



workplace, culture, and benefits overview

The Achieve Brown County Collective Impact Partnership (also known as “ABC” or “the Partnership”) is excited that you are exploring our organization as a place to work or intern. Read below to learn more about working with us!

who are we? Since its founding in 2014, our Collective Impact Partnership has operated under a simple premise: those who care about our community’s young people – from parents and educators to civic, non-profit and business leaders – can accomplish more by working together than by working independently. The mission of ABC is to use data and rally community to co-create equitable conditions so every young person can thrive. Our vision is a Brown County where cradle-to-career systems are equitable for every young person, regardless of race, income, zip code or circumstance.

Our backbone team is small and mighty. We are passionate, talented and dedicated to achieving the mission of our Collective Impact Partnership. We seek to value all kinds of diversity and work hard to eliminate inequities in ourselves, the Partnership and our community. Our goals are bold, so we support each other to try new things, have courageous conversations and push for change. As we work, we share learning and progress, use data to make decisions and celebrate our wins.

We are part of [StriveTogether](#), a national network of nonprofit and fiscally sponsored Collective Impact Partnerships. Nearly 70 StriveTogether communities are using a “cradle to career” collective impact model and collaborative improvement approach to improve the following population level cradle-to-career outcomes: Kindergarten Readiness, Early Grade Reading, Middle Grade Math, High School Graduation, Post-Secondary Enrollment, Post-Secondary Completion and Employment.

our work environment: Our work environment is hybrid for most employees. All employees work onsite for their first 90 days. Then, based on specific roles and employee preferences, individuals work in-office a minimum of 3 days a week and should have the ability to work in-office 5 days a week if business requires it. Employees have a standup desk in the office and are issued a laptop for easy movement between our office, community and home.

our culture: We have a strong team of employees at ABC. You can meet and learn a little about each current [team member here](#). Our company values include:

- **Community:** We focus on what connects us rather than what separates us and communicate to each other with transparency and integrity.
- **Courage:** We fail forward even if no one is watching, have the tough conversations no one likes having and take risks in pursuit of results.
- **Equity:** We seek and value all types of diversity, put equity into action daily and strive to dismantle inequities, including those present in ourselves, our organization, and our communities.
- **Progress:** We share learning and progress in real time, view professional development as personal growth and fix problems through continuous improvement.
- **Results:** We use data and evidence to make decisions and hold each other accountable for getting results.

benefits: benefits include: health, vision & dental insurance (80% premium paid), life, short-term-disability & long-term disability (100% premium paid), 3% of an employee’s wages into a SEP IRA, an unlimited sick time policy, 3 weeks of vacation, 2 personal days, 3 flex holidays, 6 company holidays (Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving, Day After Thanksgiving), an end of year office closure from December 24-January 1, two company volunteer days (Martin Luther King Jr. Day and on another day during the year) and summer hours from Memorial Day through Labor Day (office closes at 1:00pm on Fridays).