

Updated: September 13, 2021
Title: Climate Justice Organizer
Staff Group: Side with Love Organizing Strategy Team
Reports To: Organizing Strategy Director
Location: Open*
Grade: 12, full-time with benefits

Purpose

To equip, engage, and mobilize Unitarian Universalist individuals, congregations, and institutions for impactful, values-based climate justice organizing through Side With Love's campaigns and programs. To work closely with other members of the Side With Love Organizing Strategy Team (SWL-OST) to integrate and align climate justice as part of an intersectional, distributed organizing strategy. To nurture partnerships among Unitarian Universalist individuals, congregations, and organizations in order to build power, increase impact, and grow resilience and leadership. To support the creation and deepening of partnerships at all levels between UUs and grassroots/frontline climate justice organizing with a particular focus on relationships with Indigenous leadership. To support and strengthen relationships between the UUA and key UU partners in climate organizing, such as the UU Service Committee, the UU College of Social Justice, UU Ministry for Earth, UU State Action Networks (SANs). To work with congregational teams to foster best practices in congregational climate justice ministries, to support congregations in bold prophetic action within local ecosystems, and to nurture partnerships between local/regional climate justice organizations and UU congregations. To deepen UU spiritual practices related to our 7th Principle and the interdependent web of all beings, our commitment to dismantling white supremacy, and our ability to put our faith into action.

Principal Responsibilities

1. Leads outreach, training, and mobilization of UU congregations and groups to advance climate organizing, engagement strategies, and initiatives.
2. In collaboration with frontline partners and UU organizations, leads strategy development for base building, skill development, spiritual grounding, and collective action among UUs for climate justice organizing.
3. Collaborates with the Side With Love Organizing Strategy Team to engage UUs in long-term, intersectional, anti-racist/anti-oppressive/multicultural organizing as a part of multi-issue movements.
4. Collaborates with other members of the SWL-OST to engage UU climate justice activists and organizers in an ongoing cycle of praxis, including learning (political education), action (mobilization), and reflection (spiritual deepening).
5. Manages the Green Sanctuary 2030 program, including recruiting leaders, supporting participating congregations, updating materials/curriculum, and processing accreditation.
6. Provides spiritual support, training, and resources to foster practices of collaborative adaptation and resilience as congregations transform in preparation for a just transition toward a fossil-free economy and world.
7. Leverages existing assets (e.g., the Green Sanctuary 2030 program and CreateClimateJustice.net digital organizing platform) to build networks of skilled, engaged UU climate justice activists and organizers.
8. Collaborates with Congregational Life and Lifespan Faith Engagement staff (UUA) and other UU organizational partners to engage and support multigenerational, youth, and young adult climate justice organizing.
9. Engages in regular needs assessments of congregational climate justice leaders, teams and other UU constituents, and uses the information gathered to help design new workshops, training programs, and study resources to meet such needs.
10. Provides organizing support to strategic local and state climate justice campaigns through coaching and facilitating stronger collaboration between UU congregations/activists and grassroots partners.
11. Assists the Justice Communications Associate in developing, writing, and editing climate-related engagement and mobilization materials, such as toolkits, newsletters, social media/web content, and how-to materials on specific tactics or issues.
12. Tracks, analyzes, reports on, and assesses engagement strategies using our CRM to prioritize constituencies and geographies, piloting, and testing new ways to engage.
13. Performs other tasks and duties as needed or required by the supervisor, the Executive Vice President, or the President.

Qualifications

This is a Grade 12 position (expected hiring range \$64,700-\$78,600 depending on experience). Note that qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training. Requirements include:

- Bachelor's degree.
- At least 3 years of experience planning and winning mobilization and advocacy initiatives or campaigns on progressive social justice issues.
- Climate justice organizing experience strongly preferred.
- Experience using CRM and volunteer management database likes EveryAction, Action Network, and/or NGPVAN strongly preferred.
- Grassroots organizing experience with demonstrated ability to build leadership capacity and teams to achieve purpose and impact.
- Ability to design and facilitate trainings for a range of experience levels and different constituencies.
- Excellent skills in building and maintaining relationships. Experience working with ministers, faith leaders, congregations, and coalitions.
- Excellent verbal, written, and interpersonal communication skills.
- Must be able to work independently and be highly self-motivated, demonstrate creative problem-solving and excellent professional judgment, possess resiliency and ability to work in a rapidly changing and fast-paced environment.
- Experience in, or willingness to collaborate with those skilled in, equitable disaster preparation, response, and recovery is a plus.
- Demonstrated commitment to social justice and a solid working knowledge of Unitarian Universalism or other liberal religious tradition.
- Experience with learning, monitoring, and evaluation methods.
- Skilled in delivering public presentations, including the use of tools such as PowerPoint.
- Proven success in the development and delivery of programs and workshops to deepen understanding of justice issues and articulation of a strong theory of change.
- Computer proficiency, especially in Microsoft Office (Outlook, Word, Excel, PowerPoint).
- Ability to travel occasionally to support field organizing and campaigns, and to provide in-person trainings and support to congregations and justice leaders.
- Understanding of issues around anti-racism, anti-oppression, and multiculturalism.
- Work or lived experience with BIPOC communities is of particular value.
- Eagerness to work in an organization in which the dismantling of white supremacy is a high priority.

* Location is open in the continental United States. You should have easy access to a major airport due to the travel requirements of this position.

How to Apply

People with disabilities, people of color, Indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. The UUA is committed to developing a diverse and talented staff team. If you are excited about this role, but are unsure whether you meet 100% of the requirements, we encourage you to inquire and/or apply. Send cover letter and résumé—indicating “Climate Justice Organizer” in the subject line—via e-mail to careers@uua.org, via fax to (617) 948-6467, or to Human Resources, UUA, 24 Farnsworth Street, Boston, MA 02210. E-mail submissions preferred.

About the UUA

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston's seaport Fort Point Innovation District. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 10% towards retirement (after one year), and have generous paid time-off policies. We are a great place to work and we value diversity. The UUA is an Equal Opportunity Employer and is committed to the full inclusion of all. As part of this commitment, the UUA will ensure that applicants and staff with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources at (617) 948-4648 or humanresources@uua.org. For more information on the UUA, visit us online at UUA.org and uuworld.org.

Support for the Mission and Values of the Association

The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA's values, principles and mission. In particular the following points, drawn from the Seven UU Principles, are of particular importance for the UUA's work environment and staff culture:

- The inherent worth and dignity of every human being: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.
- Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.
- The interdependent web of existence: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, ableism, environmental exploitation, and other interrelated systems of marginalization.