



Hayes Farm

Hayes Farm
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Regenerative Farming Internship 2021 Programming Outline

The 2021 Regenerative Farming SUMMER Internship

(RFSI) is an 18-week program that provides the skills, expertise and support to practice human-scale agriculture. By demonstrating this model of seasonal food production, we address local food security, financial responsibility, and personal and spiritual fulfillment. Put your knowledge to work in the fields of Hayes Farm, a working farm in the heart of Fredericton. (576 hours)

Hands-on learning, which is 70% of the program, is designed so all interns gets experience in all aspects of our small farm. In addition to the time spent in annual crop production areas (“field blocks”), the following areas of focus are offered in rotation to round out learning:

- Greenhouse management
- Water management and Permaculture techniques
- Office administration
- Field remediation, opening new land, and cover cropping
- Nut trees, fruit trees, flower gardens, and perennials plantings
- Apple trees, forest edges, and forest trail development
- Indigenous plantings and seed saving
- Compost and fertility management
- Farm infrastructure, tools, and gear

Lectures and discussion will make up the remaining 30% of the program. Some of these will be taught on-farm, many by our Indigenous Knowledge Specialist (IK), some will be field trips (FT), but most will be facilitated online. Subjects are divided into 3 main themes.

Regenerative Crop Production

- Basic Carpentry Skills
- Classroom Orientation
- Composting
- Crop Planning 101



The Farm

Located at 577 Hillcrest Drive, Hayes Farm is a heritage farm in the heart of Fredericton’s north side. We currently manage about 2 acres of a 7.5-acre parcel and grow annual crops in permanent beds on just over 1 acre. In all our field and hoop house production, as well as our expanding perennial plantings, we practice regenerative methods. We are in a residential neighbourhood and are easily accessible by foot, bike, bus, or car.

The Team

Farm Manager & Core Instructor

Mark Trealout

Indigenous Knowledge Specialist

Cecelia Brooks

Youth Programs Host

Carol Muncer

Program Coordinator

Claire May

Project Coordinator

Trudy Pickles

Vision Holder

Edee Klee

Technical Advisor

Garth Hood

- Farm Safety, Farm Ergonomics, Farm Orientation
- Fertility Management Practices
- Google Drive Management & Spreadsheet Literacy
- Greenhouse Management
- Harvest Celebration
- Integrated Pest Management
- Intro to Common Vegetables Grown at Hayes Farm

- Native Corn I & II (IK)
- Practical Growing Skills & Field Layout Terms
- Plant Propagation
- Three Sisters Planting (IK)
- Working with Nature: Shifting Paradigms
- Working with Soil
- Working with Water
- Working with Energy
- Wildcrafting (IK)

Beyond the Farm

- Agroecology and Food Sovereignty
- Agriculture and Climate Change
- Walking Talking Circle (IK)
- Eating and Cooking Seasonally (IK)
- Ecosystems (FT, IK)
- Gleaning (FT, IK)
- Impacts of Colonization on Indigenous Food Systems (IK)
- Intern-chosen topic (x2)
- Intro to Permaculture Principles & Design

- Keswick Ridge farm tour (FT)
- Making Medicines (FT, IK)
- Mental Health in the Workplace
- Plant Pathology & Common Plant Diseases in Our Area
- Pollination Sanctuaries (FT, IK)
- Seeds
- Seven Sisters (IK)
- Seed sovereignty and seed saving (IK)

The Economy of Farming

- Agricultural Systems, Practices, and Models
- Alternative Economics in Practice
- An Indigenous Perspective on Economics (IK)
- Land and Agrarian Reform
- Managing a Prosperous Community Farm
- Political Economy of Agriculture

- Solutions for Small Scale Organic Growers
- Season Extension Planning
- The State of the Family Farm



Fees

Regenerative Farming Full Internship
\$3,500

Regenerative Farming Summer Internship
\$2,500

Holistic Farm Business Planner course (stand alone)
\$250-600 sliding scale

Living Expenses

Living expenses are the responsibility of the individual. We recognize the shortcomings of available public funding and are advocates for Universal Basic Income.

The 2021 Regenerative Farming FULL Internship

(RFFI) includes an additional 13 weeks of programming immediately following the RFSI program. This additional on-farm and instruction time allows for an important full-season experience in addition to holistic farm business planning. (992 hours total).

The fall season content includes:

- Everything included in the Summer Internship
- Customer relations and feedback
- Fall harvest, storing crops, fall garden close-up, and winter bed prep
- Holistic Farm Business Planner course (see qualitative & quantitative planning below)
- A deeper dive into intern-chosen topics
- Tailored mentorship and leadership skills

Qualitative Planning will give both new and experienced farmers the tools to create a comprehensive vision for their farm operation and help them identify any missing elements they need to have in place to develop a successful agricultural venture. With a rough idea of where you want to grow, what products you would like to produce, and you would like to develop your ideas into a defined vision, this qualitative planning will be of great benefit to you.

Quantitative Planning will enable farmers to finalize their farm business plan by setting realistic, attainable gross sales targets and establishing a detailed and individualized plan to achieve those numbers. With a well-developed idea of the farm operation you want (or if you are already running a farm, but need the practical skills to turn that idea into a step-by-step business and field plan), this quantitative planning is for you.

Requirements and Qualifications

The farm, used as a tool for critical thinking, democratic citizenship, and skills-building, will be of great life-value for people from diverse backgrounds and future goals.

- ✓ No farming experience necessary!
- ✓ Strong work ethic, time management, adaptability, and problem-solving skills are all necessary on our community farm
- ✓ Computer and internet access
- ✓ Word processing, basic spreadsheet literacy, and cloud file management (Google Drive)
- ✓ Participants must be prepared to work physically demanding long hours outside in all kinds of weather
- ✓ Must be at least 18 years of age or older

Schedule

Regenerative Farming Full Internship

Apr. 26, 2021 – Nov. 26, 2021
32 hours per week

April – August:

Monday – Thursday: 8am-4pm

Friday: 9am-1pm

Occasional evening & weekend checks

September – November:

8 hours *Holistic Farm Business*

Planner content

24 hours on-farm

Occasional evening and weekend commitments, schedule TBD

Regenerative Farming Summer Internship

Apr. 26, 2021 – Aug. 27, 2021

32 hours per week

Monday – Thursday: 8am-4pm

Friday: 9am-1pm

Occasional evening & weekend checks

Holistic Farm Business Planner course (stand alone)

September – November (11 weeks)

4 hours per week in class

4 hours per week independent activities

Occasional evening and weekend commitments, schedule TBD

