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## REGENERATIVE FARMING INTERNSHIP (RFI)

### 2022-2023 APPLICATION FORM

At Hayes Farm, we are committed to providing a safe, inclusive, and equitable learning and working environment for all of our interns, staff, and volunteers. We believe in the power of diversity and seek to develop our organization with strong representation of women, people with varied abilities, and members of the 2SLGBTQ+ and BIPOC communities.

### APPLICATION PROCESS

1. Read the [complete program outline](#)
2. Read our [Frequently Asked Questions \(and answers!\)](#)
3. Complete this application form (sections 1 through 5)
4. For Indigenous applicants, complete the JEDI bursary application if applicable ([available here](#))
5. Attach a current resume
6. Send your full application (form and attachments) by email to the Hayes Farm Administrative & Program Coordinator ([hayesteachingfarm@gmail.com](mailto:hayesteachingfarm@gmail.com)). You will be notified that your application has been received.

### INTERVIEW PROCESS

If your application reflects a good match for our program, you will be contacted to arrange a phone or online interview. Program spaces are limited, and we aim to have all spaces filled by April 1, 2022. If an internship position is being offered to you following the interview, you will be contacted with an offer as soon as the decision has been made. Upon acceptance, a \$500 non-refundable deposit will be required within 2 weeks of the offer to hold your spot in the semester(s) of your choice.

### PROGRAM MEMBERSHIP FEE SCHEDULE

Your 2022-23 program fees for each semester are to be paid up front in full as follows:

- \$500 non-refundable deposit within 2 weeks of acceptance into the RFI program
- Full semester fee (less deposit) is due as follows:
  - Spring semester - April 15, 2022
  - Summer semester - June 24, 2022
  - Fall semester - September 9, 2022
  - Winter semester - February 3, 2023

*If the above fee schedule poses significant financial stress, alternative payment schedules may be arranged and/or financial assistance may be available.*

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**Please complete this form entirely and include it as an attachment when submitting your application by email. Include additional pages if more space is needed to provide complete responses.**

**Section 1: Personal Information**

Full name: \_\_\_\_\_ Preferred pronouns: \_\_\_\_\_

Mailing address: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Phone number(s): \_\_\_\_\_ Date of Birth \_\_\_\_\_

Which Regenerative Farming Internship program semester(s) are you currently applying for?

- RFI SPRING semester (April 19-June 24, 2022)
- RFI SUMMER semester (June 28-September 2, 2022)
- RFI FALL semester (September 13-November 18, 2022)
- RFI WINTER semester (February 7-April 14, 2023)

**Section 2: Acknowledgements** – please initial that you have read and understood the following statements:

1	Accommodations are not included, and as such I am responsible for securing living arrangements for the duration of my chosen program.	
2	The Hayes Farm is within city limits and is easily accessible. I can reliably get myself to the farm/class on time every day as per the program schedule (self-propelled or public transit is encouraged!).	
3	I acknowledge that though the Hayes Farm team does their best to avoid extreme working conditions, field work will still be expected in variable conditions, such as on hot, cold, and/or wet days.	
4	Farm work can be physically and mentally demanding. I will pay close attention to my health (mental and physical) and take breaks as needed.	
5	Excluding reasonable exceptions, I expect to attend the semester full schedule(s) - 25 hours a week for 10 weeks.	
6	The RFI program has some detailed curriculum requirements, including reading, basic math, and basic computer skills. There will be in-class discussions, readings, and exercises. I feel I am ready to take on the curriculum requirements in addition to the in-field work.	
7	There is nothing that precludes me from working with or being around children.	

**Thank you!**

Now tell us, how did you first hear of the Hayes Farm Regenerative Farming Internship program?

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**Section 3: Interests, gifts, talents**

We want to know more about you! Tell us what makes you a good candidate for the program and what your interests are in improving community and food security through farming.

**Feel free to answer these questions in writing, or include any combination of poem, image, or piece of art to tell your story and address these questions.**

- 1. Do you have any work, recreational experiences, skills, or hobbies that you would like to tell us about?

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- 2. Have you taken any other agricultural, environmental, community relations, or Indigenous studies related courses (workshops, high school, or postsecondary)? If yes, please list.

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- 3. Tell us about any gardening or farming experience that you may have.

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- 4. Describe any experience that you have in each of the following:

- a. Volunteering or community engagement

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- b. Entrepreneurial activities

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- c. Sustained physical labour

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- d. Small construction projects

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- e. Operating tools and equipment

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- f. Working as part of a team

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- g. Initiating and/or leading projects

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**Section 4: Knowledge/Background**

1. Why do you want to learn about human-scale regenerative farming?

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2. What do you feel is the importance of community?

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3. What excites you most about the program?

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4. What might be your biggest challenge(s) in completing your chosen RFI semester(s)?

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5. What future use do you hope to make of your farming and community skills?

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6. What else should we know about you?

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**Section 5: References**

Please provide the names of two (2) references, their contact information (phone number, and email address) and their relationship to you. References should be from people such as employers, instructors, and others in a position to comment on your work style and character. References from family members and from people whose sole relationship with you is as a 'friend' are not recommended. Reference letters are not needed.

**Reference 1**

Name: \_\_\_\_\_

Phone number(s): \_\_\_\_\_

Email address: \_\_\_\_\_

Relationship to you: \_\_\_\_\_

**Reference 2**

Name: \_\_\_\_\_

Phone number(s): \_\_\_\_\_

Email address: \_\_\_\_\_

Relationship to you: \_\_\_\_\_

Please send this completed document as an email attachment to: [hayesteachingfarm@gmail.com](mailto:hayesteachingfarm@gmail.com)

General inquiries can also be emailed to this email address.

A complete application includes:

- \_\_\_ complete answers to all questions/statements in sections 1-4 of this application form
- \_\_\_ 2 references with complete contact information (name, address, phone and email)
- \_\_\_ your JEDI bursary application (if applicable, Indigenous applicants only)
- \_\_\_ your up-to-date resume (preferably in PDF format)

THANK YOU FOR YOUR APPLICATION AND WE LOOK FORWARD TO BEING IN TOUCH SOON!