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1716 E. Franklin St. [www.virginiainterfaithcenter.org](http://www.virginiainterfaithcenter.org)

Richmond, VA 23223 804-643-2474

**Criminal Justice Reform Organizer**

**Purpose:** To educate and engage congregations, with a special focus on African American congregations, in criminal justice reform advocacy and abolition of the death penalty.

**Accountability:** This position is directly accountable to the Policy and Campaigns Director.

**Responsibilities and Duties:** The Criminal Justice Reform Organizer will:

**1)** **Develop a Criminal Justice Reform program for VICPP.**

* Work with the policy director to figure out the short and long-term package that makes sense for VICPP. Abolition of the death penalty will be a top priority for the 2021 General Assembly.
* Create educational resources for faith communities.
* Represent VICPP on the key coalition tables.
* Figure out the most significant faith-based advocacy tables in Virginia on criminal justice reform and connect and engage them.

**2) Engage Black faith leaders in advocating death penalty abolition:**

* Reach out to Black faith leaders to dialog about race and the history of Virginia’s death penalty. Share a historical understanding of lynching, racial terrorism and the modern-day legal system. Work with leaders to host public education events about the death penalty.
* Develop education materials and organize educational programs for engaging Black faith leaders and making the racial equity case for criminal justice reform and death penalty abolition.
* Work closely with the Virginia Black Legislative caucus on their proposed reforms and collaborate on outreach to faith leaders.
* Work with Black faith leaders to increase engagement in death penalty education and dialog through, sign-on letters, op-eds/letters to the editor, and media events to demonstrate faith leader commitment for policy changes.

**3) Collaborate with Virginians for Alternatives to the Death Penalty (VADP) to move the work during the General Assembly:**

* Recruit effective speakers for hearings to educate legislators about the death penalty.
* Identify Black faith leaders who want to speak publicly about support for abolition and assist them to do so.
* Supervise witness volunteers to distribute information to the community and decision makers, in collaboration with the VADP and other death penalty coalition members.
* Collaborate with VADP lobbyist and provide regular updates to the VADP leadership.

**4)** **Build the grassroots capacity of VICPP:**

* Identify and recruit new congregational liaisons.
* Add new names to the database through petitions, meetings and ongoing engagement.

**5) Participate in the overall work of VICPP:**

* Participate in weekly staff meetings and leadership team 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.

**Qualifications:**

* Bachelor’s degree required, MDiv or other relevant graduate degree preferred.
* Deep involvement with and experience in working with African American congregations.
* Organizing skills and experience.
* Strong public speaking and writing skills.
* Passion for justice and knowledge, experience, and interest in criminal justice reform.
* Strong interpersonal skills.

**Salary and benefits:** The annual salary range is $40,000 - $55,000, depending upon experience. Position includes individual health insurance, paid vacation, paid holidays, paid sick time and contribution toward retirement after six months. This position is grant funded and guaranteed for one-year, although there is potential to develop the program so the position can be long-term.

**To apply:** Send the following by August 7, 2020 to [Benjamin@virginiainterfaithcenter.org](mailto:Benjamin@virginiainterfaithcenter.org):

* Resume
* Three professional references – give their phones and emails
* A cover letter that answers these two questions:
  + What criminal justice reform policies do you think are needed in Virginia?
  + How would you engage the faith community in advocacy around those reforms?

7/22/20