

TANTRÉ FARM

JOB DESCRIPTION FOR FARM WORKERS

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General Overview of Tantré Farm

We are the owners of Tantré Farm, Richard Andres and Deb Lentz. We, along with our daughter, Ariana, live on-site year round. Tantré Farm has been using organic practices on our farm since 1993. We are located about 20 miles west of Ann Arbor (pop. 123,062). The closest town is Grass Lake (very small town, pop. 1,173), about 8 miles to the west. Chelsea (pop. 5416) is the next city near us about 12 miles to the northeast.

Our farm has a combined area of 135-acres of wetland, woods, and sandy-loam fields. We gather together for meals, games, and wifi access at the Main House. We also own a 10-acre farm across the road, which is where our farm crew Guest House is located and some of our animals. Most of our packing and amalgamating activities take place in our Packing Shed and big, red, timber frame barn. Our fruit crops include strawberries, raspberries, blackberries, paw paws, peaches, apples, persimmons, pears, and melons. We grow about 50 to 80 varieties of vegetables, mushrooms, and a small variety of herbs and flowers on about 50 acres of cultivated land. As far as animals, we have an Australian Shepherd named Kalli, a Texas Heeler named Ivy, some cats, a few pigs, a small herd of beef cattle, a few egg-laying ducks, and a small flock of egg-laying chickens. We sell our produce through CSA shares, local stores, restaurants, buying clubs, and also at the Ann Arbor and Chelsea Farmers' Markets.

Our Internship/Farm Crew Overview

We are looking for self-motivated interns with a positive attitude and good work ethic, who would like to work on a bio-intensive, medium-size, organic farm. Responsibilities may include animal chores, soil preparation, planting, cultivation, cover-cropping strategies, harvesting, and marketing through our 300+member CSA and two Farmers' Markets. Interns must be able and willing to work long hours and be willing to live semi-communally with some cooking and cleaning responsibilities.

We offer room, board, and a negotiable stipend dependent on experience and performance. Preference will be given to interns who can live on-site and work at least 5 1/2 days per week (Monday through Saturday market). Basic season is from April through November, but we will consider anyone willing to work at least some of these months. We also do offer some work and accommodations during the off-season. This internship is experiential and will focus on hands-on application of sustainable agriculture practices. We offer free access to all member cooking classes, foraging plant walks, educational dinner talks, etc.

Mealtimes

We eat all lunches together in the Main House during the work week. Richard will make oatmeal for breakfast for those interested, or people find their own food, but we all eat together and sit down for a Morning Meeting at 6 AM. We all sign up for a lunch schedule and share in

cooking and cleaning responsibilities for the season, so we all have the opportunity to cook what we grow.

Generally when the majority of the crew has arrived for the season, we partner up any full-time farm crew for cooking and cleaning for the 8 to 15 farm crew (full-time & part-time), who eat with us throughout the season. The cooks leave the field about an hour and a half to two hours early in order to prepare the meal. All cooks prepare the meal, put away the leftovers, wash and dry dishes, wash surface areas, and sweep dining room and kitchen floors. The cooks will clean up their cooking area as much as possible before they ring the meal bell.

All farm workers are REQUIRED to have breakfast and lunch together as a community in order to share life, answer questions about the day's events, and discuss the direction for the rest of the day. Supper sometimes is prepared by someone in our community, but people may have other evening plans, and may choose not to join us. All weekend meals are on your own.

Household

Room assignments are on a first-come, first-serve basis and also based on Richard and Deb's discretion. We have 5 private bedrooms, 2 shared bathrooms, and a shared living room in our "Farm Crew Guest House". We also have a private space in an unheated block building "barn", and communal living quarters for several in an unheated timber frame barn. All these buildings have electricity, but no wifi.

The common areas in the Main House across the road from the Guest House are the kitchens, the living room, and the bathroom, which are shared with Deb, Richard, and Ariana. Generally we don't wear shoes in any of our houses. Everyone should clean up after themselves in the shared living spaces of the Guest House and the Main House and put their personal items away. We ask that you clean your own sleeping quarters. We also sign up for Community Cleaning Chores to help keep our general areas clean and tidy.

We have 2 washing machines, 2 dryers, clotheslines, and detergent available for personal use, as needed. Also, we do not allow smoking or burning of candles, incense, lanterns, etc. in any buildings on the farm and also in any areas where food/produce is being handled. We highly discourage smoking and substance abuse of any kind.

*****Substance abuse of drugs and alcohol will not be tolerated!***

Work Schedule

This internship is a work-learning experience, so you can work after hours any day and on the weekends, if you want. Minimally we ask that our interns make a commitment to work Monday through early afternoon on Saturday. We take turns going to farm markets, which is all day, while the rest of the farm crew work a half day on the farm. Sunday is a free day, but you can always help out on the farm even then. Most of the full time, new, farm crew are scheduled with animal chores.

Work times begin at 6 AM for breakfast and the Morning Meeting. Our lunch begins around 12 PM and is considered a 1 hour break, which we expect that everyone will attend for the first 15 minutes, so we can check in with each other about the morning accomplishments. The end of the day varies, but it usually ends around 5:00 PM (depends on when the day starts, or the weather, or if harvest is not done, etc.). On Saturdays if you are working on the farm, you are expected to work 5 hours, so if the crew starts at 6:30, then you work until 11:30 AM.

Generally we have an 8 - 10 hour work day, and sometimes you will be expected to help out past the end of the work day, due to weather, animal care, loading for market, etc. Individually (not

as a big group) you may need to take a short (10 or 15 min.) water/snack break in the morning or afternoon. If it's really hot out or it's a holiday, we might end the day early and go swimming/picnicking at any of a number of local lakes. Sometimes people might take a bike ride or a hike around the area before supper. There are a number of county and state parks in the area, including a small nature trail that is adjoining our property. When we choose to eat supper together, it is generally between 6-7 PM.

REQUIRED Work Parties/Open Houses (pandemic-dependent, since this did not happen in 2020-2023)

We invite our CSA members to see the farm at three different times during the season called a Spring, Summer, and Fall Work Party (Open House). These are scheduled on three designated Sundays from 1 to 4 PM. Members may work and help out at a series of stations getting a different taste of the seasonal tasks at the farm or they may just choose to watch their children play in the backyard, interact with the animals, or just walk about the farm and explore.

We REQUIRE that all new full-time interns and some farm crew help out at one of these work parties on a Sunday, which is typically your day off. You will be expected to help run a station and set up tables and chairs or cook a dish to share or help clean up afterwards. Of course, you are invited to attend all three Work Parties in order to build relationships within our CSA community, share your knowledge, and be stewards of Tantre Farm, but you only need to commit to one of them. It is a paid work day, so you will be compensated.

Compensation (Room, Board, & Stipend)

The pay rate is based on experience, performance, and how things go for us for the season, and on whether you are living on the farm. Our stipend for full-time interns usually starts at \$700 for the first month (training, orientation, getting to know routines, etc.). This is a trial month, and if all is working well for you by the end of the first month, then we expect you to stay until the end of your committed time period. If you need to end your stay early for some reason, we would appreciate a 2 week's notice ahead of time. Stipends may go as high as \$900 or \$1000 or more for the full commitment time. It depends on a lot of factors mentioned above, but especially upon performance (initiative, strong work ethic, consistent work focus, troubleshooting problems, responsible behavior, etc.). Payday is the first day of every month for the previous month's work. Sometimes we are also able to offer a \$50 or \$100 bonus at the end of the season, if it's been a productive season.

Free room and board include living quarters, utilities, toilet paper, soap, laundry detergent, first aid supplies, wifi, and most food. We consider this to be worth about a \$800 to \$1000 savings for you per month, depending on which sleeping space you are assigned and what current cost of living is in this area. We generally supply all food, especially all organic produce, free range eggs, organic herbs, and grass-fed meat. If you want food that is not provided but are personal preferences for personal consumption, then you will need to buy it yourself, unless it is for a meal that you are preparing for the whole farm crew. We ask that interns/farm crew supply their own personal hygiene products and use your own cell phone for outgoing long distance calls.

If you are a part time worker, you will receive an hourly wage that is based on experience and performance. Usually we start folks at around minimum wage for your first month, and can be discussed further after that.

We look forward to getting to know our farm crew as individuals, who are interested in learning about farming and healthy food and providing nutritionally-rich, local food to our community and each other.

Supplies/Equipment/Clothing Needed

flashlight/headlamp

alarm

rain coat and pants

work boots, hiking boots, or rubber boots (rubber boots are best for wet, muddy weather)

calling card or cell phone for long distance phone calls

water bottle (we have extras)

pocket knife

sheets, pillows, & blanket or sleeping bag (let us know if you need this, since we have extras)

towel/washcloth (we have extras)

warm clothing (polar fleece, wool, polypropylene etc.) for Fall & Spring Work

long underwear for Fall & Spring Work

Optional Items (Extras are on the Farm)

work gloves

sun hat

sunscreens (bring your own if you have preferences or skin sensitivities)

insect repellent (bring your own if you have preferences or skin sensitivities)

laundry detergent (bring your own if you have preferences or skin sensitivities)

favorite cookbooks or recipes

musical instrument

slippers (we do not wear shoes in the house!)

favorite games