

Sweet Earth Farm

Farm Policy

Weekly Schedule:

A typical weekly schedule consists of 4, 7 hour work days. The work day typically begin between 8-8:30 and ends between 4-4:30. There is a one hour lunch break and two, twenty minute breaks incorporated into each full work day.

Meals & Food:

We have at least one farm lunch/week. Farm produce is available for interns, seconds should always be consumed first. Produce that is in shortage and unavailable for the week will be identified during the weekly farm meeting, as well as any items in surplus that interns are welcome to share with friends or preserve.

Time Off:

We allow interns to take one, week long vacation during the summer. We require advanced notice of two weeks before the time off. We can usually accommodate this during any time in the season with advance notice. If interning for a longer period of time, arrangements can be made with the farm manager on an individual basis.

Trial Period:

We have a two week trial period, at the end of which the internship is formalized. Throughout the remainder of the internship, any issues between farm or intern will be discussed during the weekly farm meeting. After a two week time period, if there is an issue that remains unresolved the intern will be given two weeks notice to leave the farm.

Meetings:

We have weekly farm meetings where we discuss the plan for the week, interpersonal issues, and feedback is shared.

Questions and Feedback:

We are passionate about farming and want all of our interns to have a positive experience. We love to get feedback about how to improve farm operations and internship. This feedback can be discussed during weekly meetings, but can also be brought up during the week on shared work days. We ask all interns to complete an evaluation form at the end of their internship.

Visitors:

Friends and family are welcome to visit the farm. We need advanced notice of one week prior and information on who is visiting and length of time. Any stays longer than a couple of days, will need to be discussed with the farm manager.

Education:

As participants in Washington State Small Farm Internship Program, we will be following the Western Sustainable Agriculture Research and Education Farm Internship Curriculum with emphasis on soil science, crop rotations, cover crops and green manures,

composting, irrigation and green house basics. Filed study module notes provided include: starting plants in a greenhouse, direct seeding, transplanting, harvesting, post-harvest handling and weed management. Along with the SARE curriculum, will we also incorporate lessons on permaculture, regenerative agriculture and climate change resiliency.

Other educational opportunities include an on farm library with a variety of resources available for interns, tours of other island farms, and there are generally local and sometimes regional workshops and trainings we pay to have our interns attend.

Alcohol and Drug Policy:

We have a zero tolerance drug policy. We don't allow cigarettes to be smoked on the property. Responsible alcohol consumption is permitted.

Privacy:

We can be reached at any time for emergencies or if there are any problems with intern housing. On days off we prefer to have privacy and will respect your as well.

Financial Arrangement:

We will provide a \$50/week stipend to cover other food and miscellaneous expenses. We may also have other paid work tasks available each week.

Working with Interns:

We try to work alongside interns as much as possible, especially at the beginning of the internship. As we become confident in the interns abilities at certain tasks they may be sent on their own or with another intern to complete particular tasks. There will always be at least one day/week where we work alongside our interns.