



WICHITA FIELD ORGANIZER

Start Date: January 1, 2022

Schedule: Full-time

Location: Wichita, KS

Who we Are

The Direct Action and Research Training Center (DART), one of the largest faith-based community organizing networks in the country. DART's 27 affiliated organizations span 9 states. By harnessing the power of organized people, our local organizations hold political and economic systems accountable for acting fairly—pressing them to become more equitable and just. Since 1982 our network has fought for and won policy changes that have addressed systemic failures which disproportionately harm low-income communities as well as communities of color. Some of our victories include:

- Hundreds of millions of dollars invested in affordable housing
- Implementation of fair discipline policies in hundreds of schools, breaking the school-to-prison pipeline
- Nearly \$950 million invested in public transportation
- Criminal justice reforms resulting in 5,000 fewer arrests of children in Florida each year

Why Choose DART

DART is a network of doers. We understand that the road to a society free of racism and economic injustice is a long one that requires dedication and persistence. To create lasting change, we must do work that extends beyond charity and advocacy—while important, these efforts generally only serve as temporary solutions to permanent, systemic problems. In a world where the interests of the wealthy are prioritized, DART seeks to create communities that honor people power as the true catalyst for change.

DART stands out from other organizing networks thanks to our unrivaled investment in our team members through intentional training and development. During your first year, DART will provide intensive professional development through an initial five-day classroom-style training, one-on-one mentoring from an experienced DART consultant, and three multi-day trainings with other organizers across the country. You will learn basic organizing principles while gaining concrete skills, such as identifying and developing volunteer leaders, planning effective meetings, researching problems, driving forward issue campaigns, conducting a power analysis, fundraising from grassroots, corporate, and foundation sources, and developing and managing an organizational budget. Ongoing professional development will continue well beyond your first

year through individualized coaching and mentoring, as well as local, regional, and national staff trainings and retreats.

About the Work

Through your work, a new, self-sustaining organization will provide everyday people living in Wichita the opportunity to fight on their own behalf for justice in the form of things like criminal justice reform, eliminating homelessness, expanded mental health services, and more. In time, your efforts will result in a noticeable shift in the power dynamics of the local community.

There are approximately 540 religious congregations in the Wichita area. The Field Organizer will launch a racially, socio-economically and religiously diverse organization made-up of 60+ religious congregations (e.g., churches, mosques, synagogues, etc.) with the expressed mission of doing justice on locally defined issues in the Wichita, Kansas area by the April 2023.

The Field Organizer will be mentored and supervised by the DART's Great Plains States Coordinator, who has assisted in the establishment of five DART organizations in Kansas and Nebraska: Topeka Justice & Unity Ministry Project, Justice Matters in Lawrence, KS, The Good Faith Network in Johnson County, KS, the Wyandotte Justice Ministry in Kansas City, KS, and the Lincoln Interfaith Justice Organization in Lincoln, NE.

The new organization in Wichita will be expected to hire its permanent Executive Director/Lead Organizer in November 2022. This decision will be determined by local leadership enlisted by the Field Organizer. The Field Organizer position is expected to naturally evolve into the permanent Executive Director/Lead Organizer. Once the organization is officially formed in April 2023, the Executive Director/Lead Organizer will lead a team of organizers to implement DART's three annual processes (1) Identify community problems, (2) Research viable solutions, and (3) Rally people to demand the implementation of those solutions by public officials.

Primary Responsibilities:

- Work with the Great Plains Director and local clergy to map out the strategic direction and development of the organization.
- Build relationships with a diverse array of clergy to enlist their active participation in forming the organization.
- Send clergy and local leaders to DART's national training workshops to develop skills to do justice.
- Plan and implement events to stimulate participation in the organization among clergy and lay leaders in Wichita.
- Train, supervise, and evaluate two Associate Organizers staff to be hired January 1, 2023.
- Significant seed money has been raised to support the creation of this organization and fund staff. The Field Organizer must ensure that the organization's finances are in order. This includes maintaining accurate financial records, ensuring that all foundation reports are submitted in a timely fashion.

Who You Are

DART community organizers come from a wide variety of backgrounds. The common denominators are a passion for justice and a strong desire to make change. As an ideal candidate, you are someone who is naturally curious, values strong relationships, and is

energized by the prospect of uniting people around a common cause. You should be able to demonstrate a strong work ethic and ability to produce results through previous positions or other endeavors. Community organizers are afforded a great deal of autonomy when it comes to building their schedules. They also need to make themselves available to community members, many of whom work during the day, so the ideal candidate is able to work nights and weekends when needed.

The ideal candidate does not have to be personally religious. Because you will be working with faith communities on a daily basis, you should have a genuine respect for the faith traditions of others.

Qualifications:

- Core passion for justice and equity
- Excellent relationship-building skills
- Exceptional work ethic
- Enthusiasm for working with diverse faith communities
- Two years of community organizing experience or equivalent (experience with DART Center is preferred)
- Bachelor's degree or equivalent professional experience
- Possession of a valid driver's license and access to a car
- Fluency in Spanish a plus

Compensation and Benefits:

Starting salary is \$60-70,000+ annually. Additional benefits include: paid vacation and holidays, healthcare coverage, a 15% retirement contribution to a SEP IRA, parental leave, and reimbursements for work-related travel.

The DART Center is a diverse coalition that includes communities of color, low-to-moderate-income communities and immigrant communities. We strongly encourage people from these backgrounds, as well as fluent Spanish speakers and DACA recipients, to apply. The DART Center is an equal opportunity employer.

To Apply

Email your resume and cover letter to hannah [at] thedartcenter [dot] org with the subject "Field Organizer."