



ARC Program Manager

Who we are

Founded in 2015, the Black Church Food Security Network (BCFSN) is working to create Black-led food systems anchored by Black churches in partnership with Black farmers. Our work is rooted in the principles of Black food and land sovereignty. Therefore, we are not a food charity organization. We are a self-help organization that utilizes an asset-based community development model that leverages and maximizes the existing resources of the Black Church community. Through this approach, we are advancing health, wealth, and power for our people!

We currently work with farmers, churches, organizations, and seminaries in Ohio, Maryland, Washington D.C, Virginia, North Carolina, South Carolina, Georgia, Indiana, Tennessee, and Texas.

ARC Program

The Assembling our Resources for Community Sustainability (ARC) program is a food-value chain that creates a direct partnership between Black farmers and churches. ARC opens a niche market for Black farmers that wish to sell produce to churches for institutional purchasing. We source produce, meats, eggs, and value-added products from Black farmers and transport those items to churches primarily on the East Coast with an eye toward expansion.

Position Overview

The ARC Manager supports BCFSN's food system organizing and leads the growth of the ARC program. The ideal candidate will have a background in agriculture, food aggregation, project management or leading community organizing campaigns. The ARC Manager position is a full-time (40 hours per week) salaried position.

What you'll do

Program Operations

- Lead all operations concerning The ARC including receiving, loading, inventory, delivery, and packaging
- Coordinate logistics of farmer's produce delivery to churches and delivery of produce between churches
- Ensure compliance with widely recognized food-safety standard operating procedures
- Keep accurate financial records of ARC purchases; manage invoicing and payments; manage records of distribution; track and report on distribution errors
- Partner with team members to develop evaluation surveys for partners in order to collect program data
- Proactively cultivate and maintain strong relationships with Black farmers across the South East including monthly site visits

Outreach and Engagement



- Act as the primary point of contact between churches and farmers for order fulfillment, delivery, and troubleshooting
- Manage pre-purchase orders and agreements with churches and other buyers
- Proactively communicate with farmers regarding product availability and supply
- Work with staff to cultivate relationships with churches to establish participation in ARC program
- Assemble the annual production plan by compiling data from churches and work with farmers to include projected supply/orders into their crop plans
- Assist producers with production planning to ensure a continuous supply that meets secured market demand
- Develop and execute a strategy to continue the growth of the ARC in other regions
- Organize or coordinate in-person and/or virtual training for farmers with subject matter experts to increase their market readiness and success
- Conduct and/or coordinate site visits with farmers to monitor and identify issues with production, quality, food safety and/or regulatory compliance, etc

Who you are

- 2-years minimum experience in CSA programming, food hub coordination, and/or small-scale food procurement
- Experience within the Black Church community as a member or on staff, an understanding of org structures, budgeting, decision making processes within churches
- Proficiency with basic software and technology including MS Office Suite, specifically Excel
- Strong organizational, record-keeping, and data management skills
- Knowledge of and comfort with agriculture production, farms, and farmers
- Experience in managing a small team
- Experience selling to, buying from, and/or operating a food hub
- A passionate for Black farmers, eager to engage stakeholders in conversations about purchasing and cultivate new partners and customers
- Ability to manage time efficiently and meet deadlines
- Ability to work in a team, offer suggestions and accept constructive criticism
- Skill in working independently and following through on assignments with minimal direction
- Baltimore Metro Area resident preferred
- Comfortable with seasonal travel Nov-April 2-3 times a month, May-Nov once per month
- Drivers license with strong driving record

We believe that its more important to be a learner than a knower to succeed in a role at BCFSN. So, if you think you have what it takes but don't necessarily meet every single point listed above, please apply - you could be exactly whom we are looking for!

What you'll get



- The opportunity to make a meaningful impact on the lives and livelihoods of Black churches, Black farmers, and community members
- The total compensation is \$50,000, paid in bi-weekly installments at the middle and end of each calendar month
- Full coverage of health, vision, and dental benefits
- 3 weeks paid vacation and additional sick leave

Fusion Partnerships (fiscal sponsor of BCFSN) is an Equal Opportunity Employer that fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, family and medical leave, sexual orientation, and gender identity and expression and prohibits retaliation against individuals who bring forth any complaint, orally or in writing, to the employer of the government, or against any individuals who assist or practice in the investigation of any complaint or otherwise oppose discrimination.

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