

Ward Vegetables CSA

Permaculture Share Member - Reduce, Reuse, Recycle

For the spring, summer, or fall of the 2021 CSA season(s), Ward Vegetables, a [Certified Naturally Grown](#) farm, will have a permaculture working share position available for a CSA member. The permaculture share is a share where the member works for their vegetables instead of paying cash for them. The permaculture share would be the equivalent of a Good Veggies share which is valued at \$300. I know that this is probably not quite minimum wage (nope). The actual value of the produce each week is between \$25 and \$50 depending on which part of the season we are in. Another plus is that these positions can actually replace a gym membership, another great savings:)

The permaculture share member will work each week for 4 hours/week (rain or shine). Our seasons at Ward Vegetables vary as we are a year round operation. You have the option of working at different times of the year (spring, summer, fall) The 4 hours have to be met in one day, we used to have this as a 2 day option but it is very hard to accomplish many tasks at the farm in 2 hours. The day can vary but it is nice to have a schedule so work can be planned. We work all days but Sunday (the farmer putz day:).

The **Permaculture** share consists of area preparation for permanent plantings, planting perennial plants including flowers, herbs, shrubs, trees, etc..., learning about pruning and care of perennial plants, mulching, saving seed, and transplanting. This share is available all days except Sunday. Start time at the farm for this position can be as early as 7:00 a.m. or later depending on the day, the weather, and the time of year. The individual in this position will be trained in safety, permaculture concepts, tools and uses for the tools, bed prep, amendments used at Ward Vegetables, and farm hygiene protocol.

Why would someone work in permaculture vs. paying for their share? Stewarding the land and working alongside nature are of the utmost importance to all of us at Ward Vegetables. Learning the permaculture mindset of the relationships between plants, animals, soil biology, insects, and humans, plant propagation techniques and awareness of the natural environment creates a “closed loop system”. This position utilizes techniques observed in nature and from other land stewards in order to achieve the best results for the 80 acres the farm rests on.

Duties include:

Each working day the Permaculture share member will be directed to an area of the farm that requires...

- **Prepping Beds** - prepping permanent beds includes working the soil, cleaning of debris, weeding, etc... plus amending the area to the standards of the plants going into the area. The member will learn about the tools used in bed prep.
- **Planting/Transplanting** - the member will be trained on how to plant a variety of plants that will be used in our permaculture design and the tools associated with the job.
- **Irrigation** - the member will be trained on setting up hoses, timing for watering of different plants and areas, drip vs. overhead, necessary cleanup procedures, and water ending procedures.
- **Bug Detail** - the member will be trained on pests that are present on the property, how to rid the plants of the pest, and directed to an area of the property that requires attention.
- **Collecting Seed** - the member will be trained on how to collect seed from a variety of plants, harvest seed, and store seed.
- **Cuttings** - the member will be trained in the procedures for taking cuttings from a variety of species and how those cuttings are utilized. (this is a hope at the time of writing the job description)

Expected Characteristics:

- **Observation** - you must be aware of your surroundings and pay attention to detail
- **Communication** - you must be able to talk with people in a friendly and helpful manner and it is expected that you will communicate with the farmer during and after your shift about completed tasks
- **Stamina** - you must be able to do physical work for up to 4 hours/day during the season, you may have to lift up to 50 pounds on occasion
- **Mechanical** - you must be able operate hand tools and clean them at the end of your shift
- **Knowledge** - and it is hoped that you would share your knowledge and experience that are different from the operations of Ward Vegetables, learning is lifelong for us!
- **Contributing** - you will be expected to contribute to all the good we are trying to do at Ward Vegetables. The Permaculture position is new and we are experimenting so it is the perfect opportunity to add value to the farm!

The Permaculture share will be trained in farm safety, proper tool handling/cleaning, proper weeding techniques, clearing areas of pests, proper watering techniques, general maintenance of growing areas, proper seeding and planting techniques, and even proper food handling procedures. Prior to starting, the working share member will be required to go through a safety training that is specific to Ward Vegetables and the duties identified above.

Working Conditions:

- Beautiful views, even when digging!
- No music required (birds, bees, and the wind provide free entertainment)
- Tools provided
- No kids (sorry, it is our experience that children require lots of supervision on a farm, just ask my Mom:)
- No interruptions (it is soooooo nice to not have to answer a phone, text, facebook, snapchat, tweet, or email because you are busy enjoying your day:)
- 1 four hour day, working days are any day of the week except Sunday and hopefully can remain consistent throughout the season, hours are between 7 a.m. and 7 p.m.
- Many opportunities to learn and to also share knowledge
- You can work more hours than required, no questions asked:)
- You will be working with just human-powered tools (no gas, diesel, or other fuels)
- Sometimes hot working conditions, sometimes cool working conditions, always awesome working conditions
- You do get the opportunity to test everything we grow, hummmm, sounds good!

How do I apply?

Very easy, just send me a letter or email with answers to the following questions: **(this is required!)**

- Describe how you feel about permaculture and organic food
- Why do you want to work on the farm, in particular in permaculture
- And what makes you the right person for the job

Lastly, you are expected to work for the entire season (value), if things like vacation, family emergencies, etc.. happen, which they may, we should be able to work something out. If and when those events happen they can be communicated and arrangements made.

If for some reason you decide during the season that you would like to opt out, we will work it out. While it creates a void for the farm it is something that can happen and the farm will manage but you will be expected to pay the remainder of your share in cash or opt out of the remainder of the season.

This position is not for everyone, it is hard work, your boss is slightly sarcastic, and it requires dedication. Please think hard about the above questions, answer them honestly and accurately.

I am looking forward to filling these unique positions and working with you!

Farmer John

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