

Wolf Pine Farm

Date: 3/1/2018

2018 Vegetable & Livestock Crew Positions

- Live On-Farm
- Late April/ Early May through Late October/Early November

Southern Maine. Wolf Pine Farm offers high-quality, nutritious, certified organic food through summer, winter & meat CSA shares. Approximately 5 acres of vegetable production, plus pastured pigs & chickens. Ideal entry-level position for someone considering starting their own vegetable & small-scale livestock operation. Housing provided in 2-person off-grid staff house. A short walk to great on-farm swimming. Competitive, hourly pay.

Our Farm and Our Community:

Our farm is located on 50 acres (half fields, half woods) just off a fairly quiet road about two miles from the town-center of Alfred. The Mousam River runs along the bottom of the property and is a great spot for swimming and canoeing. There are many opportunities for hiking in the Massabesic Forest, a protected National Forest across the street from the farm. Alfred neighbors Sanford and is just 15-20 minutes away from Interstate 95 and the coastal towns of Biddeford, Kennebunk, and Wells. We are within 40 minutes of both Portland, Maine and Portsmouth, New Hampshire and we are two hours from Boston. There is a farmhouse, garage, barn, lumber shed (recently turned maple sugar-shack), an old schoolhouse and a staff house on the property.

Farm Operation: Wolf Pine Farm offers 100+ weekly summer vegetable CSA shares and ~300+ twice or once-monthly winter vegetable CSA shares (which include items from other farms). We also offer meat shares. 2018 will be our 18th growing season at our farm. This year we plan to grow on about 5 acres focusing on mixed vegetables and herbs. We will raise pastured pigs and chickens.

We have a greenhouse where we grow seedlings for our own production. And a high tunnel was constructed in 2014 for growing heat-loving crops a bit sooner and winter-hardy greens into the winter. Wooded areas are tapped for maple syrup production and are sustainably harvested for firewood for our own use and for some timber for sale. We have a utility tractor that operates a spader for preparing beds, a disk harrow for secondary tillage, and a mower for cutting down cover crops and crops gone by. We also have a small converted-to-electric Allis Chalmers G for seeding & cultivating. All other farm work is done by hand or with the help of simple tools such as wheel hoes and small push seeders.

Organic Certification: All crops are certified organic by MOFGA. The livestock is raised organically and sometimes will be certified organic. Sometimes it is not

possible to certify due to the source of our piglets. Our chickens are raised using all organic methods, but our butcher does not certify his operation, so we cannot officially certify our meat birds.

About the Farmers: Tom and Amy are both full time farmers, but we also make time for family duties and other projects off the farm. Occasionally the farm schedule works around school schedules or other activities for our daughters. We have owned our farm for 18 years. Amy manages all aspects of summer vegetable growing. Tom is in charge of livestock, maple sugaring, winter share planning & coordination, and equipment maintenance. Staff will work with Tom for livestock chores and various other farm tasks. We have two daughters, Delia (14) and Maggie (12). They are occasionally part of our farm crew. We are focused on improving & amending our soils so that our plants can be as healthy and as nutritious as possible. We have been raising chickens & pigs for about seven years, and continue to improve our systems so that our animals have excellent conditions and remain healthy. We work hard, take occasional vacations, and try to prioritize our personal and family needs at least as often as we prioritize the farm. ;-)

Vegetable/Livestock Crew Duties:

Veggies: Crew members will assist with day to day operations of the farm. Work includes greenhouse seeding, watering, field transplanting, managing irrigation systems, applying foliar nutrients, direct seeding, cultivating with hand hoes, hand weeding, harvesting, washing & packing produce, helping with assorted CSA marketing and distribution tasks, occasionally interacting with customers, overseeing volunteers, making compost, doing small carpentry projects, and sometimes cutting and splitting firewood. Veg/Livestock Crew will be a part of almost all summer growing, some summer veggie distributions, and three winter veggie distributions. Wolf Pine Farm offers consistently high-quality produce directly to CSA members. Staff will be trained to harvest, wash, and pack produce so that it meets our farm standards.

Livestock: Crew will assist with livestock chores on a rotating basis and as needed for livestock projects. Livestock chores will consist of caring for baby chicks in our brooder, moving and providing food and water for pastured chickens on a daily basis, and tending to the pigs. On-site staff will participate in a weekly or bi-weekly animal chore rotation. A single crew member would be on chores about every other week. Veg/Livestock crew members will assist, as needed, in packing and distribution of two meat shares (Summer/Fall).

Tractors: Some light tractor work is required for veggie and livestock duties. Crew will be trained in basic tractor use. Some tractor work such as mowing, tilling, etc. is more training-intensive and is optional with these staff positions. If a potential candidate is interested in learning tractor work for veggie production, we will discuss possible additional tractor training.

Customer Service and Marketing: Our CSA allows us to establish relationships and to share information about food as well as our organic growing practices with our shareholders. All staff will interact with customers from time to time and are expected to act as an information source and host to these customers. Staff will become knowledgeable about as many aspects of the farm as possible. We seek candidates who are interested in, and good at, communicating with shareholders.

Vegetable/Livestock Crew Expectations:

Experience: Our farm crew positions are well suited to people who have had some experience on other farms, but that is not a requirement. We seek candidates who have a very strong work ethic and who can jump right in and learn how to accomplish tasks efficiently. Farm crew candidates must be hard working, cooperative, good-natured, & flexible.

Physical Requirements: Most of our farming tasks require heavy physical labor over long hours.

Hours/Schedule: The days will change with the amount of daylight and with the amount of produce being harvested. In general, we will get an early start to the day (around 7 or 8 a.m. during on either end of the summer distribution season and 6:00 a.m. for harvest days in the heat of the summer. We'll break for a short lunch and try to wrap up most days no later than 4PM. The field/livestock crew member on the livestock rotation will have a later end time on those weeks. Sometimes in the peak of summer we will work longer days, especially when conducting evening foliar sprays. Field staff may occasionally assist with staffing the CSA distribution area during later hours. This will be scheduled ahead of time.

Farm crew must be available to work for the duration of our season – late April/early May through late October/mid-November.

There will be optional weekend work available from time to time as the weather and tasks demand. There may be occasional unpaid days off due to poor weather conditions or for other reasons.

Days Off: We work on most weekdays, including holidays. Some time off and vacations can be scheduled as needed. It is expected that advance notice will be given about the need for personal time and that opportunities will be taken when possible to make personal time happen at convenient times for the farm schedule. Sick days – there are no paid sick days. When you are sick we will find a way to cover for you. Field Crew interested in getting more information about organic farming in Maine are welcome to attend workshops offered by MOFGA when they do not interfere with our busiest planting or harvest days. These events will need to be scheduled ahead of time, as with personal time. Workshops are not considered paid farm time.

Transportation: All farm staff must have a valid driver's license. It is best if you have your own car for personal transportation. We do not live in an area with good public transportation and we cannot provide transportation.

Instruction and Training: Amy will provide crop supervision and training and Tom will provide livestock supervision and training. At first, Tom or Amy will work alongside new staff in almost all projects, demonstrating and discussing why we are doing a particular task in a particular manner. Staff will often work independently once they become comfortable with specific projects. We will spend time each week assessing the needs of the farm for that week and developing an action plan together. Staff may participate in MOFGA sponsored farm visits and training programs in our area. The MOFGA sponsored Common Ground Fair is a valuable learning experience. In addition to the booths and events at the fair there are workshops offered on many topics throughout the weekend.

Salary: Staff are paid an hourly wage of \$10.00, including time spent in planning meetings and training on our farm. We do not pay wages for time spent in off-farm trainings. Primary work days are Monday through Friday (usually 8-10 hour days), plus paid periodic weekend veg/livestock chore responsibilities.

Staff Housing: Discounted housing for on-site staff is provided for \$200/month per staffer, in a rustic, two-bedroom house on the farm, affectionately called "The Cabin." There is a kitchen (sink with running water, propane stove, chest fridge, no freezer), bathroom (sink and tub/shower only, composting toilet in outhouse), and common area. The cabin is heated by a wood stove, limited electricity is provided by solar panels. Staff will be trained in how to manage the off-grid system and must be aware of how their power use affects the battery and power availability. Cabin residents will work out their own household meal and chore responsibilities. It is expected that cabin staff are responsible for the upkeep of their personal living areas as well as having shared responsibilities for the other common areas including basic mowing around the staff house and firewood stacking. Firewood for cold spring and fall days is provided. Smoking and drugs are not allowed in the cabin or anywhere on the farm. When the positions end, the staff house is closed-down for the rest of the winter.

Food and Personal Supplies: Vegetables and herbs grown at the farm are available for household use. Some food items such as meat, cheese, & eggs that we offer for sale can be purchased at cost. On-site staff are responsible for purchasing their own other food supplies and other basic household goods.

For more information, contact: Amy Sprague at: farm@wolfpinefarm.com

Learn more about our farm at: www.wolfpinefarm.com

To apply: Send a resume and cover letter to: farm@wolfpinefarm.com