

## **DETAILS ABOUT THE SUMMER INTERN PROGRAM AT THE CSG AT GENESIS FARM**

### **Objective**

The Objective of the Summer Internship Program is for interns 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**

We ask for a 10-week commitment in the summer season.

#### **2. Hours**

The work hours change somewhat. 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)

9-1 Saturday (May thru July)\*

\*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.

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.

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

The CSG hosts several weekend events (Open House, Harvest Fest etc.) throughout the season, these events usually require all hands-on deck for all or part of a Saturday or Sunday.

#### **3. About Lunch**

Lunch with everyone- Monday, Wednesday and Thursday

Lunch on your own – Tuesday and Friday

Everyone, including interns, takes turns cooking lunch on a rotating basis. Our lunches are simple, vegetarian meals. The cook has approximately one and a half hours 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 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 Garden house. 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. Appropriate Apparel**

##### **Rain gear**

You will need to have a rain jacket with a hood, rain pants, and rain boots. The Farm has some donated raingear which would be available, but bring your own if you have.

##### **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.

##### **Water Bottle**

It is important to have a large water bottle, so you can bring water out to the fields with you. An insulated one is best so your water stays cool on hot days.

## **8. General Policies**

During work time cell phone use is restricted to work related phone calls/texts. We ask that you do carry your cell phone with you so we can communicate amongst each other.

Cigarette smoking is prohibited during work time.

## **9. 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 the farmers, time missed is usually made up. Holidays (i.e. Memorial Day, 4th of July, Labor Day) come at a busy time in the season, we will assess the work load as the given holiday comes up and attempt to take a half day if possible.

## **10. Visitors**

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

## **11. Evaluation**

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

## **12. Compensation, etc.**

The intern 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.

## **13. 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
- Seed saving - collecting, cleaning, and storing
- An understanding of the concept of CSA
- How to create a well-rounded share for the members
- Cooking with seasonal vegetables
- Basic pruning skills
- Insect control
- General maintenance involving tools, fences, greenhouses, etc.

### **Housing - Living at Chan's**

The apprentices and interns 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 and dryer in the basement, and racks for hanging laundry. The bedrooms have beds and furniture but you must bring your own bedding and towels.

Chan's house is also a community space. There are common spaces that are used in a variety of ways by various interest groups and committees of the CSG. These include the back room, downstairs bathroom, kitchen, dining room and living room. 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 and interns maintain a consciousness of neatness and cleanliness in common and community spaces.

### **Responsibilities while living at Chan's**

- a. Regular house meetings are recommended to maintain harmony with household chores, visitors and interpersonal relationships.
- b. Parking for household members is in the barn yard. 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 the lawn and weed-whacking are the responsibility of the apprentices and interns. 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 and interns. 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.