

2018-19 YOUTH PROGRAM APPLICATION



**“GROWING FOOD,
LEADERSHIP, AND
COMMUNITY”.**

www.gardeningthecommunity.org



Youth Program Application

Please return this application to our Walnut St. Community Farm Store on 200 Walnut St. Springfield, MA, 01105, between the hours of 11AM-7PM on Wednesday's or Thursday's

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email: _____

Date Available: _____ Age & Grade: _____

Parent/Guardian Information (Please skip if you are over 18)

Full Name: _____
Last First

Phone: _____ Email: _____

Relationship to applicant: _____ Medical Conditions (List all if any): _____

Secondary Contact Name & Phone: _____
Last First Phone

Relationship to applicant: _____

Education

Middle School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Area of Study: _____

References

Please list one professional reference.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Disclaimer and Signature (if you are under 18, please have a parent/guardian sign)

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to entry, I understand that false or misleading information in my application or interview may result in my release.

Youth
Signature: _____ Date: _____

Parent/
Guardian
Signature: _____ Date: _____

GTC MISSION AND YOUTH PROGRAM
“Growing Food, Leadership, and Community”

Gardening the Community (GTC) is a youth development and urban farming program focusing on sustainable agriculture, civic engagement, and food justice in the community. GTC provides Springfield youth with opportunities to grow food utilizing practices that benefit the environment and yield healthy and nutritious food. Additionally, the GTC youth develop an understanding of civic engagement and food justice by taking part in and creating initiatives that address food equity in Springfield. Youth participate in the GTC program throughout the year, and are very prominent in every aspect of growing food, running our Farm Store, and assisting in initiatives and activities that involve food access and food justice work throughout the city.

Youth are also engaged through field trips, other non-profits and community groups. This deepens their knowledge of agriculture, food justice, social change, and community outreach. In addition to serving as participants in the program, a number of the GTC youth serve on the board, actively participating in committees and making recommendations about organizational decisions.

Participation with GTC provides young people in Springfield with skills to increase self-motivation and commitment to community, as well as allow youth to experience the satisfaction of being more than just ancillary contributors to this amazing city. Continued involvement with GTC also assists youth in building self-confidence in themselves and in each other, as well as developing critical thinking, speaking and listening skills.

GTC CORE YOUTH DEVELOPMENT PRINCIPLES

Encourage Strong Youth/Adult Relationships

GTC believes sustained relationships with caring, knowledgeable adults are important for the healthy development of young people. Caring adults are critical for gaining a young person's trust and commitment to a program.

Build Youths' Responsibility and Leadership Skills

GTC initiatives acknowledge that youth are capable of actively contributing to their environment and should be involved in decision making processes. The rationale for this is simple: when youth are involved in making



decisions, they can become resources for creating the kinds of settings that promote positive development for themselves and others.

Create Opportunities that are Age/Stage Appropriate

GTC youth programs acknowledge the distinct needs of young people and create opportunities that are age and stage appropriate. For example, less mature youth may benefit more from in-program activities, while older youth may be ready to take on leadership responsibilities within the organization or the wider community.

Build a Sense of Self and Group

GTC initiatives help young people develop a positive image of who they are, build their self-confidence, increase their ability to think critically about the world around them, and give them a sense of their power to create positive community change. In order to do this, we work to increase young people's life skills, provide youth with opportunities to demonstrate their work and skills, engage them in self-reflection, and educate them about racism and other injustices that impact their lives and community. In addition to helping youth develop their personal identity, we provide opportunities for them to work cooperatively and creatively as a member of a team, coming together across many differences. Peer groups and peer support increase youth's attachment to the organization.

TERMS OF AGREEMENT

In order to be successful with GTC, I agree to the following:

- I accept and understand the time commitment of the GTC program
- I understand GTC's mission and agree to participate fully in all program activities
- I will be motivated, open, honest, and respectful to other GTC participants, the community and guests to the garden
- I will arrive prepared and on time, and will let someone know if there is a problem
- I will handle all tools and plant life with respect
- I will act responsibly and appropriately in public
- I will be dressed appropriately for programming at the site and off site
- I will keep all items not related to the program at home, unless approved by the staff

Youth may be asked to leave for the season for the following:

- If you are caught with any weapons, a parent will be alerted and you will be asked to resign your position for the season
- If you are physically or verbally abusive or vandalize any of the gardens or neighbors' property in any way, shape or form, you will be asked to resign from the program for the season
- After repeated warnings from staff or junior staff about not meeting the stated expectations of GTC, you may be asked to leave for the day. Your return will be on a probationary basis, and if violations of our requirements continue, staff will meet with you to determine if GTC is the right fit for you for this season. (Youth that are asked to resign can re-apply the following season, although the slot is not guaranteed and you will need to be interviewed again.)

PARENT/GUARDIAN EXPECTATIONS:

- Parents agree to be present during specific program events (if possible), and to support their child's participation in the program

- You understand that participation in GTC programs will involve the applicant walking or biking to garden and community sites and occasional driving with GTC staff and interns. You give your permission for your child to participate in these activities.
- You are responsible for replacing anything stolen or intentionally destroyed by your child
- You agree that GTC is not to be held financially liable for accidental injuries that occur while involved with GTC including injuries resulting from a misunderstanding of GTC rules or procedures or the misuse of tools.

I _____ (youth) agree with all of the above, and if hired, will abide by the expectations listed above.

(If you are under 18, please have a parent/guardian sign below)

I _____ (parent/guardian) have also read and understand the terms listed above and will STRONGLY encourage my child to abide by these guidelines.

PUBLICITY PERMISSION:

I give Gardening the Community permission to use my photo in any brochures, flyers or other media images pertaining to Gardening the Community.

Youth Signature _____ Date: _____

If you are under 18, please have a parent or guardian sign below:

Parent/guardian Signature _____ Date: _____

STIPEND INFORMATION (Revised 2018)

Gardening the Community is a youth development and civic engagement program and not a job similar to Burger King or Six Flags. Each season we provide youth opportunities to develop leadership and civic engagement skills, as well as opportunities to learn about urban farming, the food system and food justice. To recognize this learning and to show appreciation for the time and effort you contribute while with GTC, we offer a modest stipend.

- The stipends are made available monthly, usually within 2 weeks of the end of the month.
- Stipends are awarded according to the following criteria: your position, prior experience with GTC, age or grade, position and funding availability
 - The stipend will reflect your level of participation during the previous month (number of days present during the month).
 - You will not qualify for the stipend for days in which you are not present for the whole time, or for days where you are sent home due to breaking a program rule.
 - No partial stipend for ½ day participation.

Please sign **AFTER** reading the following: **(with your parents if you are under the age of 18)**

1. I understand the stipend policy stated above.
2. I understand that GTC is a program that provides a stipend to youth for program participation and that stipends are not an hourly wage, nor is this a job in the traditional sense of the word
3. I understand that my stipend check amount will depend on my position, age, attendance and compliance with program rules, as well as funding availability.



Youth Signature: _____ Date: _____

I have read and understand the above sheet describing GTC’s stipend program.

If you are under 18, please have a parent or guardian sign below:

Parent Signature: _____ Date: _____

I have read and understand the above sheet describing GTC’s stipend program.

YOUTH JOB DESCRIPTIONS

Please read through the description of the current positions within the program and mark down a first and second choice (using the numbers 1&2) based on your interest. If you need more information to make a decision, please wait until your interview

PROJECT ASSISTANT

- *Year round
- *3 days/week (4-5 during the summer)
- *Assist with lesson planning
- *Running groups
- *Work directly with staff on implementing site plans
- *Receive extra leadership trainings and workshops

Qualifications:

- Application
- Interview with parent/guardian
- Spent one full year with GTC
- Ability to make commitment for a full year
- =====

PROJECT INTERN

- *Year round
- *3 days a week (4-5 during the summer)
- *Assist with lesson planning
- *Assist with running groups
- *Work directly with project assistant completing site work

Qualifications:

- Application
- Interview
- One on one with parent/guardian
- Spent one full year with GTC
- Ability to make commitment for a full year
- =====

Please be aware that the position below is not specific to an area of interest, this commitment includes learning ALL parts of the program before becoming eligible to apply for a specific area of interest

YOUTH-IN-TRAINING

- *Year round
- *3 days a week (4-5 in the summer)
- * Learn the background and purpose of each area of the program
- *Work with project interns in each area of the program

Qualifications:

- Application
- Interview
- One on one with parent/guardian
- Ability to make a commitment for a full year

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***Please be aware that the position below is not specific to an area of interest, this commitment includes only partaking in the farm work for the summer season. ***

SUMMER YOUTH FARMER

* only during the summer

* 4-5 days a week

Qualifications:

- Application
- Interview
- One on one with parent/guardian
- Ability to make commitment for a full summer

AVAILABLE AREAS OF INTEREST

(If you chose to be a Youth in Training, or a Youth Farmer, please disregard this page)

Please read through the description of the current areas of the program and mark down a first and second choice (using the numbers 1&2) based on your interest. If you need more information to make a decision, please wait until your interview

WALNUT STREET FARM

Greenhouse Management

Activities:

- seeding
- planting (seedlings/seeds)
- watering
- mulching
- weeding
- tilling
- soil testing
- trash maintenance
- composting
- harvesting

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HANCOCK STREET FARM + CENTRAL ST FARMS

Farm Management

Activities:

- seeding
- planting (seedlings/seeds)
- watering
- mulching
- weeding
- tilling
- soil testing
- trash maintenance
- composting
- harvesting

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FARM STORE

Promotions & Marketing

Activities like:

- working in the farm store
- gathering updated information for promotional materials
- approving/editing/ updating graphic design work



- assist with weekly social media campaign
- attend city events to promote the farmstand
- more public speaking
- training youth in public speaking
- marketing surveys
- posting flyers
- attend and assist with events committee on annual plant sale and pancake breakfast
- utilize aspects of "gorilla" and street marketing
- one farm day per week at a site

SCHEDULE YOUR INTERVIEW

We want to know who you are! An interview is necessary with the Youth Development Manager in order for the application to be considered complete. Other staff may be present at this interview! Please come prepared to talk about your interview questions. Please circle two times slots under the dates that work for you to come to the office for an interview. **Our office is located on 1 Federal St. Springfield, MA, 01105. The interview will take no longer than 20-25 minutes.**

MONDAY, JANUARY 7TH

5:00PM-5:30PM

6:00PM-6:30PM

TUESDAY, JANUARY 8TH

5:00PM-5:30PM

6:00PM-6:30PM

Wednesday interviews will be held at our Walnut St. Community Farm Store at 200 Walnut St. Springfield, MA 01105. Parking is on James St. or off to the side in the parking lot directly in front of the farm stand.

WEDNESDAY, JANUARY 9TH

5:00PM-5:30PM

6:00PM-6:30PM

THURSDAY, JANUARY 10TH

3:30PM-4:00PM

4:30PM-5:00PM

FRIDAY, JANUARY 11TH

3:30PM-4:00PM

4:00PM-4:30PM

5:00PM-5:30PM

APPLICATION QUESTIONS

Think carefully about your answers to these questions. Write as completely as you can, and try to use all of the space provided. You may attach a separate sheet if you need more room.

What interests you about GTC?

What do you think will be your biggest challenge with engaging in the GTC Youth Development Program this season?

What leadership goals would you like to develop?

What characteristics or qualities can you bring to GTC and/or the position you applied for?
