

## **EarthShare Farmer – Activities and Responsibilities**

### **Farming activities**

To take place in collaboration with the other members of the farming team:

- Plan the year's production and order the required seed/seedlings
- Work the land (a changing 16-acre area) on a 7-year rotation system of organic (or biodynamic) principles
- Oversee soft fruit production and land management at Rafford site
- Prepare ground for crops (ploughing, muck spreading, harrowing, etc.)
- Sow crops
- Maintain a level of weed suppression by various physical means (including with the manual help of subscribers) to allow for healthy crop growth
- Be involved or delegate (whichever is necessary) the harvesting and delivery of vegetables (and soft fruit in season) twice weekly
- Assist with box-packing on Fridays, and delivery of boxes to pickup points
- Maintain and repair farm machinery to serviceable level, bringing in a professional mechanic when necessary
- Keep livestock (5 pigs) in healthy condition
- Liaise with the Soil Association and comply with certification regulations

### **Social responsibilities**

- Working as part of a small team of 3 farm staff to prioritise, organise and carry out jobs on daily and weekly basis
- Help to develop the best potential of each worker (including self) so that work is fulfilling and well done
- Organise, instruct and support subscribers and volunteers (individuals and groups) on workshifts so that they can work safely, effectively and, as far as possible, enjoyably. Provide short tea break.
- Help organise and run seasonal social events
- Cooperative with, and relate to, wider local food and growing initiatives

### **Other responsibilities**

- Attend monthly board meetings
- Keep detailed records of crops harvested and workshifts carried out by subscribers

## **EarthShare – Background information**

EarthShare is a community supported agriculture scheme founded in 1994. Subscribers make a commitment to the scheme for a year at a time and during that year they receive an equal share of whatever is harvested in the form of a weekly box. We have a policy of not buying in produce so if one particular crop fails or performs badly, subscribers have to accept that there will be less of that crop than planned. In recent years we have had an arrangement with a local organic grower to swap some produce when we have excessive amounts of one particular crop.

Our subscribers are encouraged to come to the field to help out with labour-intensive tasks such as weeding, soft fruit picking and potato harvesting. In return for doing set workshifts, they receive a discount off the cost of their subscription.

We aim to put people back in touch with how their food is produced; this is achieved by workshifts and also by seasonal social events. We have a spring celebration to mark the first of the sowing/planting; a summer garden party to enjoy the soft fruit and salad produce; and a 'tattie' festival in autumn to celebrate the year's harvest, in particular the safe harvest and storage of our potatoes for over the winter.

Our main growing is a 21 acre field just south of Forres in Moray; at any one time 16 acres are in use. Here we grow our root crops, potatoes, brassicas, leeks, onions, etc. Our soft fruit is grown on a smaller more sheltered site at Rafford, 2 miles away.

The more delicate produce – salad crops, beans, peas, courgettes, tomatoes, etc., are grown at Cullerne Gardens, Findhorn, either in polytunnels or outdoors. Cullerne Gardens are run by a team from the Findhorn Foundation – EarthShare has a contract with them to supply produce throughout the year.

The number of subscriptions sold varies from week to week – the maximum number would be 200 standard subscriptions. There are currently around 180 subscriptions, made up of 45 standard subscriptions and 103 small (half) subscriptions, plus 30 standard subscriptions for the Phoenix shop in Findhorn, 20 standard subscriptions for Cluny Hill College and 35 standard subscriptions for the Findhorn Foundation kitchens.

There are 2 harvesting/distribution days at the field: on Tuesdays, crops are harvested and delivered to the Phoenix shop, Cluny Hill College and the Findhorn Foundation. On Thursdays crops are harvested for the subscriber boxes then delivered to the packing shed at Cullerne Gardens. On Friday mornings the produce is divided out into subscribers' boxes which are then taken to one of 3 pickup points in Elgin, Forres or Findhorn. Subscribers collect their boxes from 3pm onwards.

### **Staffing**

The farming team is made up of 3 farmers. Plus there is an administrator and a book-keeper who both work part-time, from home.

EarthShare is run by the board of directors which is made up of EarthShare workers and subscriber representatives.

### **Other information**

EarthShare does not currently own any land – we rent from a local landowner. At the field there is a pole barn, various sheds and a caravan with electricity, water and a stove. The caravan is not residential – it is for daytime use only. There is no accommodation provided with this vacancy – it is up to the postholder to find their own accommodation.