



## Cultivate Hope Associate Director Job Description

### **Overview:**

Matthew 25 is a vibrant, growing non-profit organization. Our mission is to *empower people to transform neighborhoods* and we envision a thriving, connected community where people are valued and talents are multiplied; where neighborhood families have access to safe, affordable housing and healthy food; and where youth are empowered through reading and the creative arts.

The Cultivate Hope Associate Director oversees and implements programming that supports people in growing, sharing and learning about food. At the heart of the program is a two-acre urban farm education center with a greenhouse, pavilion, brick oven and outdoor classroom. Programming includes food production, community gardens, farmer's market nights, school gardens and summer camps.

### **Your Work:**

- Oversee all aspects of programming and staff connected to the urban farm, including: CSA shares, community gardens, market nights, school gardens, youth development program and summer camps.
- Run Cultivate Hope's Youth Development Program. This program hires fifteen students to work twenty hours per week during the summer on the urban farm. A small group of student supervisors is hired for six months of the year and helps oversee the program from seed starting through harvest.
- Work in school supporting classroom educators in meeting educational standards with supportive, indoor and outdoor garden-based activities with K-12<sup>th</sup> grade students.
- Continue development of hydroponic growing systems at Matthew 25 and in school settings.
- Work to increase yields and to supply Groundswell Café, Cultivate Hope Corner Store and produce rescue with fresh produce year round.
- Network with other area organizations focused on healthy foods.

### **Who you are:**

You love to *grow food*.

- You love helping vegetables, herbs, fruits and pollinators to grow and are especially excited about getting others involved in the work. You know how to grow organically.
- You understand the basic operations of green houses, hydroponics and the inputs and outputs to expect in growing an acre of food.
- You understand the importance of efficiency and good systems in growing an abundant amount of food.

You enjoy *sharing food*.

- You love to share food with others! You understand and can articulate the value of healthy eating in a way that excites others. You are a gifted teacher.
- You know how to create a market stand and farm setting that will attract people. You can write articles that will be informative and inspiring.
- You are able to organize, oversee and grow events such as the Matthew 25 plant sale, Fall Festival and more.
- You believe that every person should have access to good food and will work to create just, equitable and sustainable food systems.

You love *teaching* others about good food.

- You are an educator who is comfortable relating to people of all ages, backgrounds and education levels.
- You are a person who understands traditional education models and how to use school gardens as an entry to project-based learning in all subjects.

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties to meet the ongoing needs of the organization.



- You are creative and willing to try new things, but also dependable and able to develop and follow a well-designed lesson plan.
- You have deep faith that guides your work in an open and non-judgmental way.

**Skills/Qualifications:**

- Equivalent of at least five years of growing produce for farmer's markets and other types of commercial sales using organic methods.
- Educational experience required, preferably with K-12<sup>th</sup> grade students, but does not have to be in a school setting.
- A Bachelor's degree or equivalent experience.

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