

OutFront Minnesota Religious Organizer Job Description

Position: Religious Organizer

Salary: Starting at \$48,000

Are you interested in putting your talent to work for LGBTQ+ equity and justice at OutFront Minnesota? We're looking for a motivated critical thinker to join OutFront Minnesota's engaging and inspiring team as Religious Organizer. The right candidate will join a dedicated, passionate staff and board who are deeply committed to making Minnesota a state that is equitable and affirming for all LGBTQ+ people. OutFront has a respectful and collaborative work environment, where excellence, continuous learning, and creativity are highly valued.

Work Hours | Full-Time, Non-exempt; including some evenings and weekends for events | with healthcare, dental, & vision options, vacation, and other benefits

Reports to: Director of Policy

Organization Background

OutFront Minnesota is the state's largest organization advocating for and serving lesbian, gay, bisexual, transgender, and queer (LGBTQ+) Minnesotans. Founded in 1987, OutFront Minnesota's mission is to create a state where LGBTQ+ people are free to be who they are, love who they love, and live without fear of violence, harassment, or discrimination. OutFront is leading Minnesota toward LGBTQ+ equity through a combination of public policy, community education, direct service, organizing, and policy advocacy. The overall goals of our work are to: (1) strengthen the movement for LGBTQ+ equity; (2) develop leaders who can organize others to work toward LGBTQ+ liberation; (3) win over the hearts and minds of Minnesotans.

On a day-to-day basis, this position will (a) recruit, support and engage a base of Religious groups of LGBTQ equity supporters (b) track and coordinate outreach, actions and training within churches, community spaces, religious groups and (c) lead leadership development efforts. This full-time policy and organizer position will also participate in statewide organizing, policy change work and civic engagement.

Job Responsibilities:

- Maintain a database of Religious groups within our network

- Build out a strategic plan to combat LGBTQ discrimination with other Organizations working on this grant
- Develop leaders that will together educate, engage, and mobilize new activists and voters across the political and religious spectrum. Activities of these teams will include, but are not limited to:
 - Recruitment phone calls
 - One to one visits
 - Door Knocking
 - in-person volunteer recruitment
 - Online advocacy
 - House parties
 - Community gatherings
- Move local activists to work for LGBTQ equity in their communities, schools, congregations, and statewide.
- Organize religious groups to fit within the Grant requirements
- maintain a EWG of religious leaders to help with communications and legislative events
- Track grant activity and report to grant manager and Director of Policy
- With support, develop and meet benchmark goals for building relationships with and mobilizing activists in terms of grant
- Collaboratively create messages around justice and LGBTQ equity to use in community outreach and education.
- Participate in trainings related to job duties and work towards professional development goals.
- Track all data in appropriate databases and reporting forms including the VAN.
- Build and maintain strategic relationships with policy makers, coalition partners, and candidates.
- Work with other staff to organize OutFront's political committee work.
- Implement advocacy agenda.
- Monitor legislative policies and trends.
- Participate in grassroots fundraising.

Requirements:

- A comfort and understanding of Religious practices and institutions.
- One to three years experience in grassroots community organizing, electoral organizing, and/or volunteer management.
- An understanding of Grant Structures and processes
- Proven ability to support, train and develop leaders.

- Willingness and means to travel throughout the Twin Cities Metro area and Greater Minnesota.
- Proven competence as a database user; preferably with VAN and EveryAction.
- Strong commitment to equity for LGBTQ people, disabled people, people of color, transgender people, youth, elders.
- Desire for coaching and learning new things.
- Proven ability and desire to work across differences such as race, gender, ethnicity, age and other aspects of identity.

Please submit your cover letter and resume to jobs@outfront.org. Include “Religious Organizer” in your subject line. Interviews will be scheduled on a rolling basis and this position will be open until filled. Interviews will be conducted via video call. Applications submitted by **September 17, 2021** will be given priority consideration.

Compensation starts at \$48,000 as well as a retirement plan, paid vacation, and benefits. This is a full-time position with varied weekend and evening requirements as well as frequent travel around the state of Minnesota. During COVID-19 our staff has been working remotely, and we will reevaluate returning to the office and reengaging in travel opportunities when it is safe to do so.

OutFront Minnesota is deeply committed to social, racial, gender, and economic justice. We strongly encourage persons of color, women, trans folks, queer people, and those who are unemployed or underemployed to apply.