



SACReD

Spiritual Alliance of Communities
for Reproductive Dignity

Director of Organizing

Location: Remote anywhere in the U.S.

Salary: \$85,000-90,000

Employment Type: Exempt, full-time position (40 hours per week)

Reports to: Executive Director

About SACReD

SACReD (Spiritual Alliance of Communities for Reproductive Dignity) is a national alliance of religious leaders, congregations, movement organizations, activists, and academics collaborating to advance reproductive justice through congregational education, culture change, community building, and direct service. SACReD equips, educates, and engages faith communities to utilize Reproductive Justice, liberative theologies & spiritualities, and community organizing in order to end bodily oppression and affirm the wholeness of all people. SACReD imagines a world where Reproductive Justice is the reality, where spirituality and sexuality live in harmony, and where all can access the holistic care and healing we need to be our most abundant and free selves.

Our work is grounded in the principles that are at the heart of our religious traditions, such as *pikuach nefesh* (to save a life), *kujichugalia* (self-determination), and *imago dei* (image of God) SACReD upholds core values of joy, justice, wholeness, and compassion. SACReD is a fiscally sponsored project of NEO Philanthropy.

Background

For the last three years SACReD has grown a base of faithful folks committed to Reproductive Justice (RJ), through creating containers and tools for healing, transformation, and organizing. Through our signature program, *SACReD Congregations*, over 400 congregations have been introduced to liberative theological education that centers the principles of RJ. Reproductive Justice is an expression of faith in human dignity and freedom, and gives us the vision of what kind of world we can create. At SACReD we are clear that while the religious right has justified and advocated for reproductive oppression, faith traditions in reality call on us to build a world of justice. SACReD is a home for people of faith advocating for reproductive freedom, supporting families, and ensuring dignity for everybody.

With our recent programmatic pause and strategic planning process we have honed in on our work at this time. SACReD is committed to Majority Building and Narrative & Culture Change. In collaboration with community and organizational partners we are building a faith-based, anti-racist organizing model for Reproductive Justice that will shift the culture around the religious perception of reproductive freedom and access. To that end, we are hiring our first Director of Organizing.

The Position

SACReD's inaugural Director of Organizing will bring a resourced and grounded commitment to base building and organizing. They will be steeped in anti-racist praxis, and embody what it means to skill up white progressive people of faith who desire to understand the breadth of Reproductive Justice, which includes a commitment to racial justice and anti-oppression work. The ideal candidate will also be able to collaborate with Black, Indigenous + People of Color communities and congregations to deepen their own theological understandings and resist white Christian nationalism within their communities. They will be a skilled and experienced organizing practitioner who can function independently and interdependently within a small team. SACReD's Director of Organizing must possess excellent supervisory and project management skills. This person will hold the responsibility of coordinating multiple organizing strategies across SACReD Congregations, Renewed Clergy Consultation Service, and other coalition-based work. You will thrive in this position if you are a person who can hold implementation and visioning simultaneously; know how to delegate while being self-directed; are a proactive and transparent communicator; and are able to work effectively at a high level.

Responsibilities include, but are not limited to:

- ❖ Planning and Alignment:
 - Develop comprehensive organizing plans, including clear goals, timelines, and metrics for success towards Majority Building of faith organizers for Reproductive Justice
 - Collaborate with the Executive Director, Director of Strategy, and the SACReD Governing Board to align the organizing strategy with the organization's broader strategic plan and vision
- ❖ Grassroots Mobilization + Organizing:
 - Develop and implement effective grassroots mobilization strategies to engage SACReD Congregations + Communities.
 - Organize and lead events with SACReD Congregations, coalition partners, and other faith-based organizations to build visibility and public support.
 - Build relationships with partner organizations, advocacy groups, and community leaders to maximize collective impact.
 - Leadership Training Model – in collaboration with the Partnerships and Education Manager develop an antiracist leadership training model that

illustrates the “healing to organizing pipeline” using A SACReD Journey Curriculum as a foundation, develop a coaching and cohort program, and focuses on activating faith leaders operating in state-based partnerships, coalitions, and campaigns.

- ❖ Coalition Management:
 - Collaborate with coalition members to develop joint strategies, coordinate actions, and leverage collective resources.
 - Facilitate regular communication to keep coalition members informed, engaged, and working toward shared goals.
 - Operationalize organizing frameworks that prioritize physical, emotional, and digital safety of staff, volunteers, and community members
 - Effectively communicate shifts in programming and plans with our congregations, trainees, folks interested in joining SACReD, and coalition partners in a perpetually shifting atmosphere both politically and culturally.
- ❖ SACReD Congregations Growth + Development:
 - Oversee SACReD Congregations national designation program
 - Strategize, develop, coordinate, and implement programs and relevant budgets to engage, organize, and mobilize progressive people of faith to support reproductive justice
 - Strategize with Partnerships and Education Manager to develop trainings and curriculum addendum to equip the SACReD Network with tools and education to be effective reproductive justice organizers and advocates, from a faith-based perspective.
 - Co-lead the logistics of SACReD's movement building work: coordinating trainings, congregational networking, and other emergent events such as our political education series offerings, and leadership development training of clergy and other leaders.
- ❖ Work with the Executive Director and other staff to ensure success in the other program areas:
 - Communications
 - Partnerships
 - Education
- ❖ Travel:
 - Travel is required for this position, up to 40%. Including staff meetings, trainings, conferences, The SACReD Gathering, and other events.
- ❖ Rest:
 - Regularly take time off to care for yourself, your family, and your community. Clearly communicate these needs in coordination with other staff.
 - Set boundaries to preserve the capacity of yourself, the team, and the whole organization.

Experience, Qualifications, and Competencies:

- ❖ This role requires commitments to:
 - Faith-based organizing for Reproductive Justice
 - Growing in antiracist practices and values
 - Courageous conversations, truth-telling, and engaging in generative conflict
 - Mutual accountability within the organization and with movement partners
 - Lean into discomfort, embrace ambiguity, and say “I don’t know”
 - A spirit of curiosity and generosity
 - Personal and professional development, with a willingness to learn and grow with a team
- ❖ Deep understanding of the power of faith voices and faith communities in politics and culture
- ❖ 5+ years of experience in grassroots organizing and mobilization (volunteer experience will be considered)
- ❖ Demonstrated ability to build and lead high-performing, diverse, equitable, and inclusive teams
- ❖ Excellent relationship-building skills with ability to influence others toward a common vision or goal
- ❖ Experience with system design and thinking, especially developing systems rooted in antiracist practices and values
- ❖ Strong written and verbal communication skills
- ❖ Highly relational, with the demonstrated ability to build strong relationships both inside organizations at the staff level as well as with external partners.

How to Apply

In lieu of a traditional cover letter, we are asking candidates to reply to the following questions in 500 words or less per question:

1. How has Reproductive Justice shaped your organizing? What role do you believe people of faith have in making Reproductive Justice a lived reality for all people?
2. “SACReD’s inaugural Director of Organizing will bring a resourced and grounded commitment to base building and organizing. They will be steeped in anti-racist praxis, and embody what it means to skill up white progressive people of faith who desire to understand the breadth of Reproductive Justice, which includes a commitment to racial justice and anti-oppression work.” How do you currently embody this? Describe your experience both practicing anti-racism and supporting others in their learning.
3. What are your priorities when bringing new folks into multiracial organizing? How might those priorities shift depending on the audience?
4. What is the role of accountability in your organizing and work? How do you understand accountability in relation to multi-racial, faithful organizing for Reproductive Justice?

Please email application question responses, your resume, and three references in a single pdf to [hiring@sacreddignity.org](mailto: hiring@sacreddignity.org) on or before March 20th.

Compensation & Benefits:

The salary range for this position is \$85,000-90,000 commensurate with experience. Through NEO Philanthropy, this position is offered a full benefits package, including 100% medical coverage for the employee and 90% medical coverage for dependents; 100% coverage for vision, dental, life/AD&D, long-term disability. NEO also offers a 401K retirement savings plan, Healthcare Reimbursement Arrangement (HRA), Medical FSA, Dependent Care FSA, commuter benefits, Employee Assistance Program, other supplemental benefits and paid time off.

SACReD Specific Benefits:

- 4-day work week (your choice of Monday - Thursday or Tuesday - Friday)
- 3 Holistic wellness days a month i.e. mental health, menstrual leave, etc. (no questions asked)
- Flexible work-from-home policy
- 5 weeks of full office closure per year* (some working hours would be needed for End Of Year donation processing)

Application Note:

Research suggests that women and BIPOC individuals may self-select out of opportunities if they don't meet 100% of the job qualifications. SACReD at NEO Philanthropy is an equal opportunity employer. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, gender identity or any other legally protected status. We encourage anyone who believes they have the skills necessary to succeed at SACReD to apply for this role.