



POSITION TITLE: Tzedek Social Justice Fellow focused on Social Change Philanthropy at CoThinkk

- ✓ Are you passionate about and dedicated to social justice? Are you invested in combatting anti-Semitism, working for racial justice, and advocating for LGBTQ equality?
- ✓ **When faced with individual and institutionalized oppression, do you feel compelled to speak up, take action, and work for change?**
- ✓ Are you interested in building your skills as an advocate and change agent?
- ✓ Do you want to expand your professional network and gain hands-on experience working with a local nonprofit organization?

If you answered yes to the questions above, the Tzedek Social Justice Fellowship (TSJF) might be a great fit for you!



THE FELLOWSHIP

The Tzedek Social Justice Fellowship (TSJF) is a transformational experience for emerging social justice leaders that builds the capacity of organizations to effect change in Asheville and beyond. The Fellowship is committed to social justice, broadly defined, yet the work focuses primarily on LGBTQ rights, racial equity, and combatting anti-Semitism. Over the course of eleven months, Fellows develop essential skills to cultivate relationships within the local community, create powerful connections that bridge across bias, and organize grassroots movements for positive community change.

The Fellowship builds individual and organizational capacity by engaging passionate emerging leaders in eleven-month, paid, full-time positions at social justice organizations throughout the greater Asheville, North Carolina area. In addition to working 30 hours each week at their host site organization, Tzedek Fellows spend 10 hours developing life and leadership skills to help them become successful leaders and remain resilient throughout their careers. The Tzedek Social Justice Fellowship requires full and active participation in all fellowship-related events and activities. It is a 40-hour per week commitment, including times outside of regular business hours. It is critical that the final candidate is truly passionate about becoming a Fellow and is committed to the spirit of personal and professional development.

THE PRIMARY GOALS OF THE FELLOWSHIP ARE TO EQUIP FELLOWS WITH THE SKILLS TO:

- 1) Understand anti-Semitism throughout history and learn how to identify and effectively combat anti-Semitism in their communities.
- 2) Be powerful activists and advocates in the movement for LGBTQ rights.
- 3) Examine and combat oppression and discrimination within the context of eliminating racism.
- 4) Learn to build and work in diverse collaborative coalitions to achieve equity for *all* marginalized groups.
- 5) Expand personal and professional networks and co-create a community of social justice peers for life-long connection.
- 6) Positively impact the Asheville community by advancing the work of their host site organization.

- 7) Have satisfying, successful, and sustainable careers in social justice non-profits and grassroots organizing groups.

PARTICIPATION & TRAINING OPPORTUNITIES AND EXPECTATIONS:

- Participation in ongoing group activities including, but not limited to:
 - A one-month paid orientation in August.
 - InnerVision, a personal growth program offering life skills in mindfulness, awareness, and clarity.
 - Weekly Fellow Forums with TSJF staff, including presentations and training sessions delivered by local and regional trainers and social justice leaders.
 - Special social justice events (pop-up trainings, speakers, arts events) and social events for the Tzedek cohort.
 - One-on-one meetings with TSJF staff and host site organization (HSO) supervisors.
 - Position-specific expectations and requirements as expressed by the HSO supervisor.
- Creation of an individual professional development plan, including the identification of resources and training opportunities in alignment with the plan goals.
- Attendance at national conferences including [Creating Change](#) and either [The White Privilege Conference](#) or the [Facing Race Conference](#) depending on the conference scheduling.
- Willingness to develop and nurture honest, trusting, and open relationships with other Fellows, TSJF staff, and HSO staff.

For more information about the Tzedek Social Justice Fellowship visit
tzedekfellowship.org.



Organization and Position Details: Tzedek Fellow Focused on Social Change Philanthropy at CoThinkk

Calling all social entrepreneurs, innovative leaders, go getters, and individuals pushing beyond the box with a burning desire to create new systems, processes, and models that are moving the needle on some of the most pressing issues facing communities of color in Western NC.

Amid a shifting social, economic and political landscape, communities of color in Asheville are examining creative and innovative strategies to facilitate community change. Community-driven and focused on place, these individual efforts are creating some much-needed synergy and sparking important conversations that lead back to a single question for leaders: "How can we collectively create supportive networks, accelerate change and seed new initiatives to address the most vexing social issues facing communities of color in Asheville and the region?"

This question is being raised in the face of staggering economic, housing, health and poverty statistics about African-American and Latinx communities in a part of the state where communities of color account for a relatively smaller portion of the total population. These conversations are encouraging communities to collectively think about how they can pool their resources and talents to create a platform for individuals to drive social change, consequently creating the space for CoThinkk.

ORGANIZATIONAL PROFILE:

CoThinkk (Cultivating diverse opinions and thinking that help to accelerate change, support creative innovation, and builds valuable connections and knowledge) is a "giving circle" that uses our collective time, talent, and treasure towards investment strategies that address education, economic mobility/opportunity, and leadership development towards impacting some of the most critical social issues facing African-American & Latinx communities in Asheville and Western NC. CoThinkk brings together community leaders who care about the economic and social well-being of communities of color in Asheville and Western North Carolina and collectively

want to shift that narrative using a collective impact model that is grounded in the principles of equity, community economic development, economic and social justice. Through its membership's collective efforts, the organization seeks to have long-term impact in four areas: shifting the regional landscape, leadership development, collaboration, and generational impact.

CoThinkk started in 2014 and is dedicated to accelerating change through innovative strategies and partnerships that are built upon the premise that adopting co-thinking as a core competency allows individuals, organizations, institutions and sectors to:

- Create long-term sustainable change by inviting diverse perspectives and experiences into a process that will generate the best possible solutions to address some of our biggest challenges and create space for innovation and opportunity;
- Creates recognition that we all have gifts and assets to contribute, as a result will allow us to be solution focused and reposition conversations, people, organizations, and institutions in a way where they show up as their best selves;
- Creates multiple entry points and portals for individuals, organizations and sectors to be engaged and apart of a solution focused process to accelerate change;
- Collective thinking from diverse partners deepens analysis, builds investment, strengthens collaboration and delivers the best results; and
- Promotes intentional dialogue and discussion.

JOB DESCRIPTION:

CoThinkk is at a pivotal time during its development and seeks an energetic, bold, inventive, creative, and dynamic Fellow. The Social Change Philanthropy Fellow will be supported and be most closely accountable to a small team of CoThinkk members and Founder. CoThinkk has a volunteer structure that is currently comprised of 30 members, who do decision-making by consent and rely on a fluid committee structure that moves key pieces of the work forward for agreement from the broader membership.

DUTIES WILL INCLUDE:

This position is responsible for the following functions:

- Serve as the central coordinator between key organizational committees, key initiatives, activities community partners/neighborhoods, and allied relationships that are key to CoThinkk efforts;
- Attend key meetings on behalf of CoThinkk and serving as the local point person;
- To serve as a thought-partner, in conjunction with the founder and CoThinkk leadership to make presentations to the full group, build consensus, and to build public will to move key components of a designated work plan forward;
- Co-create and share pertinent information using social media (Twitter, FB, Snapchat etc.) that support collaborative and collective impact;
- Research and recommend new tools, processes, platforms that create transparency, efficiency, integrate cutting edge research to support collaboratives and coalition-building;
- Assist in creating an on-going community and membership engagement strategy that is consistent with our goals, values, and models;
- Co-create summer 2017, fall 2017, and summer 2018 membership retreats;
- Support marketing and messaging efforts that include recruitment of additional members and partners, marketing the value-add and relevance of the giving circle, increasing exposure and mapping the organization's impact, and developing a communications plan for 2017-2018;
- Assist annual grant making process and leadership awards processes;
- Co-develop key regional initiative that uses a set of readiness criteria to expand CoThinkk's footprint into 18 county footprint and new allied partnerships;
- Co-develop and lead key organizational initiatives and identify resource partners;
- Document activities, outcomes and track membership involvement (time, talent, and treasure) for reporting purposes;
- Participate in CoThinkk meetings and committee conference calls;
- Co-create and lead grant review process of 1st year and second year grantees; and
- Perform other duties as assigned. (i.e. data pertaining to Latinx communities, co-writing op-eds, and developing a policy binder).

MINIMUM QUALIFICATIONS, ATTRIBUTES AND EXPERIENCE:

Minimum education and experience qualifications required of the person to perform the above job duties:

- A native of Asheville or Western NC or currently resides in Asheville or Western NC;
- A Bachelor's degree from an accredited university;-or-High School Diploma/GED and two years of post-secondary education;
- Demonstrated cultural competency and understanding about racial equity and regional issues that impact communities of color;
- Experience working with complex organizations and the ability to work in the gray
- Experience working with a fast-paced organization, ability to work flexible hours and adapt to project and membership/community needs;
- Strong writing skills and organizational skills;
- Strong relationship building skills with diverse populations;
- Strong organizational and time management skills;
- Experience with program evaluation or assessment and documentation;
- Strong social media awareness, traditional media outreach, the development of communications materials, and ability to collaborate with membership to maintain and update our website;
- Demonstrated computer skills with MS Office Software, Internet, etc.;
- Experience or exposure working with collaboratives or coalitions;
- Ability to work independently and set goals and carry them out; and
- Experience planning events and facilitating presentations and workshops.

PREFERRED SKILLS:

Social entrepreneur, creative innovative thinker, and go getter. Thinks outside of the box with a strong ability to analyze current systems and suggest new systems that address equity. Ability to support community-driven processes and desire to collaborate with seasoned and next generation leaders working alongside communities of color in Western NC.

ADDITIONAL DETAILS:

Position requires availability for some evening and weekend hours.

HOW TO APPLY:

Send a cover letter, resume, and 3 professional or personal references to cothinkk@gmail.com. Please use the subject line "Tzedek Fellowship Application 2017" in your email. Applications must be received by April 15, 2017.

*****People of Color, LGBTQ individuals, and WNC residents are strongly encouraged to apply.*****

COMPENSATION AND BENEFITS:

The Tzedek Social Justice Fellowship is a full-time, eleven month, non-renewable, temporary position. Fellows receive a base salary of \$28,000, employee sponsored health care or a health care stipend, and a professional development stipend of \$1,000. The Fellowship begins with a month-long orientation starting on August 7, 2017.

LEAVE TIME:

Fellow will receive 10 holidays of their choice, 15 vacation days, and 10 sick days.

CONTACT:

Tracey Greene-Washington
CoThinkk
50 South French Broad Ave.
Asheville, NC 28801

Cothinkk.org

NON-DISCRIMINATION POLICY:

CoThinkk is committed to equality in employment and programming. CoThinkk does not discriminate on the basis of race, color, national origin, ancestry, sex, disability, religion, age, sexual orientation, gender expression, gender identity, or veteran status in its hiring practices, programs, services or activities. All are encouraged to apply, especially women and people of color.