



FARM APPRENTICE HANDBOOK
& APPLICATION 2016

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Hawthorne Valley Farm Apprentice Handbook

Welcome to Hawthorne Valley Farm!

This farm is a diverse enterprise embedded in a larger community. It has much to offer an apprentice as a result of its community setting, but its complex structure and size can often be a challenge to the newcomer. We hope this handbook will help answer some basic questions. It is meant as a written accompaniment to the initial orientation at the beginning of the season. Just remember, in order to ensure that you feel comfortable working here we encourage you to ask questions and express concerns. Thank you for joining us!

Overview

All Hawthorne Valley Farm apprentices experience farming through hands-on learning on our diversified Biodynamic farm. Usually, we offer nine apprenticeship positions. The Whole-Farm Apprentices rotate through all areas of the farm, spending one week with the field vegetables, a week in the Corner Garden, and a week with the milking herd and livestock operation. The two Field Vegetable Apprentices work primarily with the vegetable CSA, but over the course of the season may spend some time in the Corner Garden depending on labor needs. Finally, we have three specialized apprenticeships: the Corner Garden Vegetable Apprenticeship, the Advanced Dairy Herd Management Apprenticeship, and the Field Manager Assistant Apprenticeship. More complete descriptions of these apprenticeships may be found on our web page (www.HawthorneValleyFarm.org/apprenticeships).

Positions may vary due to staffing needs and interests of apprentices. From season to season we may have a varying balance between apprentices, interns and paid labor.

The Farm's focus is both production and education. All apprentices work closely with the farm team to learn the daily rhythms in the various parts of the farm and participate in discussions with the farmers. By nature of an apprenticeship the most important part of what apprentices learn during their time on the farm comes through the day to day demands of production -- from bunching beets, weeding, setting up fences, feeding the animals, etc. At Hawthorne Valley we do our best to wear both the hat of farmer and mentor/teacher. While we make every effort to offer additional learning experiences (CRAFT, Nature Institute, etc.) we believe it is important to emphasize how much of an apprentices "education" is learning by doing. Furthermore, it is expected that apprentices

take responsibility for a certain amount of their own learning. The most successful apprentices are those who take initiative, ask lots of questions and fully presence and invest themselves in the farm during the season.

Biodynamic agriculture, at the most fundamental level, is founded on sound agricultural practices. All of our apprentices are introduced to and work with the basic concepts of biodynamics. Coming to fully understand biodynamic agriculture requires both individual study and practice over the course of many years. We are committed to and excited about introducing people to this form of agriculture as both a practical and spiritualized way of working with the land. There is a strong biodynamic community in the area and for those who are especially drawn to it there are many resources outside of what is offered through the apprenticeship such as participating in study groups or attending meetings of the Hudson Valley Biodynamic Group. Hawthorne Valley also serves as a NABDAP mentor farm. (See page 9 for details)

Farm Staff

Steffen Schneider: Director of Farm Operations

Steffen finished his agricultural university studies in Giessen, Germany in 1982. He has been a Biodynamic practitioner since 1983, first in Wisconsin and, since 1989, at Hawthorne Valley Farm. He especially loves working with the livestock and the dairy cows and his passion for Biodynamics continues to grow. He has given workshops at numerous conferences and also teaches at the Biodynamic Course at the Pfeiffer Center in Spring Valley, New York. Presently, Steffen serves as treasurer of the Biodynamic Association of North America.

Lucy Marston: Field Vegetables Manager

Lucy began managing the CSA in 2013 after previously working at Hawthorne Valley as a Whole-Farm Apprentice in 2011 then the Advanced Vegetable Apprentice in 2012. Before coming to Hawthorne Valley, she worked in farm-based education in California and Connecticut.

Bob Bower: Corner Garden Manager

Prior to joining Hawthorne Valley Farm in late 2010, Bob worked for over 15 years at Angelic Organics, a northern Illinois, 1,500-member, Biodynamic CSA with 30 acres in vegetable production. At Angelic Organics, Bob was both the General Manager and the Growing Manager. Additionally, Bob managed efforts in Customer Service, Distribution, Finance, Marketing, and more. Bob enjoys studying Anthroposophy and Biodynamics.

Andrew Whitby: Herdsman

Andrew Whitby is the dairy herdsman at Hawthorne Valley Farm, where he enjoys life with his wife and three daughters. Prior to moving to Hawthorne Valley, he worked for several years at Seven Stars Farm in Kimberton, Pennsylvania as a general farm hand and milker. In 2008, he attended the part-time Biodynamics training at the Pfeiffer Center in Spring Valley, New York. His previous profession as a carpenter equipped him with a wide variety of skills that have proven useful as a farmer. During his childhood, Andrew spent a great deal of time on the Biodynamic farms of Sussex, England where he developed his original interest in and love of farm life.

Kelly O'Hearn: Livestock Manager

Kelly has worked with the livestock at Hawthorne Valley Farm since 2009. She assumed a full-time position as Livestock Manager in the fall of 2010. Prior, Kelly worked at several organic vegetable farms in Columbia County and participated in starting a CSA. She is interested in gardening and cooking, fiber arts, and herbalism. She lives at the farm with her partner of 20 years, Paul, and their 3 dogs.

Spencer Fenniman: Field Crop and Compost Manager

Spencer manages forage, compost, and grain production at Hawthorne Valley. He also ensures all of our equipment is up and running smoothly. Spencer has farmed in Montana, Maine, and Oregon. In 2012, he and his wife, Jill, relocated from Winter Green Farm in Noti, Oregon to Hawthorne Valley. At Winter Green, a 300-acre Biodynamic Farm, Spencer managed the grass-fed beef herd, the compost operation, and, with Jill, the vegetable CSA. Spencer enjoys skiing and fly-fishing.

The History of Hawthorne Valley

Hawthorne Valley began in the early 1970's, with the apprentice program starting in the mid 1970's. The community was started by a group of Waldorf schoolteachers from the Rudolf Steiner School in Manhattan and local Biodynamic farmers. The hope was to create a place where education, agriculture, and the arts could flow into one another to help nurture the human spirit. Children came regularly from the Rudolf Steiner School to have an on-farm experience. These visits grew into a Visiting Students/Camp Program serving over 500 children each year. A couple of years later, the co-worker families from our neighbors at Camphill Copake helped expand these educational efforts with the addition of the Hawthorne Valley Waldorf School. The small Biodynamic farm soon grew into a diverse, value added operation. Painters, sculptors, musicians, and craftsmen joined the community. What began almost forty years ago as a small, pioneering effort of six families has grown into a mature community based on the thoughts and life work of Rudolf Steiner.

The Hawthorne Valley Association

The Hawthorne Valley Association (HVA) is a not-for-profit, 501(c)3 organization. It owns all the assets of the corporation, including the land, buildings, equipment, and livestock. The 400 acres comprising Hawthorne Valley Farm are part of American Farmland Trust and held

by the Columbia Land Conservancy. All our land, except certain designated plots, are in a conservation easement given over to Biodynamic farming into perpetuity. Further, HVA leases approximately 300 additional acres to support our farming activities.

A Board of Directors governs the Hawthorne Valley Association. The Board has legal and financial responsibility for all of its branches and insures that the Association continues to fulfill its mission through its diverse programs. Martin Ping serves as the Executive Director of HVA and attends all Board meetings as a non-voting member. The HVA centralizes several administration activities for all of its branches including Finances, Human Resources, Public Relations, Marketing, and Maintenance. Most of these departments are located in offices above the Learning Center. Each branch has its own separate budgets.

Governing an organization as complex as the Hawthorne Valley Association is a challenging task, especially for the all volunteer Board. The Inter-branch Management Group (IMG) serves as the interface between the non-employee Board of Directors and the management of the different branches. Martin Ping, as Executive Director, serves as chair of the IMG.

Organization of Hawthorne Valley Farm

Hawthorne Valley Farm (HVF) is a branch of the Hawthorne Valley Association (HVA). In itself, the Farm has no legal standing. Hawthorne Valley Farm is organized into several departments and is managed through weekly meetings of the Farm Management Group (FMG), led by Steffen Schneider. Henceforth, in this document, we will distinguish between the “core farm” itself (with the lower case “f”), which includes all of the farming activities identified below, and the “Farm” branch (with the upper case “F”), which includes several value-added departments, additional retailing channels, and on-farm educational activities.

The core farm is made up of the following:

- **The Field Vegetables operation** which manages 12-acres of vegetables and sells through a 300-member CSA and the NYC Greenmarkets
- **The Corner Garden (CG)**, a 2-acre, primarily hand-tool operated, vegetable, herb, and flower garden across from the Farm store. The CG primarily sells to the store, the Visiting Students’ Program, and through the NYC Greenmarkets. The Corner Garden also manages the winter growing in our greenhouses and other season extension structures.
- **The 55-cow dairy herd** which provides milk that is processed by our *Creamery*
- **A Livestock operation** that includes heifers, beef steers, and pigs
- And hundreds of acres of **Fields and Pastures** where animals graze, hay is baled, and grains are grown. Currently approximately 20-acres is planted to wheat and rye which is used in our bakery and as animal feed.

In addition to the “farm” as described above, the “Farm” branch is made up of the following:

- **The Creamery** which bottles raw milk and produces cheese and yogurt on the farm

(currently, right below the bunkhouse)

- **The Bakery**, located in the store, which makes bread and baked goods for sale primarily at the store and the greenmarkets
- **The Sauerkraut Cellar**, located in the basement of the Learning Center, which processes lacto-fermented vegetables
- **The Farm Store**, a full-line natural foods grocery store on the farm. It also houses the *Deli* where hot food is prepared for sale daily.
- **The Green Market** operation which delivers and sells HVF products to market sites in New York City (currently at Union Square, Columbia, Inwood), and Hudson, NY
- **The Place-Based Learning Center**, which offers skills workshops, programs for children and adults, and vocational training programs. The learning center is responsible for the chickens and sheep in the farm yard's "bubble". The Place-Based Learning Center also includes the **Visiting Students Program (VSP)** and **Overnight Farm Camp Program**, which are housed in the *Main House*. These programs work with grade-school students who come to stay and learn on the farm. Apprentices often work with students and summer campers in the barn and vegetable operations. The horses behind the bunkhouse belong to the VSP.

Besides the "Farm" Branch, HVA is made up of the following additional branches (see HawthorneValleyAssociation.org for more details):

- Hawthorne Valley Waldorf School, a pre-K through 12 school across the street from the farm. The Waldorf School also includes the Education and Renewal Through Hands (EARTH) program in collaboration with the Place-Based Learning Center.
- The Farmscape Ecology Program
- Hawthorne Valley Center for Social Research
- Free Columbia Arts
- The Alkion Center
- Adonis Press

The Mission of Hawthorne Valley Farm

Our vision statement reads, "nurturing the land that nurtures us", and we take this statement seriously. Our goals are to:

- Establish a true Biodynamic farm
- Connect children and adults with the land and the food that nourishes them
- Provide agricultural products of the highest quality.

Through the farm's products, we hope to open an educational dialogue about our environment, our economy, and ourselves.

Adding value to our farm products through our Dairy, Farm Store, Bakery, and Sauerkraut Cellar allows us to grow our farm in a balanced way with less stress on the land, plants and animals. The income from these value-added activities coupled with the greater profit margin from direct marketing (as described in the next paragraph) permits the farm to

maintain a reasonable and “human” scale of operation. Thus we are able to avoid the monoculturally based, industrial-scale, factory-farming methods which are prevalent in the country today.

Local, regional, direct marketing of our products through the Farm Store, the Green Market in NYC, and the CSA program promotes social interaction that brings people onto the farm and helps to develop long lasting connections. Further, providing our farm products to the other branches of HVA such as the Visiting Students Program and the Waldorf School allows us to develop deeper relationships with their participants as well.

Finally, our relationship with the Visiting Students Program and our own Apprenticeship Program bring many young people onto the farm. It is our hope that the ongoing dialogue amongst us all will contribute to an increased awareness of the importance of sustainable living and working practices.

The Work of Rudolf Steiner and Anthroposophy

Rudolf Steiner (1861-1925) was a philosopher, a natural scientist, and a researcher into the relationship between “spirit” and “matter”. In his lifetime he made lasting contributions to the fields of natural science, medicine, education, painting, sculpture, dance, politics, economics, and agriculture. Biodynamic farming and Waldorf education draw their inspiration from his work.

Steiner developed a science of spiritual investigation, which he called Anthroposophy – or the study of the wisdom of man. The results of these investigations form the basis of over 6,000 lectures and over 30 books. He hoped to help achieve the integration of science, art, religion, and morality within a greater cosmology and to further the understanding of the role of the human being within evolution.

It was through very special faculties and abilities that Steiner was able to bridge the gap between “spirit” and “matter.” In such books as *Theosophy*, *How to Know Higher Worlds*, and *An Outline of Esoteric Science*, Steiner sets forth paths of self-development that help the individual develop the capacity for direct personal knowledge and deeper understanding of the spiritual and physical worlds and the interplay between them.

At Hawthorne Valley, some people are members of the Anthroposophical Society, an association of individuals interested in Steiner’s work. Of these people, some choose to belong to the School for Spiritual Science. In order to join this School, one has to make a commitment to follow Steiner’s path of development. Meditation is one key to this path, and members of the School for Spiritual Science are given a series of meditations with which to work.

Hawthorne Valley is a thriving, multi-faceted community. Some parents who have never heard of Steiner’s work send their children to the Waldorf School simply because it offers an

excellent independent education. Others parents are committed students of anthroposophy, or “anthroposophists”. It was extremely important to Rudolf Steiner that people work with his ideas out of complete freedom, without any dogma attached to their efforts. This remains the ideal at Hawthorne Valley.

Biodynamics

Biodynamic (BD) farming is based on a series of lectures, called *The Agriculture Course*, given by Rudolf Steiner at the end of his life. These fascinating lectures often prove to be a difficult starting point for the study of Biodynamics as they pre-suppose a knowledge and view of the world based on Steiner’s previous work. Nevertheless, they are extremely important for anyone interested in Biodynamics to tackle. Other books summarizing Biodynamics have been written and are included in a general bibliography at the end of this Handbook.

Some basic tenets of Biodynamic farming include:

- The creation of a living “farm organism” which is in a stable ecological balance between land, plant life, number and kind of animal, and human work and consciousness
- The importance of creating a healthy soil life for the health of the whole farm
- Compost produced on the farm from livestock manure and plant material as the basis of fertility (thus minimizing the use of off-farm inputs)
- The use of special sprays & preparations to enliven and balance the farm organism

Biodynamics is not a recipe book. Perhaps its most basic tenet is the need for the farmer to become a sensitive, sensing being, in touch with all of the life active on the farm. Again, through the development of personal abilities, the farmer will be able to intuit solutions to challenges specific to his/her farm and the farm will further grow as an individuality.

Additional Learning Opportunities *within* the Apprenticeship Program

There will be weekly sessions/farm visits for all Whole Farm and Vegetable apprentices. For Advanced apprentices these sessions will be limited due to work flow and should be coordinated with their manager

Exposure to other Hawthorne Valley Farm and Association Branch activities

As you already know from above, there are many enterprises amongst the diverse community within the Hawthorne Valley Association. Closely related to the farm, are the Creamery (which makes yogurt and cheeses), the Sauerkraut Cellar, the Bakery, an On-Farm Natural Foods Store, the Green Market, the Place Based Learning Center, and the Farmscape Ecology Program. Additionally, there is a Waldorf School, the Visiting Students Program, a Publishing Entity, The Center for Social Research, and a Waldorf Teachers

Training Program. Before the vegetable season begins in earnest, it is anticipated that 1st-year (non-advanced) apprentices will be assigned various opportunities for brief experiences working in some of these other Hawthorne Valley branches.

The Nature Institute

We arrange with the Nature Institute for six workshop sessions for HVF apprentices during their work time. These include three workshops in the spring about plant observation and three in the fall about animal observation. Each session is about one and a half hours long.

The Collaborative Regional Alliance for Farmer Training (CRAFT) Program

HVF is one of the founding members of the original CRAFT program. We expect 1st-year apprentices (“*non-advanced*”) to attend each CRAFT farm visit and structure apprentices' work schedules around these events to allow this participation. Advanced apprentices may choose three CRAFT visits they would like to attend and coordinate the dates with their manager. CRAFT is an all-volunteer organization. We appreciate and respect the efforts that each farm extends toward educating the CRAFT group apprentices and hope that apprentices will make an effort to read about the CRAFT farms ahead of time and ask questions at the events. For more information on this program, please visit the CRAFT website.

Institute for Mindful Agriculture

The Institute for Mindful Agriculture (IMA) is a collaboration between the Hawthorne Valley Association, the Biodynamic Association of North America and the Presencing Institute at MIT started in 2014 by Steffen and Rachel Schneider and Dr. Ursula VerSteege. The goal of the IMA is to help re-shape agricultural theory and practice. Through writings, lectures, workshops, research and various community projects the IMA will help guide the emerging food culture and economy to help create a new regenerative agriculture on a local and global scale.

Additional Learning Opportunities *within* the larger community.

These activities are conveniently located and may be explored outside of work time.

Hawthorne Valley Farmscape Ecology Program

The Farmscape Ecology Program (FEP) has many walks, tours, and lectures open to the public. Amongst other programs, the FEP also coordinates a Farmers' Research Circle on Tuesday evenings in the winter. Please see the Farmscape Ecology Program website for more information on FEP activities or email Conrad Vispo at Conrad@HawthorneValleyFarm.org to be added to the event email list.

The North American Biodynamic Apprenticeship Program (NABDAP)

Apprentices interested in the ideas behind Biodynamic practices and techniques may sign up for NABDAP. This program offers a structured way to become increasingly proficient in Biodynamic agriculture through hands-on and classroom experiences. HVF apprentices already fulfill some of the requirements for this program. Further, the farm offers partial payment towards the classroom portion of the work. The HVF Learning Center has more information on this program.

Hudson Valley Farm Beginnings Program

The Hudson Valley Farm Beginnings Program, also run by the HVF Place Based Learning Center, helps aspiring and practicing farmers to create detailed goals, to strategically plan for the growth of their farming enterprises, to learn the basic skills around financial planning and marketing, and to look at various land tenure options. In addition to 7 class sessions, there are also private mentoring sessions with a farmer of one's choosing and 4 field days on local farms. The Farm Beginnings Program starts in late October and ends in late winter.

Events Around Town

The Farm Staff will make an effort to keep the apprentice team informed about general upcoming events. Apprentices are encouraged to keep their eyes and ears open to the many activities that spring up in our community. Bulletin boards, local papers, and community members are often good sources for finding out about these events.

Additional Information (subject to change and clarification)

Housing: Current housing is the farm bunkhouse located above the Creamery and the Red House on the south side of the farm buildings. Each apprentice has his/her own bedroom, and all apprentices share a communal kitchen, baths, and living space. Because of its location, the bunkhouse can be noisy and hot, but luckily there is ample beautiful, outdoor space for people to get some space to unwind. All utilities are paid by the farm. All apprentices are responsible for making their own food. Products made or grown on the farm (milk, cheese, bread, yogurt, quark, meat and seasonal vegetables) are shared when available. The Bunkhouse apprentices receive 2 CSA shares and the Red House apprentices receive one. Additional produce, within reason, is also available. The farm provides basic cleaning supplies (dish soap, bathroom cleaner, mop, broom/dustpan.) Basic kitchen supplies and basic bedroom furniture are also provided.

Pets: Pets are not allowed in the Bunkhouse.

Farm Gear: Please have a functioning watch, pocketknife, and clothing appropriate for all weather and work (including boots and rain-protection).

Music and Phones: Playing music and wearing earphones is discouraged during work.

There are times when this is allowed, but use must be OK'd with the manager for whom you are working. Use of cell phones for personal business during work time is discouraged and should be cleared with your manager.

Drugs/Alcohol: Possession and/or use of an illegal substance while on the property of Hawthorne Valley Association and Farm will result in immediate termination. Consumption of alcohol during work hours or attending work under the influence will result in immediate termination. Alcoholic beverages consumed in the off-work hours must be consumed responsibly.

Food Discounts and Pre-Orders: Apprentices (and all HVF employees) receive a 10% discount on all store products. There is also a bulk pre-order system in place at the store through United Natural Foods. Ask a store employee for more information for how this works.

Cleanliness: As farmers we have a very special relationship to dirt. We may carry soil, manure, straw, and dust with us wherever we go. This farm is embedded in a community with many other activities. When entering the Farm store, the offices above the store, the School, the Dining hall, the Learning Center, and the Finance Office, we ask that you be mindful of dusting yourself off, cleaning or removing your boots, etc. We also recognize that it is difficult to keep out this "farminess" from the Bunkhouse! Everyone is expected to participate in Bunkhouse cleaning chores.

Two areas in which cleanliness is especially critical are the Dairy Processing Plant and the Milk Tank Room. We need to always enter these areas through the Farm Milk House where we can hose off any contamination from our boots. Further, the CSA Room must also be kept very clean—we cannot bring any manure near where harvested vegetables may be. Your help in our cleanliness efforts will be greatly appreciated!

Schedules: The length of the farm day varies during the course of the year. Generally we organize the work in such a way that we work approx. 50-60 hours per week during the summer months, less in the winter. This includes a certain amount of weekend work: for instance, whole-farm apprentices will work Saturdays during their barn weeks and some Saturdays during their vegetable weeks. Depending upon when the workday starts, there may be two breaks during the course of the day: one for breakfast and one for lunch. The manager of each farm operation is free to determine the schedule that works best for their needs so specific schedules may change depending on area of the farm and time of year.

Further, once the season gets going, every Tuesday morning there is a brief whole farm meeting where the farmers and apprentices gather to share observations and ask questions.

More details about the daily and weekly schedule will be discussed during the orientation at the beginning of the season.

Monetary Compensation: Non-advanced (Whole-Farm, Field Vegetable and Corner Garden) apprentices receive a total monthly stipend of \$650.00 for the initial training period (approx. 3 months). After this period, they earn \$750 monthly for the rest of the season. This additional \$100 per month is kept in a fund, which the apprentice will receive upon successful completion of his/her time commitment. The Advanced-Livestock and Advanced-Vegetable apprentices (and 2nd-year apprentices) receive a monthly stipend of \$750.00 for the training period. After this period, they earn \$850 monthly for the rest of the season. This additional \$100 per month is kept in a fund, which the apprentice will receive upon successful completion of his/her time commitment. Advanced-Livestock and Advanced-Vegetable apprentices (and 3rd-year apprentices) that continue on for a second or third year will receive \$1000 per month (with no amounts withheld).

Time Off: All time off needs to be scheduled and approved in advance. A four-day weekend may be taken off any time after July 1st for all non-advanced apprentices. These dates will need to be planned and confirmed with the farm managers by May 1st in order to schedule appropriate coverage. Whole-farm and non-advanced apprentices that stay through January will be able to take an additional 3 days off at Thanksgiving or Christmas. The advanced-Livestock and advanced Vegetable apprentices (and 2nd-year apprentices) can take 5-7 days off to be arranged with your manager. We understand that things happen and apprentices may need additional time off. Any extra time off for special reasons need to be cleared with your manager and scheduled ahead of time.

Farm Journal: All Apprentices are *required* to keep a journal. We encourage observation of weather, activities, learning, use of equipment, questions and self-reflection. Journal and notes are an excellent way to keep track of external and internal changes as you go through the year as well as skills you have acquired. The farmer who serves as your mentor (one of the 6 farmers mentioned on page 3 of this document) may ask to review your journal during your monthly check-in meeting.

Resource List for Further Reading

About Food and Culture:

Culture and Horticulture, by Wolf D. Storl -a great intro and more about Biodynamics

Wild Fermentation, by Sandor Katz

Fast Food Nation by Eric Schlosser

The Omnivore's Dilemma, by Michael Pollan, or anything by Michael Pollan

Consumed: Why Americans Love, Hate and Fear Food by Michelle Stacey

Field Notes From a Catastrophe: Man, Nature and Climate Change, by Elizabeth Kolbert

Salt: A World History by Mark Kurlansky

Why Grassfed is Best by Jo Robinson

Cabbage: Cures to Cuisine by Judith Hiatt

Nutrition and Health, Two Lectures to Workmen by Rudolf Steiner

One United Harvest, Creative Recipes from America's Community Supported Farms, collected by Julie Sochaki

About Vegetable Growing:

Any of the books by Elliot Coleman

Anything written by Vernon Grubringer, University of Vermont vegetable extension agent

The Knotts vegetable book, a comprehensive survey of vegetables and growing them

The Northeast Cover Crop Handbook, by Marianne S something (this book is in the bunkhouse library)

Biodynamic Greenhouse Management by Heinz Grotzke

All About Weeds by Edwin Rollin Spencer

Seed to Seed by Suzanne Ashworth

Sharing the Harvest, A Guide to Community Supported Agriculture by Elizabeth Henderson

About Agriculture:

Anything by Temple Grandin, ie Animals Make Us Human

Secrets of the Soil by Peter Tompkins and Christopher Bird

The Unsettling of America, Culture and Agriculture by Wendell Berry

Biodynamic Agriculture, by Willy Schilthuis

Principles of Biodynamic Spray and Compost Preparations, by Manfred Klett

Soil Fertility, by E. Pfeiffer

Extraordinary Plant Qualities for Biodynamics, by Jochen Boehemuhl and Kari Jarvinen

Awakening to Landscape by Jochen Bockemuhl

Agriculture by Rudolf Steiner

The Fatal Harvest Reader, the Tragedy of Industrial Agriculture edited by Andrew Kimbrell

Biodynamic Agriculture: Practical Applications of the Biodynamic Method by Koepf,

Petterson, Schaumann

The Biodynamic Farm by Herbert H. Koepf

Weather and Cosmos, by Dennis Klocek

Miscellaneous:

The E-Myth by Michael Gerber

The Legal Guide For Direct Farm Marketing, by Neil D. Hamilton at the Drake University Agricultural Law Center, in Iowa

Sermons in Stone, the stone walls of New England, by Susan Allport

Written in Stone, A Geological History of the Northeastern United States by Chet Raymo

Other Resources:

The New England Small Farms Institute, MA

Regional Farm and Food Project, Albany NY

New England Vegetable and Berry Conference

State Extension offices, Cornell University Research and Umass websites

NOFA organizations, National or Regional Organic Farming Association

Biodynamic Association website

Biodynamics, quarterly publication

Just Foods, NYC

CRAFT notebooks and website

ATTRA website

The Rodale Institute

Growing for Market, publication



Application Form for 2016
Farm Apprenticeships

Name:

Email Address:

Current Residence:

Age:

Please check the Apprenticeship(s) for which you would like to be considered:

(for descriptions of these apprenticeship positions, visit <http://hawthornevalleyfarm.org/place-based-learning-center/vocational-programs/apprenticeships/>)

Whole-Farm Apprenticeships: we have 3 of these positions; all start on the 1st Monday of February and will end either at Thanksgiving or January 31st.
Please indicate your preferred end date: Thanksgiving week; January 31st; or, no preference.

Field Vegetable Apprenticeship: we have 2 of these positions and they both begin Mid March and the week of Thanksgiving.

Corner Garden Vegetable Apprenticeship: this position starts the 1st Monday in February and ends February 28th.

Corner Garden Vegetable Internship: this position starts in May or June and ends in August or September. For information on the internship contact Bob@hawthornevalleyfarm.org

Advanced Apprenticeship, Field Vegetable Crew Leader: this position starts Mid February and ends December 31st

Advanced Apprenticeship, Dairy Herd Management: this position starts the 1st Monday in December and ends January 31st; for this position, a 2-year commitment is preferred.

Field Manager Assistant Apprenticeship: this position starts the 1st Monday in February.

Please attach a resume of your previous work and farming experience.

Please write a short paragraph about what interests you at Hawthorne Valley Farm.

Please provide two work references, with email addresses and phone numbers, and tell us how these references know you.

Please send all of your information to: apprenticeships@hawthornevalleyfarm.org

Our Interview process requires a **FARM VISIT**. Make sure you are able to do this when applying.

Thank you for your interest!