

GULF COAST COMMUNITY FOUNDATION

Our Mission:

Together with our donors, we transform our region through bold and proactive philanthropy.

Our Vision:

We envision thriving communities with opportunities for all.

Our Values are:

Authenticity, Collaboration, Curiosity, Trailblazing, and Grit.

EXCELLENT AND AFFORDABLE STAFF BENEFITS

We recognize the importance of benefits within the overall compensation package and provide quality benefit options while controlling the costs for our employees.

- **HYBRID WORK MODEL** that is highly collaborative and supportive of work-life balance
- **No-Cost Health Insurance** (For Employee Coverage) and affordable dependent coverage offered with employer contribution toward total cost – PPO or HMO (with FSA), or HDHP (with HSA) OR monthly allowance if externally insured (proof required);
- **No-Cost** telemedicine for our employees and their families
- **No-Cost** Life, AD&D, Short-Term and Long-Term disability insurances
- **Low-Cost** dental coverage for employees and their families with rollover benefits
- **Low-Cost** vision coverage for employees and their dependents
- **Supplemental insurances** (accident, disability, cancer, critical illness, hospital confinement) offered
- **Low-Cost** pet care discount plan
- **Monthly allowance** of \$75.00 toward cell phone utilization
- **Reimbursement** for work-related travel and mileage
- **SUBSTANTIAL LEAVE TIME** includes **200** hours (or 25 days) of PTO annually, no waiting period (prorated for the current year), with rollover eligibility, modified medical and family leave, paid maternity leave, paid time off to vote and for poll volunteers.
- **PAID HOLIDAYS** - 12 full-day and 2 half-day paid holidays, **EXCEPTIONAL 401K PLAN** - 4% employer match after 90 days; + discretionary contribution of up to an additional 5% following completion of 12 months of continuous employment
- **STAFF AND ORGANIZATIONAL DEVELOPMENT INVESTMENTS** - Staff retreats and team building events, and off-site staff celebrations and family gatherings plus opportunities for ongoing training and development opportunities (conferences and/or trainings)
- **FREE AND CONFIDENTIAL** employee assistance program that offers employees and dependents a variety of tools, resources, and services to support their health, goals, and overall well-being.
- **Discount Programs** for Health and wellness