



## **Brookwood® – A Reason to Choose, A Reason to Stay**

### **Community Member Value Proposition (CMVP)**

At Brookwood, we believe that our Community Members are the heart of our mission. Our Community Member Value Proposition represents everything of value that Brookwood offers to those who choose to serve alongside us — and the meaningful contributions they give in return: commitment, dedication, and lasting impact.

### **Our Pillars of Value**

#### **1. God-Centered**

We are more than a workplace — we are a God-Centered, purpose-driven community, rooted in faith, compassion, and excellence. Our faith-based culture fosters unity, and a sense of calling.

#### **2. Mission and Purpose**

Our vision is to *“Change the way the world thinks about adults with disabilities.”* We thrive on **inter-dependence** — where Community Members and Citizens grow, support, and uplift each other. Community Members find a workplace where values matter and where every person is treated with dignity and respect

#### **3. Stability**

Brookwood has stood strong since 1983. Our decades of service reflect our resilience, growth, and commitment to making a difference in the lives of adults with disabilities.

#### **4. Work-Life Balance**

We value your time and well-being. With generous Paid Time Off (PTO), recognized holidays, and a culture that respects personal time, we ensure you can care for both your work and life priorities.

#### **5. Competitive Compensation, Insurance, and retirement plan**

We offer fair and competitive pay, Medical, supplemental plans, and a 403b retirement plan that Brookwood matches up to 5%.

## **6. Culture of Respect and Transparency**

Open, honest communication is central to how we operate. We value your voice, your ideas, and your feedback.

## **7. Commitment to Safety**

Safety is one of our core commitments — not just a policy, but a promise to ensure a secure and supportive environment for all.

## **8. Privately Funded**

As a privately funded business, our operating capital comes from individuals or organization/groups, revenue from sales of our Citizen-made products, and tuition rather than from government grants.

## **9. Onboarding and Mentorship**

New Community Members are guided through a structured On-boarding and Mentorship Program, helping them integrate into the culture, understand our mission, and succeed in their roles from day one. We encourage professional growth opportunities.

## **10. Pastor -on staff**

Brookwood has an on-site pastor that provides spiritual, emotional, and practical support to our Community Members and Citizens. Our Pastor also leads our All-Community Worship services held in our beautiful Chapel on campus.

## **11. Location**

Situated in the heart of the countryside, you will enjoy a quiet and beautiful place to work, just minutes from the conveniences of the city.

## **12. Student Loan Forgiveness Eligibility**

As a 501(c)(3) tax-exempt organization, full-time Community Members may qualify for Public Service Loan Forgiveness (PSLF) — a valuable benefit for those managing student debt

## **Why Brookwood?**

Because here, **you matter**. Your work has purpose. Your contributions are valued. Your growth is supported. And your journey is shared with others who believe in something greater.

**Brookwood is not just a job — it's a calling, a community, and a reason to stay.**