



FLETCHER ACADEMY

A Ministry of FAI

Overview of Role

<u>Position:</u>	Director of Fletcher Academy Farm	<u>Department:</u>	Fletcher Academy Farm
<u>Class:</u>	Full-Time Regular	<u>Wage:</u>	DOE
<u>Status:</u>	Hourly Non-Exempt	<u>Reports to:</u>	President & CEO
<u>Notes:</u>		<u>Revised:</u>	09/27/2021

Our Mission:

We are a community of believers operating Adventist schools, ministries, and businesses in harmony to educate youth to have a transforming influence on the world as disciples of Christ.

Our Vision:

To graduate students with the highest standard of intellectual and moral culture and thus be the leading sustainable Adventist educational model and resource for Christian leaders.

Why:

We desire a return to our Adventist agricultural roots by developing, integrating, and maintaining our land as an important character-development resource for our high school and elementary students, faculty/staff, and campus constituency.

Thus, we are gardening to draw us closer to our Creator. We are growing vegetables, nuts, and fruit for food that we may enjoy daily with a portion set aside to help those in need. We are practicing and teaching simple sustainable organic agricultural methods using minimal resources that places nutritious food on the table for life.

How:

- **This role serves** as the pioneering implementation leader in the development of Fletcher Academy Farm in accordance with our campus master plan using simple, sustainable, organic methods of agriculture.
- **Responsible** for daily operations as well as the growth and integration of the Fletcher Academy Farm and its vision into the campus life.

- **Cultivates** in students and others a life-long love of working with their hands in the soil, growing vegetables (and fruits and nuts) as one of humanity's first roles given by our Creator God, mentoring them and developing character.
- **Engages** and grows volunteers to serve, connect with others, and find meaningful experiences towards supporting a culture of philanthropy.
- **Creates** aesthetically pleasing spaces to reflect, pray, and seek communion with God.
- **Supports** the development of educational experiences with FA Instructional faculty across the curriculum.
- **Plans and executes** seasonal planting and harvesting working collaboratively with food service leaders to supply the majority of produce used in our campus eateries.
- **Applies** knowledge of soil analysis, irrigation/drainage, row crop, raised bed, greenhouse, field sowing and harvesting methodologies, as well as pest and weed control, etc. to ultimately yield acceptable crops of high quality, nutrient-dense, organic produce to meet campus needs, sell to the community, and share with others.
- **Proactively seeks** new revenue sources with an entrepreneurial spirit, with a guiding hunger and thirst for *"doing the right thing at the right time for the right reason."*
- **Actively leads by example**, performing necessary field work, planting, harvesting, weeding, watering, etc. when required, while seeking to creatively minimize the resources required to maintain the production of crops.
- **Develops and mentors** a student-led team performing the above functions.
- **Integrates** as a fully-functioning member of Fletcher Academy Inc. Ministries' Leadership team, to include a familiarity with Landscaping Managers' primary roles and responsibilities to serve as backup when needed.
- **Collaborates** with Campus Chaplain(s), faculty/staff, and volunteers to develop the farm as a means to bolster evangelism outreach efforts and thereby serve the mission. This includes the privilege of setting food aside to help those in need.
- **Communicates** routinely with the Senior Leadership Team regarding issues affecting areas of responsibility, and presents new projects and ideas related to the gardens and arboretums.
- **Pursues** personal continuing education (webinars, conferences, online learning, etc.) to stay current on the subject of emerging sustainable agricultural and farming best-practices, trends, new developments, methods, equipment, etc.
- **Assists** with other projects and tasks as assigned.

What (Qualifications):

- Must have a sincerely expressed desire to serve Christ, a practicing Seventh-day Adventist Christian who is upholding by living the values thereof, and a willingness to be part of a dynamic, diverse team serving in a drug/alcohol/tobacco-free campus workplace environment.
- Proven track record of positive leadership, to include supervision or teaching of high school students and adults of varying ages, experience, and ability.
- Previous professional and/or other extensive experience in gardening, farming, agriculture on a medium scale, or in a related discipline.
- Degree in agriculture or related field preferred.

- Effectively communicates both verbally and written (required to be fluent in English; bi-lingual is a plus, but not required).
- A working knowledge of both mobile and desktop technology platforms.
- Lifting requirements < 75 lbs.
- May sit, stand, walk, or perform manual physical labor of varying intensity for extended periods.
- May require stooping, bending, standing, crouching, and a moderate - high level of physical dexterity with moderate - high level of physical exertion
- The person should be a living example of the manifested benefits of living our values, i.e. practically demonstrate the health message of the Seventh-day Adventist Church in body, mind, and spirit.
- May work a flexible schedule, including some evenings, weekends, etc. in all types of weather conditions.

Who:

- Reports to the President & CEO. May supervise multiple students and adult employees, Career Education students, and/or volunteers simultaneously.

Expectations:

- The mission drives everything we do; students are central to that.
- We collaborate with team members to put the best of the organization first.
- We are supportive of others and open to their ideas.
- We focus on God and work towards unity.
- We take responsibility and initiative in a timely fashion.
- We thank volunteers and donors at every opportunity.
- We bring our best effort, no excuses.
- We operate with grace, flexibility, respect, professionalism, excitement, and energy.
- We identify and fill unmet needs.
- We communicate, regularly talking in person or calling team members, including the President.

Acceptance of Role, Mission, & Vision:

_____ *(Initial) The above is intended to describe the general nature of the work to be performed, and is not to be construed as an exhaustive list of all responsibilities, duties, or skills required.*

_____ *(Initial) I have received, read, and understand this role as described, and the expectations above.*

_____ *(Initial) I understand the mission and vision of Fletcher Academy, Inc. Ministries, and accept this role as part of a Community on a Mission.*

Employee's Printed Name

Employee's Signature

HR Representative

Date Reviewed and Accepted