



## 2021 Crabtree Farms Urban Farm WorkShare Program

Crabtree Farms offers the “Workshare Program” which allows individuals to learn and experience many aspects of sustainable agriculture while earning credit to buy fresh produce and plants. Beyond the education and food earned, Workshares have the opportunity to be engaged in their community in a meaningful way by joining the Crabtree Farms family in its mission to Grow, Connect, and Educate Chattanoogaans through farming. WorkShare opportunities are limited, physically strenuous, and require a working interview before consideration. Acceptance into the program is based on many factors, but two important ones are demonstrated work ethic and availability. Once an offer has been made, the potential Workshare must be able to attend a scheduled orientation before beginning their commitment.

### Shifts & Schedules

To become an Urban Farm Workshare, interested individuals must complete an application and be invited to a working interview. Upon receiving an acceptance to the program, new WorkShares must attend an orientation and commit to a schedule for their chosen session.

The year is divided into 3 sessions (Spring, Summer, and Fall) which last 14 weeks each. Once accepted, Urban Farm Workshares must commit to a weekly schedule for the duration of their chosen session and are required to work at least one shift of the Spring Plant Sale or Fall Plant sale (depending on the season). Workshares can choose either one 3-hour shift or one 5-hour shift each week and must sign in and out of each shift in order to receive credit.

### WorkShare Credit System

- Each hour worked during a scheduled Workshare shift earns \$4 of farm credit.
- Credits will be tallied and applied at the beginning of the following month and an email will be sent to each Workshare to inform them of their total credit amount.
- Farm credits may be used to purchase produce at the farmers market, farm store and plant sales.

- Farm credit cannot be used to purchase consignment goods such as honey, worm castings, Christmas trees, etc. nor to purchase tickets to fundraising events such as the 100 Dinner.
- Each month, the work share must either use the total of their credit amount on either pre-ordered or at market Crabtree produce OR the total can be “banked” to be used at the subsequent plant sale (limit of \$50 at ESPS, limit \$200 at SPS, limit \$150 at FPS).

### Tracking Hours

To track hours, Workshares must sign-in and sign-out for **each visit**. There is a volunteer notebook in the barn with a special section for WorkShare volunteers. Each Workshare will have their own individual page to log their hours and their credit totals will be calculated at the beginning of each month from that log.

### Scheduling your UF WorkShare Hours

- The Urban Farm staff requires a consistent commitment set for a certain day of the week (i.e. every Monday from 9am-2pm). Each day’s tasks are planned based upon how many workers we have; therefore, randomly showing up to a Workshare shift is not acceptable. Crabtree staff is not inflexible, however, and will work with individuals to adjust for illness, family, vacation, etc.
- Urban Farm Workshares are only scheduled on Monday- Friday beginning at 9am.
- Start times may vary depending on the season (when temperatures are freezing, start times may be later)

To schedule your days contact Kelly Myracle: [kmyracle@crabtreefarms.org](mailto:kmyracle@crabtreefarms.org)

### Urban Farm Workshare Terms & Conditions

- Persons 16 years and older may qualify for the WorkShare program
- WorkShare participants qualify as volunteers at Crabtree Farms and must attend an orientation and sign a waiver before beginning work
- Small children and pets are not permitted to accompany a Workshare to any shift unless accompanied by someone else who is responsible for watching them
- If the arrangement becomes unsatisfactory at anytime, the contract may be terminated by either party
- Individuals interested in the WorkShare program must complete a “working interview” and attend a scheduled orientation