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## Terms of Apprenticeship 2025

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We are excited to offer you the opportunity to be an Apprentice at The Carpenter's Boat Shop ("CBS"). During your nine month apprenticeship you can expect to be trained in woodworking, boatbuilding, seamanship, sailing, and boat restoration skills. We will plan to explore the region near the Boat Shop during field trips and community-oriented service projects. We will also venture into waters on Boat Shop-owned vessels together. The apprenticeship will also include one multi-day sailing expedition aboard a 30 ft. open boat powered by sails and oars, as well as several land-based expeditions. In exchange, CBS will provide you with simple living accommodations and meals. The Boat Shop's workshop will be available to you for personal projects.

With your acceptance of this opportunity to be an apprentice at CBS, we ask that you make a clear commitment to our community, your own 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 and working towards the flourishing of our community. Our community counts on you being an active part in it, including, but not limited to: performing regular campus 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.

We invite you to carefully consider making the following commitment 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 Program Director.

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### APPRENTICE AGREEMENTS

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*Please place your initials next to each one of the agreements set forth below:*

I accept CBS's offer to participate in its Apprenticeship program and agree to participate fully for the full nine-month term, including the following:

\_\_\_\_\_ Fully participate in this apprenticeship from its start on March 9th, 2026 until its end on November 19th, 2026.

\_\_\_\_\_ Observe quiet hours and will not operate machinery from 9pm until 7am.

\_\_\_\_\_ Will not store or consume alcohol (outside of designated campus events), marijuana or non-prescription drugs on campus.

\_\_\_\_\_ Will not smoke or vape in any campus building or vehicle.



\_\_\_\_\_ Cooperate with our Apprentice no pets policy.

\_\_\_\_\_ Not store or possess firearms anywhere on campus.

\_\_\_\_\_ Let the cook know if I will not be attending meals for proper preparation.

\_\_\_\_\_ Please do not use cell phones during shop time.

\_\_\_\_\_ Commit to working full days in the shop or kitchen.

\_\_\_\_\_ Communicate with the Program Director if and when you are physically, mentally, or emotionally unwell.

\_\_\_\_\_ Communicate with the Program Director if one needs to miss work and make arrangements to make up lost work time.

\_\_\_\_\_ Communicate with the Program Director if you intend to have daytime or overnight visitors. Check with the Program Director to ensure that we do not have activities scheduled during potential visits. Depending on the duration of the visit we may ask for your guest to volunteer for a few hours daily.

I, \_\_\_\_\_, will disclose all physical, emotional, and cognitive issues, conditions or disorders that could potentially impact my or another apprentices' participation in the program on CBS medical forms, in health and wellness follow-up conversations, and during one on one meetings with staff during this apprenticeship.

Expulsion Policy: I understand that upon the decision of the Director, my apprenticeship may be terminated, if I break any of the above Terms of Apprenticeship. \_\_\_\_\_

Personal Wellness and Health: I understand that CBS 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. \_\_\_\_\_



Photo Release: I understand that CBS staff members 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 participating in the Apprenticeship program 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 CBS staff members 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 program. In addition, I agree to assume all risks and responsibility for my own conduct, health, safety, and property while participating in the Apprenticeship program. Finally, I hereby release and hold harmless CBS, members of its Board of Directors, its officers, its employees, and its agents from any and all claims and causes of action resulting from my participation in the Apprenticeship program. I will also be fully responsible for the security and care of my personal property. \_\_\_\_\_

\_\_\_\_\_  
Signature of Apprentice

\_\_\_\_\_  
Date

Print Name: \_\_\_\_\_