

The Carpenter's Boat Shop

Terms of Apprenticeship 2020-2021

As an apprentice, you are the beneficiary of a scholarship valued at approximately \$27,000 for the nine-month apprenticeship which covers your food, housing, participation in Boat Shop programs, training in woodworking and boatbuilding skills, field trips, access to our boats, and use of the workshop for personal projects.

With your acceptance of the opportunity to be an apprentice at The Carpenter's Boat Shop and this scholarship, we ask that you make a clear commitment to our community, your learning and well-being, your fellow participants, our staff, and the program as a whole. As much as we are a community of individuals working toward our own individual flourishing, we are also a community dedicated to the common good, working toward the flourishing of the community as a whole. Our community counts on your being an active part of it, including, but not limited to: doing regular community chores; cooking meals; participating as a member of our community; and, of equal importance, building and restoring the boats we sell to support the Boat Shop's operations.

We invite you to carefully consider making the following commitment to us *by putting your initials next to the agreements below*, and we thank you for agreeing to them. We believe that the commitments included in this document are key to building a community life in which we are all able to thrive and flourish as apprentices and staff alike. We invite you to raise any concerns or questions about these agreements with the Director.

*We understand that everyone is human and mistakes will be made,
but these are the expectations for our community.*

I _____ accept this Apprenticeship
(printed name of Apprentice)

and agree to participate fully in it for its full nine-month term, including the following:

_____ Participating in the Apprenticeship from its start on September 8, 2019 until its end on June 5, 2020.

_____ Abiding by all of the Waymarks, as follows:

- refraining from storing or possessing firearms anywhere on campus;
- refraining from using the Boat Shop computer, telephones and DSL/wireless for any illegal activity;
- observing quiet hours from 9:00 PM until 6:00 AM;
- refraining from smoking during work hours and smoking only in designated areas;
- being present at breakfast, morning announcements, and the morning reflection at 7:00 AM each workday;

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- being respectful of the people cooking by signing out well in advance if I decide not to attend lunch or dinner;
- remaining for the program which follows the meal when I attend a meal;
- being thoughtful, considerate, and respectful in my personal, social, and sexual relations;
- using cell phones and personal devices only during personal time, not during shop, meal or community time;
- refraining from using personal listening devices in the shops, to ensure safety;
- refraining from using any machinery from 9:00 PM until 6:00 AM, to ensure the safety of all.

_____ Refraining from the use or storage of alcohol, marijuana or illegal drugs on the Boat Shop campus.

_____ Behaving in a manner that is respectful to others and which does not compromise their or my own physical or emotional safety.

_____ Working a full day in the shop or attending the scheduled activities each day, from after breakfast (approximately 8:00 AM) to 4:30 PM with a twenty-minute morning break at tea-time and an hour break at lunchtime, unless prevented by illness.

_____ Working a full day in the kitchen as scheduled, approximately once every ten work days, and assisting in the kitchen on a similar schedule.

_____ Doing my assigned community chores in a timely manner, both during scheduled weekly chore-time and after hours.

_____ Reimbursing the Boat Shop for any damage to Boat Shop vehicles or equipment incurred during personal activities.

_____ Taking responsibility for my own self-care, including sleep and nutrition, and notifying the Director or other staff members when I am physically, mentally, or emotionally unwell.

_____ Recognizing that an essential focus of this Apprenticeship is learning about myself and others, which may include pushing the edges of my understanding. I recognize that pushing our edges may be uncomfortable for me or others, and I am willing to experiment with discomfort.

_____ Abiding by the Visitors Policy as detailed in the Apprentice Handbook. In brief, all visitors should be scheduled with the staff prior to their visit, and the length of all visits should be limited to no more than 3 work days and one weekend.

_____ Contacting the Director in advance if I have to miss work time for reasons other than illness and arranging to make up my lost work time.

_____ Fully disclosing to the Boat Shop staff all physical, emotional and cognitive issues, conditions, or disorders that could potentially impact my or another apprentice's participation in the program on program medical forms, in health and wellness follow-up conversations, and during one-on-one meetings with staff during the program.

Expulsion Policy: I understand that upon the decision of the Director and the staff, my Apprenticeship can be ended if I break any of the above Terms of Apprenticeship. _____

Personal Wellness and Health: I understand that The Carpenter's Boat Shop Apprenticeship is not a therapeutic program, and that I take 100% responsibility for my physical and emotional health and well-being during the program. I state that I am free of medical conditions that would endanger the life, health or well-being of others or myself while participating in this program. In addition, I recognize that my mental and physical well-being has an impact on The Carpenter's Boat Shop community; if the staff requests that I undertake a mental health assessment, I acknowledge that doing so and any necessary follow-up may be a requirement of remaining in the apprenticeship program. _____

Photo Release: I understand that the staff or others may take photographs that include my image. I agree that these photos can be used for The Carpenter's Boat Shop publicity (on-line or in print) or other purposes without personal compensation. _____

We at the Boat Shop make every effort to manage risk, but we cannot eliminate it. We therefore ask that you acknowledge and take personal and legal responsibility for the risks you will be exposing yourself to by signing the following:

Release and Indemnification: I recognize that participating in this Apprenticeship involves risks. Activities in this Apprenticeship consist of, but are not limited to, lifting heavy objects, use of power tools, cutting wood joinery with sharp hand tools, the use of chainsaws and a hydraulic wood splitter, and handling boats in open water in a variety of conditions. I acknowledge and agree that these activities have inherent risks. I also understand that the Apprenticeship involves risks including but not limited to psychological stress and physical injuries resulting from participation in activities such as those outlined above, as well as from lacerations, falling, tripping, impacting, crushing of extremities by heavy objects, exerting, sun and element exposure, drowning, hypothermia, fire, and equipment failure.

My participation in this Apprenticeship is entirely voluntary. I understand that the staff of The Carpenter's Boat Shop does NOT review my health information to determine if I am in good health to participate in this Apprenticeship. I hereby certify that I am physically fit and able to participate in all aspects of this Apprenticeship. I agree to assume all risks and responsibility for my own conduct, health, safety, and property while participating in this Apprenticeship. I hereby release and hold harmless The Carpenter's Boat Shop, its board members, officers, employees, and agents from any and all claims and causes of action resulting from my participation in the Apprenticeship. I will also be fully responsible for the security and care of my personal property. _____

Signature of Apprentice

Date