



Move for America Fellowship

Position Description: West Central Initiative

Project Period: June 2023 - June 2024

Site Name: West Central Initiative

Location: 1000 Western Ave, Fergus Falls, MN 56537. WCI's work environment is hybrid and employees typically spend two or three days in the office and also attend meetings in our region at large (9 counties of West Central, MN and White Earth Nation).

Goal of the Project

West Central Initiative (WCI) is a community foundation and the regional development organization serving 82 cities in West Central, MN. Community and economic development are at the heart of our work, and given that our organization has a philanthropy and planning arm, we work in a variety of areas guided by a commitment to equity and the Sustainable Development Goals.

WCI seeks a Move for America fellow to assist in coordinating, facilitating, and debriefing community conversations as they relate to our Rural Belonging and Rural Democracy programs. To accomplish this, the fellow, alongside WCI staff, will interact closely with the Living Voices Network software—a tool for purposeful, boundary-crossing conversations where participants come to know one another through creative, constructive thinking and dialogue”.

Project Objectives

- Better understand the tensions and concerns surrounding democracy in our mostly rural service area
- Center shared values within our region to create a foundation for learning and understanding
- Raise awareness of and engagement in civic participation
- Promote neighborliness in order to facilitate individual belonging of all residents

Responsibilities

1. **Become familiar with the Living Voices Network platform and the context of West Central, MN.** The fellow, with the guidance of WCI staff, will be able to choose from videos, written materials, and one-on-one conversations to understand our region and also how to use the Living Voices Network tool.

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Both subjects will be an ongoing process, and fellows will be encouraged to take a deep dive into a subject area such as climate action, immigrant and refugee inclusion, childcare, transportation, and sustainable foods.

2. **Help coordinate, prepare for, and facilitate conversations.** This will come in the form of scheduling and outreach, planning the structure of conversations, and helping to moderate community conversations.
3. **Put the LVN software to work.** The fellow will record and upload materials to WCI's LVN platform and will be part of a team effort to tag and analyze the content. Though the platform undergoes AI and human transcription before staff filter it, fine-tuning and cataloging pieces of the story are critical to capture the context along with the quotes.
4. **Inform policies and programs.** As part of the team, the fellow will help write digestible findings and recommendations for regional strategies aimed at strengthening democracy and belonging in our rural context. With the help of the Communications Team and the Impact Evaluator, assist the organization is utilizing recordings to have regional stakeholders 'speak for themselves' in outward facing messages and plans.
5. **Lean in to other WCI work.** To understand and prepare for conversations, the fellow will be encouraged to explore and support other WCI programming that fits their project and interests.

Eligibility

- Must be 18 years old by start date.
- Must be a U.S. citizen, legal permanent resident, refugee, asylee, or DACA recipient.
- Must be able to commit to a year-long program from June 2023 - June 2024, with a full-time work week (35 hours per week daytime hours, Monday-Friday).
- We welcome applicants from any location, but you must be willing to live and work in Minnesota during the 2023-24 term of service.

Qualifications

Fellows are not required to have had previous job experience. This is an entry level position designed to catalyze your career and leadership development. We do, though, seek the following traits in all Fellows:

- **Curiosity** - genuine interest to learn with and from others
- **Growth** - commitment to continuous learning about self and others
- **Teamwork** - capable of using collaboration and teamwork to achieve goals

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- **Community** - desire to work in and with a community and in team environments
- **Accountability** - take responsibility for actions and their impact on others
- **Leadership** - take initiative and demonstrate leadership experience

In addition, we are seeking candidates who:

- € Understand and/or are willing to explore the complex nature of diversity in rural, less populated places.
- € Are not afraid to be wrong, while working alongside a team that believes in trend-testing to find the right interventions and resources.
- € Have a valid driver's license or the ability to obtain one in Minnesota.
- € Have strong interpersonal communication skills, including the willingness to learn conflict resolution and diffusion techniques.
- € Are self-starters and comfortable in a hybrid working environment
- € Have a strong interest in qualitative research with a quantitative twist

Living Stipend and Benefits

- \$17,600 annual living stipend
- \$6,000 housing support
- Up to \$1,000 in relocation assistance
- Earn a \$6,895 education award for future education or to repay school loans
- Health insurance
- 80+ hours Inclusive Leadership & Community Engagement training
- Professional and peer mentorship
- [Find all AmeriCorps VISTA benefits here](#)

About the Fellowship

The Move for America Fellowship, in partnership with AmeriCorps VISTA, is a paid, 12-month immersive service learning experience grounded in community engagement. Move for America Fellows build the capacity of community-based organizations by convening diverse community voices in decisions that affect their lives.

All Fellows participate in our Inclusive Leadership training program, which includes over 80 hours of learning together with your cohort of Fellows, focused on intercultural communication, navigating conflict, engaging communities, and professional growth.

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Commitment to Inclusion & Equal Opportunity Employer

Move for America's mission is to bridge divides and strengthen civic dialogue. We work to create an inclusive and thriving society where all voices matter and where no person is marginalized for their identity. Move for America is an equal opportunity employer and prohibits discrimination and harassment of any kind in any part of our business and partnerships. We hire talent with a transparent and equitable process for all who apply. All employment decisions are made without regard to age, race, ethnicity, national origin, religion, gender, sexual orientation, disability, medical history, or any other protected statuses. We believe our differences make us stronger and encourage all interested candidates to apply. [Read our full Commitment to Inclusion and Equal Opportunity Employer Statement here.](#)

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