2025

Operations Guide and Farmshare Agreement

Important Dates

See calendar for details:
Farm Calendar

Sunday, April 27 @ 3:30 - 5pm	Orientation Gathering for Labour Sharers - please attend if at all possible! ○ Getting to know each other ○ Reading through Farm-Share Operations Guide and Agreement together ○ Orientation to farm systems

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Monday, May 12 @ 6pm **Monday, June 16 @ 6pm** **Monday, July 14 @ 6pm** **Monday, August 11 @ 6pm**	Snack potluck before Labour Share (7-9pm) ○ Bring a snack to share!

Regular Labour Share times	Alternating biweekly between: ○ Mondays @ 7-9pm and Fridays @ 7-9pm ○ Tuesdays @ 7-9pm and Saturdays @ 2-4pm See calendar above

Table of Contents

Important Dates **2**
Table of Contents **3**
How to Reach Us **5**
Context **6**
Responsibilities **7**
A note about labour 7
Shared Labour: Land Share / Storage Veggie Share 7
Shared Labour: Egg Share 8
Caring for your Land Share plot 9
FAQs 10
Who provides what? 11
Community Agreements **12**
Premise 12
Farming Practices 12
Interpersonal Practices 13
Communication 13
Tensions 13
Before tensions 14
When tensions surface 14
Systems tensions 14
Interpersonal tensions 14
Decision making 15
Accountability 15
Exceptions 16
Space and Item Sharing **17**
Space and Structures 17
Farm Shed 17
Farm Shack 17
Washing Station 17
Tools 18
Co-op-owned tools 18
Sharer-owned tools 18
Water 19
Liability **20**
Money **21**
Friends on the farm **22**
Can I bring friends onto the farm with me? 22
What if random people come onto the farm when I'm there? 22

How to Reach Us

From May 1 until October 3 one of the cooperative members (Bryn, Kay, Megan, or Trey) will always be designated as a **Farmer On Call** (FoC).

The FoC will rotate! Please check who is Farmer On Call on the Farm Share WhatsApp community announcements **before** reaching out with farm-related questions or concerns to make sure that farmers-**not**-on-call get a mental break from farm-related troubleshooting :)

Bryn
text or call 431-554-7775

Kay
text or call 204-333-9194

Megan
text or call 204-770-8153

Trey
text or call 204-724-3423

FoC hours: 8am-10pm

Context

A bit of background on how this season is made possible:

Metanoia Farmers Worker Cooperative 2011-present

- The collective efforts of current and past farmers over the past twelve years have built the administrative and field systems, infrastructure, tool collection, and soil health that make our 2025 farmshare possible.

A Rocha partnership

- We've had a partnership with A Rocha since 2022 to provide us with part-time, grant-funded student workers through their Urban Agriculture position; in 2025, two student workers will be working on the farm for two days per week May-August, providing essential labour support to caring for the space and fields.

CMU partnership

- CMU Cafeteria and Folio cafe have purchased produce from Metanoia for many years. This year, CMU has agreed to pay $7,000 to Metanoia in exchange for providing curated shares to the Cafeteria and Folio. These vegetables will be grown, harvested and delivered by the Metanoia co-op members and A Rocha workers, with support from labour sharers. This $7,000 forms the main revenue for the farm this summer, covering central costs like insurance, maintenance, water and amendments.

Current Co-op Members

- This years' Metanoia co-op members - Bryn, Kay, Megan and Trey - are volunteering their time to organize and facilitate this experimental year in collaborative farming.

Responsibilities

First, a note about labour

This is the good stuff! We're here because we love getting our hands dirty and growing good food in good soil alongside new and old friends.

If you're here because you love farming too, then we hope you don't feel too bogged down by all the language of "labour" and "time commitments." Having parameters around our shared work will, we hope, allow us all to settle into sharing and caring for this space together. These parameters are meant to free us to be in good relationship as co-farmers, not to cramp anyone's style.

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Sign In / Sign Out (ALL sharers)

Every time you walk onto the farm, head straight to the Washing Station to sign in on the Farm Log!

Every time you leave the farm, check over the Sign Out Checklist, posted in the Washing Station. This is ESPECIALLY important when you are the last farmer to leave the farm.
Sign Out duties include:

- Sign out on the Farm Log
- Tidy up after yourself! Put away any tools that you used, etc.
- Check to make sure the water is off
- If you've visited the chickens, check to make sure their coop is closed
- Check to make sure the North and South gates are closed
- Close the Main Gate with both top and bottom latches

Shared Labour: Land Share / Storage Veggie Share

By selecting a Land Share OR Storage Veggie share, you are committing to 2 (Uno) individual hours or 3 (Duo) combined hours of labour per week, for your choice of 18 weeks over the 22 weeks between May 5 - Sept 26.

Please track your labour availability and hours here each week:
Signup and Hours Log

What kind of on-farm labour counts towards these hours?

- Any labour that directly cares for the shared spaces or fields on the farm counts toward shared labour hours! This includes crop-care in shared fields (the sale of these crops supports all of us in our shared access to this growing space, upkeep of infrastructure, etc.), and any care for shared spaces on the farm (e.g. mowing grass, cleaning/organizing shared spaces, etc.)
- Any labour that cares for your personal plot or projects on the farm does NOT count toward shared labour hours!

When can I do my shared labour hours?

- Ideally, most of your shared labour will take place during designated Labour Share times - this will make our job as coordinators MUCH easier :)
  Labour Share times are listed on the Farm Calendar (see Appendix), and will be posted in the WhatsApp group.
- If you want to complete shared labour tasks at other times, talk to a farmer! There will definitely be some flexibility for this.

Whose responsibility is it to make sure I complete my labour hours, and communicate about changes in my schedule?

- YOURS!! :)

How do I book my designated up to 4 weeks off?

- Weeks off are meant to give flexibility for planned holidays, and for those weeks when life gets chaotic and something has to go! We allocated 4 weeks “off” imagining that many of you will book around 2 weeks off ahead of time, and leave yourself 2 weeks to bail on farm work when life gets nuts.
- Booking off ahead of time: Signup and Hours Log
- Booking off within 24 hours: contact the Farmer on Call! Please give us as much of a heads-up as possible.

What if I use up my 4 weeks off, but then something comes up and I need more time off?

- When very much needed, you can make up a missed 2-hour shift one week with a 4-hour or two 2-hour shifts another week. Please try to keep this to a minimum though - spreading out your labour across the season as much as possible is extremely helpful for those of us making sure everything gets done!

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Shared Labour: Egg Share

By selecting this share, you are committing to paying one monetary share for the full season to help cover feed and infrastructure costs for the flock, AND to 5 ~30-minute shifts throughout the summer to collect eggs and feed/water hens.

What does my farm season look like as an Egg Sharer?

- **Late April:**
  Book your shifts. If possible, please book all your shifts at once at the beginning of the season. There will be some flexibility to trade shifts later if needed.

  Sign up for your shifts here:
  Egg CSA signup (link access coming soon!)

- **Before your first Egg Labour shift:**
  Get oriented by a co-op member! The easiest way to do this is to drop by a Labour Share time. You can access a full list of Labour Share times here: Farm Calendar
  Please inform **Bryn** ahead of time about when you plan to come.

- **5 times throughout the summer:**
  Complete your Egg Labour shifts!

- **At least every second week throughout the summer:**
  Pick up your eggs! Eggs will be available for pick-up on the farm at your convenience. Please leave no longer than 2 weeks between pick-ups to ensure we have enough room to store fresh eggs. An on-farm sign-out system will be introduced to you at orientation to track your number of eggs received.

What does an Egg Labour Share shift look like?
*On-farm orientation by a co-op member, which will include all the details of these tasks, is REQUIRED before completing an Egg Labour Share shift.

1. Fill up chickens' feed and water as needed.
2. Collect and carton eggs.
3. Check the task chalkboard in the shack, and complete any extra Egg Share tasks listed (e.g. feeding designated overripe vegetables to chickens when available, or misting chickens with water hose on very hot days).
4. Double check that you've closed the chicken coop and farm gate properly on your way out!
5. If you notice any issues or need support in trouble shooting while on your shift, please notify the farmer-on-call.

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Caring for your Land Share plot

Starting the Season:

- This is the hardest part of the season to remember to stay off the beds! Please take care to remember, and remind anyone farming with you, to keep feet in the paths to avoid causing compaction to our permanent beds.
- If your bed is too compacted to deal with, you can use either a broadfork or garden fork (provided) to lift the soil with as minimal turning as possible - ask a co-op member if you're unsure about this.
- Metanoia will provide mushroom compost from Reimer Soils for land sharers' use on personal plots (no cost to sharers). Compost is located outside and just south of the farm gate. Please top-dress beds with approximately one heaping wheelbarrow per 4x20ft (the length/width of one land share bed). If you think your bed needs a bit more, go for it. If you think your bed needs a lot more, check in with a co-op member first so that we can ensure we have enough compost to go around.

Throughout the season:

- Please pull weeds in your plot before they go to seed! See "What about weeds?" in the FAQs below for more details.
- Keeping the paths between your beds weed-seed-free is your responsibility, too! Feel free to use cardboard and wood chips available on the farm to mulch the hell out of the paths - we've found this is much less labour-intensive than weeding bare paths. Wondering about paths that lie between yours and another farmer's beds? See FAQs below.

Concluding the Season:

- Come fall, it's your responsibility to watch the forecast and tend to how you leave your plot to over-winter. There's no specific rules, but here are some tips:
    - Leaving some plant debris on the fields is fine, but don't leave behind long, tangly plant debris, or thick, tough roots that will be difficult for farmers to work with in spring!
    - Make sure to clean up hoops, row cover, etc. (drip irrigation can stay on the field)
    - Take home your personal belongings!

FAQs

What kind of amendments can I use on my personal plot?

- Anything organic! Please do not use any synthetic or chemical fertilizers. If you're not sure about these designations, ask a co-op member.
- You are expected to top-dress your plot with the compost provided - see "Starting the Season" above
- There will likely be other amendments available on the farm for sharing (e.g. fermented weed brews) or purchase (e.g. Turkey Trot from T&T)

What about weeds?

- The farm has a pretty intense weed-seedbank, and we do our very best not to make it worse. Please take care not to let weeds in your plot go to seed, to the best of your ability (if you're not sure what this looks like, ask us!)
- If we notice weed seeds are getting out of hand on your plot, we might tap you on the shoulder. This is not punitive - we have all been there - just our job as co-op members to keep the long game of our weed seed bank in mind :)
- Our priority with weeds is not aesthetic; you never need to worry about how your plot looks on our account! We have lots of thoughts on ways of living well with weeds - if you do, too, let's chat in the field!

What about weeding in shared paths?

- The paths that border your bed and a neighbouring farmer's bed are your shared responsibility! Communicate with them to decide how you want to approach keeping weeds down in the path.

Who provides what?

Metanoia will provide for shared use:

- Spent mushroom compost from Reimer Soils (labour sharers are expected to top dress with 1 heaping wheelbarrow of compost per 4x20ft bed).
- Wood chips for mulch.
- Shared tools: wheelbarrows, shovels, square and diamond hoes, a broadfork, garden forks, hand weeders, trowels, a sprayer, a seeder, clippers, scissors, hand tools (limited quantities available; use will be prioritized as detailed under “Tools”, under “Space and Item Sharing”).
- Water access:
    - City water, hose
    - Rain water collected in cubes, watering cans
    - (access to shared water sources will be regulated as detailed under “Water, Amendments and Mulch”, under “Space and Item Sharing”)
    - Hooping for small tunnels (row cover/netting not included)

Land Sharers provide for yourself:

- Any tools you want to use in addition to shared tools available
- Any amendments, mulches, cardboard, etc. you want to use in addition to compost and woodchips (please see “Farming Practices” for guidelines)
- Any row cover/netting, trellises, twine, etc.
- All seeds and starts
- All personal items (sunscreen, bug spray, hats, etc)

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Community Agreements

Premise

We know there is something really special about relationships grown in farm fields. We also know that farming together can create all sorts of stressors that challenge on-farm relationships.

The purpose of this agreement is to create a solid jumping-off point for our connections and interactions on the farm, knowing that a little structure can go a long way in supporting healthy communication and conflict resolution.

As co-op members, we've put a bunch of work into this agreement, drawing on our combined 24 years of experience farming with friends, feedback from several other long-time farmers, and the guidance of our business mentor, Frederic Theriault (Tourne-Sol Cooperative Farm). We know there will be points where doing the hard work of communication will feel awkward and hard; we also know this relational work is just as important to the sustainability of farming together as any of our fieldwork.

And: this is a living document! If at any point multiple parties agree that aspects of this agreement are harming more than helping, then we can adapt the terms of this agreement accordingly.

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Farming Practices

**When in doubt, ask a co-op member!*

The bottom line:

- Does this practice or amendment harm or support biodiversity of flora, fauna, funga and soil? If you don't care, this might not be the farming crew for you...

The specifics:

- We farm with organic practices.
    - We don't use any synthetic pesticides, herbicides or fertilizers.
    - We do use organic amendments and applications like compost, turkey trot, and compost tea. You're welcome to get creative with organic amendments - always refer back to the bottom line!
- We farm with permanent beds, prioritizing no-till whenever possible.

- Please do not step or sit on the beds!! Staying off the beds is crucial to maintaining the health of our soil structure by avoiding compaction.
- Mulches are our friend! Covering your bed with wood chips or straw is a great idea; sometimes cardboard can be helpful too. There's lots to keep in mind when choosing and applying the right mulch for your context. Got questions? We would love to chat about the mulch history of your bed, and our learnings about mulches in this space over the past couple years.
- This goes without saying, but - no tilling! Compost can be top-dressed, or lightly worked in. Sometimes you'll want to lift the soil gently with a fork to provide aeration or combat compaction - all good. If you're having trouble working with our clay soils in this way, let us know - we're always ready to re-evaluate what makes sense together.

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Interpersonal Practices

Communication

- We expect clear, kind and timely communication to make our work together possible.
  - Please understand that us co-op members are doing a lot of communication work to make this all possible, and things that might feel small to you - letting us know you got a text, responding quickly to a question, or giving us a heads up about a change of plans - go a very long way in minimizing our mental load!
  - Likewise, we commit to prioritizing clear, kind and timely communication with sharers when on-farm or on-call. Any non-personal farm-related text or calls received while not on call may only be answered when we're next on call.

Tensions

a FRAMEWORK for approaching tensions on the farm.

**This is just a starting place, not a rulebook!*

Before tensions

- We work together to build a culture of:
  - Communicating early, directly, and with curiosity.
  - Paying attention to and appreciating differences in how we operate and communicate.
- We anticipate tensions as a natural part of working together, not a crisis.

When tensions surface

- Each of our individual relationships as farmers are entangled with our relationships to the collective, the land and weather, and the farm systems.
  When tensions arise between individuals, pause and notice:

Is this an interpersonal tension?	**OR**	**a system tension?**
e.g. You're having a hard time communicating with another farmer, you're bothered by your workload relative to other farmers, you're upset by something said by another farmer.		e.g. The schedule isn't working for you, you're stressed out by how messy the shack is, you have ideas on how we can manage watering more efficiently.

System tensions

- Connect with a co-op member however you are most comfortable doing so - by email, phone, or in person.
  - Contact whoever you're most comfy talking with (please wait until this farmer is on call!)

Interpersonal tensions

- First - talk directly with the person you're feeling a tension with
  - Remember our shared communication principles:
    - Communicating early, directly, and with curiosity

        - Paying attention to and appreciating differences in how we operate and communicate
- Second - if needed, ask another farmer to join the conversation and help navigate the tension. This could be a co-op member, or another sharer that you trust.
- Third - if needed, co-op members will pull in an external person to help the farmers in tension navigate their communication.

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Decision making

- Metanoia Farmers have practiced consensus decision-making since their inception. In 2025, we're adapting our leadership framework to include principles from holacracy. If you're curious about how this works, ask a co-op member!
  As a sharer, all you need to know is:
    - We don't want to put decision-making burden on sharers in this first year of farmsharing. For any decisions beyond your personal plot, consult a co-op member.
    - Co-op members hold decision-making roles in different aspects of the farm (called "Circle Leads) - you can refer to the Leadership Chart in the Shack for info on these roles. You can check in with any co-op member about any decision, and they may refer your question to a co-farmer!

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Accountability

As co-op members, it's specifically our job to hold responsibility for our collective care for the farm space, so you can expect that we'll communicate with you throughout the season as needed! This might include checking in about where you're at with your labour share hours, weeds going to seed in your personal plot, etc.

As co-farmers - co-op members and farm sharers - it's our collective responsibility to hold each other accountable to our commitments to each other and to the farm space.

A few ways that we can do that include:

- Communicating
    - see communication guidelines above.
- Tracking hours

    - Track your hours here: Sign Up and Hours Log
    - we're hoping that systematizing this piece of our co-farming will lighten the organizational mental load for co-op members and sharers, and allow the system to take the weight of these operational pieces off of our relationships with each other!

Exceptions

- Shit happens. We have designed our labour share expectations with flex to account for hectic, unpredictable lives, and expect that sharers will meet these expectations under most circumstances. We also know that unexpected crises of many kinds can arise and very quickly change our capacity to follow through on our commitments.
- In the case of a crisis in which a co-op member or sharer's circumstances and capacity suddenly change, co-op members will work with this farmer to either re-configure or release them from their commitments. Depending on circumstances, co-op members may offer alternate forms of labour, reduce labour expectations, change labour timelines, gather other sharers to care for their plot, etc.
- Barring extreme circumstances, it is the individual's responsibility to inform co-op members of their change in circumstances/capacity, and to work with co-op members to create a new plan that works reasonably well for both parties.

Space and Item Sharing

Space and Structures

As a sharer, you're welcome to be present on the farm at any time, unless co-op members specifically communicate otherwise.

For guidelines on bringing other folks onto the farm with you, see Friends on the Farm below!

Farm Shed

- This space is for storing collective farm items. It's not for farm sharers' tools or bikes (unless temporarily for outstanding circumstances like rain/hail, of course!)
- Please do your best to help keep this space organized and leave it as you found it!

Farm Shack

- This space is for the combined purpose of storage and shelter.
- This is probably the best place to leave your backpack or other personal items while you're on the farm, and you're always welcome to hang out here.
- The shack also includes some storage of farm items - small tools, office supplies, records, etc.
    - Please respect what isn't yours! You're welcome to use reusable items like pens, scissors, etc. but please put them back where you found them!!
    - Ask the farmer-on-call or on-farm if you want to use non-reusable items like tape, twine, seeds, etc. for your own personal plot; the answer will usually be no, but in some cases may be yes!

Washing Station

- This space is for the combined purpose of storage and vegetable processing.
    - Processing veg is the main purpose, so this is not the best space to store personal items - they may be in the way of vegetable processing, or get wet in the process.
    - Priority use will always go to anyone processing collectively grown veg for sale, but land sharers are welcome to use this space for washing/processing harvested veg when it is not otherwise in use!
    - At points later in the season, this space will be used to cure collectively-grown garlic and onions, and this use will take priority over other uses.

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Tools

Co-op-owned tools

**See "Who Provides What?" under "Labour Shares" for a list of available tools*

- There is a tiered structure of who has priority to use shared tools:
    - First dibs go to anyone currently working in shared fields: A Rocha workers, co-op members, or farm sharers
    - Second dibs go to co-op members (co-tool-owners) working in their own plots
    - Third dibs go to farm sharers - any tools not in use by the above groups, you're welcome to use in your own plot!
- Priority groups have the right to ask lower priority users to pass over tools, even when in current use. But they're also expected to be kind about it, rearranging or postponing tool use when possible or reasonably convenient to allow current users to finish use. Communicate and cooperate!
- An inventory of tools can be found in the binder in the shack, outlining the condition of each tool at the start of the summer. Please update the binder when you notice changes (e.g. another crack in the wheelbarrow handle? add a note to the binder!)

Sharer-owned tools

- Farm-sharers are welcome to keep your own tools at the farm! You can store them in one of two locations:
    - The Shared-tools location - these tools will be integrated into general farm-tool use, but the owner always has priority usage - you can ask anyone using your tool to pass it over at any time. Make sure to mark your tools clearly so that you can take them back at the end of the season.
    - The Non-shared-tools location - these tools are not for sharing. Label your tool clearly - with your name and "Non-Share" and your fellow farmers will be expected to leave it alone.
- Co-op members are not responsible for monitoring use of non-shared tools; store your tools at the farm at your own risk!

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Water

Metanoia will provide two types of water access:

1. City water, hose.
2. Rain water collected in cubes, watering cans.

- Like with shared tools, there is a tiered structure of who has priority to use the water sources and equipment:
    - First dibs go to anyone watering shared fields.
    - Second dibs go to anyone - sharers or co-op members - watering individual plots, on a first-come, first-served basis.

Water cost:

Each year, Metanoia Farmers reimburse CMU for city water used on the farm, as well as paying the relative percentage of sewage costs on this water amount. Water use and associated costs range widely year by year, depending on drought conditions.

This year, Metanoia intends to cover the cost of water for all farm sharers. However, if water costs end up unexpectedly high due to drought, we may offer land sharers an opportunity to help us cover a small part of this cost.

Responsibility:

Errors in water use, like forgetting to turn off the water, causing a leak in the hose, or even neglecting to notice a leak in the hose, can result in significant increases in our water bill. Please be sure to double check that you've turned off the water before you leave, and be attentive to any leaks in the hose, especially when on the farm by yourself!

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Liability

Metanoia Farmers Workers Co-op is not liable for:

- Any injuries incurred on the farm
- Any personal items lost or stolen on the farm
- Any mental or emotional challenges of working on the farm

Accidents happen, and we can all anticipate breaking a few things throughout the farm season. When damages to tools or infrastructure are incurred, we'll deal with it as follows:

- Our starting expectation will be that the cost of replacing the item will be split 50/50 between the owner and the breaker (whether the owner is Metanoia or farm sharer)
    - Exception: when a co-op member breaks a Metanoia-owned item, Metanoia will cover the full cost of the item since the co-op members co-own Metanoia and all assets

- Every accident situation should come with a conversation between breaker and owner to negotiate the cost share breakdown
    - Did the breaker make a super silly mistake? Maybe they offer to take on 70% of the cost, leaving 30% for the owner.
    - Was the item already on its last leg and expected to break soon? Maybe the owner takes 80% of the cost, leaving 20% for the breaker.

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Money

Payments

Any incidental money owed to the farm will be expected to be paid within one week of being issued (this might include partial reimbursement for a broken tool, or an agreed-upon share of a bulk purchase)

- Individuals are welcome to set alternate payment plans, but are responsible for proactively communicating with co-op members to set these parameters.
- Two weeks after the set payment deadline, we will notify and start adding 5% interest per day to the payment. This is not an attempt to be punitive, just an acknowledgement of the time and mental energy required of co-op members to issue multiple reminders for payments.

Cost-Share Opportunities

Throughout the season, co-op members may offer sharers the opportunity to cost-share with the farm. These opportunities are always optional, and sharers' contributions will not be made public to other sharers; our intent is that sharers feel free to contribute or not, as makes sense for them, without social pressure.

Opportunities to contribute financially beyond any initial sign up fees may include:

- supporting the farm in absorbing unexpected costs (e.g. for land sharers, helping the farm absorb unexpected water costs in a drought year)
- purchasing shared farm items (e.g. tools) or amendments together, if there is collective interest

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Friends on the farm

This part comes out of a sometimes-tricky history regulating visitors on the farm.
We love sharing this space with others. We've also found that it serves the farmers and the fields best when we put some parameters around visitor access, since there are many pieces of information that folks who aren't oriented to this space don't know - where not to step, what weeds to pull, which doors to make sure to close, which items are personal vs. collective, etc.

Can I bring friends onto the farm with me?

For sure!
A few notes:

- You're responsible for making sure your farm visitors know how to interact well with the farm space. Make sure to orient them clearly regarding where to step and not step, what weeds to pull, etc.
- For land sharers, friends are more than welcome to help you out with your own plot! Please do not invite friends to help you with shared labour in shared fields without consulting a co-op member.
- Friends are welcome to join group work times as volunteers (make sure to let us know ahead of time if possible!)! However, their labour does not count towards your labour share (unless we've negotiated an exception with you about this).

What if random people come onto the farm when I'm there?

- First, we'll have signage at the gate that should help give people information about who we are and what we're doing. We're planning to include some visitor guidelines on those signs to help minimize strangers on the farm when farmers aren't around. One of the ways we have done this in the past is to ask people not to come into the farm if the gate is closed. So if you're there on your own, feel free to latch the gate behind you to indicate that visitors should come back another time!
- If people still do come in, or if you've left the gate open, please approach them with friendliness and ask if you can help them.
    - If they are filling in for a friend on their plot, ask them to sign in.
    - If they are a visitor, please ask them to email metanoiafarmers@gmail.com to set up a time to visit, unless you feel comfortable showing them around.
    - When in doubt, feel free to contact the farmer on call!

Appendix: Links

General:

Farm Calendar

Labour Sharers:

Sign Up and Hours Log (link access coming soon!)

Egg Sharers:

Egg CSA Shift Sign Up

Egg Shift Instructions