BROOKFIELD FARM

Pick your own: TOMATOES (slicing and canning)
MORE BAGS
GREEN BEANS
PEPPERS (for freezing)
ask for directions.

* Coming next week: SPINACH, BROCCOLI,
  WINTER SQUASH.

The winter squash yield looks abundant.
Can anyone help us this week to harvest it? Call Nikki if so.

HONEY

Community members help this week, was extracted from every means that every means that everything hurt.
Biodynamic Farmland Conservation Trust, Inc
Mission Statement

Create and support responsible agriculture by furthering all aspects of sustainable, biodynamic, organic or other environmentally, economically, and spiritually healthy agricultural techniques.

The Trust will support the practice and promotion of techniques that protect, heal and transform the land and the environment and produce healthy, nutritious food for human beings and animals for generations to come.

The objectives of the mission will be accomplished:

1) Through the creation and/or management of working farms.
2) By developing and supporting community supported agriculture models.
3) By establishing associative marketing strategies with existing local farms.
4) By the training of future and present farmers.
5) By educating, consulting and conducting research in these farming methods.
Systems for Success
clarification of goals for farmer
   labor
   education of future farmers
   companionship
   cost

Clarification of the “deal”
   weeder crew, mechanic, administrator, cook: labor for money
   assistant manager: labor for money & experience
   apprentices: labor for information
systems for success

compensation
  wages
  room & board -
  benefits/insurance
  lunches

farmer skills
  communication
  interpersonal
  education
  farming
  anxiety level of farmer

limits
  anxiety level of farmer
  time for learning
  work schedule

personal needs
  personal space
  family space

boundaries
  work schedule
  space
  clarity of relationship workers/interns vs. friends

apprentice house
  resource to be managed
  space separator

success is contagious
  wall of shame
hiring
letters/resumes
working visits
interviews
  telephone / personal interviews - working vs. talking
  expectations
time to think
hiring the right crew - thinking of the bigger picture
contract
Who’s who and what’s what:

**Biodynamic Farmland Conservation Trust, Inc. (BFCT):** This is the organization that owns the farm property and equipment, manages the apprentice program, and is your employer. The BFCT is a non-profit, 501(c)3 corporation, and it managed by a Board of Directors (BOD). Peter Littell is the President of the Board of the BFCT. Board meetings occur roughly 5 times per year and are open to the public.

**Brookfield Farm:** Brookfield Farm is a project of the BFCT. It is not a “legal entity” but rather a DBA (“doing business as”) for the BFCT (legally Brookfield Farm owns nothing, hires no one, and is fully managed by the BFCT).

**General Manager(s):** Dan Kaplan and Karen Romanowski are the general managers (GM) of the BFCT. They are responsible for overseeing all aspects of the programs of the BFCT including Brookfield Farm and the apprenticeship program. The GM(s) are responsible for program development, administration, hiring, performance reviews, as well as apprentice career development. The GM(s) are accountable to the BOD of the BFCT.

**Assistant Manager:** Ellen Drew is the assistant manager (AM) of Brookfield Farm. She is responsible for various areas of management and runs the crew when Dan and Karen need to be away. The AM is accountable to the GM(s).

**Apprenticeship Program:** Our program is a hands-on working/learning experience designed to move dedicated candidates towards farm management. We accept people from all backgrounds; from inexperienced city folks looking to explore agriculture as a career option to experienced farmers looking for a new approach to agriculture. As such, each apprenticeship will have different challenges and take on a different character.

**Apprenticeship Contract:** We will tailor each program to the expressed needs of each participant. It is essential that participants make their needs clear and well known before we write an apprenticeship contract during the hiring process. The contract will contain our (manager and apprentice) expectations for learning as well as benefits and expectations for labor. This contract will be updated during the program orientation and periodic evaluations.

**Program Orientation:** During the first two weeks of the apprenticeship we will conduct an orientation for all of the apprentices. At this orientation we will go over farm policies (including safety, sexual harassment, use of technology, etc.). We will individually review each apprenticeship contract and update them as necessary. We will also begin to set vacation times, assign tractor responsibilities, shopkeeper responsibilities, the Boston driving schedule, and start figuring out how to have a good time together.

**Written Materials:** Apprentices are provided with written learning materials throughout their apprenticeship. These materials include crop plans, seed orders, planting schedules, maps, budgets, overall farm plans, and various other supporting materials. In addition, there is a farm library from which apprentices are welcome to borrow books.
Apprentice Interview

Name:
Date:

1. Do you have a valid driver’s license?

2. Describe your experience with mechanics tools, carpentry tools, and farm machinery or equipment?

3. Define your crop growing experience – beginner, intermediate, expert

4. Define your animal husbandry experience – beginner, intermediate, expert

5. Some people are planners? Are you? And if so, would you be willing to share were you see yourself in in 1 year? Five years? 10 years?

6. What would you say are your top three goals and objectives for this apprenticeship?

7. In what areas do you think you need the most training?

8. Do you know that we are a biodynamic farm and is that important to you and why?

9. Have you had any previous experience of physical work

10. People have many motivations for interest in this work. For some people they enjoy working outdoors. Some people like the physical aspects of the job. Some people are moved by the political action of this work? For others they enjoy eating great food. What are your primary movers for doing this work?

11. Our farm is very social. Describe the progression from the apprentice crew, to the weeder crew, the harvest crew, the 1000 shareholders each week on the farm, the school groups, volunteers, etc etc. Do you feel that being in this type of social environment will be a challenge for you. Do you enjoy interactions with people ALL THE TIME!?

12. How do you like to learn? Books, experience, talking, etc?

13. Have you had any previous experience with group living and how do you view the need to live in the apprentice house?
working/learning

communication
clarification of goals
information: written and verbal
crop planning spreadsheets, budgets, annual plan, financial statements
transparency - what you see is what you get
setting appropriate expectations - quality work skills
working with your crew (or do you like the office too much - personal space)
clarity/oversight
patience/time
expectations in line with reality
anxiety level of farmer

sharing responsibility
harvest management - work flow
inventory - ordering supplies & items for sale
administration - data entry, accounts receivable
marketing - phone calls, renewals

arc of the year - patience
spring - skill building
summer - skill practicing
fall - business management

evaluations - 3 times
accidents
understanding
calm
can you afford this? - refer to part 2

machines
safety and risk
working with the crew
what everyone wants to know
excuses for wanting space, etc

quality of work life
humor
anxiety level of farmer
farmer satisfaction with life
farm systems in place - if not, communicate why not

limits
breaks / special days
2018 was a challenging year on many levels: excessive rain from August – November, coupled with an unexpected management shift mid-season, necessitated flexibility, creativity, and lots of extra efforts to keep the farm in a positive direction. We are generally looking forward to a year of repairing weather-driven infrastructure degradations and returning to our previous management schemes to hopefully steer this ship towards calmer waters. In addition, we will continue the work we have focused on for the past decade: updating our CSA as a core activity in a changing marketplace, training the next generation of farmers, and continuing to deepen our involvement in using our farm for outreach of all types. Here's the main area of focus for the season:

Repair roads, culverts, perennial crops, and fields that have been damaged by the excess rain of 2018.

Return to the previous general manager / assistant manager scheme of farm management while continuing to develop systems to broaden the possibility of sharing the day-to-day management of Brookfield Farm beyond Dan and Karen into the future if desired.

Pursue opportunities brought about by the changing demographic of land-ownership in our little corner of South Amherst (Warren Wright Road parcel, Snyder Farm, Gray Farm, Tate Farm, Small One’s Farm).

Broaden & update the marketing of our CSA shares; improving our website and social media presence. Continue to hone our message to focus on our core values of a transparent, multi-generational partnership between producers and consumers.

Build on our continued strong outreach efforts. Promote increased access to our CSA shares (through our donor supported shares and the HIP program), develop farm-based education with Leila Tunnell as our farm educator, and continue to pursue activities which share our efforts with the wider community that surrounds the farm.
<table>
<thead>
<tr>
<th>Income</th>
<th>fy2018 actual</th>
<th>fy2018 budget</th>
<th>notes</th>
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<tbody>
<tr>
<td>Membership Dues</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Regular Season Shares On Farm</td>
<td>219,711.63</td>
<td>240,000.00</td>
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<tr>
<td>Split Share Fees 2018</td>
<td>4,980.00</td>
<td>5,400.00</td>
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<tr>
<td>Senior Shares On Farm</td>
<td>20,525.00</td>
<td>8,250.00</td>
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<tr>
<td>Regular Season Shares Boston</td>
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<td>69,000.00</td>
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<td>Senior Shares Boston</td>
<td>4,861.65</td>
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<tr>
<td>Donor Supported Shares</td>
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<tr>
<td>Winter Share</td>
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<tr>
<td>Senior Winter Share</td>
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<tr>
<td>Fall Shares On Farm</td>
<td>4,020.00</td>
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<tr>
<td>Fall Shares Boston</td>
<td>1,925.00</td>
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<tr>
<td>Holiday Shares</td>
<td>-</td>
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<tr>
<td>Wheelhouse Farm</td>
<td>2,080.50</td>
<td>1,200.00</td>
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<tr>
<td>Total Membership Dues</td>
<td>346,450.50</td>
<td>356,770.00</td>
<td>-2.98% change from regular to senior leads to less $</td>
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<td>BF Meat Sales</td>
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<td>BF Pork</td>
<td>3,715.95</td>
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<td>BF Beef</td>
<td>4,262.38</td>
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<td>Total BF Meat Sales</td>
<td>7,978.33</td>
<td>12,500.00</td>
<td>-56.67% $3000 inventory of beef/pork left to sell in '19</td>
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<tr>
<td>BF Produce Sales</td>
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<tr>
<td>BF Produce</td>
<td>4,166.04</td>
<td>4,500.00</td>
<td>purchased winter roots / 10k# sweets to sell in '19</td>
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<td>Storage Crops</td>
<td>(2,412.00)</td>
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<td>Total BF Produce Sales</td>
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<td>4,500.00</td>
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<tr>
<td>Total BFCT Promos Sales</td>
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<td>-98.15% swag saturation?</td>
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<td>Crop Planning</td>
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<td>Total Publications</td>
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<td>-33.33% is the run finally over?</td>
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<td>13,295.00</td>
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<tr>
<td>Date</td>
<td>Plant Type</td>
<td>Details</td>
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<tr>
<td>------------</td>
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<td>-------------------------------------------------------------------------</td>
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<tr>
<td>7/12/2019</td>
<td>GREENS</td>
<td>arugula(3) x 2, tatsoi(3), baby spinach(3), bok choy(3), row cover</td>
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<td>6/12/2019</td>
<td>BROCCOLI</td>
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<td>KALE</td>
<td>red kuri, row cover</td>
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<td>COLLARDS/KOMATSUNA</td>
<td>flash (700) / komatsuna (400) row cover</td>
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<td>4/20/2019</td>
<td>CABBAGE, CHINESE</td>
<td>娃娃菜, row cover</td>
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<td>4/20/2019</td>
<td>BROCCOLI</td>
<td>green magic, row cover</td>
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<tr>
<td>4/5/2019</td>
<td>OATS/PEAS</td>
<td>row cover</td>
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</table>

<table>
<thead>
<tr>
<th>Date</th>
<th>Plant Type</th>
<th>Details</th>
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<td>7/12/2019</td>
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<tr>
<td>6/12/2019</td>
<td>3300 kale</td>
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<tr>
<td>7/22/2019</td>
<td>700 collard</td>
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<td>4/20/2019</td>
<td>400 komatsuna</td>
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<tr>
<td>4/5/2019</td>
<td>4400 cab</td>
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<tr>
<td>4/5/2019</td>
<td>4400 broc</td>
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</table>
The next step
jobs on the farm
land for future farmers
competition
jobs at other farms
career changes
part of the family
Where are they now?
Farmers
We believe in agriculture as a way of life and that good farming is a fundamental tenant of any society. As farmers it is our job to feed our community. We strive to produce the best possible products and the only way that we can achieve this is through good, ecologically based agricultural practices.

Soil is our most precious resource and the foundation of our farm. Healthy soil makes a healthy farm. Soil is a complex living organism that needs to be fed and cared for like any other living thing. That is why at Provider Farm we don't use any chemical fertilizers or pesticides. We have a compost based fertility system and practice crop rotations and cover cropping to ensure that our soil remains healthy and strong.

For the time being we have elected not to certify our farm as organic through the USDA. We feel that the USDA organic standards have their place somewhere in the agricultural world but on our farm we do not feel that the certification process is appropriate. The certification process is expensive and somewhat arbitrary. We have signed the CTNOFA Farmer's Pledge (pdf) and we strongly encourage our shareholders to visit our farm and see our fields. We raise happy cows and healthy vegetables and we are happy to show you around!
The fall harvest continues! Carrots, sweet potatoes and butternut squash!

PICADILLY
FARM
CERTIFIED ORGANIC PRODUCE

About / Our CSA / Events / News / Sign Me Up!

Picadilly Farm is nestled among the fields and hills of southwestern New Hampshire, right along the Vermont and Massachusetts borders. Owned and operated by Jenny and Bruce Wooster, Picadilly Farm provides certified organic Community Supported Agriculture shares to over 1000 households throughout our tri-state region. Enjoy our certified organic produce from June through December by signing up for a 2019 share! We offer a range of CSA options. We provide our local community with convenient pick-up or delivery options, and we deliver weekly to multiple Eastern Massachusetts pick up sites.

Check us out on Instagram! And connect with us Facebook.
Jenny honored as one of fifteen "Extraordinary Women" during Keene celebration
August 06, 2017

Fifteen "Extraordinary women" honored during Keene celebration

Steve Whitmore Sentinel Staff
Aug 25, 2017

Words like "extraordinary" are often overused, thrown about like so much empty filler lacking in meaning or substance, never capturing the actual depth of one’s character.

Not so with the 15 Monadnock Region women honored Thursday evening at The Sentinel’s fifth annual Extraordinary Women celebration.
Join the CSA!

Proudly Growing Fresh, Healthy, Chemical-Free Food

Vegetables - Berries - Flowers - Herbs - Meats

From Our Farm Direct To You And Your Family

GET CONNECTED WITH

Your Food
Queen's Greens

Certified organic greens, herbs and vegetables grown with care from seed to harvest in Amherst, MA

Follow us on Instagram! @queensgreensfarm
Community-supported-agriculture providing organically-grown produce for the Riverbend and St. Louis area since 2007
OLD FRIENDS FARM
Crafted in Amherst, MA

GINGER HONEY

NET WT. 17OZ | 482G
Welcome to Fort Hill Farm! We grow fresh, local and certified organic produce here in New Milford, Connecticut.

Find out where you can buy our seedlings and plants, our CSA, our farmers' markets, and learn about our partnerships with local retailers and restaurants!

Explore more about our growing practices, the place of the farm, and us, your farmers!

ANNOUNCEMENTS!

NOVEMBER HOURS for the CSA and Farm Stand:
TUESDAYS ONLY, 2PM to 6PM, through November 26

Check out our veggies at the following:
FARMERS MARKETS

Westport Winter (Saturdays 10AM to 2PM) has begun!

New Milford (Saturday 9AM to noon)–last market on the green 11/23, winter market at Meadowbrook Gardens starts December 7!

Chappaqua (8:30 AM to 1PM) last summer market 11/23

see our farmers market page for more information!
Educators
Erin Roche

Crop Insurance Education Program Manager
96 College Avenue, Orono, ME 04473-1295
Phone: 207.949.2490
Email: erin.roche@maine.edu

Erin Roche joined the Maine Risk Management and Crop Insurance Education Program as Program Manager in March 2015. This program exists in partnership with the USDA Risk Management Agency to provide crop insurance education and up-to-date risk management resources to Maine farmers. Erin conducts educational programs throughout the state at commodity group meetings, farmer conferences, and trainings.

Education:

- B.S. (2005) from the University of Vermont
- M.S. (2014) in Plant, Soil, and Environmental Sciences from the University of Maine. Her thesis focused on organic bread wheat production in New England through an evaluation of nitrogen regimes and cropping sequences.

Professional Organizations:

- Maine Association of Extension Agents — Vice President
Health Practitioners
Wildfire Herbs
and the Appalachian Ohio Herb Clinic

Caty Crabb
caty.crabb@gmail.com
740-274-9494

94 A Columbus Rd
Athens OH 45701

and at the Athens Farmers Market
Are you going through a major life transition and feeling overwhelmed? Feeling depressed? Wondering how to make your relationship work, or how to find a relationship that will be healthy for you? Experiencing anxiety that seems disproportionate to your life circumstances?

My main goal as a therapist is to establish a strong therapeutic connection and provide a compassionate, non-judgmental practice using a strengths based approach that assumes that wellness is within each of us and needs guidance to be fully realized, my style is collaborative and client centered.

In my practice, I begin with a humanist approach, combining a solution focus with narrative therapy, and cognitive behavioral strategies. Areas of specialty include, but are not limited to, anxiety, depression, life transitions, LGBTQIA+, and am Poly/Kink friendly. Diversity of Thoughts, Feelings, and Beliefs are welcomed.
Advocates
TEAM

Abby Youngblood, Executive Director
646-525-7165
Abby@NationalOrganicCoalition.org

Steve Etka, Policy Director
703-519-7772
Steveetka@gmail.com

Alice Runde, Coalition Manager
314-269-7162
Alice@NationalOrganicCoalition.org
I’m a reporter currently based in New York.

My stories have been featured in *The New York Times Magazine*, *Outside*, *Wired*, *Harper’s*, and *The Walrus*, online at *The New Yorker* and *Buzzfeed*, as well as on the radio at *Radiolab*, *Reply All*, and *Science Friday*. I’ve worked as a regular contributor for the *Times Magazine*, Smithsonian.com, GOOD, Maine magazine, and *The Christian Science Monitor*.

I grew up in New York’s Hudson Valley, where I studied the effects of *Ginkgo biloba* and jumped off cliffs into freshwater streams. Since then, I’ve done everything from working on dairy farms in New Zealand to foraging for ulmaria and konbu near Brookings, Oregon. I once traveled the Caribbean on the 150-foot oil refueling vessel between the port of San Juan and Gallow’s Bay, St. Croix. This is my first website.

I cover the unseen, underrepresented, or purposely obfuscated processes that transform our world. Available for assignments and adventure:
Prior to law school, Mr. Martínez began his career as a low wage, agricultural worker. His years of experience as a manual laborer provide valuable context to his representation of employees.

David Sanford called me on Super Bowl Sunday (imagine that!) to let me know that Sanford Heisler Sharp would represent me. From start to finish, my legal team, Russell Kornblith, Ed Chapin, Adán Martínez and Natalie Chew, demonstrated its intricate knowledge and interpretation of employment law, specifically the risks and psychology of my employer’s strategy. As the case progressed quickly and constructively, I felt understood and respected throughout each step of the journey. The outcome was beyond what I could have imagined! I thank Sanford Heisler Sharp in my heart every time I read about them in the press. Just be thankful that they are on YOUR side and not the opposing counsel!

Former Banking Executive

I contacted David Sanford based on a recommendation when I was wrongfully terminated from my executive-level role. The case was complex since it involved a well-known and high-powered attorney that was threatening to ruin me and my reputation if I proceeded with the case. David, Adán Martínez and Maniel Brunman were extremely classy, professional, and level-headed throughout the entire process and brought a tremendous amount of comfort and support to me. My opinions were valued, my doubts always heard, and I was always reassured with full transparency, integrity, and partnership. David and his team built a strong case and ultimately managed to reach a successful outcome through mediation that not only sent a strong message on wrongful termination but it gave me my credibility and confidence back. David and his team are competent, strategic, and a powerful force to be reckoned with.
Introducing WaterNinja, a reliable water resource tool.

WaterNinja.com is focused on national water resources. We've created a standard model to simplify water data throughout the United States, including transparent access to water data, water rights and water market activity.
HOME DELIVERY

SOUTHTOWN/EASTSIDE
MONTE VISTA/OLMOS PARK
ALAMO HEIGHTS/TERRELL HEIGHTS

SHOP
Kate Rossiter Pontius
Outreach and Education Manager, Farmland Information Center

krossiter@farmland.org
(413) 589-9330 x 24

Get in Touch

Get Fresh Updates
Food
Front Seat Coffee Coming to Hardwick

POSTED BY SALLY POLLAK ON THU, JUN 27, 2019 AT 9:30 AM

vermont jobs

Servers, Bartenders
(Full Time) - Winooski, Vermont, USA - The Mandarin

Customer Experience Manager
(Full Time) - Burlington, Vermont, USA - Pizza 44

4 Open Positions
(Full Time) - Essex, Vermont, USA - Sweet Clover Market

Register and Kitchen Staff
(Full Time) - South Burlington, Vermont, USA - Bliss Bee
Empowering Women
Home
For
Wanderers
Local Enrichment
Impact Regionally & Beyond:
New England
Missouri
New Mexico
Canadian Maritimes
Spain
Dreams & Looking Forward
BROOKFIELD FARM
ACCESSIBLE GARDEN PROJECT

$1,500
Help our
Garden
Every $50
funds
grows a
flower