

Resident Assistant
Position Description



Peacehaven
Community Farm

Organization

Peacehaven Community Farm (PCF) was founded in 2007 to be an affordable housing community for adults with intellectual and developmental disabilities. It started as a community garden, generating a great base of support from community members. Peacehaven sought to create an intentional community around this garden based on the L'Arche model, a housing community created by humanist and philosopher Jean Vanier in which folks with and without disabilities live together, sharing life with one another. The journey began with 89 acres of beautiful rolling farmland and a collapsing barn. Peacehaven is now a nurturing, supportive place where everyone is valued; everyone can contribute; and everyone can become the person they are meant to be.

Susan's View, our first residence, was opened in 2014. It was named after our founder Susan Elliott, who lost her battle to cancer in 2009. Our first Core Member (CM) residents moved into Susan's View in December 2014. Susan's View residents, with a cohort of Resident Assistants (RAs) live and work in a family style environment with the support of the Home Life Coordinator (HLC). For more information on Peacehaven, please visit <http://www.peacehavenfarm.org>.

Position Overview

The RA role is centered around building relationships of mutual care and support with the Core Members while participating in a home environment centered on unity and mutual respect of all. RAs provide direct care focused on Core Members personal development and skill building. This includes personal care needs, money management, general medical care, appointments, household chores, garden work, laundry, meal preparation, transportation and family/work communication and connections. Overall, the RA leadership supports the mission and identity of PCF and will model the values, principles, and spirit of PCF.

The RA experience is one of life-sharing and care-giving. The position requires investment in community and shared living. For our Core Members, a life centered around relationship and goal-setting are key aspects of health and growth at Peacehaven. An RAs role is to give this type of daily care to our Core Members. This role can feel very parental, and it is common for RAs to develop strong emotions around the well-being of the Core Members. Although this brings many challenges and feelings of responsibility, it also simultaneously creates relationships centered on genuine loyalty and compassion. Aside from direct caregiving and daily routines, RAs are expected to accompany Core Members at community engagement functions and organizational fundraisers and events.

We ask Resident Assistants to make a commitment of one year, with the availability and openness to serve for two years. Because of the culture we want to embody at Peacehaven, building and fostering intentional relationships, a year or two commitment is essential in learning how to embrace this unique way of living in community. We also want to be open to those who seek to build a more long-term lifestyle with us by continuously living and offering their time and care-giving to our community. This decision requires a deep commitment to the mission of PCF. As personal growth is emphasized at PCF, RAs can choose from a variety of educational opportunities, relevant training, and preparatory courses for careers in caring professions. Our goal is to create leaders and informed citizens capable of advocating for those we serve. There are also opportunities to transition into other areas of focus and staff roles within the organization if desired.

Specific Skills or Knowledge

- Ability to model healthy behavior for Core Members (CM) in social situations, house relationships, lifestyle choices, and maintaining household cleanliness.
- Ability to work independently and effectively to respond to the community's needs.
- Ability to effectively engage CM's in activities and in conversation.
- Ability and willingness to assist CM's in completion of household/farm tasks, personal hygiene, self-care and personal goals.
- No professional experience or academic training with folks with intellectual disabilities is required, however we ask that people are open to learning and developing the necessary skillsets.
- Effective and therapeutic oral and written communication skills.
- Conflict resolution and interpersonal skills
- Active listening skills.
- Creativity, flexibility, attention to detail and ability to organize time.

Job Requirements

- A 1 year commitment is required, and we ask for openness to a second year.
- Ability to work as a member of a team and non-profit.
- Discrete and confidential in handling private information.
- Ability to pass background checks.
- Valid NC driver's license or ability to obtain.
- Certification in CPR or ability to obtain.
- High school degree or equivalent is required, college degree preferred.
- Interest in farming, gardening and sustainable agriculture.
- Applicants need to have healthy strategies for self-care and physical well-being.
- Must be drug free.

Benefits

- Room, board, and a monthly living stipend and workers' compensation coverage.
- In addition, an end-of-service stipend accrues at the rate of \$100 per month, for a total of \$1,200 per year. The end-of-service stipend is given to RAs who successfully complete their term of service.
- RAs will be provided a private or large double room on the farm.
- All meals in the home are included. Much of the food is grown on the farm. Meals will be covered when the family dines out together.
- Each week the work schedule will provide 2 days off.
- Generous 10 day vacation leave plus organizational holidays.
- Leadership and Development training specific to individual.
- An end-of-service stipend accrues at the rate of \$100 per month, for a total of \$1,200 per year. The end-of-service stipend is given to RAs who successfully complete their term of service.
- Access to Social Work and Mental Health Resources.
- Ability to engage in independent project which contributes to RA's personal/professional progress and wellbeing/function of the farm.

To Apply:

Contact Olivia Smith; olivia.smith@peacehavenfarm.org