

# Ignatius Farm Internship Package 2019



## Education Program

- Pre-season Foundational workshops
- Post-season Management workshops
- Weekly workshops or field trip
- Monthly CRAFT field day networking with SW Ontario farming peers
- Personal learning objectives met through weekly curriculum and:
  - Independent project
  - Connections facilitated (Ignatius farm tenant businesses, spiritual directors, community & farming organizations...)
- Mentored field walks

## Farm Activities

- Vegetable and berry production - from seed to harvest, processing & sales
- Greenhouse and field production
- Hand and tractor work; teamwork!
- Community Shared Agriculture, U-pick, Farmers Market & bulk sales
- Community Gardens
- Community events

## Location: Ignatius Farm

- Peri-urban - 4km from downtown Guelph, but still rural
- The Ignatius Jesuit Centre is home to the Loyola House retreat centre, the Ignatius Old-Growth Forest, and hosts community entities working in ecology, spirituality, wellness, and food systems



**Ignatius Jesuit Centre**  
*A Place of Peace*

[ignatiusguelph.ca](http://ignatiusguelph.ca)

# Ignatius Farm Internships

## **Full-Season Contract:**

*April 15 – November 15, 2019*

## **Summer Contract:**

*April 15– August 30, 2019*

## **Fall Contract:**

*August 1 – November 15, 2019*

## **Deadline:**

February 4, 2019

(July 2, 2019 for Fall contract)

Submit resume and letter of interest with application details to:

**officecoordinator@ignatiusguelph.ca**

**We are looking for passionate, imaginative individuals to help us care for the planet and our organic farm.** As part of our team you will help build our vision of developing local food systems, innovative greenhouse production, eco-spirituality, community shared agriculture, and ecologically-minded education programs.

*Cover—Harvesting carrots for the Winter Share*

*Photo credit, Rebecca Pearce*

**Ignatius Farm** is an integral part of the Ignatius Jesuit Centre in Guelph Ontario, whose key mission for more than four decades has been to foster an ecological way of life through agriculture, spirituality, and eco-restoration. [www.ignatiusguelph.ca](http://www.ignatiusguelph.ca)

**Ignatius Farm** grows certified organic vegetables and berries (10 acres) for Community Shared Agriculture (CSA) members, farmers markets, local businesses and service agencies. The Farm's programs include community gardens (3 acres), acreage rentals (180 acres), internships, working shares, volunteer opportunities, and several annual community events.

**The Ignatius Farm Internship** training combines weekly education curriculum with hands-on field work to develop your skills and understanding as a farm worker, and the basis of your work in ecological agriculture or food system advocacy.

## **Education program**

- Two-week pre- and post-season intensives: workshops priming you for and debriefing the growing season (e.g. Soils, botany, tractor work, crop planning, cover crops, finances...)
- Weekly workshops /field trips including monthly field days networking with CRAFT SW Ontario peers
- Personal learning objectives met through weekly program, independent project, mentored field walks, and library of more than 230 books
- Connections facilitated within the Ignatius Jesuit Centre and beyond e.g. farm tenants, Loyola House, community garden network

## **Farming**

- Grow, harvest and process vegetables & berries effectively in field and greenhouses
- Provide excellent quality organic produce for CSA, farmers market, Loyola House & local businesses
- Use tools safely and support maintenance of tools, equipment, & structures
- Contribute to farm system improvements, community

# Ignatius Jesuit Centre: many things to many people

retreat centre, CSA, farm, woodland & wetland trails, rented farmland, residence, community gardens, and office or program space...*a place of peace*

events, newsletters, social media, community gardens

- Work with a solid team led by seasoned farmers Donald Bowyer, Mike Smith, Heather Lekx and farm associates committed to creating educational opportunities

**Hours per week:** 40 hours per week Farm work plus 5-10 hours per week Education program

Curriculum fees are waived for interns. Housing with internet, a modest stipend and a generous share of vegetables are provided.

## Qualifications

Candidates should have some background, knowledge or interest in gardening, greenhouse production, soils, ecology, local food systems, use of basic tools, and the mindset to integrate ecological restoration and eco-spirituality with ecological farming.

Ignatius Farm staff commit to Health & Safety mindfulness, working outside in all weather, operating as a cohesive team, open communications, and building community.

Assets: Valid G class drivers licence, First Aid/CPR

*A police records check is required as part of working with the Ignatius Jesuit Centre.*

*Ignatius Farm Interns must have the legal ability to work in Canada.*



## Application details

Your resume and cover letter must include the following:

1. Email and phone number for daytime contact
2. Which internship you are applying for – Full-Season, Summer or Fall
3. Any prior commitments during the contract timeline, with dates
4. Intention to live in the accommodations on-site
5. Confirm you have read this **2019 Ignatius Farm Internship information package** in full.
6. Describe your farming/gardening experience.
7. Why are you interested in an organic farm internship at Ignatius?
8. What would you like to learn during the internship?
9. What skills and qualities would you offer the farm?
10. Do you prefer solo work or team-based work?



Top right of page: Harvesting carrots (Photo credit, Rebecca Pearce); Bottom of page: (Photo credit, Barbara Sheppard)

## Ignatius Farm Context

The **Ignatius Jesuit Centre** is on the traditional lands of the Neutral, Anishinaabe and Haudenosaunee peoples.

Ignatius Farm comprises 250 acres of Guelph sandy loam fields within the 600 acres of the Ignatius Jesuit Centre. The Centre is also home to the **Loyola House** Retreats & Ignatian Training, **Ignatius Old-Growth Forest** project (100 acres in conservation easement), **St. Brigid's Villa, Orchard Park Office Centre**, woodland, wetland, and trails. A large diversity of community organizations and businesses do synergistic work here as tenants and guests, making for a very rich experience of community farming.

Community, ecology, and education summarize the Ignatius Farm approach to local sustainable food:

- Certified organic vegetables and berries - 10+ acres
- Community Shared Agriculture (CSA) – 250 households
- Milton Farmers Market
- Produce for local businesses and service agencies
- Community Gardens - 3 acres
- Cropland rentals for organic farmers & researchers - 180 acres
- Farm Internships - over 100 alumni trained
- Working Shares & volunteers – 3000 hours annually!
- Annual community events, workshops and farm tours
- Carbon-sequestering cover crops and soil-building crop rotations

*"I am grateful for the support, the growth I continue to experience, the friendship forged, and the exciting turn my life's journey has taken thanks to the support, kindness, and encouragement of the Ignatius Farm team."*

Nicola Inglefield, Former Intern



2018 Ignatius Farm Team. (Photo credit, Mike Smith)

## Ignatius Farm

**Internships** in the Principles and Practices of Organic Agriculture have been going strong since 2002. That same year we founded the [Collaborative Regional Alliance for Farmer Training in Ontario](#) (CRAFT ON SW). The monthly field days with this network of farms continue to be a highlight for interns as a forum for networking and seeing a variety of farms. Ignatius Farm supports endeavours to improve the quality of farm internships in Ontario.

Our two resource manuals regarding internships are available on our [website](#):

[Oh, to Grow!](#) – a primer provided to CRAFT interns introducing key organic agriculture concepts

[Nurturing New Farmers](#) - a guide for farmers seeking to host interns

The **Ignatius Farm Team** is made up of people who love growing food, working in synergy with the soil ecosystem, and getting to know the community! Farm Manager Heather Lekx, and Farmers Donald Bowyer and Mike Smith work with seasonal staff, interns, Working Shares and volunteers to grow great food and take care of the farm. A Farm Educator oversees the internship program and community programs.

**Heather Lekx**, the Farm Manager, oversees the entire Farm operation. Before starting the Ignatius Farm CSA in 2001, Heather worked with farms and research projects in Ontario, New York, California, Florida, and Central America.

**Mike Smith**, Farmer & Field Coordinator, joined the team in 2010 and coordinates annual production. Mike farmed and worked in the not-for-profit sector after starting to grow food in 2003 as an intern with Ignatius Farm.

**Donald Bowyer**, Farmer & Market Coordinator, oversees the CSA & sales, crop rotations, and equipment. Don has a background in IT and warehouse logistics, and joined the Ignatius Farm team in 2008.



# Ignatius Farm

## Internship Details

Ignatius Farm Internships are full-time: 45-50 hours per week combining curriculum & farm work as follows:

### **April Intensive, 2 weeks**

Foundational workshops/orientation 10-20 hours/week; Farm work up to 30 hours/week

### **May-October, 27 weeks**

Educational Curriculum 5-10 hours/week; Farm work up to 40 hours/week

### **November Intensive, 2 weeks**

Farm management workshops/debrief 10-20 hours/week; Farm work up to 30 hours/week

## Educational Program Details

### **April Intensive, April 15-28, 2019**

*Workshops* on Soil structure & ecology, Botany & plant families, Traditional land use and local organic food systems, indoor growing, plant nutrition, organic matter, and crop rotations.

*Orientations* to Farm Safety, Standard Operating Procedures, Tractor work, Seedling production and greenhouses, Hand tools, Communications, Team Building, Volunteers, Educational program, the Ignatius Jesuit Centre and the community.

*Field Trip* 'Bridging the urban-rural divide' with Toronto community/ food system organizations and the Ontario Food Terminal

*Learning objectives* meeting with Farm Educator to identify resources, independent project options, and readings

'Oh, to Grow - Educational Primer for New Farmers', intern resource manual, and library access provided



Harvesting daikon. (Photo credit, Rebecca Pearce)

### **May-October Applications & Skill-Building Curriculum, April 29-November 3, 2019**

Wednesday intern Education Days include:

*CRAFT Field Days*, 1/month, full day - networking with SW Ontario farming peers from the Collaborative Regional Alliance for Farmer Training

*Field Trip*, 1/month, full day - visiting other farms & community organizations, selected with Intern learning objectives in mind

*Workshop Days*, 2/month –AM: mentored field walks, team meetings, and local workshops with the Ignatius Farm team & guests cover the principles behind farm activities (pests, weeds, irrigation, equipment, indoor production, harvest and storage, crop planning, cover crops, composts, and more on soils!) and additional enterprises (apiculture, herbs, fruit, various livestock), eco-spirituality, etc.; PM: independent project work, periodic meetings with the Farm Educator to facilitate connections & advice resources for projects, personal learning objectives, and skill evaluations

*Independent projects* can include a personal garden plot, creating materials/workshops or technical improvement for the farm; spending time with another Ignatius Jesuit Centre program (e.g. farm tenant, Loyola House spiritual directors, Old Growth Forest...) or local community/farming organization (e.g. Community

Gardens Network, EFAO etc.); or design a future farm/enterprise. Learnings will be shared.

### **November Intensive, November 4-15, 2019**

*Workshops* integrating cover crops, crop planning, and farm design; farm business plans, budgeting, and management systems; marketing, human resources, and business-building skills

*Presentation of independent projects*

*Debriefing the season* – putting the growing season's weather into the climate context; assessing crops & cultivar selections, team wrap-up

## Farm Work Details

Farm work is demanding! You will sweat and have sore muscles, but will also find the work to be meaningful and rewarding. Both the farmers and farm assistants provide field leadership, but you will also do so over the course of the season. We prioritize clear communications through team meetings, using radios, daily job boards, and building up the team with knowledge. We expect everyone to contribute their best.

*"May I dare say I have learned more in one month here than I have in all my years of schooling."*

Annie Richard, Former Intern

## Farming Activities

include indoor and field production of diverse vegetables and berries, from seed to harvest, processing & sales. This includes seedling production, greenhouse management, bed preparation, use of hand tools and machinery, transplanting, harvesting, driving tractors with trailers, post-harvest handling, packing, and sales through U-pick berries, Community Shared Agriculture, Farmers Market & bulk sales. There is work with the Community Garden Plots in spring and fall, as well as Community events throughout the year.

**Typical Hours:** Monday-Friday, 7am – 5:30pm; 15 minute morning break; 1.5 hour break for lunch/unstructured education time;

Wednesday Education Days - On Statutory Holiday weeks, there is no workshop or field trip; interns work the Wednesday or the Holiday.

The following occur beyond the typical hours, scheduled in advance, with some rotation:

**Weekend chores:** every 3-4 weeks, 3-4 hours over the course of the weekend

**CSA pick-ups:** Tuesday to 7:30pm & Friday to 6:30pm starting mid-June

**Farmers Market Saturdays:** 5am–3pm; Monday is taken off instead

**Seasonal Events,** as scheduled

We use hour logs to track our production and to ensure everyone's hours are reasonable.

## Stipend

All curriculum fees are waived for full-time interns. Interns receive a small monthly stipend while working and training in the Principles and Practices of Organic Agriculture Program.

Stipend is roughly \$300 monthly after the relevant deductions.

## Housing

is provided onsite. Utilities and a basic internet package are included. Interns and farm staff living there are fully responsible for the cleaning and care of their housing.

## Food

A generous share of vegetables is provided to all farm team members, as harvested.

**Shared Lunches:** Three times a week, a farm team member cooks a large group lunch for the team, at the Farm Workshop. About twice a month, you are responsible for buying the ingredients from your own pocket and cooking lunches for the farm team. Cooks may leave the field up to an hour before lunch to prepare.

Other than the shared lunches, interns decide together on their household arrangements for shared shopping, meal preparation, and chores.



*Greens in the new poly-house  
(Photo credit, Rebecca Pearce)*



*Planting seedlings. (Photo credit, Rebecca Pearce)*

## Time off

It is important that each person is well rested in mind, spirit, and body to learn!

**Vacation Days** are to be scheduled well in advance and approved by the Field Coordinator.

Full-Season Interns – 4 days  
Summer Interns – 2.5 days  
Fall Interns – 2 days

Lieu days are allotted for days worked on Statutory Holidays or for weekend events. Farm staff also take vacations.

## Visitors

We enjoy folks joining us at the farm! Working visitors are always welcome. Let the volunteer coordinator and farmers know in advance to incorporate them into the work schedule.

As the Ignatius Jesuit Centre is used by many people, it is expected that interns speak first with the Farm Manager about guests staying at their housing. Guests staying longer than a week must volunteer. If visitors interfere with work, it may be more appropriate for them to visit on the weekends.

## Particulars

Ignatius is a bustling and lively place. We are part of a larger community and thus need to act with professionalism and respect with individuals who are enjoying Ignatius lands.

Bringing pets is discouraged – exceptions must be negotiated at the interview

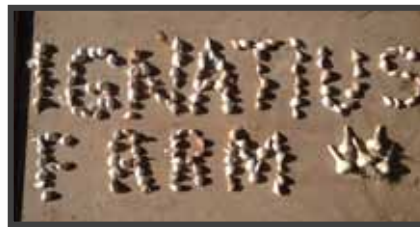
Smoking is not permitted by farm staff during work hours, and in and around farm buildings and farmhouse at any time

Cleanliness of work areas and common living spaces is maintained by everyone for the health and safety of all

Interns and staff get a Vulnerable Sector police check done; you will work with minors visiting and volunteering

Noise levels need to respect the different uses of the property, including those on silent retreats. Social activities/events/potlucks are planned accordingly.

As an intern, you represent the Farm. For public events and CSA pick-up days, we expect you to be helpful, welcoming, and have a clean shirt on!



*Another use for garlic!  
(Photo credit, Mike Smith)*

## Items to Bring

Functional timepiece suitable for fieldwork

Clothes for all weather – rain coat, rain pants, rain boots, work gloves, hat

CSA-approved steel-toe footwear

Bicycle or other form of transportation

Linens & towels

Up-to-date immunization (including tetanus)

Vulnerable sector police check with receipt

Field notepad & pen

Field bag

Non-glass water bottle



*An aerial map of the South West Portion of the Ignatius Jesuit Centre. The CSA Fields can be seen on the middle of the left portion of the photo.  
[Photo credit, Google Maps]*