

Immersion Experience

Brookwood Immersion is a ½ -3 day on-campus experience (weekday, weekend or both) designed for individuals or small teams seeking a deeper understanding of Brookwood's residential and/or work program models. Community Builders are invited to walk alongside our Citizens and Community Members (staff), experiencing the Brookwood Way through hands-on learning and meaningful connections.

This has proven to be one of the most impactful experiences for those wishing to start or grow their current program.

What to Expect

Work Program

1. Engage directly in our enterprises

Work alongside Citizens and studios supervisors in real-time operations, gaining insight into inclusive, purpose-driven employment models.

2. Explore adaptive horticulture practices

Learn how we tailor propagation and growing techniques to support diverse abilities, fostering connection, skill building, and success.

3. Experience our Cafe in action

See how we set up our Citizens for success through a structured environment, coaching and community engagement in a thriving hospitality setting.

4. Discuss transportation challenges and solutions

Meet with our work program team to understand the transportation barriers our Citizens face and explore collaborative approaches to accessibility.

5. Understand how to start an enterprise

Gain practical knowledge about launching a Citizen-centered enterprise – from ideation and planning to implementation sustainability.

Residential – in addition to Work Program

6. Engage in after-work activities

These may include Bible Party, Brookwood Community College classes, home events, or sporting events, fitness, etc. Each designed to foster friendship, joy and belonging.

7. Share meals and lodging in Citizen homes

Stay in rooms specifically designed for Community Builders, interns, and guests. Experience our “family model” of living, distinct from the typical “staffing model.”

Work Program & Residential

8. Learn about our admissions process

Discover how we welcome new Citizens into our community, including the values and criteria that guide our intake and support systems.

9. Live the daily rhythm of our Citizens

Experience the joy, purpose, and dignity of meaningful life alongside our Citizens in studios, enterprises, horticulture, residential, after-work activities, home and spiritual-life.

10. Witness “failing forward” in action

Hear honest stories of growth and grace – how we learn, adapt and serve with humility and courage.

11. Participate in our Health & Wellness program

Join in the movement, nutrition, learn about special diets, and wellness activities that support holistic care and community connection.

12. Observe our medication administration process

Gain insight into strategic systems that support accuracy in passing medications.

13. Meet with Brookwood Leadership and Center for Learning team

Participate in conversations with leadership that will help fulfill your desired outcomes from your visit.

14. Experience the Brookwood Way™ in practice

Through collaborative work, shared meals, activities, and our spiritual life curriculum, you'll see how purpose and faith are woven into every aspect of our life together.

15. Encounter Extreme Citizenship

Through jobs created for Citizens who need extra creativity to excite them about their work, you may meet our Chief Justice, Brookwood's own Sherriff, Citizen Ministers, Security Reporters, Brookwood's Postmaster General and who knows, you might meet Santa Claus.

16. Participate in a “Discovery Call” prior to your visit

We'll help tailor your experience to support your current mission or vocational journey, whether you're just beginning or deepening your path.

Frequently Asked Questions

1. Who is Brookwood Immersion for?

Immersion is ideal for nonprofit leaders serving adults with disabilities and educators who want to explore first-hand The Brookwood Way®, the power of work, residential life, purpose-driven enterprise, fundraising ideas, God in action and much more.

2. Can I choose between residential or work program immersion?

Yes. Your immersion experience can focus on residential life, the work program, or both – depending on your goals. We'll help tailor your experience to reflect your desired outcomes.

3. What does a typical residential immersion look like?

Each day includes shadowing, hands-on participation, and reflection. You might:

- Shadow a Home Manager and their family
- Learn about medication protocol
- Share meals and stories with Citizens and experience our “family” culture in action.
- Participate in the Work Program - craft studios, horticulture, cafe, retail, food packaging, etc.
- Learn how we solve the challenges of transportation for those commuting to our Day/Work Program.
- You might attend after-work Bible Party, Brookwood Community College, home events, bike riding, outings, and morning and evening routines.
- Experience dignified ways to support those with unique social, emotional, psychiatric, physical or hygiene needs.
- Experience the rhythms and culture that define The Brookwood Way®

4. Will I spend time with departments outside of Citizen Life?

Yes! Many Community Builders enjoy connecting with other teams during their Immersion Experience. Popular departments include:

- Advancement: To explore fundraising strategies and share ideas
- Human Resources: Attracting and retaining Staff and Volunteers – a favorite collaborative brainstorming opportunity
- Business & Finance – available upon request for those interested in operations and stewardship

We encourage you to let us know during the Discovery Call prior to your visit, which teams you'd like to engage with – your curiosity and collaboration help shape a richer experience.

5. Is lodging provided?

Yes, Residential/Work Program Immersion includes on-campus lodging, subject to availability. Meals are also provided. Work Program Only Immersion does not include staying on our campus but will include lunch with the Citizens.

6. Can I bring a team?

Yes. Immersion is designed for individuals or small teams (up to 4 participants). Larger groups may be accommodated through custom scheduling.

7. Is there a fee?

Yes. Fees are based on per person and vary based on duration and scope. The fee helps cover meals, lodging, staff time, and customized planning.

We are committed to stewarding Citizen tuition responsibly. We must ensure that our outreach efforts remain sustainable and do not draw from the resources entrusted to our Citizens. Some partial scholarships are available for those who qualify.

8. Can Immersion lead to ongoing coaching or consulting?

Absolutely. Many participants continue their journey through virtual coaching calls, curriculum consultation, or future visits. We're honored to walk alongside you.

9. How do I schedule an Immersion Experience?

Start by reaching out to a member of our team at cfl@brookwoodcommunity.org or calling us at 281-375-2240. We'll guide you through the inquiry process and help design your experience that fits your goals.

Fee schedule available upon request. Some scholarships are available for those who qualify

Terms Defined

1. The Brookwood Way®

We refer to Brookwood's culture-in-action as *The Brookwood Way*®..... the invisible, secret sauce rooted in faith, dignity, purpose, and community. It is how Citizens and Community Members work, how we treat one another, and live out our mission every day.

2. Citizens

We refer to the adults with disabilities who live and work at Brookwood as *Citizens*. They are the heart of Brookwood, vessels through whom the Lord teaches us daily, reminding us that we learn far more from them than they ever learn from us.

3. Community Members

Our Community Members are the staff who live out *The Brookwood Way*® each day, forming the interconnected community that makes our mission possible. As members of one body, we work in an interdependent relationship supporting, learning from, and relying on one another to create a place where our Citizens can thrive.

4. Community Builders

We refer to participants in our Brookwood Way Conference and Center for Learning Offerings as *Community Builders*—those who are actively shaping purposeful communities across the street or across the world.