



## 2024 FARM CREW POSITION

Frith Farm  
61 Ash Swamp Road  
Scarborough, ME 04074

### Farm Description

Frith Farm is a no-till, human-scale, certified organic farm in Scarborough, on the lands of the Wabanaki people, the White Pine, the Red Oak, the Saco and Nonesuch Rivers, the forested wetlands, and the salt marshes of southern coastal Maine. We grow three and half acres of vegetables, herbs, flowers, and perennials that we sell through CSA, natural food stores, and an on-farm store. We offer educational workshops and put on community events to celebrate the connection we all share through food. The farm is home to a community of about 10 people, and there are ongoing practices of gratitude and reverence for the many beings and forces of this place that sustain and teach us.

### Farm Setting

The farm is on 5 open acres on a relatively quiet road in Scarborough. We also have 35 acres of forest, with another 35 acres of protected woods abutting. Scarborough is a rapidly growing area, with easy access to urban amenities while still bordering rural communities. We are fifteen minutes from downtown Portland, five minutes from the beach, and less than an hour from the White Mountains, though it is easy to forget all this while on the farm.

### Structures

The farm has 2 propagation greenhouses, 5 high tunnels, a 200-year-old timberframe barn with attached wash-pack station, and an 8-year-old timberframe building with a farm store and commercial kitchen in it. In 2023 we are expanding the kitchen to include a bakery. There is also a variety of housing on the farm.

### Farming Practices

We focus on the diversity and abundance of life on the farm as the basis of health in our plants, animals, and ourselves. We grow vegetables without tillage and do almost all field work by hand. We are certified Organic by MOFGA, and we exceed the organic standards in a number of ways. We believe the farm's economic health is part and parcel with its ecological integrity and its active role in the community. As of 2020, we are no longer raising livestock. Read more about our practices on our website: [frithfarm.net](http://frithfarm.net) or in Daniel's book, [The No-Till Organic Vegetable Farm](#).

### Position Overview

This position is a learn-by-doing immersive experience covering the full breadth of work on the farm. The work is like that of a farmhand position, but generally more varied and with more responsibility. This position is well suited for those looking to gain the experience needed to start and run their own farm. It is a good fit for proactive self-starters who want to step into the responsibility of running the day-to-day work of a farm without the administrative duties and financial risk of business ownership, and with the support of a crew of people in a similar part of their farming journeys. There is also a strong community-building element to the position, making it a good fit for those who are ready to balance their individual wants and opinions with the health of the community as a whole.

### Crew Size

We are hiring 8 farm crew members for the 2024 season

## Start and End Dates

March 27, 2024 through November 26, 2024. There are opportunities to stay on through the winter and beyond for the right fit.

## Position Requirements

At least six months of physical outdoor work experience (one season of full-time farming preferred)  
Ability to lift 50 pounds above your waist

## Desired Qualities

Excitement for physical outdoor work in all weather  
Attention to detail and ability to work alone or closely with others  
Enthusiasm, open-mindedness, and a respectful, positive attitude  
Demonstrated passion for land, food, and community

## Compensation & Time Off

There are two compensation options to select from when you apply:

### Option 1 - Live on the Farm

Housing, utilities, internet, firewood, and access to a communal vehicle are provided, along with a monthly salary of \$1,300, paid the first week of each month for the preceding month. In addition, each live-in crew member gets \$230/month credit to spend in our on-farm store, and unlimited produce that isn't earmarked for sale. Crew members living on the farm get five days off for the season (ideally not in July or August), after which any additional days reduce the monthly stipend by \$100 per day. Wednesday afternoons are off from work and are offered for community connection, field trips, guest speakers, group discussions, and presentations.

### Option 2 - Live off the Farm

Hourly pay at the rate of \$15/hour, with no housing provided. Pay is dispersed the first week of each month for the preceding month. Hourly crew members have access to produce not destined for sale and an employee discount of 25% for farm store purchases. One hour of paid time off accrues for every 40 hours worked. Hourly crew members are welcome to attend Wednesday afternoon community/education sessions off-the-clock.

## Housing

Farm crew members who choose to live on the farm each have their own room with bed and dresser provided, with shared kitchens and bathrooms. Crew members may choose to live in the original timberframe farmhouse or in canvas wall tents with wood stoves at the edge of our woods. Being 200 years old, the farmhouse is rustic and has minimal sound privacy, but offers the basic amenities of living in a fully insulated home with a full bath. The wall tents, on the other hand, offer more privacy and connection to nature, but are essentially like camping, and frequent use of the woodstoves is necessary to combat the cold of the shoulder seasons and the humidity of summer.

## Food

Crew members help themselves to any produce from the walk-ins or fields that is not destined to be sold. There is an abundance of such veggies that varies seasonally. Everybody living on the farm gets \$230/month credit toward the farm store which has eggs, dairy, meat, and a variety of basic grocery items. Credit does not accumulate or carry over month-to-month. Employees living off-farm get 25% off of farm store purchases. There is one official community meal each week that everyone takes turns preparing, and often folks choose to cook communally more often.

## Work Schedule

Summer work days are 7am-4:30pm with an hour for lunch, except for Wednesdays which end at Noon. There are also duties, like watering, packing up CSA, or closing deer fence gates, that happen outside of

these hours. Farm crew members take turns working weekends to harvest and irrigate. Work averages about 40 hours a week. For any time off taken, it is each crew member's responsibility to arrange for others to cover their duties and chores while away.

## Type of Work

We do almost all work by hand, so physical labor can be heavy and repetitive. Common tasks include:

- Soil blocking
- Seeding
- Bed preparation
- Transplanting
- Spreading compost and mulch
- Weeding, mostly by hand
- Pruning and trellising
- Harvesting
- Irrigation setup
- Washing and packing produce
- Making deliveries
- Stocking farm store and managing inventory
- Running CSA pickups
- Interacting with customers and overseeing volunteers
- Helping with work in the farm kitchen and with farm events
- Stocking, cleaning, and organizing on-farm store
- Rotating through community chores, including trash removal, bathroom cleaning, etc

## Training and Check-ins

Training is done through written or verbal description and by demonstration. Once the tasks of a role are demonstrated, farm crew members rotate through management roles throughout the season and are responsible for training and managing each other, with Daniel present for support as needed. There are daily crew meetings, weekly group check-ins, and one-on-one check-ins every other month.

## Wednesday Afternoons

We take Wednesday afternoon off each week for mindful time together. We practice the Way of Council, a timeless method of community sharing in circle. We invite everyone into radical heartfelt honesty to express whatever is alive for them, and to hold each other in confidence and support. Wednesday afternoons are also for education, play, and rest. They include field trips, presentations by Daniel, guest speakers, group discussions, and whatever else fits the desires and needs of the moment.

## Farm Community

Daniel started Frith Farm in November of 2010. Since then the farm has grown to include a seasonal crew of 8-10 people. Daniel and his partner Sandra live and work on the farm, and Daniel's father Stuart lives just down the road and is involved with the farm's recordkeeping, customer correspondence, and berry picking. Daniel has two sons, Ellis (5) and Edan (3), who live at the farm part-time. The farm is connected to an extensive network of other farmers and earthy people in Maine and beyond. We host a variety of gatherings and ceremonies beyond the farm's advertised events.

## Daniel's Involvement

Daniel works full-time covering the planning, ordering, marketing, infrastructure, and administrative duties of the farm. He also travels to meet and learn from other farmers, teachers, and community models. Daniel works a variable schedule to fit around his duties as a parent and business owner. Besides key training and education times, Daniel rarely works with the crew in the field. Once trained, the crew runs the daily on-the-ground operation of the farm with minimal oversight.

## Community Agreements

Crew members will be asked to agree to the following community guidelines:

### Fire Safety

Fire in old wood buildings is no joke.

- No open flames in or near the house or barn; this means no candles or smoking of any kind inside or within 20 feet of any building.
- Never leave the front door of the woodstove open unattended. Keep all combustible objects at least 3 feet from wood stove.
- Empty wood stove ash weekly, into metal bucket, then directly to the metal ash barrel.
- Remove lint from the dryer before and after every use.
- Check with Daniel before using any space heaters or old or worn electrical cords.

### Community Mindedness

Living and working in community offers many joys and challenges. Kindness, respect, and compassion are the glue that holds community together. Please speak up for your personal needs while also being attentive to the needs of others and the community as a whole.

### Respect for Common Spaces

1. Keep common spaces, porches, and courtyards clean and tidy.  
Please maintain a high standard of cleanliness in and around the farm's housing. Try to leave areas cleaner than you find them. Put away tools & supplies immediately after use.
2. Keep dirt outside.  
Prewash hands with a hose or the irrigation manifold before using bathroom or going inside. Avoid tracking mud through the barn, commercial kitchen, or farm store.
3. Respect the hard work that has gone into the farm's buildings.  
Please think of this place as your home, and let Daniel know immediately if anything breaks or isn't working right.

### Guests

Guests are welcome to stay with you anytime, but please be respectful of your housemates and make sure they are okay with your plans. If a guest is going to stay for more than 3 days in a row, please check with Daniel beforehand. If you want to invite anyone to Community Dinner, please ask whoever is cooking at least a day ahead, and be prepared to help provide some extra food.

### Vehicles and Parking

There is a shared farm vehicle so crew members need not bring a car. And with 10+ adults living on the farm, there should be ample opportunity to rideshare or borrow vehicles as needed. Daniel will show where to park after you arrive.

### Pets

Aside from our farm cat Bonbon, crew members may not have pets at the farm. Dogs are generally not allowed on the farm, but if somebody visits you with a dog, just keep them leashed.

### Storage

Other than a vehicle/bicycle, all personal belongings should fit in your room, or in common spaces if everyone is ok with it. No additional indoor storage space is available.

### Work in all Weather

Except for during severe storms, the farm crew works in all weather. Everyone comes prepared to work through all combinations of cold, windy, wet, muddy, hot, humid, sunny, and buggy.

### Bare Feet

No bare feet allowed during working hours. Go barefoot at your own risk when not working; there is sometimes sharp debris in the mulch. Do not bring any glass into the fields (too many mowed mason jars). Think steel or plastic for water bottles.

### Farm Computers, Internet, & Online Spreadsheets

There is wireless internet throughout the farm. There are farm computers in the barn and commercial kitchen hallway for communal use. Farm plans and records are maintained on a number of online spreadsheets that will be shared with everyone come April.

### References (recent Frith alums)

Josie, 2022 Apprentice and 2023 Assistant Farm Manager: [josie.stdenis@gmail.com](mailto:josie.stdenis@gmail.com)

Anna, 2023 Apprentice: [anna\\_libori04@yahoo.it](mailto:anna_libori04@yahoo.it)

Catherine, 2023 Apprentice: [catherine.fisher416@gmail.com](mailto:catherine.fisher416@gmail.com)

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