

DETAILS ABOUT THE APPRENTICESHIP PROGRAM AT THE CSG AT GENESIS FARM

Objective

The Objective of the Apprenticeship Program is for apprentices to challenge themselves in the following areas:

- Physical and mental capacities
- Knowledge of principles and techniques in sustainable agriculture
- Relationship with plants and animals
- Ability to function as a team player
- Ability to problem-solve
- Ability to live, work and communicate with others
- Ability to develop good habits

Work Requirements

1. Work Season

The season begins the week of April 1 and ends the week of Thanksgiving.

2. Hours

The work hours change somewhat with the available daylight. The work can be very weather dependent and task dependent. For example, if rains are coming and we're harvesting onions we may need to work past 6 o'clock in order to get the onions in. But overall, a daily work schedule will be:

8-6 Monday, Wednesday, Thursday

6-6 Tuesday and Friday (pick-up days)

About Weekends: Throughout the season, apprentices will be on a weekend work rotation. On Saturday and Sunday, generally the apprentices will be feeding and watering the chickens, greenhouse watering, cleaning the Distribution Center, and doing field work for part of Saturday.

Breakfast break - Tuesday and Friday beginning mid-May (we try to eat by 9 A.M. and the break is for 15 minutes. The farm supplies muesli for breakfast). On other days, have breakfast before coming to work.

Lunch with everyone - Tuesday, Wednesday and Thursday

Lunch on your own - Monday and Friday

Spring into early summer is a very busy time - plants need to get in the ground and field work is a priority. During this time, we all work on Saturdays until 1 pm. When we feel 'caught up', we return to the regular weekend rotation.

3. About Lunch

Everyone including apprentices, takes turns cooking lunch on a rotating basis. Our lunches are simple, vegetarian meals. The cook has approximately one hour to prepare lunch. We use veggies from the garden along with grains, pasta, condiments, etc. from the local health food store - Nature's Harvest.

On days when lunch is on your own, you may go home for lunch. These days are good for running day-time errands. We only ask that you be mindful of the 1-hour lunch break.

4. Work Log

We recommend that you keep a daily log of what you do each day and the hours you work. This log will benefit you greatly in the future. The records you keep are for you only - it is not something we will ask to review.

5. Order of the Day

Each day will begin with a check-in at 8 A.M. (earlier if starting time is moved up). It's very important to be prompt. This check-in will last 5-10 minutes. There will not be a check-in on pick-up days (Tuesdays and Fridays). We will discuss the order of the day on the day prior (Mondays and Thursdays), or check in with Mike or Judy after you are finished with harvest.

6. Monday Morning Meeting

We will begin Mondays with a field walk. This will be a time to determine where attention needs to be put. It will also be an opportunity for discussion regarding weeding, cultivation, planting, etc. After the field walk we will review and organize the week's tasks at the chalkboard in the Gardenhouse. A part of the Monday meeting is dedicated to Community Dynamics. Community Dynamics is a time to voice concerns or issues with the team in a supportive atmosphere. If someone has a larger issue or concern to bring to the group we will schedule another meeting where we can give it more time.

7. Gear, Clothing, and General

Rain gear

You will need to have a rain jacket with a hood, rain pants (bib or waist type are good), and rain boots (we recommend rubber over vinyl for longevity). We have catalogs you can order from with rain jackets and pants ranging from \$40 to \$160. The internet could also be a resource.

Hats

You will need a comfortable sun hat. We have a collection of hats at the farm that you can use during your time with us. We suggest a wide brimmed hat. Baseball caps are fine but they do not give you as much coverage.

Boots

Since our work involves sharp and often heavy tools, we ask that you wear sturdy, comfortable boots.

General Policies

No I-Pods or personal listening devices can be used during your workday at the farm. And cigarette smoking is prohibited during work time.

8. Time Off

Need for time off should be discussed with as much notice as possible. We realize circumstances may arise (e.g. weddings, funerals) that require your presence elsewhere and each circumstance will be addressed on an individual basis. For all gardeners, time missed is usually made up. Holidays (i.e. Memorial Day, 4th of July, Labor Day) come at a busy time in the season, yet we all need some "off" time. On these days everyone puts in 3 hours (flexible) from a list that will be provided.

9. Visitors

Visitors are welcome to the Farm. They are encouraged to join in our regular weekly work schedule. Weekends are your own, but please inform your fellow apprentices of weekend visitors.

10. Evaluation

For the first month, one of the staff members will 'check in' with the apprentice once each week. Thereafter, a 'check in' will take place once each month. We see this as an opportunity for feedback for the apprentice and the staff. We all can be challenged in constructive ways.

11. Compensation, etc.

The apprentice will receive a stipend of \$200 each week; paychecks are issued every two weeks. Because the stipend will be more than \$600 by the end of the season, state and federal taxes, worker's compensation, and social security will be taken out.

12. Nature of the Work

You can expect to be exposed to and given responsibility in the following areas:

- Seeding into flats in the greenhouse and seeding with walk behind seeders in the field
- Become familiar with different cultivation implements and their uses
- Use of different hoes and when to use them
- Basic understanding of our various irrigation methods
- Planting and transplanting by hand and on the tractor pulled transplanter
- Basics of crop rotation
- Basics of cover-cropping
- Basic understanding of field maps
- Familiarity with record keeping
- Develop some skill with the basic operation of the tractor
- Learn to use the skid loader
- Seed saving - collecting, cleaning, and storing
- Take ownership of harvesting a certain crop and learn how to harvest from it over a period of time
- An understanding of the concept of CSA
- How to create a well-rounded share for the members
- Opportunities with outreach, if interested
- Cooking with seasonal vegetables, preservation and root cellaring
- Become familiar with the bio-dynamic preparations
- Basic pruning skills
- Insect control
- General maintenance involving tools, fences, greenhouses, etc.

13. Book Study

By October, the work begins to shift. The days get shorter and cooler. At this time we begin a 6 week book study. The apprentices choose a book related to agriculture. We gather together for an hour each week to discuss the readings. This hour is always filled with good conversation and reflection. It's a great wrap-up to the season.

14. Farm Visits

We arrange farm visits during the months of October and November. By this time the apprentices have gained enough experience and perspective to appreciate other farms. The farm visit is usually for half of the day. We go to a farm, work on a task with the farmers, have time for conversation

over the tasks, and we end the time with a pot-luck lunch. The farm visits are a great time to network, to discuss different ways of farming, and to form new relationships. It truly benefits all of us.

Apprenticeship Housing - Living at Chan's

The apprentices live in a big farmhouse willed to the CSG by one of our founding members, Chan Moore. Chan's is a pleasant 10-minute walk to the farm. The house is equipped with a full kitchen, cookware, dishes, etc. There is a washer in the basement and a clothesline in the back yard. The bedrooms have mattresses and some furniture but you must bring your own bedding and towels.

The house has a local telephone line. We ask apprentices to use a calling card when making calls outside the local area. Please note that some 908 area codes are long distance. Check with the staff for more information on this subject.

Chan's house is a community space. There are common spaces that have the potential to be used in a variety of ways by various interest groups and committees of the CSG. These include the front hallway and living room primarily, and at times the kitchen, dining room and bathroom. The outside spaces around the house are also considered to be community space. The bedrooms will always be respected as 'personal space'. We ask that the apprentices maintain a consciousness of neatness and cleanliness in common and community spaces.

If an apprentice has ideas and wishes to take initiative and make changes about the house and/or the grounds then he/she must bring their ideas to the staff.

Responsibilities while living at Chan's

- a. Weekly house meetings are recommended to maintain harmony with household chores, visitors and interpersonal relationships
- b. Parking for household members is in the yard by the apple tree. The front parking spaces are for temporary use by non-household members and for household members when bringing in groceries, etc.
- c. The front of the house and the front yard should be clear of personal belongings
- d. Mowing of the lawn and weed-whacking is the responsibility of the apprentices. The front yard, backyard and along the fence should be mowed and weed-whacked as needed .
- e. The purchase of household items such as light bulbs, cleaning supplies, etc. is the responsibility of the apprentices. If there are any questions about these responsibilities, please ask the staff.

A final note about living at Chan's: We all loved Chan. It's important to us that her 'gift' is maintained in a respectful way. How it is kept is a reflection on all of us.