



2023 Crabtree Farms Greenhouse WorkShare Program

Crabtree Farms offers the WorkShare Program, which allows individuals to learn and experience many aspects of sustainable agriculture while earning 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 through farming.

WorkShare opportunities are limited and physically strenuous. 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 a Greenhouse 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 4 sessions (Spring, Summer, Fall, and Winter) which last 14 weeks, 9 weeks, 12 weeks, and 6 weeks respectively. Once accepted, Greenhouse 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 Compensation

- All WorkShares will receive a seasonal harvest box of food every other week (may also contain plants). The box is equal in value to the amount of hours worked the week prior.

Tracking Hours

To track hours, WorkShares must sign-in and sign-out for **each visit** in the Greenhouse WorkShare notebook. Each WorkShare will have their own individual page to log their hours each week.

Scheduling your Greenhouse WorkShare Hours

- The Greenhouse 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.
- Greenhouse Workshares are only scheduled on Mondays, Tuesdays, Wednesdays, Thursdays, and Saturdays beginning at 9am.
- Start times may vary depending on the season (when temperatures are freezing, start times may be later)

To schedule your hours/days, please contact **Andy Boyd Brighton:**
aboyd@crabtreefarms.org.

Greenhouse 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 any time, the contract may be terminated by either party
- Individuals interested in the WorkShare program must complete a "working interview" and attend a scheduled orientation
- Workshare spots are equal opportunity positions. Crabtree Farms is a safe place for all to gather to grow, learn and connect

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I have read the program overview and understand the workshare requirements.

Print Name: _____

Signature: _____

Pronouns: _____

Workshare Preferred Day(s)/Time: _____

(*You will be emailed the day/time of your workshare commitment once the full schedule is created.)

Contact Number: _____

Email: _____