



## **Menikānaehkem Organizer Position Description**

### **Mission**

**Menikānaehkem a grassroots community organization based on the Menominee Reservation, in Northeast Wisconsin working to revitalize our communities. We are a group made up of people who are all working toward the same goal, Community Wellness! Our love for our relatives is what drives our work and passion for the things that we do.**

### **Vision**

**We will come together with one heart and one mind to work towards creating hope for our future, through connecting to our Identity and Spirit. We will do so with unclouded vision and determination; by honoring our differences and embracing our strengths as First Nations People.**

**Our purpose is to work from the heart to bring wellness to our community, to lead by example and celebrate the sacredness of life. We will work to perpetuate healthy, loving, relationships with ourselves, our families, our community, and all of creation so that we create Belonging. We will strengthen our minds by connecting to Land, Language, and Lineage to give our lives Meaning; and will share this with all our relatives.**

Menikānaehkem is hiring an organizer!

The available position is half-time, and this requires, on average, at least 20-25 hours per week of work.

The part-time Community Organizer will be responsible for ensuring successful project completion, progress reporting and evaluation. The community organizer will work among the Menominee Nation and other Tribes when relevant. The organizer will work to expand participation of community members in the work of Menikānaehkem. Regularly conducting one-on-one interviews with community members and potential allies, to learn their hopes and concerns, and to discern their possible involvement in organizing activities. The organizer will also work in partnership with institutions and offer insight on how to effectively engage

community. The organizer will facilitate trainings for Menikānaehkem volunteers and the community such as: Resiliency, Youth Leadership, and Grassroots Indigenous Organizing.

Hiring Criteria:

1. The organizer must be able to devote 25 hours a week to Menikānaehkem related work. This work should be the primary focus of the organizer.
2. The organizer must be able to think strategically about moving Menikānaehkem forward as an indigenous-led organization.
3. Must have sufficient writing and communication skills.
4. Must be self-motivated.

Desired qualities:

1. Familiar with resiliency/ trauma work or knowledge and willingness to grow that understanding
2. Have cultural awareness and understanding of indigenous perspectives on growing wellness and leadership
3. Consistent in follow through of projects- paperwork etc.
4. Works well in groups
5. Experience in managing grants and budgets
6. Be open minded and flexible with change and new ideas

Some of the activities we anticipate the organizer to perform are:

1. Regularly conducting one-on- one interviews with community members, to learn their hopes and concerns, and to discern their possible involvement in organizing activities;
2. Conducting one-on-one interviews with other potential allies from outside of the immediate community;
3. Working to help other organizers to build “core teams” of leaders;
4. Connecting potential core team members with leadership training possibilities, including (but not exclusive to) Native Organizer Alliance (NOA) Weeklong Training and local training opportunities;
5. Working with other organizers, especially those from indigenous backgrounds to be mutually supportive, to find potential areas of collaboration, and to find ways to make the organizing project sustainable.
6. Participation in Menikānaehkem events/trainings
7. Participation in self care plan and weekly check in circle

8. Office space/house upkeep

To further your development as an organizer, and to provide accountability for their work, Menikánaehkem expects the organizer to:

1. Write a monthly report, to be e-mailed to all Menikánaehkem staff organizers at least 24 hours before Menikánaehkem staff meetings (usually on Fridays, once per month). The report should give a sense of what has been done (especially one-on-ones), as well as progress toward personal goals and reflections;
2. Attend Menikánaehkem staff meetings;
3. Make arrangements to get either Guy Reiter or another Menikánaehkem organizer to meet with you at least one or two times per month to specifically talk about your work and your development as an organizer, and utilize that time for mentoring and advice;
4. Take advantage of organizer development opportunities (e.g. Organizer Retreats, International Leadership Assembly) offered through the Gamaliel Foundation, and Native Organizers Alliance.

**If you are interested in applying for this part-time organizer position with Menikánaehkem send your resume and your answer the question below to [anahkwet@hotmail.com](mailto:anahkwet@hotmail.com).**

*How will you take responsibility for the growth of Menikánaehkem as an indigenous-led organization?*

Record your answer in written form, on camera, or a voice recording and turn in to Guy Reiter by **January 10 at 4 p.m.**

The organizer may be able to begin by mid Jan. 2020.