



Why the **Tea** in our name? To remind us to move easy, steep and sip all things in life, fully and mindfully, be soothed through all the ups and downs, and remembering our roots, we are not alone. Also it's brilliant marketing.

Mission~Reclaiming the village through cultural liberation by holding spaces for internal transformation, healing arts & birthing justice.

- **Reclaiming**-birthright, humanity
- **Village**- earth stewardship, in relationship with nature, collectivism, global understanding, acceptance and compassion for the whole community
- **Holding Spaces**-classes, workshops, trainings, community gathering
- **Cultural liberation** - no matter where you came from or where you live, liberation is also your birthright. Happy in your skin, regal, and worthy. Love and appreciation for the gifts of your ancestry, understanding the blessings and the burdens.
- **Internal Transformation**- write, create, meditate, therapy of all kinds that create self reflection and self awareness
- **Healing Arts**-movement liberation, mobility, nervous system regulation/care/resetting, anatomy, nutrition, innate intuition, and power
- **Birthing Justice**-full spectrum birthkeepers, midwives, birth center(babywearing, breastfeeding, stress reduction, trauma healing(ancestral,chronic, acute and intergenerational)

As an organization, our goal is to draw awareness to the narratives held internally (within the body) but expressed externally across the greater Kalamazoo community. We deliver our services through a decolonized, decentralized, trauma informed and indigenized lens that reflects the unique cultural heritage and experiences of multicultural, LGBTQIA+ and BIPOC living in the greater Kalamazoo community. In order to disrupt systems and structures of oppression the paradigm of surviving must shift to thriving. In order to reduce black/BIPOC oppression, we need spaces that reduce stress and invite healing.

Therefore we achieve our goal and mission through our Enrichment Center, which offers movement classes, workshops in cultural humility, yoga, meditation, doula/perinatal services, in addition to facilitating a youth dance and drum collective. As an organization we have offered culturally relevant dance, healing arts and somatic awareness to our community for over 6 years.

Our Core Values: self-accountability, connection, love, honesty, perseverance, commitment to justice, courage

Our Why: oppression is created by colonization: none of us are free if we all aren't free; nothing for us without us

Our influences: Afro-futurism, Anatomy, Holistic Health, Intergenerational Interaction, Emergent Strategy, Transformative Justice, and Somatics/Movement

TITLE

Chief Operations Officer
30+ hours a week

LOCATION

Kalamazoo, MI | Michigan

WORKS ALONGSIDE

The COO will work closely with the CEO, CFO, and board of directors.

DESCRIPTION

This is an exciting opportunity to join a growing nonprofit organization who is a thought leader and change agent in the world of transformative justice, healing arts and birth work. Working in close collaboration with the CEO and CFO, this person will help build a road map and implement generative systems to take Rootead Enrichment Center to the next level. Central to the Operations Director role will be overseeing staff to build a resilient and cohesive team. Other roles and responsibilities will include implementing operational strategies to ensure strong organizational systems and strategic solutions that are in alignment with the culture of Rootead. In addition to a solid track record in management and operations, this position requires maturity, flexibility, motivation, innovation and a passion for promoting healing and personal change.

QUALIFICATIONS

- Prior nonprofit sector experience with an appetite to learn and grow with Rootead.
- Prior managerial or supervisory experience with good people skills and leadership mentality.
- Prior experience in operations, administration, nonprofit management, or another relevant field.
- High level of comfort with Google Suite programs and fundraising software.
- Understanding the importance of decolonization.
- A solid commitment to self, transformation, cultural liberation and healing justice.
- Ability to thrive in a fast-growing nonprofit and resilient to growing pains

DUTIES

These are summarized expectations; they are in no way your limitations and duties may expand as appropriate to the job title.

- Assist CEO and CFO with strategic planning, fundraising, and budget management.
- Strategically co-manage high level projects, programs, and contracts.
- Manage administrative functions and operations of the organization.
- Support and strengthen the organization's community partnerships and donor relations.

COMPENSATION

Starting at \$55,000+, depending on experience, +tech stipend+wellness stipend+unlimited time off

HOW TO APPLY

Please send a cover letter and resume/CV to admin@rootead.org by November 15, 2021.