



Festival Beach

FOOD FOREST

Festival Beach Food Forest Community Organizer - Request for Applications

Background:

The Festival Beach Food Forest (FBFF) is a grassroots pilot project neighboring the Festival Beach Community Garden and RBJ Residential Center in East Austin. We have transformed two-thirds of an acre of City Park land into an edible forest garden where visitors can openly forage and enjoy fresh food on the shores of Lady Bird Lake. Fruits, nuts, vegetables and herbs now flourish in this experimental pilot project to reclaim the public commons. Our mission is to grow edible forest gardens on public land that nourish, educate and inspire.

FBFF is currently managed by volunteer community members, who are organized into four teams: Plant Circle (site stewardship, planting, water, etc), People Circle (community partnerships, communications, volunteer tracking, etc.), Prosper Circle (budgeting, grant management, fundraising, etc.), and Purpose Circle (inter-team communication, long-term and strategic planning, etc.).

Phase 1 of the food forest was approved by the Austin City Council in 2014, and the first groundbreaking and planting of 100 fruit trees occurred in October/November of 2015. Phase 1 is now a robust forest garden stewarded by volunteers in the community.

Austin City Council gave the FBFF team approval to begin installing Phase 2 of the food forest in August of 2021 – this will bring the full acreage of the food forest to around 3 acres. We are currently planning, fundraising, and working with the Austin Parks and Recreation Department (PAR) on a feasibility study and renewed maintenance agreement before beginning Phase 2. Although the COVID-19 pandemic created numerous obstacles, community engagement was a core element of the process for creating the initial Phase 2 site designs, in 2020-2021.

More robust community engagement is needed now to ensure the growth, success and sustainability of the Festival Beach Food Forest. In 2021, Festival Beach Food Forest was awarded the [Thriving Cities Challenge](#) grant, which is now enabling the FBFF team to hire a part-time community organizer to cultivate climate resilience and food justice in the heart of Austin.

Part-Time Community Organizer Position Overview:

This part-time community organizer will plan and facilitate collaborative community partnerships and volunteer efforts to expand, strengthen and sustain the Festival Beach Food Forest. The community organizer will focus on increasing FBFF's relationships with communities of color and the adjacent neighborhoods to advance food access, climate justice, etc. They will work with FBFF core volunteers to harness community interest and ensure that project staff and volunteer capacity is more abundant as the project grows. The community organizer will partner with the Parkland Steward (another new, part-time contract position) to support community engagement and retention, and be an active participant in site workday activities. They will supervise the

collection of important metrics involving equitable community outreach and community participation. They will also help develop best practice guidelines for partnerships with broader city-wide community agriculture.

Responsibilities and Duties:

Strategic Partnerships and Community Building (External 60%)

- Build relationship with key community partners in similar and aligned projects (ie. food equity, community gardens, trail foundation), and organizations serving the local community and youth – assessing what community partners’ needs and interests are, and what would be needed for the food forest to be a welcoming and integral space for them.
- Deepen our relationship to the neighborhood
 - Organize events at FBFF to engage the community, in collaboration with key partners
 - Prioritize making FBFF an inclusive and equitable space for local communities
 - Create ladders of engagement for members of the community to be involved in the FBFF stewardship and leadership circles
- Facilitate conversations with the core FBFF team and key partners to get collective alignment on FBFF community engagement and partnership strategies and tactics for Phase 2 implementation and long-term sustainability. Work closely with core leadership of FBFF to oversee and manage plan implementation.
- Facilitate relationship building and strategic planning between FBFF, Festival Beach Community Garden, Serefina Pantry, and other core stakeholders, for creating a food justice climate resilience hub on our campuses

Internal 40%

- Develop and Implement outreach and recruitment strategies for
 - New members/volunteers
 - Partners
 - Donors
- Communications & Social Media Management
 - Coordinate and delegate email newsletters and social media engagement
 - CRM management - GivePulse, Google form sign-ups, etc.
 - Manage general organizational emails
 - Evaluation metrics to improve communications effectiveness
- Work with FBFF Purpose Circle to facilitate and support team building meetings and internal practices/protocols for creating and sustaining thriving, inclusive, equitable teams

- Work with FBFF leaders and partners to establish data collection and evaluation processes that will allow us to measure community impact of FBFF and the Thriving Cities Challenge grant implementation.
- Develop best practice guidelines:
 - For partnerships with broader city-wide community agriculture.
 - For relationship building with strategic partners

Qualifications / Experience Required:

- 5+ years experience managing and organizing grassroots community efforts (preferably in Austin)
- Experience with leading and facilitating large and small groups
- Experience managing Social Media & Email accounts
- Skillset to develop leaders to be part of the food forest project & community
- Strong demonstration of relationship building and community building skills and lens
- Strong racial equity analysis of systems, structures and power
- Someone who is well grounded in the cultural history and community of East Austin
- Experience managing and engaging volunteers
- Passion for interacting with, educating, and leading community participants, volunteers and staff of varied ages and backgrounds.
- Flexible, willing to work simultaneously on a wide range of tasks/projects and ability to prioritize tasks.
- Exceptional listening and communication skills with sensitivity to cultural communication differences.
- Proficiency in Google Drive, Microsoft Office and related software

Preferred:

- Passion for the mission of the food forest (growing edible and medicinal landscapes on public parkland that nourish, educate and inspire)
- Comfortable with creating content and writing
- Familiar with using volunteer management & communications systems (GivePulse, etc), CRM systems, email blast systems, social media
- Possess cooperative, service-oriented attitude
- Basic graphic design skills
- Strong networking and relationship building skills
- Familiar with active listening and constructive communication techniques ie. Non-Violent Communication
- Experience working with plants, gardening and forestry

Compensation: \$25-30/hour, averaging 20-30 hours per week, Total compensation of \$32,500

Duration: Dependent; approximately 12-18 months, with possibility of renewal

Reports to: FBFF “People Circle” & “Purpose Circle” Leaders

Typical Working Conditions: This position requires meeting face to face with community members at the food forest or other relevant locations, supporting volunteer hours and events at the food forest, and working online from home (or where preferred).

Typical Working Hours: Flexible hours during the week + Saturday events; Circle meetings on Tuesdays 7-8:30pm

Application Process

Fill out the application form linked here; you will need to upload a letter of intent and résumé:

<https://forms.gle/HrVaqSvPCUP9oAQ37>

Applications will be reviewed on a rolling basis until the position is filled. Apply ASAP and no later than January 31, 2023.

Festival Beach Food Forest is committed to equal employment opportunity regardless of race, color, national origin, religion, gender, sexual orientation, age, language, disability, pregnancy, gender identity or sex expression or any other characteristic protected by federal, state or local laws.