



1716 E. Franklin St.
Richmond, VA 23223

www.virginiainterfaithcenter.org

Faith and Worker Justice Organizer

Purpose: To educate and engage congregations in VICPP's economic justice programs and policy agenda.

Job expectations: This is a full-time position based in Richmond, Virginia. The candidate is expected to be primarily in the office, with some travel.

Accountability: This position is directly accountable to the Director of Faith Organizing.

Responsibilities and Duties: Although program responsibilities may vary from year-to-year, in 2024 and 2025 the Faith and Worker Justice Organizer will:

1) Provide program support for the Virginia Living Wage Certification Program.

- Work with Living Wage for Us to integrate the Virginia program into the national one.
- Develop ways to engage students and volunteers in reaching out to businesses.
- Create updated materials and maintain the Living Wage Virginia website.
- Promote the living wage employers through social media and other venues.
- Create and promote a vision for the work statewide.
- Participate in the national living wage coalition meetings.
- Reach out to business groups to expand certified businesses.

2) Provide program, organizing, and policy support for VICPP economic justice agenda (issues such as Minimum Wage, Paid Sick Days, Childcare, Wage Theft).

- Represent VICPP on the Promise Partnership and engage VICPP congregations in childcare advocacy.
- Depending on decisions around policy priorities, help provide staff work on the selected priorities.
- Help engage VICPP members and chapters in advocacy with swing legislators and key corporate leadership.
- Assist in using social media for advocacy on economic justice issues.
- Collaborate with denominational and judicatory leaders and justice structures to reach more people of faith.

3) Support Higher Education in Prison (HEP) Outreach.

- Reach out to second chance employers and explore ways they might support HEP.
- Engage congregations in advocating HEP.



4) Assist with wage theft advocacy.

- Respond to wage theft inquiries.
- Refer workers to attorneys in the regions.
- Monitor and track cases.

5) Build the grassroots capacity of VICPP:

- Identify and recruit new congregational liaisons.
- Add new names to the database through petitions, meetings, and ongoing engagement.
- Recruit and thank congregational donors.

6) Participate in the overall work of VICPP:

- Participate in weekly staff meetings.
- Attend all board meetings and leadership retreats.
- Help with key events (Day for All People, chapter/liaison retreat, Annual Celebration, Annual meeting).
- Participate in overall strategic and organizational planning.
- Other tasks as assigned.

Evaluation: The position will be evaluated based on this job description, annual goals and objectives and other tasks accomplished.

Compensation: The annual salary will be \$55,000- \$60,000. The position includes paid health care, paid vacation, paid sick days, and retirement contributions after six months.

Skills and Characteristics

- Experience working with faith communities.
- Passion for organizing and social justice.
- Strong public speaking and writing skills.
- Comfortable with basic office computer programs.
- Experience working with diverse communities.
- Good relationship building skills.
- Bachelor's degree or equivalent experience required.
- Understanding of worker justice issue preferred.
- English fluency required. Spanish fluency preferred.

Application due August 5

Desired start date: September 3 or sooner.