



Interns, U-Turns & Returns

# Interns - Why?

- Cheap or “free” labor
- It will make my job easier
- It will help me succeed at farming
- It will make my farm more profitable



# U-Turn

It's time to change your thinking!



# The Real Why

- You have a model that's working and a passion to share it with others.
- You have reaped the many benefits of God's original plan and want others to experience them too.
- You feel a calling to teaching, training & mentoring young adults.
- There is a huge shortage of educated farmers.



# Prerequisites -





- Have you achieved a level of success in agriculture?
- Do you have adequate housing?
- Do you have an established team?
- Do you have the “band width” available to mentor?

# 3 INTERNSHIP MODELS

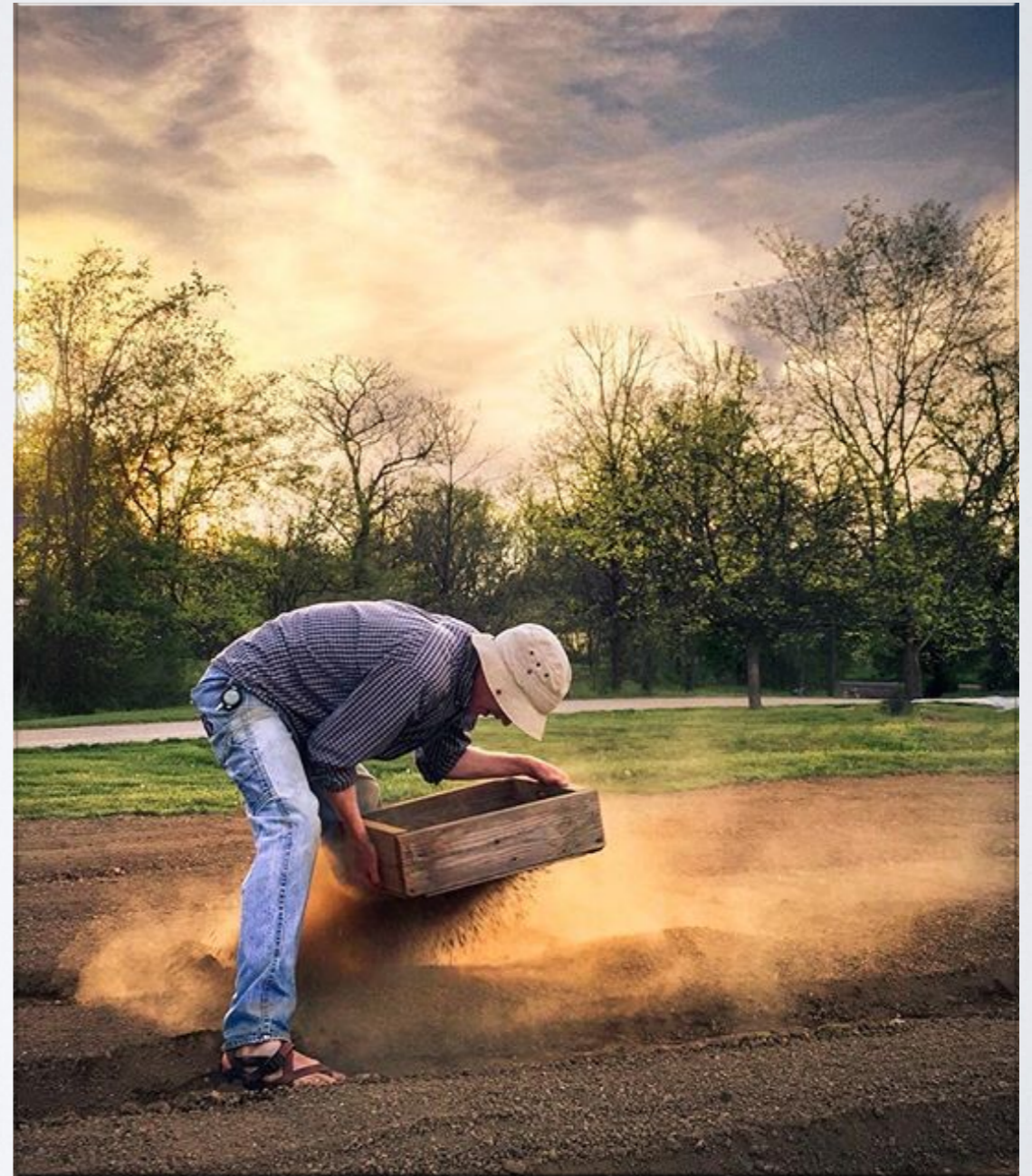


# George Henderson's Approach

from his book

## The Farming Ladder

- They paid the farmer for the first three months.
- The apprentice received room and board.
- If they were competent workers, he would return the same fee for the last 3 months.





# Joel Salatin

from his book

## Fields of Farmers



- Interns receive room and one meal a day
- Monthly stipend
- No official class time
- 4 month internship (they then choose 2 that stay on for the year)

# BOUNTIFUL BLESSINGS FARM

- A six month legal unpaid internship (March-August)
- Each intern pays a \$350 book and tool fee.
- Interns receive room and one meal a day, plus a food stipend.
- Up to two hours of class per day, additional outside reading required.
- Its an immersive experience (weekend activities included).
- Opportunity for 2 interns to stay on for an additional 2 months.



# Pay Structures

- Charging for your internship
- Stipend
- Legal unpaid internship
- Paying them & charging for all the services

# What We Believe It Takes



- Proper infrastructure
- Intentional Planning
- Goal Setting
- Field Trips
- Outings
- Morale Boosting
- Work, Worship & Play together

# DEBITS

- Expect things to be lost and broken.
- Expect accidents to happen.
- Expect to spend a lot of time teaching, training & counseling.
- Expect a loss of privacy.



# CREDITS

- Our farm is more weed free
- There can be financial gain
- Less tied down
- More opportunities to serve
- “Many hands make light work”



# RETURNS

- Former Interns make the best employees
- Help manage the interns
- Understand your vision and mission
- They really can take your farm to the next level



# In Summary



- Have a clear vision of why you are doing this.
- Make sure you have a team with the needed skill set.
- Be realistic about the “cost”
- Be intentional about training, mentoring & having fun.
- Know your boundaries.



# REWARDS

- Seeing lives changed
- Deep relationships built
- Watching some catch the vision for agriculture & true education.
- Seeing their characters grow and develop through hard work.
- Privilege of continued mentorship

