



ECCO Racial Justice Organizer in Latinx and Immigrant Communities Job Description

We Are the Ones We've Been Waiting For

ECCO is looking for inspired people who want to participate in a prophetic undertaking – the creation of a just world right here, right now. We believe in taking responsibility for creating a world guided by our faith, our shared sense of values, and our common vision. We are the ones that we have been waiting for. It's time to act. Will you join us?

About ECCO

ECCO is a multifaith network of 59 congregations and the North Shore Labor Council that works to create a world where everyone belongs, where we all can thrive, and where we all have a say in the decisions that shape our lives. Building relationships across race and class, we exercise solidarity and power to organize for justice - right now fighting for housing justice, police reform, and immigrant rights. ECCO is a member of Massachusetts Communities Action Network and Faith in Action National Network, the largest faith-based organizing network in the U.S. Learn more at www.eccoaction.org.

ECCO's work environment strives to reflect the loving and just world we are trying to build. We support our staff not only to learn and grow, but also to take time for restoration and self-care.

Full-Time Racial Justice Organizer

ECCO seeks a dynamic, faith/values-driven organizer to help us build our powerful faith-led social justice efforts and lead our racial justice organizing work in Latinx and immigrant communities.

Responsibilities

1. Organize congregations on the North Shore especially in Lynn, focusing on Latinx immigrant churches, and/or other congregations and communities of color. This includes recruiting, coaching, and training individuals and congregational teams of ECCO leaders, and working with clergy to recruit more Latinx and other immigrant congregations and leaders to join ECCO. To do this, we ask organizers to hold at least 15 conversations a week with leaders and clergy to develop leaders and move forward our work.
2. Weave systems of accompaniment support for community members in crisis: Invite, encourage and support community leaders throughout ECCO to leverage their networks and resources in support of poor or undocumented community members in crisis. This assistance often includes financial resources, support finding housing, and accompaniment to immigration appointments, or housing.



3. Support ECCO's justice efforts through campaign strategy, capacity-building, and development of prophetic narrative.
4. Participate in ECCO's fundraising efforts, staff development and administrative activities as required.
5. Participate in campaigns and trainings with MCAN, our statewide network, and Faith in Action, our national network.

Preferred Skills and Traits

- 3-5 years professional experience in community organizing and/or community-building
- Experience in Latinx immigrant communities required. Experience with other immigrant communities is a plus
- Fluency in both Spanish and English is required. Ability to communicate in Portuguese, Haitian Creole, or Khamer a plus
- Strong relational skills; ability to connect with people from diverse backgrounds
- Ability to identify, train and develop potential leaders
- Ability to work with people in crisis and engage them in community building
- Commitment to grassroots leadership and bottom-up organizing
- Strong oral and written communications skills
- Responsible, able to work independently as well as part of a strong staff team
- Strong political, cultural and racial justice analysis
- Capacity to think strategically
- Solid understanding of one's own journey around faith/religion/values

Position entails considerable evening and occasional weekend work. A car is highly-encouraged.

Salary is \$50,000-60,000 per year based on experience. Benefits include health and dental insurance, plus an exceptional 15 weeks paid time off for all employees' personal rest and restoration: one week per month, plus one month off in the summer, totaling 15 weeks of paid time off per year.

To Apply: Email a resume and cover letter to Rev. Bernadette Hickman-Maynard at revbernadette@eccoaction.org. You are welcome to submit a writing sample, like an article, sermon, or training outline.



ECCO is an Equal Opportunity Employer and encourages women and people of color to apply.