



Food & Farm: AmeriCorps Farm Crew Leader

Location: Richmond, Vermont

Dates: March 16, 2025 – October 23, 2026

Weekly compensation (housing included): \$565

Weekly compensation (housing not included): \$685

AmeriCorps Education Award: \$5,176.50

Age requirement: 20+

Who We Are

VYCC is a mission-driven organization where we strive to take action and build community by working and learning together with the land. VYCC's Food & Farm Program is a youth and workforce development initiative that provides hands-on agriculture training while advancing food security and food-as-medicine programming to improve the health and resilience of Vermont communities. We believe in the power that food has to connect us with the land, our community, and each other.

On the farm, young people take part in the daily work of organic vegetable production, gaining hands-on experience in every aspect of growing food. The produce they cultivate is distributed to more than 400 families through the Health Care Share – a public health initiative that connects Vermont families to locally grown food through their medical providers. Patients experiencing diet-related illnesses or barriers to accessing fresh produce receive a free weekly share of vegetables, supporting both individual and community health. In addition to vegetables, the farm raises laying hens for eggs, chickens for meat, and grows flowers and herbs, which are sold through our on-site farm stand.

Beyond their time in the fields, Corps Members also spend time in the kitchen learning essential cooking skills. Using the ingredients they've helped grow, they experiment with recipes and prepare daily lunches served to all farm crews – creating a meaningful connection between the work they do on the farm and the food that nourishes them each day.

These projects are made possible through VYCC's partnership with AmeriCorps and The Corps Network.

Who We're Looking For

A successful Farm Crew Leader is a motivated, adaptable individual who approaches challenges with a positive attitude and a commitment to personal and professional growth. We are looking for an individual who is passionate about food access, sustainable agriculture, and public service, and who brings that passion to life through hands-on, mission-driven work. The ideal candidate brings experience – or a strong interest – in teaching, mentoring, and group facilitation, and is eager to support and inspire their crew while contributing to meaningful community impact.

What You Can Expect

Farm Crew Leaders spend most of their time outdoors. They work closely with their crew and also engage with community members and VYCC staff. Leaders serve an average of 40–45 hours per week, Monday through Friday. Every day includes a half-hour lunch break that is not counted toward AmeriCorps service hours. Typical hours run from 7:45AM to 4:45PM, but schedules vary as the season progresses. For example, Farm Leaders adopt an early morning start-time during peak summer months to avoid the midday heat. They may also work occasional evening or weekend hours for farm chores, Health Care Share deliveries, or VYCC events. The role is based at VYCC's Farm in Richmond, VT. This is an AmeriCorps position that reports to the Food & Farm Program Manager.

The VYCC farming season begins in March, when Leaders join as a cohort that works closely together throughout the spring to build hands-on skills and deepen their knowledge of VYCC's farm systems. During this time, Farm Crew Leaders develop their leadership and communication skills by guiding volunteer groups through hands-on farm projects, preparing for the arrival of Farm Crew Members in June.

Throughout the summer, Crew Leaders mentor Crew Members, facilitating learning opportunities while leading the daily work of growing food on the farm. Crew Members are youth, typically 15–17 years old, who gain experience in teamwork, agriculture, and food systems. In the fall, Crew Leaders return to leading volunteer groups, harvesting for the Health Care Share, and preparing the farm for winter.

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summer months to avoid the midday heat. They may also work occasional evening or weekend hours for farm chores, Health Care Share deliveries, or VYCC events.

What We'll Expect from You

Farm Responsibilities

- Participate in all aspects of farm work including:
 - Seeding, transplanting, weeding, harvesting
 - Washing and packing produce for distribution
 - Caring for livestock
 - Maintaining farm tools and equipment
- Work hard in all types of weather and environments, motivating Members to do the same
- Support the weekly packing and delivery of Health Care Shares, free organic produce boxes, received by over 400 Vermont families experiencing barriers to healthy food
- Follow and uphold VYCC principles and practices to maintain a safe service site

Crew Leading

- Work closely with and build supportive leadership with a Leader cohort
- Create a crew culture that prioritizes physical and emotional safety
- Foster teamwork among Crew Members, lead by example, and support Crew Members as they navigate challenges and successes
- Conduct 1:1 check-ins with Crew Members to support their engagement with the Health Care Share project
- Instruct Crew Members on all aspects of farm work
- Drive a Community Shuttle that transports Crew Members based in Chittenden County to and from VYCC's campus
- Responsible for leading weekly community meetings with crew

Communication, Reporting, & Training

- Communicate effectively with members of the Farm Team, including using Microsoft Teams and Outlook
 - Complete forms related to their service including timesheets due biweekly on Fridays
 - Advocate for the needs of Crew Members and report to VYCC staff on incidents from the field
 - Engage with VYCC staff on setting goals and chartering personal and professional progress through mid-term and end-term performance evaluations with supervisor
 - Participate in a variety of trainings, including VYCC and AmeriCorps Orientations and additional enrichment activities. These training hours will not exceed 20% of the total number of member hours
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Required Qualifications

- Be at least 20 years of age
- Be a U.S. citizen, a national, or legal permanent resident non-citizen of the U.S.
- Have not been convicted of murder or sexual assault and be willing to undergo a National Service Criminal History Check and a VT Agency of Human Services check. Crew Leaders will be working with vulnerable populations.
- Be a high school graduate or have a GED certificate, or be willing to work towards GED as part of their service-year successful completion requirement
- Commitment to VYCC's mission, including the Health Care Share project
- Commitment to the mission of AmeriCorps
- Valid driver's license with good driving record for at least three years (preferred)

Compensation & Benefits

- AmeriCorps Living Allowance paid biweekly:
 - Residential members living in on-site housing: \$565/week
 - Non-residential members living off-site: \$685/week
- Segal Education Award upon completion of service: \$5,176.50
- Access to fresh produce from the farm and daily lunch during the summer
- Potential for shared housing for the duration of service
- Organizational dedication to professional development
- Career pathways support during and after the VYCC experience provided by the Community Engagement Manager
- Potential eligibility for student loan forbearance and interest payment
- Potential to earn up to [12 free college credits](#)
- Receive Basic First Aid and CPR certification through American Safety and Health Institute

Have questions about the position? Feel free to reach out to...

Katie Colatch, Food & Farm Program Manager

Email: Katie.Colatch@vycc.org

Phone: 802.434.3969 ext: 128

Equal Opportunity at VYCC

Are you concerned that you don't meet all the requirements of this position? Please apply anyway. VYCC is dedicated to building an inclusive, diverse, equitable, and accessible work environment that fosters a sense of belonging – so if you're excited about this role but your experience doesn't align perfectly with everything in this job description, we encourage you to

apply anyway. You may be just the right candidate for this role or another one of our openings!

Terms of Service and Dates of Service:

1200 Hour (three-quarter-time) term from March 16 – October 23, 2026

Name:	Date:
Signature:	