



Job Title:	Synod Disaster Response Community Organizer		
Reports to:	Director for Evangelical Mission		
Location:	Berkeley office, organizing throughout Northern California and Northern Nevada	Travel Required:	20%
Level/Salary Range:	85,000-100,000	Position Type:	Exempt

Job Description

POSITION SUMMARY

The Sierra Pacific Synod of the ELCA seeks a dynamic and compassionate individual to serve as Synod Disaster Response Community Organizer. This position will focus on building the capacity of teams of pastors and lay leaders across the synod over a three-year period to prepare for and respond to both climate-related disasters such as wildfires and extreme weather events, as well as humanitarian crises. Grounded in the synod’s commitment to social justice, community organizing, and care for creation, the coordinator will equip congregations as centers of climate resilience, empower historically marginalized communities, and nurture long-term leadership for equitable and sustainable response to disasters. Candidates of color and applicants with lived experience in marginalized communities are encouraged to apply.

Expected hours: This position may be split into two part time roles, or one full-time position, depending on candidates. Some Sunday work expected, with corresponding flexibility during the week.

Location: Hybrid/remote. Bimonthly rotations to the Berkeley synod office, in-person visits with congregations throughout the Sierra Pacific Synod in Northern California and Northern Nevada.

For leaders rostered in the ELCA, this position is eligible for a synod call.

Key Responsibilities:

Capacity Building for Congregations and Leadership Teams

- **Three-Year Leadership Development Program:** Design and implement a structured program to build the capacity of teams of pastors and lay leaders to lead disaster preparedness and climate resilience initiatives

within their congregations and communities. Provide ongoing coaching, tools, and resources to support disaster ministry teams in implementing and sustaining disaster response and climate resilience efforts.

- **Workshop Facilitation:** Develop and lead multi-year workshops and training series focused on disaster planning, emergency response, and long-term resilience strategies tailored to congregational needs.
- **Equity lens:** Support congregations, conference, and synod teams to partner with historically underserved populations—including low-income communities, Indigenous peoples, and immigrants—ensuring their needs are central to disaster preparedness, response, and advocacy.

Disaster Preparedness and Resilience Building

- **Congregational Readiness:** Equip congregations with tailored disaster preparedness plans, including emergency communication strategies, shelter operations, and supply management protocols.
- **Partnership Development:** Build and maintain collaborations with local, state, and national organizations engaged in disaster preparedness and response.
- **Ecumenical and Denominational Collaboration:** Work closely with Lutheran Disaster Response, Lutheran Social Services, the Episcopal Diocese disaster leaders, and other denominational partners to align disaster preparedness and response initiatives.

Disaster Response Coordination

- **Point Person During Disasters:** Serve as the synod's primary coordinator during disaster events, facilitating communication, resource allocation, and congregational support.
- **Volunteer Mobilization:** Recruit, train, and deploy volunteers to assist in disaster response and recovery efforts.
- **Assessment and Reporting:** Collaborate with congregations to assess needs, document response efforts, and provide timely updates to synod leadership and partners, including Lutheran Disaster Response.

Program Development and Administration

- **Grant Management:** Work with Lutheran Disaster Response and other funders to secure and manage grant funding for position-related projects and programs. Explore funding opportunities to extend the program beyond three years.
- **Program Evaluation:** Develop metrics for measuring progress in capacity building, disaster readiness, and climate resilience. Regularly assess and improve program strategies in collaboration with leadership teams.

- **Documentation and Reporting:** Maintain detailed records of capacity-building progress and disaster response activities, producing reports for synod leadership and external stakeholders.

Qualifications

- A deep passion for disaster response, climate justice, and empowering communities to build resilience and engage in long-term recovery from disasters.
- Experience in disaster preparedness, emergency response, and/or community organizing, particularly with underserved populations.
- Strong communication, facilitation, and collaboration skills, with the ability to work across diverse cultural and geographic contexts.
- Demonstrated commitment to anti-racism, social justice, and equity-focused work.
- Familiarity with the Lutheran Church's structure, theology, and values is preferred.
- Flexibility to travel throughout the synod and work irregular hours during disaster events
- Spanish speakers encouraged to apply

About the Sierra Pacific Synod:

We are a Synod of the Evangelical Lutheran Church in America, consisting of almost 180 worshipping communities across Northern California and Northern Nevada.. We proclaim the good news of God's grace, nurture faith, worship together, and serve our neighbors—especially those who are poor, oppressed, sick, marginalized, or in need—while working for justice, reconciliation, and peace. Our mission is carried out with a global awareness, embracing diversity, fostering unity, and equipping people to live out their Christian calling in daily life. In partnership with the churchwide organization, we provide care and support for congregations and ministers, strengthen relationships across the ELCA, and represent the mission of the church to our communities.

To apply, please submit a resume, contact information for two professional references, and a short statement of interest to positionsearch@spselca.org.