



**CRABTREE FARMS**  
GROW • EDUCATE • CONNECT

## **CSA WORKSHARE PROGRAM 2019**

### **URBAN FARMER**

The Crabtree Farms CSA offers the WorkShare Program to allow individuals to “pay” for the cost of a CSA share by working on the farm. Essentially, you can work on the Urban Farm to subsidize the cost of your CSA boxes. This is a wonderful way to avoid the financial cost of the CSA program while gaining experience and knowledge by volunteering for food. This is an attractive option for people who, despite income, are interested in learning many aspects of sustainable agriculture. WorkShare opportunities are limited, physically strenuous, and require both an application and a Working Interview before consideration.

#### **How UF WorkShare Discounts CSA fees**

Each week, you will work 3 or 5 hours. In order to enroll in the program, you must apply, schedule a working interview, and be accepted into the program. Once accepted Urban Farm (UF) WorkShares must begin working in late March through mid-November. Our CSA season is 29 weeks long (May – Nov). The weeks you work before our CSA season begins are not only required and very valuable, they earn you 3-4 weeks of vacation. You can schedule your vacation weeks throughout the season, without making-up “missed” time or losing a CSA box.

5 weekly WorkShare hours equal the cost of 1 CSA box each week. 3 weekly WorkShare hours equal the cost of a CSA box every other week.

\*Urban Farm WorkShares can be Full Share (5hrs) or Half Share (3hrs). We greatly prefer Full Share. Half Shares receive 1 box every other week, but must work every week.

#### **Tracking your WorkShare Hours**

To track your hours, please sign-in and sign-out **each visit**. In the Barn is a Volunteer Notebook with a special section for WorkShare volunteers. You will have your own page to log your hours. We calculate your volunteered hours regularly. You cannot fulfill your commitment early without prior permission (ie. If all hours have been worked by Oct, you must still WorkShare through Nov).

#### **Scheduling your WorkShare Hours**

The WorkShare program is a unique, privileged and limited form of volunteerism. You must first try-out by scheduling a “working interview” with our farmers. Acceptance into the program is based on many factors, but two important ones are demonstrated work ethic and availability. Call or email for more information.

Once accepted, before you begin the program, please schedule a volunteer orientation with Claire Davis so you will understand what is expected of you. Only hours completed during the WorkShare season (March-Thanksgiving) count towards your WorkShare hours commitment.

After being accepted into the program and attending the orientation, you will be scheduled a regular, weekly day and time to WorkShare, based on the availability you provided. Think of it as us hiring you as a farm hand and paying you in vegetables. As such we require a consistent commitment set for a certain day of the week (i.e. every Monday from 8:30-2). Volunteers work alongside staff as farm hands. We must prepare based upon how many workers we have; therefore, randomly showing up to WorkShare is not acceptable. We are not inflexible, however, and work with individuals to adjust for illness, family, vacation, etc.

To schedule: Claire Davis: 423-505-6545; [cdavis@crabtreefarms.org](mailto:cdavis@crabtreefarms.org)

### **UF WorkShare Terms and Conditions**

- WorkShare participants qualify as volunteers at Crabtree Farms and must attend a volunteer orientation before working.
- Persons 16 years and older may qualify for the WorkShare program.
- Please do not bring small children or pets to the farm when you are volunteering for WorkShare, unless they are supervised by another person.
- The WorkShare arrangement can be terminated at any time, by either the volunteer or Crabtree Farms, if the arrangement isn't working out.
- Individuals interested in the WorkShare program must complete a "working interview". To schedule this, contact Claire (see above for contact information)
- You cannot fulfill your commitment early without prior permission (ie. If all hours have been worked by Oct, you must still WorkShare through Nov.).