

# North American Biodynamic Apprenticeship Program

“Farmers are the best teachers for farmers. They know what a new farmer needs to know and do and they can teach by example. But just as it takes a great deal of work over a long time to become an excellent farmer, it also takes effort and practice to become a skilled farm teacher.....” -Miranda Smith from *The On-Farm Mentor Guide*

**Please join us for our first Farmer-Mentor Circle Workshop  
February 13-15, 2009 at Hawthorne Valley Farm**

## **“The Art of On-Farm Mentoring: Growing a Farming Community”**

### **Friday, February 13**

**7:00pm: Orientation to the Program and the Role of the Farmer-Mentor**

**7:30pm: The Rewards and Challenges of Working with Apprentices**  
(Bring one story of each to share)

### **Saturday, February 14**

**9:00am: Approaches to On- Farm Mentoring – Part 1**

- Teaching tasks: demonstrate-return-review; shadowing the farmer and discussing what was observed
- Organizing tasks for maximum learning potential: working with skills checklist ; the role of assistants; giving increased responsibilities to apprentices
- Clear record keeping and written instructions/manuals

**10:30am BREAK**

**11:00am: Approaches to On-Farm Mentoring – Part 2**

- Weekly farm observations and the role of the Farm Journal
- Regular discussion times; study
- Independent projects

**12:30pm: LUNCH**

**2:00pm: Artistic Activity**

**3:00pm: Meeting the Needs of our Apprentices**

Facilitated conversation (including the importance of regular evaluations and “check in” times)

**5:30pm DINNER**

**7:30pm Blue Ribbon Boys – music and fun**

### **Sunday, February 15**

**9:00am: Practical Issues**

- Food
- Housing
- Medical insurance/workman’s comp
- Time off – Rest, vacations, study time
- Leaving time for visits to other farms; housekeeping

**10:30am: BREAK**

**11:00am: Growing a Farming Community: Envisioning the next steps**

**12:30pm: LUNCH**