



DIRECTOR OF COMMUNITY ENGAGEMENT & LEARNING

Recruitment Search

**BLACK
FUTURE
CO
OP FUND**

THE BLACK FUTURE CO-OP FUND IS SEEKING A DIRECTOR OF COMMUNITY ENGAGEMENT & LEARNING TO JOIN IN BUILDING A NEW PHILANTHROPIC ORGANIZATION THAT PROMOTES LIBERATION AND GENERATIONAL PROSPERITY WITH BLACK WASHINGTONIANS.

Washington state's first cooperative philanthropy created by and for Black Washingtonians, the Black Future Co-op Fund aims to ignite Black wealth, health, and well-being over generations. The vision: A Washington state, working cooperatively, where all Black people are liberated, prosperous, and self-determined to fully live their lives.

Black people have long been vital contributors to Washington communities and the growth of the economy in industries, such as aerospace, maritime, and technology.

Black people have undeniably innovated and driven popular culture that has local, national, and global impact. Yet, anti-Black racism has purposely and persistently undermined the opportunity for Black people to build wealth over generations. Discriminatory policies and the systemic devaluing of Black lives have perpetuated unequal and adverse life outcomes for Black people. Black communities are forging new pathways to self-determination, as America reckons with racism and racial injustice.



ABOUT THE BLACK FUTURE CO-OP FUND

Inspired by the uprising for racial justice, four Black women who are social change leaders came together to launch the Black Future Co-op Fund in June 2020. Through networking and investing in Black communities across Washington, the Fund elevates and empowers Black-led solutions that foster Black wealth, health, and well-being.

The Fund's four primary areas of impact include:

- **CONNECTING BLACK COMMUNITIES FOR COLLECTIVE POWER.**
Creating a statewide network of Black-led organizations and groups to support each other in healing, to share ideas, and to advance a common agenda for change.
- **PROMOTING A TRUTHFUL BLACK NARRATIVE.**
Recognizing and uplifting true stories of Black people through media, research, advocacy, and more.
- **INVESTING IN BLACK-LED SOLUTIONS FOR GENERATIONAL PROSPERITY.**
Funding the pursuits of Black communities and Black-led organizations and providing multiyear general support that strengthens economic, education, civic engagement, and health opportunity with Black people.
- **SHIFTING THE PARADIGM OF PHILANTHROPY.**
Fashioning a new model of philanthropy that centers Blackness, follows the lead of Black people, and intentionally values and invests in Black communities.

As a new philanthropic endeavor, the Black Future Co-op Fund will be filing to become an independent nonprofit organization in 2022. In the meantime, the Urban League of Metropolitan Seattle is serving as the administrative home for the Fund and staff will be contracted by the Urban League, while the Seattle Foundation is serving as the fiscal sponsor and managing the financials of the Fund.

To learn more about the Black Future Co-op Fund, visit: www.blackfuturewa.org.



THE DIRECTOR OF COMMUNITY ENGAGEMENT & LEARNING

To further its mission, the Black Future Co-op Fund is seeking a Director of Community Engagement & Learning who is responsible for developing and maintaining relationships with organizations and individuals throughout all 39 counties of Washington state and uplifting their visions of Black liberation. The position leads the Fund's endeavors to get to know the Black people, Black communities, Black-led and Black-serving organizations and associations, Black-owned businesses, and racial justice allies in this work – listening and learning to inform the priorities, strategy, and grantmaking of the Fund. Working closely with the Fund architects and staff, this position is responsible for creating and managing programs that engage community, facilitate networking among organizations, support healing together, and build collective power for Black generational prosperity and well-being.

The Director of Community Engagement & Learning is an executive leadership team position who reports to the Chief Executive Officer.





PRIMARY RESPONSIBILITIES

Research & Design

- Research models for equity-centered community engagement, power building, and participatory grantmaking.
- Design the Fund's approach, goals, and strategy for community engagement and learning to inform the Fund's priorities, programming, and grantmaking, and advance the mission of the Black Future Co-op Fund

Program Development & Management

- Lead the Fund's community engagement and learning endeavors to build a powerful network of Black people, groups, and organizations across Washington and shape the Fund's strategy, grantmaking, and programming.
- Design and facilitate an ongoing listening tour in all 39 counties to learn about the landscape of racial justice work by, for, and with Black Washingtonians and identify areas for investment and systemic impact.

- Cultivate and manage relationships with various community partners across Washington.
- Develop and execute opportunities for supportive healing and networking Black-led organizations throughout the state to strengthen capacity and collective power.
- Represent the Black Future Co-op Fund in community, raising awareness and reinforcing the brand.
- Oversee community communications and write letters, emails, and other correspondence.
- Co-maintain a customer relationship management (CRM) system for tracking, reports, analysis, and communications

Evaluation & Assessment

- Create an evaluation tool for community engagement and learning.
- Assess changing needs and trends.
- Develop and write learning summaries and reports to share lessons within Black communities and with other funders.

IDEAL CANDIDATE

The ideal candidate is a passionate, entrepreneurial, community builder, advocate, and connector who possesses a demonstrated commitment to supporting the prosperity and well-being of Black communities.

The candidate has a leadership style that is marked by finding joy and inspiration through genuine relationship building and creating the space for inclusion and belonging in communities. Successful candidates will exude clarity, confidence, and be grounded in the mission and vision of the Fund.

The ideal candidate will also possess the following attributes and experiences:

- Proven record of facilitating collaboration and cooperation with the Black community and Black-led organizations.
- Knowledge of Washington's diversity of people and places respectful awareness of the cultural nuances and differences that exist across the state, and existing community relationships is critical.
- Strong interpersonal skills and demonstrated ability to engage communities, listen actively and humbly, and cultivate trusting relationships with a diversity of individuals, groups, and organizations.
- Excellent written and verbal communication skills.
- Knowledge of Black psychology and historical trauma, anti-Blackness structural and institutional racism, and intersecting oppressions.
- A forward thinker who stays abreast of the constant shifts in community.
- Driven by curiosity, with capacity for self-reflection and learning.
- Data-driven decision making.
- Prior experience with CRM database use and management.



DESIRED QUALIFICATIONS, KNOWLEDGE, AND SKILLS

- A deep commitment to racial and economic justice and to the Black community.
- Minimum 7 years of community-based, racial justice work experience, including 2 years of supervisory experience.
- Bachelor's degree or demonstrated equivalent work or learning experience is desired

COMPENSATION

The anticipated starting salary range for this position is \$130,000 to \$150,000. In addition, the Black Future Co-op Fund offers a comprehensive benefits package that includes medical, dental, vision, long-term disability, generous and flexible paid time off, employee assistance program, and support for ongoing professional development.

This is a full-time, non-exempt position. Currently, the Fund's operations are virtual, so this position can be located anywhere in Washington state.

Periodic early morning, evening, and weekend hours, as well as occasional statewide travel will be required.

HOW TO APPLY

Essential to the mission and work of the Black Future Co-op Fund is cultivating a team who embodies the diverse experiences of Washington's communities. We encourage applications from Black, Indigenous, and other people of color; people with disabilities; LGBTQIA+ and gender non-conforming persons; people living on low incomes; and people who hold several of these identities

The position will remain open until filled. First consideration will be given to applications received by **January 28, 2022**. To apply for this outstanding opportunity, please electronically submit your resume and letter of interest to The Byers Group at: **BFCF.team@byersgroupca.com** with your name and the position for which you are applying in the email subject line. The letter of interest should outline why you are interested in joining the Black Future Co-op Fund and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position.



THE BYERS GROUP
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