



Kitsap Strong **STRONG COMMUNITY FACILITATOR**

The Strong Community Facilitator (SCF) is a full-time position fulfilled by an energetic and relational leader responsible for promoting Kitsap Strong throughout Kitsap County, building public will for its goals around increasing the capacity of protective factors and bridging strong partnerships with community agencies, educators, faith and business leaders, and others.

The primary goal for this position is to build deep, trust-filled relationships with diverse community members, more specifically, parents. This position will work in close partnership with Kitsap Strong Backbone team members to identify and build deep relationships with community leaders who represent and serve populations that have historically and currently been excluded from decision-making processes in our community (communities/populations often referred to as “marginalized”, “under-served”, “vulnerable”, etc.). We recognize multiple truths: 1. organizations/schools are doing incredible things to help our community members flourish, and 2. none of our systems are providing equitable services. If our systems are going to be successful at designing and implementing necessary changes, it will be through the intentional inclusion of diverse community leaders in decision-making processes. Inclusion requires intentional shifting of power and deep relationships, so to address historical harm and current power dynamics, Kitsap Strong seeks to invest in relationships through this staff position.

The Strong Community Facilitator (SCF) engages community to work collectively in partnership toward shared goals. The SCF brings leadership experience, strong professional communication, and collaboration skills; systems thinking and attention to details.

ESSENTIAL JOB FUNCTIONS

CONNECT:

- Demonstrate and uphold an ongoing commitment to inclusion, anti-racism, and social justice while consistently gathering and mobilizing partners and communities to share, listen, learn, discuss, and dream.
- Develop and maintain a high-level of credibility and trust with diverse partners, including families and communities.
- Identify “natural leaders” (parents/caregivers/youth) who are willing to act as local champions of strong community efforts. Support development and nurturing of deep, strong relationships between community partners and natural leaders.
- Build community awareness, interest, & ownership of the KS Initiative, goals & impacts.
- Utilize strong proactive trauma-informed communication/relationship skills including humility, vulnerability, and integrity to help community partners and members reach out and seek support.
- Facilitate healing opportunities between communities and the organizations that seek to address historical harm and develop equitable services.
- Employ excellent written and oral communication skills and strong interpersonal skills.



- Collaborate with Backbone team to develop message content and communicate to multiple audiences in a culturally competent manner via social media, print communications, online communications, and traditional media.

LEARN:

- Create shared language, understanding, and knowledge through professional development and skill-building with partners, communities, and families.
- Lead with listening to identify with diverse parents/caregivers the existing relationship and power dynamics influencing the experiences of families related to strengthening communities' activities.
- Learn alongside organizations and community and empower learning through strong trauma-informed facilitation skills and ability to create "brave spaces" to enable deep conversations and hear diverse perspectives to understand existing relationship and power dynamics.
- Develop strategic agendas, prepare, and distribute related materials, convene diverse perspectives, facilitate a myriad of "listening" methods to observe/learn the patterns in the experiences of parents/caregivers/youth in our Facilitate learning and skill-development opportunities with parents/caregivers/youth to increase understanding and implementation of the strengthening community efforts Identify, facilitate, and manage a network of volunteers, including parents/caregivers/youth, organizing skill-building and advocacy opportunities, and relevant training. Manage and disseminate trauma-informed care resources and relevant learning opportunities.
- Work with partners to identify and disseminate "best/promising practices" for promoting equity, culturally responsive practices, trauma-informed care, and restorative practices.
- Promote relevant learning opportunities for parents/caregivers/youth through communication channels.

RESEARCH & DATA:

- Create relationships to listen and learn from families and communities about needs, concerns, issues, and strengths. Collect stories and analyze data with partners/communities and begin to design solutions.
- Ability to use a "system's thinking" perspective to bring community awareness to existing dynamics and facilitate identification of potential high-leverage solutions.
- Organize listening/learning sessions with partners, including parents/caregivers/youth to review data related to education outcomes.
- Collaborate with the Director, Community Innovation to create tools, use data, and visual images (via print, web, electronic communications, etc.) to articulate/communicate the experiences of parents/caregivers in our community.



INNOVATION & ACTION:

- Work collectively on projects that directly improve outcomes for children and families.
- Assist backbone team and partners to ensure the needs/perspective of parents/caregivers are included in the development and implementation of programs, services, and practice/policy decisions.
- Collaborate with Director, Community Innovation to facilitate the conversations to Strengthen Families and support Early Childhood Care & Education/Learning.
- Collaborate with Director, Community Innovation to recruit, train, and manage a pool of Parent Champions.
- Identify community “energy” and support parents/caregivers/youth with development and implementation of their ideas related to future bound efforts/initiatives.

ADVOCACY & POLICY:

- Champion systems and policies that support children and families. Raise and create pathways for community voices.
- Collaborate with the Director, Community Innovation to represent Kitsap Strong locally and across Washington State related to strengthening families. Clearly communicate the vision and mission to partners and stakeholders.
- Expand leadership through intentional skill-development with Parent Champions to engage in advocacy opportunities and participate in decision-making meetings, as appropriate.
- Expand leadership and elevate youth/community/partner voices through intentional skill-development with parent/youth champions to engage in advocacy opportunities and participate in decision-making meetings, as appropriate.
- Share information gathered through participation in parent/caregiver/youth listening sessions to inform advocacy efforts of community, statewide partners, and advise agency leadership.
- Utilize social media to build community awareness of KS initiative, and relevant science.

BUSINESS:

- Maintain detailed facilitation notes and insights activities/events; share relevant learning and information with KS partners.
- Recruitment, training, and management of volunteers to support efforts/initiatives.
- Collaborate with colleagues and partners to effectively meet deadlines.
- Ability to create processes and systems, manage details and work independently.



EXPERIENCE/QUALIFICATIONS: The SCF must have demonstrated leadership experience, strong professional communication skills; capacity to see the big picture (“systems thinking”) and attention to details; and excellent organizational ability. Knowledge of Kitsap community and existing connections and relationships are highly desirable, but not required. Knowledge of RISE Relational Mentoring and Trauma-Informed practices are highly desirable, but not required.

- Strong community organizing and collaboration skills; demonstrated capacity to coordinate and facilitate processes, people, and partnerships; and develop strong trusting relationships.
- Experience with facilitation and coordination of meetings, events, trainings.
- Commitment to Relationships - listens vs. talks; inquires vs. asserts; believes relationships have inherent value beyond the immediate endgame.
- Ability to speak and write in a clear, concise, respectful, and thoughtful manner
- Integrative thinker, listener, and communicator.
- Inclusive - uses the art of honestly reflecting the various perspectives to draw people into deeper exploration towards shifting power.
- High level of credibility and integrity.
- Strong command of Microsoft Office computer software programs
- Independent tech competence in document, spreadsheet and presentation software (e.g., MS Office Suite and/or Google Docs)
- Ability to drive and provide own vehicle for visiting partners throughout Kitsap County

ADDITIONAL DETAILS

Salary will be commensurate with qualifications and experience within a range of \$50,000-\$55,000. The position offers health insurance, 2% Employer Simple IRA, and paid leave to all employees working at least 20 hours/week.

To apply, please send a current resume and a letter of interest to: info@kitsapstrong.org. The position will be open until filled, with the first round of application screening scheduled to occur January 17, 2023.

Kitsap Community Foundation, fiscal agent of Kitsap Strong, is an equal opportunity employer.