



Full-Time Position with Growing Hope PROGRAM DIRECTOR

About Growing Hope

Growing Hope is a 18-year-old non-profit organization rooted in Ypsilanti, Michigan whose mission is to foster an equitable and sustainable local food system that empowers all people to grow, buy, sell, prepare, and eat nourishing food. We envision a community where all people--particularly those with barriers due to race, class, culture, language, ability, and mobility--have access to nourishing local food that is culturally appropriate and affordable. People can grow and prepare their own harvests, and may earn a living as a food grower, producer, or entrepreneur.

Our areas of work include Youth & Schools, Farm & Garden, Farmers Markets, and Food Entrepreneurship. Our programs primarily emanate from our two main spaces: The Growing Hope Urban Farm and the Ypsilanti Farmers MarketPlace. The Urban Farm is a multi-purpose space used for organic-practice production, garden demonstration, youth and adult education and events. The Ypsilanti Farmers MarketPlace hosts the Ypsilanti Downtown Farmers Market as well as MarketPlace Hall for events, and the Growing Hope Incubator Kitchen.

Organizational Culture and Values

Our culture is rooted in our values: Transformation, Education, Justice & Equity, Placemaking, and Integrity. We commit to upholding inclusive practices and policies while creating space for courageous conversations as a staff and within our community. Instead of simply providing services, we aim to leverage the vast resources already within our community in order to empower and partner with participants and customers. We believe that community members have the ability to make their own decisions about their health and wellness goals and that Growing Hope acts as a resource to increase access and opportunities to meet these goals.

About the Position:

The Program Director is responsible for working in partnership with the Executive Director to provide organizational leadership for Growing Hope. This position will oversee and support a culture of high impact food justice programming that is explicitly anti-racist and centers the strengths, assets, and needs of Ypsilanti communities of color and communities facing barriers to accessing fresh, affordable food.

Specifically, the Program Director will oversee the strategic direction and grant writing for Growing Hope's four impact areas: Farm & Garden, Youth & Schools, Farmers Markets, and Food Entrepreneurship. The Program Director will be the primary grant writer for the organization and is responsible for cultivating new grants, building and maintaining relationships with foundations, managing current grant budgets and timelines, and grant reporting. This position will provide support on the organization's written content including for fundraising and marketing. Additionally, this person will oversee Growing Hope's staff development and growth through staff meetings, trainings, and anti-racism work.

Responsibilities Include:

- **Grants and Fundraising (50%):**
Supports fundraising efforts through developing and overseeing multi-year grant strategy. Responsible for grant prospecting, grant writing, grant management, and grant reporting; support other fundraising efforts as needed (e.g. relationship building with individual donors).
- **Program Leadership (35%):**
Supervise Growing Hope's Program Managers to fundraise, plan, develop, implement, and evaluate all programming. Oversees program revenue and expenses budgets; oversees grant funds and grant deliverables. Support program visioning and strategic planning to ensure programming is anti-racist, builds community capacity, and creates/maintains trusted partnerships.
- **Organizational Culture (10%):**
Supports staff development through trainings, weekly staff meetings, and other opportunities for professional growth and organizational capacity building; Supports anti-racism internal work.
- **Writing and Editing (5%):**
Collaborates with Marketing and Development team to support written fundraising and promotional content (newsletters, appeal letters, annual report, etc.).

Qualifications:

- Strong writing and editing skills in multiple mediums and for many different audiences
- Experience managing and supervising staff at multiple levels
- Highly organized (e.g. tracking all aspects of grants, budgets, and program documents)
- Lived experience and/or in-depth understanding of food justice and local food system issues
- Demonstrated ability to work collaboratively and strategically with people from diverse backgrounds

Qualities that will enhance the application:

- Demonstrated skills in grant writing, grant management, grant reporting and creating grant budgets
- Understanding of non-profit grant/fundraising structure
- Has experienced Growing Hope's programs

Hours & Compensation: \$49,000-\$53,000 depending on experience. Full-time salaried with benefits including paid time off, and health insurance (medical, dental, vision). Due to COVID precautions this position is primarily remote with eventual transition back into the office in the future. This position will occasionally include evenings and weekends for meetings and events.

To Apply: Submit a resume, cover letter, and two writing samples to Apply@growinghope.net. Preference given to applications received by May 14, 2021, but position will remain open until filled.

Growing Hope encourages people of color and individuals who possess an in-depth understanding of poverty or economic hardship to apply. We welcome a diverse pool of applicants and make employment decisions on the basis of merit. We do not discriminate potential employees based on race, creed, age, physical ability, national origin, sex, gender identity, sexual orientation or marital status. Accommodations will be made so that the application process and position is made accessible for qualified applicants.