LSI Global Greens Position Description

Lutheran Services in Iowa / 3200 University Ave. Des Moines, IA 50311

This site is hiring to fill the following positions:
Position #1 Community Food and Garden Steward

Terms:

Position Type	Service Length	Hour Commitment	Living Allowance	Segal Education Award
Three-quarter Time (TQT)	11-mo	**1200 hours** (28-30 hours/week)	**$18,000**/term ($1,636.36/mo)	**$5,176.50/term**

The anticipated service schedule for this host site is: Tuesday-Friday 9am-4:30pm, *with Saturdays as needed and scheduled in advance*. Evenings will also be occasional.

Host Site Overview: Lutheran Services in Iowa (LSI) is one of Iowa's largest nonprofit human services agencies. LSI's Immigrant and Refugee Community Services (IRCS) welcome Iowa's newest neighbors by providing education, family services, and economic development programs to help them get started on their path to citizenship and building a new life in Iowa. Global Greens is part of LSI's Economic Development Department and developed out of a grassroots desire of community members to reconnect with the land to grow food as they build their new life in the U.S. Through Global Greens, gardeners and farmers access space to grow food, learn more about U.S. agriculture, and start their own business by selling produce at our Global Greens International Market and in our CSA.

Rooted in community and providing access to green space to some of the most vulnerable members of our community, Global Greens has been committed to serving refugees and immigrants by engaging with them for the purpose of connecting them to land and food resources for the past 15 years. By nature of this work, we are expanding access to green spaces for more people in our urban environment, which includes working closely with the city of Des Moines and Polk County to make urban growing more possible. Currently, Global Greens supports or manages 23 community gardens across the Des Moines metro area, over 300 garden plots, and 280 gardeners. Our farm program supports over 35 farmers. In 2025, our program supported or managed over 70 acres of green space and two greenhouses used for growing food and beneficial pollinator plants. We strive to use natural and organic practices and teach these to all participants in our program.

GIA Performance Metrics *Members work in collaboration with the host agency and community partners to complete the following metrics based on grants that support the AmeriCorps program.*

- ***Educational Programming*** engaging participants in environmentally-focused lessons and activities
- ***Community Outreach*** engaging outside volunteers in service activities
- **Additional Direct Service Activities**
    - **Energy efficiency services (examples: residential home energy audits and weatherizations, residential and/or public retrofits, distribution of energy savers kits)**
    - **Climate Action Planning and Greenhouse Gas Inventory Activities**
    - **Water quality related projects**
    - **Tree planting**
    - **Waste reduction activities (examples: recycling and/or composting education, waste audits)**
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Site Supervisor(s): Zachary Couture, *Land and Production Supervisor* and Amy Joens, *Community Garden Specialist*

Minimum Member Qualifications:

- At minimum members must be high school graduates, GED recipients, or working on attaining a high school diploma or GED during their term of service
- Be 17 years or older (*17-year-old applicants require parental consent*)
- Pass a national service criminal history check
- Hold one of the following citizenship statuses: US citizen, US National, Lawful Permanent Resident
- Have a valid driver's license

Position: [Community Food and Garden Steward]

Position Outline: Member will streamline sustainability-focused management and maintenance of existing community garden sites to ensure continued strength of the program and positive wellness and food security benefits to gardeners and the community. Building on the great foundation of existing growing locations across the metro, members will continue to scale and grow Global Greens into new spaces to increase food and garden access to new groups and to create more opportunities for urban gardeners to expand in ways they choose. Member will improve partnerships and community visibility to grow the network of support around this program, including building a stronger volunteer base and sustainable agriculture education offerings and outreach. Member will also lead efforts to support a new food pantry donation garden at the Global Greenhouse and will assist in developing pollinator plantings at urban growing sites.

Member Duties:

- Ensure safe access and visual appeal of community gardens and farm sites through regular maintenance of spaces around the gardens and farm (with the exception of the food plots tended exclusively by gardeners and farmers)

- Work alongside community partners at site locations to enhance the community spaces and beautification opportunities at each site (for example, planning and installing pollinator gardens, shade or fruit trees, community donation tables, pantries or fridges, and community gathering spaces in or around gardens)
- Help install or reclaim new or abandoned gardens
- Research and feasibility planning, and possible implementation of a new program to install gardens and provide education for would-be gardeners in yards of Polk County residents
- Plan and deliver educational activities, community events and regular communication to existing program participants and enhance partnership with other community gardening support organizations across the metro area to build on collective garden and farm-based programming
- Expand access to community gardens for individuals on Lutheran Services in Iowa's current garden and farm enrollment waitlist
- Expand volunteer recruitment and support systems for engaging volunteers in Global Greens programs and activities
- Support development of educational and informational resources for farm and garden programs
- Complete Green Iowa AmeriCorps performance metrics in collaboration with host site
- Maintain records of service projects in Green Iowa AmeriCorps Reporting Logs
- Submit Quarterly Reports of activities
- Maintain a detailed timekeeping record of service hours and activities
- Complete a Professional Development Project
- Participate in mandatory AmeriCorps Trainings (Orientation and Life After AmeriCorps Training) and National Days of Service (MLK Day and September 11)

The ideal candidate will possess the following skills:

- Ability to work as a part of a team and also independently
- Experience gardening or farming, or a desire to learn
- Ability to lift up to 60 pounds
- Tolerance of outdoor working conditions which will vary: heat, cold, rain, wind, and long periods standing/walking
- Experience working with refugee or immigrant community, or a commitment to learning and operating with cultural responsiveness
- Ability to speak a language apart from English
- Knowledge of basic computer systems or a willingness to learn: Microsoft Teams, Microsoft Office Suite, Outlook, Sharepoint, Google Suite
- Ability to communicate clearly, effectively and respectfully

Members can expect to gain the following skills/experiences in this position:

- Garden and Farm Experience
- Training on small machines
- Experience working with very diverse, multilingual population
- Partnership work with the City of Des Moines, churches, parks, schools, non-profit organizations and businesses
- Networking opportunities with urban growers all over Des Moines metro area

- Access to local and statewide food systems, agriculture and immigrant/refugee support networks
- Opportunity to work with an organization that operates in all 99 Iowa counties and has been providing social services to Iowans for the past 160 years
- Communication with diverse language groups
- Sustainable agriculture education

Green Iowa AmeriCorps is managed by the University of Northern Iowa's Center for Energy and Environmental Education