



# Keen to learn about regenerative agriculture?

## Ignatius Farm Immersion Internships 2023



Farm Immersion Internships combine 3 elements:

### **New Farmer Training Program (NFTP)**

*April 11 - November 15*

Four terms of online and field day trainings & networking

1. **Spring Intensive** - 2 weeks in April - Foundational
2. **Summer Session** - May-July - Apply the foundation
3. **Fall Session** - Sept-Oct - Dig deeper into key knowledge & skills
4. **Post-Season Intensive** - 3 weeks in November - Business Planning

### **Farm Work**

*April 24 - November 17*

- Paid Farm Worker contract, 35 hours/week
- Grow, harvest, and distribute quality organic vegetables & berries
- Greenhouse and field work
- Hand & tractor work; teamwork!
- CSA, Community Gardens, Orchard, Events

### **Farm Mentorship (FM)**

*April 24 - November 17*

- Individual learning plan & group mentorship
- Independent project & presentation
- Field day transport covered



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

[ignatiusfarm.ca](http://ignatiusfarm.ca) [ignatiusguelph.ca](http://ignatiusguelph.ca)  
5420 Hwy 6 N, Guelph ON N1H 6J2

# Ignatius Farm Immersion Internships 2023

**April 11-20**

Online/OFF-SITE training  
NFTP Term 1

**April 24 - Oct 31**

On-site & online  
Farm Work 35 hours/week  
NFTP Terms 2 & 3  
Farm Mentorship

**Nov 1- 17**

On-site & online  
Farm Work 6.5 days  
NFTP Term 4  
FM project presentations

## 2023 DEADLINE:

Round 1: February 20

Round 2: February 28

Submit application (p.6) to:  
[officecoordinator@ignatiusguelph.ca](mailto:officecoordinator@ignatiusguelph.ca)

*Do you love...*

Working outdoors rain or shine?

Productive team work?

Creating big community benefits for ecosystems, local food, and farmland access for everyone?

Join the Ignatius Farm team just north of Guelph, ON in a place of peace & community impact.

*Cover—Farm Alum Christine in the greenhouse  
All Photos—Ignatius Farm*

**Ignatius Farm Immersion Internships** combine weekly training curriculum with hands-on field work to develop your skills and knowledge as a farm worker, and the basis for your work in ecological agriculture or food system advocacy.

**Ignatius Farm** is the community organic training farm of the **Ignatius Jesuit Centre**. IJC nurtures spiritual growth and ecological engagement through agriculture, retreats, and restoration work. Ignatius Farm is based on Community, Cooperation, Ecology, and Training:

- Certified organic vegetables & berries – 10+ acres
- Community Shared Agriculture (CSA) – 300+ households
- Produce for local businesses, service agencies & markets
- Community Gardens – 3.5 acres, 275+ households
- Community Orchard – 1 acre
- Small Plot Agriculture land rentals – 180 acres
- Farm Internships & student placements – 200+ alumni
- Working Shares & volunteers – 55+/month
- Seasonal community events
- Carbon-sequestering cover crops & soil-building crop rotations
- Regional collaborations & partnerships

**Ignatius Farm Immersion Internships** in the Principles and Practices of Organic Agriculture started in 2002 when we founded the Collaborative Regional Alliance for Farmer Training in Ontario. Field days with our farmer networks and partners continue to be a highlight for interns to network and see a variety of farms. Ignatius Farm's longstanding collaborative efforts to improve the quality of training and farm work conditions in Ontario continue to bear fruit.

The **Ignatius Farm New Farmer Training Program** (NFTP) launched in 2020. NFTP is a collaboration with the [EFAO](#), [Everdale](#), and [NFU-O](#). This core curriculum of our internship is now open for general registration to anyone who wants to learn more about farming. Over four terms, you progress from introductory workshops (e.g. basic botany) all the way to farm business planning. Individuals not selected for the Ignatius Farm Immersion Internship may register by term or individual event on the [EFAO website](#).

**Ignatius Internships** really are full farm immersion! Internships combine the Farm Worker contract (35 hours/week) with the New Farmer Training Program and personal Farm Mentorship. Count on 5-10 hours/week of learning time (NFTP + FM) outside of worker contract hours.

## Ignatius Farm New Farmer Training program (NFTP)

April 11 – Nov 15

Fees may be waived pending funding. Approximately \$900 with EFAO new farmer member discount

- Four terms of online farmer training
- Weekly webinars or virtual field days
- Monthly in-person field day (2 farms/day)
- Participant online meet-ups start and end each term
- All online events are recorded and available to participants
- Participants must have their own device;
- Webinars are accessed from home, OFFSITE

### Term 1: Spring Intensive, April 11-14, 17-19

- 8 morning webinars
- *Webinars* cover Soil structure, Botany, indoor growing, pest management, and more

### Terms 2 & 3: Summer & Fall Sessions, May 1 – October 27

- Monday/Wednesday afternoon webinars
- *Webinars* cover the principles behind farm activities (weeds, irrigation, equipment, harvest & storage, crop planning, cover crops, composts, more on soils), diverse enterprises (apiculture, fruit, herbs, various livestock), deep connections with the land, etc.
- *In person Field Day*, 1/month, full day – visit other farms & community organizations, networking with farmers and farm workers from SW Ontario



*Field trip to Whole Village (Above) and Fiddlehead Nursery*



### Term 4: Post-Season Intensive, November 1-15

- 6 days with morning & afternoon webinars
- *Webinars* cover farm business planning, budgeting, management systems, marketing, human resources, land access, business-building skills and more

*The New Farmer Training Program had a critical role in making my aspiring farmer daydreams come true. Having had no previous farming experience, this program provided me with a rich and healthy foundation of practical knowledge. Connor Pion 2022 NFTP participant*

## Ignatius Farm Mentorship (FM)

**April 24 – November 17**

**Fee \$1300**

- Group mentorship & intensive orientations
- Personal learning plan guidance
- Independent learning afternoons 1/month
- Independent project supplies and supports
- Transport supports for New Farmer Training program field days
- Rich library of over 250 relevant books

### **On-farm mentorship begins April 24**

- *Orientations* to farm work (during paid work time)
- *Learning objectives* meeting with Farm Educator to identify personal learning goals, independent project options, resources

### **Ongoing Mentorship: May – October**

- *Check-ins* meetings with the Farm Educator as needed for one-on-one mentorship
- *Independent projects* can include a personal garden plot, creating materials/workshops or a technical improvement for the farm, spending time with another IJC program (e.g. farm tenant, community orchard, Loyola House, Old-Growth Forest Project) or local organization (e.g. Community Gardens Network, EFAO), or designing a future farm/enterprise. Project work occurs during independent learning afternoons and other personal time. Learnings will be shared through a presentation.

### **Mentorship and Project Wrap-up: November 1-17**

- *Presentation of independent projects*
- *Team wrap-up and debrief*



*Make great memories!*



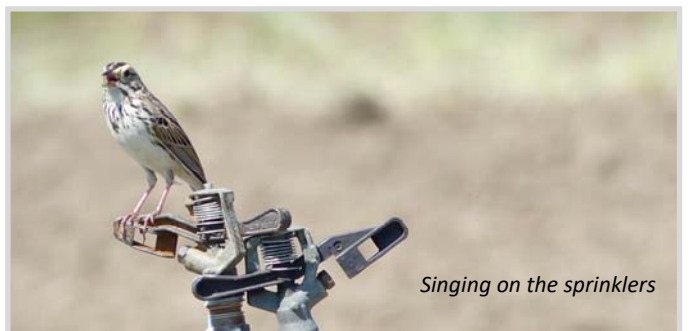
*Harvesting daikon*

***“Growing good food, with good people was one of the best learning experiences of my life.”***

*- Kiersten Vizzacchero, Former Intern*

***“The farmers at Ignatius Farm CSA invest a tremendous amount of energy into their internship program and place a strong emphasis on education.”***

*- Sarah Ouellette, Former Intern*



*Singing on the sprinklers*



## Farm Worker Contract

**Intern contracts:** April 24 – Nov 17

**Alternate Farm Worker End dates:** Aug 31, Dec 15

**Hours:** 35 hours/week average

**Wage:** \$17/hour

**Benefits:** CSA share of vegetables, optional garden plot, crop seconds

Returning staff eligible for employer-paid benefits plan

**Optional Housing:** \$650/month rent includes utilities & internet

**FARM WORKERS** grow, harvest & distribute quality organic produce in fields and greenhouses, and support Ignatius Farm community programs.

### ACTIVITIES

- Plant, transplant, weed, harvest and clean crops per Organic, food safety, and quality standards
- Perform field activities efficiently and effectively, a model for volunteers, trainees, and co-workers
- Provide wonderful customer service for CSA, Community Gardens, U-pick berries
- Lead farming activities in assigned areas of responsibility based on aptitude and experience
- Strawberry cropping & U-pick coordination
- Indoor crop production & greenhouse maintenance
- Equipment operations & maintenance
- Irrigation & maintenance
- Harvest coordination; Post-harvest handling
- Community Shared Agriculture market facilitation
- Community Orchard
- Community Gardens
- Community Field Days, volunteer groups &

seasonal events

- Utilize and maintain tools, equipment and structures safely, according to training provided
- Log activities; Support logistics & system improvements of all farming activities and programs
- Support training of staff, volunteers and program participants

### INTERN FARM WORK SCHEDULES

- Mon-Friday, 7:45am start, 33 hours/week usual schedule
- Work schedule accommodates NFTP and FM training events
- Some staff start at 6am June-August
- Total 35 hours/week average is made up from additional schedule rotations:
- Farm chores - evenings & weekends
- CSA pick-up staffing – Tuesday & Friday evenings starting in June
- Community Field Days & Seasonal Events – monthly Saturdays
- 45-minute unpaid lunch

### DREAM FARM TEAM candidates have/are...

- Demonstrate interest, knowledge and/or experience with gardening, ecological farming, greenhouse work, field work, hand tools and/or equipment
- Physically fit and able to work outside rain or shine; Math & customer service skills
- Commitment to ecology, health & safety, collaborative team work, community building
- Assets: Valid G class drivers licence, First Aid/CPR, spreadsheet experience

## To Apply:

Submit a **CLEAR LETTER OF INTEREST** with your resume, including:

- If you are applying for a Farm Immersion Internship or are only applying for a Farm Worker contract. If applying for the Farm Immersion Internship, confirm you have read this **2023** Farm Immersion Internship package
- Contract timeline you seek
- If you wish on-site accommodation
- Which funding criteria you meet (below)
- Relevant experience, skills, and values
- What you hope to learn and any plans for farming and food work in your future

Submit resume and letter of interest with funding eligibility to [officecoordinator@ignatiushguelph.ca](mailto:officecoordinator@ignatiushguelph.ca)

### Deadline:



Round 1: Feb 20, 2023

Round 2: Feb 28, 2023

### Funding eligibility

IJC seeks funding to compensate staff well. Some candidates must meet some or all of these criteria:

- Have a valid SIN number
- 30 years old or younger
- A Canadian citizen, permanent resident, or refugee status.
- Current post-secondary student not on a work permit or visa

*The Ignatius Jesuit Centre (IJC) aspires to be an equitable and inclusive place where a diversity of life experiences, identities and perspectives work together. IJC encourages applicants from all walks of life, especially those from communities that have been historically excluded from farming or access to farmland. We apply an anti-oppression framework to our work and have a zero tolerance policy for discrimination and harassment.*

*If paying internship fees upfront is inaccessible, or you are not eligible for funding, you are still encouraged to apply. Some positions available through subsidies/generous donors.*

**We thank all applicants in advance; only those selected for interviews will be contacted.**



Farm Team 2022

## Ignatius Farm Team

### Now for our story...

The Ignatius Farm team is committed to community, cooperation, ecology, and training. We love growing (and eating!) healthy food, working in synergy with the soil ecosystem, and collaborating with those of similar commitments. The year-round team is Farm Manager Heather Lekx, Assistant Farm Manager Donald Bowyer, Field Coordinator Jennica Grimshaw, Farm Educator Lisa Conroy, and Farm Outreach Administrator Pamela Costanzo. The growing season team includes Farm Workers (including Interns), Working Shares and volunteers – together we grow great food and take care of the farm.

**Heather** oversees the entire Farm. Before starting Ignatius Farm CSA in 2001, Heather worked with farms and research projects in Ontario, New York, California, Florida, Belize, and Honduras.

**Donald** oversees crop production, crop rotations, sales and equipment. Don has a background in IT and warehouse logistics, and joined the Ignatius Farm team in 2008.

**Jennica** coordinates seedling production, harvest, and distribution. Jenn has a background in adult education and research, and joined the farm as an intern in 2021.

**Lisa** runs the Ignatius Farm New Farmer Training Program in collaboration with EFAO, NFU-O, and Everdale. She coordinates the internship and community programs. Lisa ran her own CSA for six years and joined Ignatius Farm in 2019.

**Pamela** coordinates registration, marketing, program readiness, and events for the farm. Shortly before joining the Farm team, Pam wore the IJC Office Coordinator hat!