



# FLETCHER ACADEMY

A Ministry of FAI

## Overview of Role

<b><u>Position:</u></b>	<b>Landscape Manager / Horticulture &amp; Arboretum Developer</b>	<b><u>Department:</u></b>	<b>Grounds</b>
<b><u>Class:</u></b>	<b>Full-Time Regular</b>	<b><u>Wage:</u></b>	<b>DOE</b>
<b><u>Status:</u></b>	<b>Hourly Non-Exempt</b>	<b><u>Reports to:</u></b>	<b>Land Manager</b>
<b><u>Notes:</u></b>		<b><u>Revised:</u></b>	<b>02/08/2021</b>

### 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:**

- This project-driven position draws us closer to our Creator by beautifying and being the caretaker of the current campus while integrating the growing of vegetables, nuts, and fruit for food 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 puts nutritious food on the table for life. We desire to develop, integrate, and maintain campus gardens and arboretums which provide attractive natural-scape and sustainable perma-culture greenspaces in which to grow, harvest, learn, work, relax, and appreciate the abundant biodiversity of our campus, ultimately pointing to our Creator God in support of our mission and vision.

#### **How:**

- **This role serves** as the implementation leader of a top strategic initiative of Fletcher Academy in integrating gardening/farming with our campus using simple, sustainable, organic, manual methods of agriculture having minimal negative environmental impact to the native ecosystems.

- **Cultivates** in students and others a life-long love of working with their hands in the soil, nurturing living things as one of humanity's first roles given by our Creator God, mentoring them and developing positive work ethic, teamwork, and appreciation for manual labor, especially in the areas of agriculture, horticulture, permaculture, etc., emphasizing the many benefits thereof.
- **Engages** others by identifying opportunities for both existing and new volunteers to serve, connect with others, and be recognized and appreciated, thereby further energizing support of the mission of Fletcher Academy, while also encouraging current employees to find joy in pursuing various "passion projects," creating a culture of philanthropy among employees and volunteers alike.
- **Creates** aesthetically pleasing spaces to reflect, pray, and seek communion with God and others, where opportunities to connect, learn, grow, and relax are abundantly available and rewarding to the individual, beneficial to the environment, and harmonious with Fletcher Academy's mission and vision.
- **Co-develops** educational curriculum in conjunction with FA Instructional faculty and other staff to encourage hands-on learning experiences in biology, health, life skills, and other classes.
- **Plans and executes** seasonal planting / harvesting, etc. to support current and future development of campus master plan, preserving Fletcher Academy's land asset and ecology while collaborating with the Land Manager to facilitate the total integration of gardens and arboretums to benefit individuals and the organization's mission.
- **Researches and adopts methodologies** to reduce dependence on chemical fertilizers, pesticides, and interventional methods of maintaining manicured greenspaces, identifying alternatives which reduce associated expenses and promotes permaculture and natural-scaping concepts as beneficial alternatives to traditional landscaping.
- **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 maintenance of main campus grounds, including mowing, trimming, leaf & other debris removal, ice and snow removal when required, etc., while seeking to creatively minimize the resources required to maintain campus aesthetics.
- **Develops and mentors** a student-led team performing the above functions.
- **Integrates** as a fully-functioning member of Fletcher Academy Plant Services' team, to include a familiarity with the Fletcher Park Inn Landscaping Manager's primary roles and responsibilities to serve as backup when needed, and serving an emergency on-call rotation as needed.
- **Collaborates** with Campus Chaplain(s), staff, and volunteers to develop the gardens and arboretum as a means to bolster evangelism outreach efforts and thereby serve the mission.
- **Communicates** routinely with 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 gardening / landscaping best-practices, trends, new developments, methods, equipment, etc.
- **Assists** with other projects and tasks as assigned.

#### **What (Qualifications):**

- Previous professional and/or other extensive experience in gardening, farming, agriculture, landscaping, permaculture, or a related field.
- Proven track record of positive leadership, to include supervision of high school students and adults of varying ages, experience, and ability.
- 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.
- 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.

**Who:**

- Reports to the Director of Plant Services. May supervise multiple student 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**