



## TERRACORPS

**TerraCorps** is an AmeriCorps affiliated start-up environmental non-profit preparing and mobilizing emerging leaders to help communities gain access to and conserve land for people and nature. Working at the intersection of the land conservation and urban agriculture movements, our vision is to create a future where land is the foundation of health and well-being for ALL people in EVERY community.

This year's TerraCorps program will support up to 80 full-time AmeriCorps Members across Massachusetts, Rhode Island, and Connecticut serving in one of five positions: Land Stewardship Coordinator (LSC), Regional Collaboration Coordinator (RCC), Community Engagement Coordinator (CEC), Youth Education Coordinator (YEC), or Sustainable Agriculture Coordinator (SAC). Members will serve in full-time, 11-month terms (August 30th, 2021-July 29, 2022) in which they complete at least 1,700 hours of service with one of our partner organizations. Members receive a living allowance, education award, and additional AmeriCorps benefits (see full list at end of announcement).

\*\*\*\*\*DO NOT MODIFY INFO ABOVE\*\*\*\*\*

Southside Community Land Trust will host a Youth Education Coordinator for the 2021-22 service year. Information about all TerraCorps positions is available at [terracorps.org](http://terracorps.org).

### Sustainable Agriculture Coordinator with Southside Community Land Trust

**Southside Community Land Trust**  
**109 Somerset Street**  
**Providence, RI 02907**  
**[www.southsideclt.org](http://www.southsideclt.org)**

Southside Community Land Trust's mission is to provide access to land, education and agricultural resources so people in Rhode Island can grow food in environmentally sustainable ways and create community food systems where locally produced, affordable and healthy food is available to all. SCLT gained national recognition since its founding in 1981 for its work promoting urban agriculture within Providence. In the past two decades we have helped to develop policies at both the local and state level to purchase and protect farmland, increase state investment in agriculture and aquaculture and establish the RI Food Policy Council.

SCLT has transformed nearly 10 acres of urban parcels into 20+ community gardens and urban farms in Providence, Pawtucket, Central Falls and Tiverton. We also manage a 50-acre farm in rural Cranston and are in the process of buying an adjacent farm. Most recently we have

focused on farmer and food systems training, as well as helped found the RI Land Access Working Group, a statewide effort to match farm and landowners with land seekers. We help fund 4-6 on-farm, season-long apprenticeships at regenerative farms in our network each year, and support beginning farmers, especially immigrant and low-income farmers, with building their farm businesses. Our programs provide free training, technical assistance and resource distribution to farmers and gardeners who need it.

Last year, SCLT began talks with the owners of the Good Earth Farm in Western Cranston, who were planning to retire and wanted to sell their land to a buyer who would maintain the land's organic certification. The owners leased some of their 9 acres and green house space to current SCLT network farmers. This included people who were already growing at our Urban Edge Farm a few miles away and urban growers seeking more land to expand their businesses. The arrangement worked out well, and we are now in the process of buying the property. Owning the Good Earth Farm will increase the amount of organically grown and culturally diverse food available to residents of our state, as well as support more small farm businesses with low-cost leases.

In late fall or winter 2021-22, SCLT will be relocating to a much larger site a few blocks away. Besides having more space for our programs and staff needs, the new building will feature a Farm-to-Market Center that will better serve our Produce Aggregation Program, enabling local farmers in SCLT's network to more easily sell their fresh food to retail customers, including Food on the Move and others.

**Sustainable Agriculture Coordinators (SAC)** build the long-term capacity of their Service Sites by creating networks of volunteers to support hands-on stewardship of community lands. They organize, train, and collaborate with municipal boards, neighborhood and civic associations, community members, youth groups, and schools to care for, improve access to, and support the long-term resiliency and sustainable use of community lands. SACs may create raised beds or community gardens, monitor and maintain urban farmland, establish sustainable food systems, provide new farmer trainings, lead community workshops, etc. By providing training and organizing collaborative land-focused projects, they increase resources for communities, demonstrate responsible land management, help individuals build skills, and nurture an inclusive sense of public ownership in the local landscape. SACs spend roughly 60% of their time in the office and 40% in the field.

TerraCorps members engage with their supervisors to develop and carry out three or more capacity building projects over the course of the service year. Some of these projects will involve recruiting, training, and/or managing community volunteers. **Southside Community Land Trust has proposed the following potential projects for their Sustainable Agriculture Coordinator:**

1. Work with SCLT's Land Access Manager to create structure for farmer engagement and cooperation at the Good Earth Farm to strengthen community ties, build support networks among farmers, create mentoring relationships and create new business partnerships.

2. Work with other SCLT program staff to support and increase production at properties such as the Good Earth Farm, City Farm, Galego Community Farm and others.
3. Help develop efficient systems to coordinate, inventory, schedule and market fresh produce as we transition to operating the Produce Aggregation Program out of our new location on Broad Street.
4. Help match aspiring farmers and gardeners with accessible farmland and garden plots. This includes building relationships with both landowners and managers and with land seekers.
5. Develop and implement agricultural land stewardship plans for SCLT land, focusing on our new and historically underused sites. Assess needs for development, maintenance and repair at different sites and support volunteers and staff to implement those that are feasible.
6. Support no and low-cost resource distribution and education to low income and immigrant gardeners and farmers. Resources include organic compost, fish emulsion, seaweed mulch, vegetable plant starts and seeds, straw mulch, garlic, heat mats and/or affordable greenhouse space Reemay covering and drip irrigation. This includes gauging community interest and need, providing TA and demonstration as needed, sourcing products and partners, etc.
7. Support outreach for and implementation of Farmer Training workshops.
8. Oversee demonstration projects that illustrate organic growing techniques – compost piles, pollinator installations, school gardens, etc.

NOTE: Supervisors and Members collaborate to create a more comprehensive plan. This outlines major capacity building projects, professional goals, and how it connects to their performance measures.

Development of these and other projects will occur during the first two months of service and consider the member's interests and skills.

#### Required AmeriCorps Qualifications

- A US citizen, US national, or Lawful Permanent Resident Alien of the U.S.
- At least 18 years old
- A minimum of a high school diploma or GED
- No more than three previous terms as an AmeriCorps member
- Pass a criminal history background check, for recurring access to vulnerable populations, including a search of the National Sex Offenders Public Website, a Rhode Island criminal record check, state of residence if different than Rhode Island, and a finger-print based FBI background check

#### Desired Qualifications

- Strong writing and verbal communication skills
- Able to serve both independently and as a Member of a team
- Comfort navigating computer software programs (Microsoft Office Suite)
- Training and experience pertinent to the Urban Agriculture Coordinator position and projects listed above

- Experience training and educating community members and volunteers
- Drivers' license and vehicle (reimbursement for vehicle use available)
- Skills in one or more of the following languages: Burmese, Hmong, Kirundi/Kinyarwanda, Kunama, Nepali, Portuguese/Cape Verdean Creole, Spanish, Swahili
- Willingness to be active outside in a range of weather conditions

For questions about SCLT's service positions, contact Matt Tracy, Land Access Manager, [mtracy@southsideclt.org](mailto:mtracy@southsideclt.org)

Date position finalized by program staff 3/19/21

\*\*\*\*\*DO NOT MODIFY INFO BELOW\*\*\*\*\*

### **AmeriCorps Member Eligibility Requirements**

This year's TerraCorps members will serve from August 30th, 2021-July 29, 2022. All members are expected to serve full-time, commit to serve for the entire 11-month term, and complete at least 1,700 hours of service, including time spent in trainings and service with the full TerraCorps team. Weekly service averages 38 hours and commonly includes some night and/or weekend activities.

AmeriCorps programs provide equal opportunities. TerraCorps will recruit and select persons in all positions to ensure a diverse and inclusive climate without regard to race, religion, sex, sexual orientation, age, veteran status, color, political affiliation, creed, national origin, marital status, or any other status as protected by federal, state, and local laws. We encourage applications from individuals with disabilities and will provide reasonable accommodations for interviews and service upon request.

### **Member Compensation and Benefits**

- TerraCorps Members will receive a living allowance of up to \$15,600 (pre-tax) over the 11-month term of service, which is \$624 (pre-tax) per 25 biweekly pay periods.
- TerraCorps assists members in obtaining health insurance coverage. Reimbursement of costs may be available.
- Childcare assistance may be provided in cases of financial need.
- Upon successful completion of a term of service, AmeriCorps members receive a taxable \$6,345 education award that can be used for future education or to pay off existing school loans. See [nationalservice.gov/resources/edaward](https://nationalservice.gov/resources/edaward) for info and restrictions.
- TerraCorps members are eligible for forbearance of most federally-guaranteed student loans, as well as payment of interest accrued during service.
- TerraCorps members will receive mentorship, training, and career development opportunities while serving directly with community-based nonprofits.

- TerraCorps members experience the personal rewards of national service and community engagement.

**Note:** TerraCorps members are responsible for their own housing and must have access to reliable transportation.

### **How to Apply**

2021-2022 Service Site organizations, service positions, and application procedures are described at [terracorps.org](https://terracorps.org).

A complete member application includes a 1-page cover letter, a resume, two references, and an application form. Member application and detailed instructions can be found at <https://terracorps.org/apply/>.

Member applications will be collected by TerraCorps and shared with Service Sites. **Do not send applications directly to a Service Site.**

We strongly encourage interested individuals to apply as soon as possible once applications are posted mid-April. Position offers and acceptances will be made on a rolling basis. The program aims to fill all positions by late June, but Service Sites will continue interviews as needed until all positions are filled.

For questions about TerraCorps, contact Lianna Lee, who manages TerraCorps' recruitment process. Email [RI@terracorps.org](mailto:RI@terracorps.org) or call 978-364-9770.

### **Additional Information About this Program**

**TerraCorps** Seeks to create change by achieving a broader, more authentic engagement of the diverse peoples living in our communities. When we do this, resources will grow, access to land will increase, the pace of land conservation will accelerate, and whole communities will achieve more resilient futures. To learn more about TerraCorps, visit: [terracorps.org](https://terracorps.org).

**Training** During the one-week Orientation, that takes place the first week of service, training is provided to help member learn and understand AmeriCorps and TerraCorps systems and measures. Professional development for the entire cohort is provided by outside trainers and presenters. Topics this service year will include land and water sovereignty of indigenous communities, managing up, public speaking, implicit bias, and managing service remotely, and a split session to provide coordinator-specific training for members. Throughout the service year TerraCorps members gather online or in-person for three additional retreats weekend retreats to participate in additional professional development trainings and all corps service days. These retreats occur during October, February, and April. The April retreat focuses preparing for life after AmeriCorps. Training webinars are provided throughout the year to further professional development.

### **Evaluation and Reporting**

Mid and End of Year Evaluation Process:

Members and Supervisors each individually use a template to write a reflection the Member's overall performance based on 6 categories: Initiative, Reliability, Responsibility, Relationships, Judgement, and Performance. Both Member and Supervisor also determine strengths and growth areas for both parties. Members and Supervisors then meet to discuss this form twice during the service term, once at the mid-way point and once at the end of the year. This form is signed and submitted to TerraCorps.

Each evaluation category is defined as:

- Initiative: Engaged and responsive, seeks opportunities for continuous learning, shows desire to improve, seeks increased involvement/responsibility, asks for help when needed.
- Reliability: Observes AmeriCorps and Service Site policies, follows instructions and responds to direction, meets attendance and punctuality expectations, timely communication.
- Responsibility: Able to serve independently and as part of a team, accepts feedback and uses it constructively, invests in the outcome of projects and sees them through, accepts responsibility of own actions.
- Relationships: Creates positive relationships with community partners and members, maintains professional and supportive relationships with staff and fellow TC Members, contributes to a positive office environment.
- Judgement: Sets priorities, anticipates needs, makes timely decisions, is creative and resourceful in problem solving, understands and articulates reasoning for decisions, makes sound and appropriate judgement calls.
- Performance: Makes quality contributions (service projects, events, etc.), able to meet timelines/ deadlines, can implement opportunities for continued improvement.

Reporting:

- Timesheets: Members submit bi-weekly timesheets on America Learns. A timesheet needs to be approved for TerraCorps to issue the stipend check for that pay period.
- Monthly Reports: Members submit Monthly Reports on America Learns. These reports ask for both reflection as well as data from the past month. TerraCorps collects data on four categories: Volunteers engaged, individuals Educated and Trained, Properties Treated and Acreage, and Fundraising, and Number of Individuals Reporting a Change in Behavior or Intent to Change Behavior to Improve their Health.
- TerraCorps provides Members with templates to track and submit this data. Members have one (1) week to complete a Monthly Report once it opens
- Great Stories: Throughout the service year, TerraCorps asks Members to write three (3) Great Stories. Members submit their Great Stories with their Monthly Reports in the winter, spring, and summer. TerraCorps provides guidance and loose prompts.

**AmeriCorps** engages more than 75,000 people in intensive service each year through more than 15,000 nonprofits, schools, public agencies, and community and faith-based groups across the country. AmeriCorps members help communities tackle pressing problems and also leverage their service by mobilizing volunteers to help address community needs for environmental stewardship, health, education, economic opportunity, disaster services, and support to veterans and military families. To learn more about AmeriCorps, visit [americorps.gov](http://americorps.gov).

TerraCorps is a grant program contingent upon renewal of federal funding from the Corporation for National and Community Service (CNCS). TerraCorps is also supported in part by the ServeRI in RI and Massachusetts Service Alliance in MA.