



MOUNT MADONNA

445 Summit Road, Watsonville, CA 95076 · (408) 847-0406 · www.mountmadonna.org

Community Well-being Director

Experience creative self-expression and rich connections in an environment where heart and meaning are a part of everyday life! Mount Madonna Center is offering a unique opportunity for an inspired and motivated individual interested in serving within a renowned retreat center and multigenerational yoga community overlooking Monterey Bay. Mount Madonna Center is located in beautiful natural surroundings on 380 redwood acres.

Mount Madonna is a center for learning that offers practices for living for the sincere seekers, thought leaders, retreat goers, teachers and students who desire an experience at the source. Since 1978, we have been honored to host both luminaries and practitioners in spiritual and religious traditions, artistic endeavors, social justice, and conscious business, among many others. Our residential community of practice and activities have been inspired by the yoga teachings and example of master yogi, Baba Hari Dass.

Mount Madonna prioritizes diversity, equity, inclusion, and belonging and strives to create a culture that empowers and supports individuals to bring their full and authentic self to the workplace.

We look forward to hearing from you!

POSITION: Community Well-being Director

JOB LOCATION: Mount Madonna Center - 445 Summit Road, Watsonville, CA 95076

REPORTS TO: Executive Director

RESIDENTIAL POSITION REQUIRED:

This residential position offers the opportunity to reside in a yoga community in beautiful natural surroundings. Residential housing and all meals are included for all residents. Residents pay a modest monthly activity fee based on the total number of hours contributed. Those interested in joining our multigenerational residential

community would be open to living in an intentional yoga community and engaging with others in a positive way. We ask everyone to abide by the vegetarian guidelines while on the property. More details about the residential agreement will be provided during the interview.

JOB SUMMARY:

The Community Well-Being Director leads the Community Well-Being (CWB) Team and reports to the Executive Director. The CWB Team advocates for the well-being of the resident and staff community; cultivates a sense of belonging for residents and staff through creating opportunities for connection; and promotes the values of Mount Madonna including: to work honestly, meet people without fear, meditate everyday, and play.

The Director of Community Well-Being provides strategic direction to Mount Madonna on all aspects of Community Well-Being. They do this through four key areas:

1. Strategic Leadership;
2. Managing the CWB Team including employees and volunteers;
3. Advocating for the well-being of community members; and
4. Cultivating a culture of belonging at Mount Madonna.

Attention to race equity, gender equity, and appreciation for diversity across all aspects of identity (race, gender, sexuality, ethnicity, ability, age, religion/faith, class, language, more) is paramount to this work. Additionally, the Director of Community Well-Being (in collaboration with the Executive Director) plans and facilitates monthly Community Gatherings and Community Chats on an as-need basis to keep the community engaged in conversation, addressing issues as they arise, and collaboratively working toward solutions.

Areas of Focus of the Community Well-Being Department:

1. Events (Community Gatherings, Community Chats, Community Retreat, Birthdays)
2. Internal Communications (Bi-Weekly Community Emails, Dashboard, OMies WhatsApp Group Chat, Notes from Community Gatherings, Chats and Leadership Meetings)
3. Promoting Care for Each Other (Regular Check-ins with Community Members, Special Needs, Fostering Intergenerational Relationships, Community Connection Circles)

4. Preserving the Values of Mount Madonna (Work honestly, Meet people without fear, Meditate Everyday, and Play. Mount Madonna exists to foster peace in the world.)
5. Cultivate a Culture of Belonging at Mount Madonna (Diversity, equity, inclusion, belonging (DEIB) Lab for the resident community; support evolution of MM Community and Culture)
6. Onboarding new residents (Resident Interview, Essentials Orientation, Welcome & Greeting, CB Tour, Karma Yoga Walk. Done in collaboration with HRD and Operations Teams.)
7. Community integration, Steering curriculum of Community Orientation and Reflection Experience (CORE) to reflect the values of Yoga, Service and Community.

The ideal candidate is a strategic leader who envisions well-being for the Mount Madonna Community and is able to turn that vision into action. They have experience living, working and serving in a community; a commitment to well-being, equity, inclusion; and the ability to seek out and understand what members of the community care about. This position is professional and also personal, as strong relationships across the community supports the mission of Community Well-Being. When people in the community are struggling, they often reach out to the Community Well-Being Director or another CWB Team Member. Holding people as they navigate the challenges and joys of community life is an important part of the Director position.

Responsibilities include, but are not limited to, the following:

- Strategic Leadership: Develop and direct Community Well-Being efforts at MMC
 - Provide strategic direction for supporting well-being of individuals and the community including identifying priorities, establishing timelines, and aligning department activity with overall strategic direction of Mount Madonna Center.
 - Represent the community voice in leadership conversations.
 - Strategize staffing of CWB Department.
 - Co-develop Community Gatherings and Chats with the Executive Director.
 - Collaborate with leadership and across Mount Madonna departments.
- Manage Community Well-Being Team:

- Manage employee and volunteer team members.
- Engage in weekly one-on-one meetings with employees and volunteers to provide strategic direction, peer-to-peer learning and reflection, mentorship, and accountability.
- Lead bi-annual team reflection and evaluation sessions and provide recommendations and guidance to improve such efforts.
- Advocating For the Well-Being of Community Members:
 - Attend meetings, design policies and engage in discussions with specific attention to how changes impact the resident and staff community.
 - Check-in with individuals as needed for additional support, help connect residents to resources beyond CWB when necessary.
 - Stay informed of the “pulse” of the community. Lift up the voice of the community in conversations with leadership and HFS board.
- Culture of Belonging:
 - Serve on the Mount Madonna Diversity, Equity, Inclusion and Belonging (DEIB) Lab with special attention to opportunities for the resident community to engage in learning and practice around racial equity, gender equity and increasing access, inclusion & belonging within Mount Madonna and the context of retreat centers in the US.
 - Attend trainings and workshops to learn about best practices to cultivate belonging.
 - Advocate for inclusive policies, procedures, hiring practices and community culture.
 - Host bi-weekly DEIB Lab and twice monthly community chats on DEIB topics.
- Additional Responsibilities:
 - Oversee Community Orientation and Reflection Experience (CORE) Curriculum in collaboration with Community Well-Being Advisor and Team
 - CORE is offered to residents and staff of Mount Madonna for their first six months of residency and/or employment. The purpose of CORE is to orient newer community members to the history, traditions and values of Mount Madonna, and to provide opportunities for reflection around personal and communal well-being.

- On-Going Meetings & Trainings:
 - Participate in staff meetings including regular one-on-one with supervisor, monthly all-staff meetings, annual staff retreat, Leadership Team Meeting, MMC Directors Meeting, Community Orientation and Reflection Experience (CORE) Meeting, and additional meetings as needed.
- Training/Emergency Preparedness:
 - CPR/First Aid training every two years and all other health and safety training as required

Key skills, experience, and requirements:

- Preference for past or current engagement with Mount Madonna
 - Minimum five years experience in well-being and community engagement
 - Experience managing a team of staff and/or volunteers
 - Experience as an innovative and collaborative leader and champion of equity initiatives
 - Strong communication skills including co-creating in Google Suite
 - Motivated and compelled by learning, growth, and continuous improvement
 - Curious about the evolution of Mount Madonna Center and our Resident Community
 - Finds joy in problem solving, pivoting and responding to community needs
 - Ability to juggle multiple tasks and remain detail-oriented
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JOB TYPE: Full-time 35-40 hours/week.

RATE OF PAY: \$23 to \$28/hr, depending on experience.

BENEFITS:

- Full - time 30 - 40 hours per wk (not salaried):
 - Medical and dental insurance after 2 months of employment
 - 2 weeks per year of accrued paid vacation, rolls over for a maximum accrual of 3 weeks

- 40 hours of sick time per year
- Employee Sponsored Retirement Savings Plan after 3 months of employment
- Fresh meals cooked daily for residential employees. Employees who commute receive one meal per day while working onsite, and reduced overnight accommodations when work-related
- Reduced rates on massage
- Access to:
 - Meditation, asana (postures), and yoga philosophy classes
 - Walking/hiking trails with broad vistas, redwood forests, ponds and wildlife
 - Seasonal retreats and programs
 - Community events
 - Cafe and bookstore
 - Community garden and chickens
 - Hot tub

APPLICATION: Thank you for your interest! Please send your resume and cover letter to work@mountmadonna.org.

Mount Madonna Center maintains a policy of providing equal opportunity in all aspects of employment.

a) It is the policy of Hanuman Fellowship to ensure equal employment opportunity for all persons regardless of race, color, religion, age, disability, national origin, creed, gender, gender identity, sexual preference or any other non-merit factor.

b) It is the policy of Hanuman Fellowship to ensure equal treatment, including but not limited to recruitment, hiring, promotion, discipline, compensation, assignment, benefits, training, furloughs and rehiring.