhood organization CREW (Community Rising for Equity and Well-Being), Neighborhood Councils, and other institutions yet to be formed.

This position is contingent on a successful 6-month introductory period, during which the applicant must demonstrate the ability to build strong relationships and successfully complete one organizing action, under the supervision and with the support of the NMCDC and Common Good Missoula. The position is currently funded through July 2023 and is contingent on funding, however the NMCDC is actively seeking perpetual support for this position.

Responsibilities:

- Organize support to initiate action on issues that the NMCDC has decided to participate in, such as updating the Northside-Westside Neighborhood Plan.
- Identify and support leaders in various neighborhood institutions, assist neighbors in identifying and acting on issues meaningful to them, and when possible, facilitate the alignment of neighborhood groups.
- Discern common interests among neighbors, the NMCDC, and Common Good Missoula, and effectively communicate and negotiate interests among institutions.
- Support Northside and Westside neighbors in building community institutions with memberships reflective of the diversity of neighborhood residents, prioritizing time and energy toward building equitable coalitions of neighbors.
- Strengthen relationships and community power, and act to make structural changes that increase equity.
- Support NMCDC, NS/WS CREW leaders, and other neighborhood organizations/institutions in planning and accomplishing celebratory community events including but not limited to community dinners and seasonal events like *SnowTown Throwdown*.
- Contribute to NMCDC's social media presence collaboratively with other NMCDC staff.
- Fulfill the following Industrial Areas Foundations commitments:
 - Attend national or regional Industrial Areas Foundation Training
 - Attend three-day regional organizer training/gatherings
 - Help teach quarterly Leadership Intensives
 - Meet with the Common Good Missoula Organizer Cohort, receiving support from Regional IAF Organizer
 - Attend Core Leader Gatherings where leaders from all institutions gather
- Work as an integral member of the NMCDC team to achieve its multifaceted service to the community.

Some Qualities of a Successful Organizer:

- Critical social thinking and organizational courage – the ability to research, analyze, reflect, communicate, and challenge a conventional wisdom that does not sufficiently value the contributions of lower income or disenfranchised neighbors.
- Enthusiasm & passion – not petulance, not ideological fervor, not an abstract commitment to “the people,” but a clear commitment to learning directly from

neighbors a sense of what's wrong, what's right, and what needs to be accomplished in the community.

- Impatience in the face of community-identified inequities, and an urge to address them, even if community-driven solutions are unpopular with an established political and economic power structure.
- A commitment to working with people of varying races, classes, orientations, faiths, etc.
- A track record of leadership or influence – the ability to successfully relate to people, respond to situations that demand a solidarity of response, and demonstrated success as a leader in a social cause, arena, or career.

Desired Skills and Qualifications:

- Experience working or living in the NMCDC's primary organizing neighborhoods (Northside, Westside, Heart of Missoula) is desired but not essential.
- Strong interpersonal skills and an ability to work in a diverse array of class settings
- Skills in leading group training
- Effective writing, communication, and organizational skills
- Strong interest in personal development and community advocacy
- Experience with Google's G-suite real-time collaboration applications including google docs, calendar, sheets, forms, and gmail and familiarity with Microsoft Office suite
- Willingness to receive Industrial Areas Foundation Regional or National training
- Bachelor's degree preferred in a socially relevant field or equivalent lived experience
- Reliable transportation and a valid Montana driver's license

A Note on Covid-19:

The Community Organizer should be based in Missoula, MT and willing to work out of the NMCDC office, though some remote work can be discussed to accommodate zoom meetings, relational work, and other needs. The Community Organizer is expected to work regularly alongside two full-time, fully vaccinated staff members. Applicants should be fully vaccinated (defined by the CDC) against COVID-19 or willing to get vaccinated by the start of employment.

How to Apply:

Send a resume with three professional references and a brief cover letter responding to the following questions, to Bob Oaks at nmcdc@montana.com. Applications will be reviewed on a rolling basis beginning April 11th, 2022. Priority will be given to applicants who submit by that date.

- What would have made the community you grew up in more equitable?
- Who best understands community assets and community needs?