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Hello!

We are excited that you are interested in joining the Metanoia Farmers Worker Cooperative! The Metanoia Farmers Worker Cooperative is now accepting applications for one full-time worker-member. Take a look through the first three pages, which will give you a sense of who we are and what we're expecting this season to be like, before you tackle the questions on the third page.

***Important things to know about us:***

At our inception as the CMU Farm in 2011, we fashioned the core elements of our thinking around food that could inform the way in which we farmed our land and related with our community. The original Collective identified four aspects that were central to this discussion, and as the Collective has shifted, we have found these central pieces have remained at the core of what, how, and why we do what we do.

**Just food**

We hope to contribute to public understanding and advocate for systemic change in a food insecure world. With our sharers, the CMU community of staff, faculty and students, other community members and organizations we want to explore the impacts of our food choices, asking what a more just food system looks like, both locally and globally.

**(In)Formative farming**

Actively engaging the farming process both as a grower and an eater is a formative part of who we are, and permeates how we live, act, and believe. We hope to create spaces for learning about growing and preparing food, caring for soil, and mentoring the next generation of farmers.

**Spiritual vocation**

Farming stirs the imagination and awakens the spirit. We believe that God's gift of creation should be stewarded well and that the very act of stewardship itself is a spiritual discipline, a liturgical vocation.

**Ecologically sustainable**

With organic farming principles in mind, we seek to improve and enrich the soil naturally, maintain agricultural biodiversity, focus on planting heirloom varieties, and rely primarily on human power.

We are a worker cooperative. When you apply to work at the CMU Farm, you are applying to be a member of the Metanoia Farmers Worker Cooperative and co-own this business. You will have an equal say in the decision making of the farm, which we do through a consensus-based decision-making model. You are committing to look out for the well-being of the entire cooperative and to care about this position as more than just a job. Working with a cooperative is hard. We often have conflict and we don't always see eye to eye about how things should operate at the farm. We work with each other a lot and deal with each

other on both our bad days and good days. We also have a lot of fun and make an effort to sit down and eat together regularly, even throughout the season.

We operate a Community Shared Agriculture program (CSA) to provide families with weekly boxes of vegetables throughout the growing season. We are aiming to produce vegetables for 37 full-share equivalents as well as some storage vegetables for the cafeteria. This means that we are estimating that a full-time cooperative member would make between \$5,000 - \$6,000, depending on the number of weeks you work and total sales we make.

There is some flexibility in the work schedules for the summer. We recognize that there are lots of great things that happen over the summer and one of the benefits of farming with others is that we don't have to be tied as tightly to the farm as if we were farming alone. Generally, we have allowed for a week away from the farm per farmer as long as that week doesn't overlap with another farmer's time off. A week at the farm alone is difficult! We can also discuss other possibilities for time off if you have specific things in mind that you are hoping to do this summer.

Five years ago, we grew a significant portion of our vegetables in the Southern Manitoba village of Neubergthal. Since then, we have grown some of our vegetables there. It is uncertain growing vegetables in Neubergthal will continue this season. Either way, the full cooperative team will work mainly on campus at CMU with the potential of some days where we commute to the village to tend the crops we have there.

### ***Our season:***

We spend the winter months planning for the upcoming season and will be having an evening meeting every second week from now and into the beginning of the growing season. Often these meetings result in something to think about or work on before the next meeting, "homework" in a sense. These winter planning months are quite a bit of unpaid work and can be a significant time commitment so that we can be ready for the upcoming season. Traditionally, these meetings are times of enjoyment, usually gathered around a potluck meal. Now, with restrictions due to COVID-19, these meetings often take place online.

We usually start prepping the soil and planting as soon as we can get out on the land, around the end of April/beginning of May and continue to work full time until September or October. Our CSA share harvests start in the middle of June and run into September (usually 13-15 weeks of harvest). Harvest days are usually long workdays, sometimes starting as early as 6:30 a.m. and ending around 6pm.

The fall tends to slow down somewhat, with fewer days at the farm during the week as people are pulled away by other commitments such as school. However, it is still important that we put some time into closing the season well and cleaning up the farm. This has happened to varying degrees in the past. We also close the season with a debrief meeting, usually in October or November.

COVID-19 has affected the rhythms of the farm. This past season, we adapted and implemented safe practices including more frequent sanitization, limited numbers of people on the farm, 2 metre distancing, and contact tracing. Although these changes came with disappointment and challenges, we felt confident that the farm could continue to be a safe and joyful place for community and growth. This season, we will continue to abide by provincial guidelines finding creative and exciting ways to strengthen the farm's mission and relationships.

Please send your completed application to [metanoiafarmers@gmail.com](mailto:metanoiafarmers@gmail.com) before Feb. 24<sup>th</sup> so that we can move forward on decisions for the coming season. Please be aware that the cooperative is only accepting one full-time worker-member this year. We will send you an email confirmation upon receiving your application. If you have any questions that I can help you with sooner, let me know!

Thanks!

Megan and Bryn, the two returning co-operative members  
The Metanoia Farmers

## Cooperative Membership Application Questions (“The Tough Stuff”)

Name:

Email:

Phone:

1. What is your time commitment for the farm season? What are your current commitments? What things will/might take you away from the farm this summer?
2. What are your fall plans? Would you be available to continue working at the farm through September and part of October?
3. Are you willing to commit time on weekends/evenings/holidays to be at the farm?
4. What experience do you have with farming or gardening?
5. How do you deal with conflict?
6. What is your teamwork style (initiative taker? follower? hater? lover? fighter? leader? sledgehammer? etc.). Explain.
7. What would you bring to the cooperative?
8. What are your thoughts about the possibility of committing to more than one season with the Metanoia Farmers?
9. What aspects of the farm do you get the most excited about or feel called to? (mark as many as apply)
  - Education and volunteer management
  - Growing vegetables
  - Small business and entrepreneurship
  - Seed saving
  - Livestock raising
  - Cooperative relationships
  - Farmer-eater relationships
  - Other:
10. What have you studied or been involved in and how do you feel that connects to the work of the CMU Farm?
11. Are you involved in a church community? If so, which one(s)?
12. How did you hear about us?
13. What questions do you have for us?