

Lead Community Organiser - Brisbane

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| Department | Australian Program Team (APT) | Location | Brisbane |
| Type | 0.6 FTE | Last Updated | Feb 2021 |

Position Purpose

The Community Organiser position is integral to Tearfund's wider community engagement strategic plan. Focusing on working closely with volunteers, advocates and key supporters, this position is aimed at mobilising the Australian church to become increasingly more active in responding to issues of extreme poverty and injustice.

As a community organizer with Tearfund you will –

- Recruit and mobilise grassroots leaders to work for change in ways which benefit the lives of those experiencing extreme poverty.
- Work alongside Tearfund's engagement team to develop and implement faith-based community organising training; equipping volunteers with the skills they need to engage the church on issues of poverty and climate justice.
- Coach and support existing grassroots leaders and volunteers to take action.
- Network and support engagement with local churches and supporters.
- Develop and facilitate events for Tearfund supporters in Queensland.
- Help develop and implement key Tearfund Advocacy and Fundraising campaigns.

Position Accountabilities

| Accountability | Outcome | |
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| <p>Tearfund Mission and Values</p> <p>This position supports Tearfund's Australian Program strategy to inspire and empower Australian Christians to respond to poverty and injustice. This role particularly furthers Tearfund's values of relationships, learning from others and participation.</p> | <p>Strong partnerships with churches and mobilised volunteers who act toward biblical justice. These relationships are increased and deepened and build towards a coordinated movement of Christian change agents in line with Tearfund's Christian values and ethos.</p> | <p>Essential</p> |
| <p>Community Organising and Campaigning</p> <ol style="list-style-type: none"> 1. Work closely with Australian Program Team supervisor and colleagues to plan and implement the community organising aspects of Tearfund campaigns and ongoing initiatives. 2. Identify and recruit new grassroots volunteers. 3. Train grassroots volunteers with necessary skills to take ongoing and deepening actions in Tearfund campaigns and initiatives. 4. Coach and support volunteer leaders as they lead and organise on-ground campaign activities and events. | <ul style="list-style-type: none"> - A growing number of grassroots volunteers are recruited, trained, coordinated and are taking Tearfund actions. - A growing number of grassroots volunteers are actively involved in organising, promoting and delivering Tearfund message and actions in their faith community and local electorate. - Increased number of new churches are engaged and connected to Tearfund via grassroots volunteers. - Existing and new faith communities are taking actions in connection with Tearfund's international development work and campaigns. | <p>30%</p> |

| Accountability | Outcome | |
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| Training, Coaching and Events | | |
| <ol style="list-style-type: none"> 1. Manage Tearfund's action group program. 2. Recruit, train, coach and support volunteers to establish action groups and take action. 3. Present high-quality digital and face-to-face training to group leaders, members supporters. 4. Attend volunteer meetings, events and trainings in the field where required. 5. Develop and facilitate Tearfund events for supporters which amplify Tearfund's message and acquire new supporters and grassroots volunteers. | <ul style="list-style-type: none"> - New Tearfund Action groups are formed - Tearfund Action Group leaders are well supported and effectively coached to plan and implement campaign action. - Quality training events are held which reflect Tearfund message, ethos and campaign priorities. - Initiatives are well planned, broadly advertised, have high participation, and increase Tearfund's engagement and reputation with the Christian community. | 50% |
| Communications and Networking | | |
| <ol style="list-style-type: none"> 1. Represent Tearfund amongst the local church community and build relationships with key stakeholders. (This will involve speaking on behalf of Tearfund or representing Tearfund at local events or gatherings.) 2. Work closely with Australian Program Team supervisor and colleagues to develop and maintain high quality communication channels with relevant segments that inspire action. 3. Develop high quality written content for EDM's and other communication channels. | <ul style="list-style-type: none"> - Regular face to face engagements with potential and existing volunteers. - Communication content is both contextually appropriate and consistent with Tearfund's broader themes and priorities. - Tearfund's core community is well informed of what is going on at Tearfund. - The needs, concerns and ideas of grassroots volunteers and supporters are effectively represented in the broader department and across the organisation. | 20% |
| Organisational Citizenship | | |
| <ol style="list-style-type: none"> 1. Work collaboratively with team members, role model Tearfund's Christian values and be a positive example for both supporters and Tearfund staff. 2. Participate in the spiritual life of Tearfund. | <ol style="list-style-type: none"> 1. Tearfund's Christian values are lived out. Stakeholders experience excellence in engagement. Support from People and Culture. The Supporter Development Lead models a 'One Tearfund' approach to work. 2. Lead devotions as part of a roster. Participation in annual Staff Gathering. Provide prayer support to Tearfund's People as appropriate. | Essential |

Position Requirements

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| Must Have | <ul style="list-style-type: none"> o Active Christian faith and strong commitment to Tearfund's Christian mission, values and ethos o A heart and passion for the local church and vision to see the Australian church become increasingly active in responding to extreme poverty and climate injustice. o Ability to encourage others in their faith and justice journeys, and to influence supporters to provide support to Tearfund as a meaningful and impactful way to respond to global poverty and injustice o Experience mobilising and supporting volunteers through community organising strategies - Able to support, train, empower and involve Tearfund supporters, members and volunteers in community campaigns and implement systems for volunteer leadership development, management and engagement. o Excellent written and oral communication skills, and a willingness to get 'out and about' and engage with people. Ability to build meaningful relationships with people from a wide variety of backgrounds towards shared action. o Demonstrated planning and project management skills. |
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| | <ul style="list-style-type: none"> ○ Ability to present, speak and facilitate training on behalf of Tearfund. ○ Be a team player and has the ability to work well with others; excellent people and relationship building skills. |
| Highly Regarded | <ul style="list-style-type: none"> ○ High level of general digital literacy, a fast learner who can quickly learn to operate a variety of digital tools. ○ Existing networks across the Christian community in QLD. ○ A sound understanding of the theological basis of integral mission and climate justice and how it relates to the Australian church context. ○ Advocacy and or Fundraising experience. ○ Event management skills. ○ Competent with the use of Salesforce database or prior database experience. |

Working Environment

Tearfund's Code of Conduct and policies set expectations for all of our staff. Everyone at Tearfund is responsible for workplace safety both in terms of their own behaviour and taking action to resolve safety issues they become aware of.

The Community Organiser will at all times carry out their responsibilities with due regard to Tearfund Australia's commitment to safeguarding children and vulnerable adults in accordance with Tearfund's Safeguarding Policies and Guidelines.

Tearfund values diversity and each staff member is expected to demonstrate a commitment to gender equality.

Key Position Relationships

Internal

- The Community Organiser reports to the Head of Community Engagement and will develop good working relationships with their team as well as the wider Australia Program Team.

External

- The Community Organiser will nurture strong relationships with Tearfund supporters and volunteers, both locally and across Australia
- They will initiate and support the development of strong and broad networks within the Christian community.

The Community Organiser will work closely with other members of the Community Engagement team based around Australia. This role is based in Tearfund's office in Brisbane. This role, although based locally is working towards a nationally focused strategy and as such will require building and managing relationships across the country. The Community Organiser may undertake semi-regular domestic/regional travel to provide support to the Community Engagement work and strategy.

There will be 3-4 interstate trips per year.

Tearfund Mission

Tearfund Australia is a Christian development, relief and advocacy organisation responding to global poverty and injustice.

Our vision is for a just and compassionate world in which all people have the opportunity to achieve their God-given potential. We will

- *Inform, challenge and empower Australian Christians to make biblically-shaped responses to poverty and injustice.*
- *Support community-based Christian groups, churches and mission organisations around the world as they work holistically with poor communities in development, relief and advocacy.*
- *Adhere to biblical teaching, and evaluate our work and attitudes in its light.*
- *Maintain a low-cost administration regime in order to maximize the funds allocated to project partners*

Tearfund Values

As a faith-based Christian organization, Tearfund Australia seeks to adhere to biblical teaching and evaluate work and attitudes in its light. Consequently Tearfund Australia aspires to the following values:

A commitment to the poor
A commitment to the whole person
A commitment to justice
A commitment to prayer
A commitment to relationships

A commitment to participation
A commitment to excellence
A commitment to learn from others
A commitment to collaboration
A commitment to accountability