



## **Making Refuge Fellowship: A 7-month paid fellowship in place-making.**

### **Description of Knoll Farm Refuge & the Fellowship Position**

For more than two decades, [Knoll Farm](#) has been a working family farm, a national refuge for organizers working in social justice, and a creative learning space for dozens of organizations, all of which has transformed the field of place-making. Making refuge is our practice, and our alumni include more than 4,000 leaders working for the health of people and the land in the fields of climate justice, immigration, land justice, Indigenous rights and advocacy, and nature conservation. In addition, more than 75 organizations working on various aspects of transformational community leadership have brought their work here to take it further. We are also stewards of [Dickinsons Reach](#), a remote and very different refuge deep within Passamaquoddy country of Downeast, Maine.

The Making Refuge Fellowship is open to two people, or a couple, who will be a close team for seven months: living, learning, and practicing what it is to make refuge alongside Peter Forbes and the Knoll Farm community. Fellows will have the opportunity to test themselves in a variety of leadership roles and will receive training and mentorship throughout the duration of the fellowship on the big-picture issues that Knoll Farm is involved in. Fellows will seek to understand and contribute to the work, and witness the deep impacts our approach to place-making and service provides for others.

Ideal candidates for this fellowship are an energetic couple or individuals who are self-motivated problem solvers, excited to grow, learn, work hard, be mentored, and who have a long vision for themselves that includes social justice, farming, a life on the land. Ideal candidates possess a strong interest in continuing their education for the sake of creating community and refuge for those who need it most. Ideal candidates already have a vision for their lives that includes working seasonally and who bring to this previous experience as guides, group leaders, teachers and instructors who know this lifestyle and seek a social justice lens and the experience gained working alongside an experienced mentor.

## **Overview:**

Beginning in early April, Fellows will spend time getting acquainted with the land and with Peter and the Knoll Farm community's vision. Primary tasks during the Spring are caring for the land, wood production, opening buildings for the season, gaining an understanding of the work ahead, and taking a trip to Dickinson's Reach, Maine. June-August, Fellows will transition to fill the role of operational directors of the Refuge, overseeing and collaborating with the rest of the Knoll Farm team, including chefs and retreat staff. By fall, the work shifts from Vermont to Maine, and fellows will be given the opportunity to live and work at Dickinson's Reach, Maine, where we will be hosting programs for [First Light](#).

## **Learning Objectives:**

- What does it take to practice Making Refuge in terms of physical and emotional skills and to make a physical place that is open and safe for others?
- What does it take in America today to create a physical place where the people across class, race, and age feel welcomed, inspired and can see some of their own story there?
- What were the decisions, large and small, that got Knoll Farm to where it is today? What have been our experiments, our failures, our lessons-learned and still being learned?

## **Compensation**

- The Making Refuge Fellowship begins on April 1, 2023 and concludes on October 31, 2023. Some travel from Vermont to Maine will be required.
- Salary is \$27,500 for each person, and is based upon an expected 155 days of work over the 7 months. Work weeks will average 40-hours per week depending on the season and schedule of bookings. We aim for no more than 5 consecutive days on with 2 consecutive days off and to allow flexibility in this schedule as personal life requires.
- There are two Making Refuge Fellowships available in 2023. Couples are strongly encouraged to apply.

## **Hiring Timeline and How to Apply**

To apply, please send us a cover letter that includes your thoughtful response to the following questions:

1. How has your previous work and personal experience prepared you to be a Making Refuge Fellow?
2. What will be most exciting and most difficult about the fellowship for you?

Applications will be accepted until January 30, 2022. To submit your application, please send your cover letter and resume to [lauren@knollfarm.org](mailto:lauren@knollfarm.org) by 5pm on Monday, January 30, 2022. We intend to complete the hiring process in March.

**Inclusivity Statement**

Much of our work seeks to reshape the legacy of place-making. As part of that, we hope to recruit, mentor, and support employees in this work who bring different backgrounds, stories and experiences to this field. We encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, marital status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.