

**Job Title:** Farm & Garden Director

**Organization:** Lutheran Retreats, Camps, and Conferences (LRCC)

**Reports To:** Executive Director (or appropriate supervisor)

**Status:** Full-time

**Location:** Luther Glen

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## **Position Summary**

The Farm & Garden Director at Luther Glen provides overall leadership, care, and vision for the farm and garden programs as integrated, living classrooms. This role oversees animal care, garden management, land stewardship, and facilities related to agricultural operations while developing meaningful educational experiences for campers, retreat guests, students, and volunteers.

Blending hands-on agricultural leadership with environmental education and faith-based stewardship, the Director ensures that the farm and gardens are productive, sustainable, safe, and deeply aligned with LRCC's mission of hospitality, experiential learning, and care for creation.

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## **Key Responsibilities**

### **Animal Care & Farm Operations**

- Oversee daily care, feeding, health, and well-being of all farm animals
- Monitor animal health, coordinate veterinary care, and maintain accurate records
- Ensure safe, humane, and age-appropriate interactions between animals and guests
- Maintain clean, organized, and safe animal enclosures and work areas

### **Garden & Land Management**

- Plan, plant, maintain, and harvest garden spaces using sustainable and regenerative practices
- Manage soil health, composting, crop rotation, and organic pest management
- Oversee seasonal planning, seed selection, garden infrastructure, and tool maintenance

- Track yields, inputs, and seasonal outcomes for reporting and program improvement

### **Facilities & Infrastructure**

- Ensure farm and garden buildings, fences, equipment, and infrastructure are in good working order
- Perform routine maintenance and coordinate repairs as needed
- Maintain cleanliness, safety, and organization across all agricultural areas
- Assist with seasonal preparation and closing tasks for farm and garden operations

### **Education & Programming**

- Use the farm and gardens as outdoor classrooms for campers, students, retreat guests, and visiting groups
- Develop and lead age-appropriate programs, workshops, demonstrations, and hands-on learning experiences
- Collaborate with camp and education staff to integrate agricultural learning into broader curricula
- Adapt teaching approaches for a wide range of ages and abilities

### **Sustainability & Stewardship**

- Model and promote responsible stewardship of land, animals, and resources
- Support Luther Glen's sustainability initiatives, including composting, waste reduction, local food systems, pollinator habitats, and water conservation
- Educate participants on the connection between faith, land care, and community well-being

### **Leadership & Community Engagement**

- Work closely with site leadership, program staff, volunteers, interns, and seasonal employees
- Supervise, mentor, and train seasonal staff and volunteers
- Foster a welcoming, inclusive, and collaborative farm and garden environment

- Communicate clearly about agricultural needs, priorities, and opportunities with staff and leadership
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### **Qualifications**

- Experience in animal care, farming, horticulture, or sustainable agriculture
  - Knowledge of livestock health, feeding, soil management, and organic/regenerative growing practices
  - Passion for environmental education and experiential learning
  - Experience working with children and educational groups
  - Ability to work independently, manage multiple responsibilities, and perform physical labor outdoors in varied weather
  - Strong communication, organizational, and leadership skills
  - Alignment with LRCC's mission and values
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### **Work Environment**

This position works primarily outdoors in a farm and garden setting and involves physical labor, animal handling, teaching, and interaction with guests of all ages

Hours may vary seasonally and may include evenings and weekends during peak camp and retreat seasons

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### **Compensation & Benefits**

- Salary: commensurate with experience
- Housing: On-site housing provided
- Additional benefits offered through LRCC may apply