



































































Biodynamic Farmland Conservation Trust, Inc Mission Statement

Create and support responsible agriculture by furthering all aspects of sustainable, biodynamic, organic or other environmentally, economically, and spiritually healthy agricultural techniques.

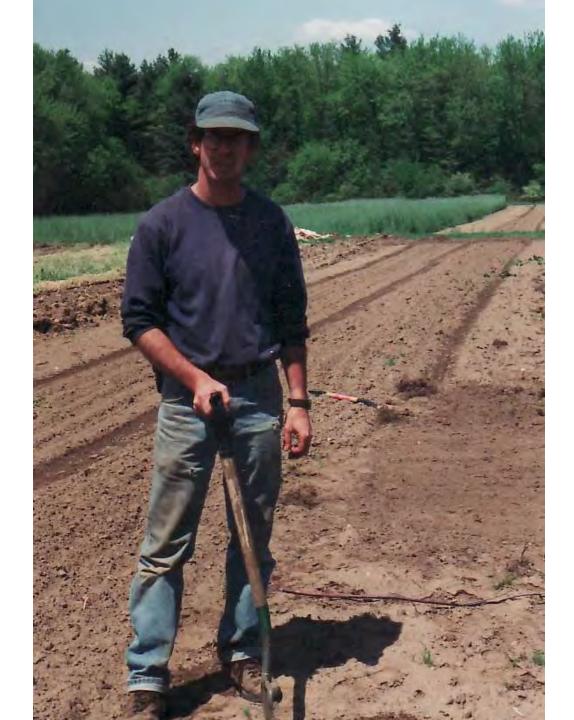
The Trust will support the practice and promotion of techniques that protect, heal and transform the land and the environment and produce healthy, nutritious food for human beings and animals for generations to come.

The objectives of the mission will be accomplished:

- 1) Through the creation and/or management of working farms.
- 1) By developing and supporting community supported agriculture models.
- 1) By establishing associative marketing strategies with existing local farms.
- 1) By the training of future and present farmers
- 1) By educating, consulting and conducting research in these farming methods.





































































































Systems for Success

clarification of goals for farmer

labor education of future farmers companionship cost

Clarification of the "deal"

weeder crew, mechanic, administrator, cook: labor for money assistant manager : labor for money & experience apprentices: labor for information







systems for success

compensation wages room & board benefits/insurance lunches farmer skills communication interpersonal education farming anxiety level of farmer C.R.A.F.T. - http://www.craftfarmapprentice.com/

limits

anxiety level of farmer time for learning work schedule personal needs personal space family space boundaries work schedule space clarity of relationship workers/interns vs. friends apprentice house resource to be managed space separator success is contagious wall of shame









hiring

letters/resumes working visits interviews telephone / personal interviews - working vs. talking expectations time to think hiring the right crew - thinking of the bigger picture contract

Biodynamic Familand Conservation Trust Apprendiceship Program – Policies & Experiments (2019)

Who's who and what's what:

Biodynamic Farmland Conservation Trust, Inc. (BFCT): This is the organization that owns the farm property and equipment, manages the apprentice program, and is your employer. The BFCT is a non-profit, 50103 corporation, and it managed by a Board of Directors (BOD). Peter Littell is the President of the Board of the BFCT. Board meetings occur roughly 5 times per year and are open to the public.

Brookfield Farm: Brookfield Farm is a project of the BFCT. It is not a "legal entity" but rather a DBA ("doing business as") for the BFCT (legally Brookfield Farm owns nothing, hires no one, and is fully managed by the BFCT).

General Manager(s): Dan Kaplan and Karen Romanowski are the general managers (GM) of the BFCT. They are responsible for overseeing all aspects of the programs of the BFCT including Brookfield Farm and the apprenticeship program. The GM(s) are responsible for program development, administration, hiring performance reviews, as well as apprentice career development. The GM(s) are accountable to the BOD of the BFCT.

Assistant Manager: Ellen Drews is the assistant manager (AM) of Brookfield Farm. She is responsible for various areas of management and runs the crew when Dan and Karen need to be away. The AM is accountable to the GM(s).

Apprenticeship Program: Our program is a hands-on working/learning experience designed to move dedicated candidates towards farm management. We accept people from all backgrounds; from inexperienced city folks looking to explore agriculture as a career option to experienced farmers looking for a new approach to agriculture. As such, each apprenticeship will have different challenges and take on a different character.

Apprenticeship Contract: We will tailor each program to the expressed needs of each participant. It is essential that participants make their needs clear and well known before we write an apprenticeship contract during the hiring process. The contract will contain our (manager and apprentice) expectations for learning as well as benefits and expectations for labor. This contract will be updated during the program orientation and periodic evaluations.

Program Orientation: During the first two weeks of the apprenticeship we will conduct an orientation for all of the apprentices. At this orientation we will go over farm policies (including safety, sexual harassment, use of technology, etc.). We will individually review each apprenticeship contract and update them as necessary. We will also begin to set vacation times, assign tractor responsibilities, shopkeeper responsibilities, the Boston driving schedule, and start figuring out how to have a good time together.

Written Materials: Apprentices are provided with written learning materials throughout their apprenticeship. These materials include crop plans, seed orders, planting schedules, maps, budgets, overall farm plans, and various other supporting materials. In addition, there is a farm library from which apprentices are welcome to borrow books.

Apprentice Interview

Name:

Date:

- 1. Do you have a valid driver's license?
- 2. Describe your experience with mechanics tools, carpentry tools, and farm machinery or equipment?
- 3. Define your crop growing experience beginner, intermediate, expert
- 4. Define your animal husbandry experience beginner, intermediate, expert
- 5. Some people are planners? Are you? And if so, would you be willing to share were you see yourself in in 1 year? Five years? 10 years?
- 6. What would you say are your top three goals and objectives for this apprenticeship?
- 7. In what areas do you think you need the most training?
- 8. Do you know that we are a biodynamic farm and is that important to you and why?
- 9. Have you had any previous experience of physical work
- 10. People have many motivations for interest in this work. For some people they enjoy working outdoors. Some people like the physical aspects of the job. Some people are moved by the political action of this work? For others they enjoy eating great food. What are your primary movers for doing this work?
- 11. Our farm is very social. Describe the progression from the apprentice crew, to the weeder crew, the harvest crew, the 1000 shareholders each week on the farm, the school groups, volunteers, etc etc. Do you feel that being in this type of social environment will be a challenge for you. Do you enjoy interactions with people ALL THE TIME!?
- 12. How do you like to learn? Books, experience, talking, etc?
- 13. Have you had any previous experience with group living and how do you view the need to live in the apprentice house?

working/learning

communication clarification of goals information: written and verbal crop planning spreadsheets, budgets, annual plan, financial statements transparency - what you see is what you get setting appropriate expectations - quality work skills working with your crew (or do you like the office too much - personal space) clarity/oversight patience/time expectations in line with reality anxiety level of farmer sharing responsibility harvest management - work flow inventory - ordering supplies & items for sale administration - data entry, accounts receivable marketing - phone calls, renewals arc of the year – patience spring – skill building summer – skill practicing fall – business management evaluations – 3 times accidents understanding calm can you afford this? - refer to part 2 machines safety and risk working with the crew what everyone wants to know excuses for wanting space, etc quality of work life humor anxiety level of farmer farmer satisfaction with life farm systems in place - if not, communicate why not limits breaks / special days

BIODYNAMIC FARMLAND CONSERVATION TRUST, INC. 2019 Annual Plan Approved by the Board of Diversion 3/26/2019

2018 was a challenging year on many levels: excessive rain from August – November, coupled with a unexpected management shift mid-season, necessitated flexibility, creativity, and lots of extra efforts to keep the farm in a positive direction. We are generally looking forward to a year of repairing weather-driven infrastructure degradations and returning to our previous management schemes to hopefully steer this ship towards calmer waters. In addition, we will continue the work we have focused on for the past decade: updating our CSA as a core activity in a changing marketplace, training the next generation of farmers, and continuing to deepen our involvement in using our farm for outreach of all types. Here's the main area of focus for the season:

Repair roads, culverts, perennial crops, and fields that have been damaged by the excess rain of 2018.

Return to the previous general manager / assistant manager scheme of farm management while continuing to develop systems to broaden the possibility of sharing the day-to-day management of Brookfield Farm beyond Dan and Karen into the future if desired.

Pursue opportunities brought about by the changing demographic of land-ownership in our little corner of South Amherst (Warren Wright Road parcel, Snyder Farm, Gray Farm, Tate Farm, Small One's Farm).

Broaden & update the marketing of our CSA shares; improving our website and social media presence. Continue to hone our message to focus on our core values of a transparent, multigenerational partnership between producers and consumers.

Build on our continued strong outreach efforts. Promote increased access to our CSA shares (through our donor supported shares and the HIP program), develop farm-based education with Leila Tunnell as our farm educator, and continue to pursue activities which share our efforts with the wider community that surrounds the farm.

| 1.00 | A | В | C | D | E | F G | н | 1 |
|------|-----|------------------------------|--------|--|------------|---------------------------------------|----------|---|
| | | | 1 | | fy2018 | fy2018 | | |
| 1 | | | | | actual | budget | | notes |
| 2 | Inc | ome | | V. 8 | | | | |
| 3 | | Me | mber | ship Dues | | | | |
| 4 | | | Reg | alar Season Shares On Farm | 219,711.63 | 240,000.00 | | |
| 5 | | Split Share Fees 2018 | | 4,980.00 | 5,400.00 | | | |
| 6 | | Senior Shares On Farm | | 20,525.00 | 8,250.00 | | | |
| 7 | | Regular Season Shares Boston | | 57,240.00 | 69,000.00 | | | |
| 8 | | Senior Shares Boston | | 4,861.65 | 1,320.00 | | | |
| 9 | | - | Don | or Supported Shares | 1,870.08 | | | |
| 10 | | | Win | ter Share | 26,676.64 | 28,800.00 | | |
| 11 | | | Seni | or Winter Share | 2,560.00 | \$00.00 | | |
| 12 | | | Fall | Shares On Farm | 4,020.00 | - | | |
| 13 | | | Fall | Shares Boston | 1,925.00 | | | |
| 14 | _ | | Holi | day Shares | - | 2,000.00 | | |
| 15 | | | Whe | elhouse Farm | 2,080.50 | 1,200.00 | | And the second se |
| 16 | | Tot | tal M | embership Dues | 346,450.50 | 356,770.00 | -2.98% | change from regular to senior leads to less \$ |
| 17 | | | | and the second sec | | | | |
| 18 | | BF | Meat | Sales | | · · · · · · · · · · · · · · · · · · · | | |
| 19 | | | BF I | Pork | 3,715.95 | 5,000.00 | | |
| 20 | | | BF I | Beef | 4,262.38 | 7,500.00 | | |
| 21 | | Tot | tal BI | Meat Sales | 7,978.33 | 12,500.00 | -56.67% | ~\$3000 inventory of beef/pork left to sell in '19 |
| 22 | | | | | | | | |
| 23 | | BF | Prod | uce Sales | | | | |
| 24 | | | BF I | Produce | 4,166.04 | 4,500.00 | | |
| 25 | | | Stor | аде Сторз | (2,412.00) | | | purchased winter roots / 10k# sweets to sell in '19 |
| 26 | | Tot | tal BI | Produce Sales | 1,754.04 | 4,500.00 | -156.55% | |
| 27 | | | | | | | | |
| 28 | | BF | CT P | romos Sales | - Andrews | | | |
| 29 | | | BFC | T Promos | 757.00 | 1,500.00 | | |
| 30 | | Tot | tal BI | CT Promos Sales | 757.00 | 1,500.00 | -98.15% | swag saturation? |
| 31 | | 6.3 | | | | | - | |
| 32 | | Pul | blicat | ions | | | | |
| 33 | | | Сго | p Planning | 1,050.00 | 1,400.00 | | |
| 34 | | Tot | tal Pu | iblications | 1,050.00 | 1,400.00 | -33.33% | is the run finally over? |
| 35 | | | | | | | | |
| 36 | | Ou | treac | h Income | | | | |
| 37 | | | Edu | ration | 13 203 75 | 13 295 00 | | |

| A | в | D | E | F | G | H | 2 K | L | M 11 | D P Q R |
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| _ | apple tree parture | | | | | | | | | |
| - | 7/10/2019 GREENS | ani(3) x 2 tat(3), vita green (3), 6 aummer (3) | row cover | 7/20/2019 GREE | ENS a | rugula(3) x 2; tabul(3); black summer(3); han row cover | 10/25/2019 rye | | | 5500 greens |
| | 8/18/2019 GREENS | tat(3), aru(3), max(2), mer ging(3), red giant (2) | IDW DUVER | 6/28/2019 GREE | ENS # | rugula(3) x 2. talasi(3), komatauna, anuks(5), row.covar | 10/25/2019 ryw | | | |
| e | 6/18/2019 BROCCOLI | arcada | | | | | 8/7/2919 nats/red clover | | | 2200 broc |
| c | 6/18/2019 BROCCOLI | arcadia | | | | | 8/7/2019 oats/red clover | | | |
| a. | 4/20/2019 KALE | red russian | trial - earlier | planting date | | | 7/21/2019 oats/red claver | | | 3300 kale |
| ē. | 4/20/2016 KALE | winterbor | tow cover | | | | 7/21/2019 oats/red clover | | | |
| c | 4/20/2019 KALE | winterbor | tow cover | | | | 7/21/2019 oataired clover | arg | der 2n | |
| E | 4/20/2019 COLLARDS / KOMATSUNA | flash (7001) / komatisuna (4001) | IDW COVER | | | | 7/21/2019 patarred clover | 10 | bede | 700 collard |
| £ | 4/20/2019 CABBAGE, CHINESE | (minut) | IDW COVER | | | | 6/7/2019 oatarred clover | | 57 | 400 komatsuna |
| ε | 4/20/2019 CABBAGE CHINESE | they. | TOW COVER | | | | 6/7/2019 detailed clover | | | 2200 chi cabi |
| c | 4/20/2019 CABBAGE | \caire- | row cover | | | | 6/7/2019 oats/red clover | | | |
| 2 | 4/20/2019 CABBAGE | waterfield / cairo | tow cover | | | | 6/7/2019 oats/red clover | | | 4400 cab |
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| c. | 4/20/2019 BROCCOLI | blue wind | HOW COVIE | | | | 7/21/2019 pats/red clover | | | 4400 broc |
| π | 202019 BROCCOLI bie wind | | tow cover | | | | 7/21/2019 outs/red clover | er | | |
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the next step jobs on the farm land for future farmers competition jobs at other farms career changes part of the family







Where are they now?

Farmers













Provider Farm

From our fields, for your family



Directions

Home » About

| CSA Shares | |
|------------------|--|
| Grass-Fed Beef | |
| About | |
| Meet the farmers | |
| Philosophy | |
| History | |
| Jobs | |
| Directions | |
| Contact | |
| | |



We believe in agriculture as a way of life and that good farming is a fundamental tenant of any society. As farmers it is our job to feed our community. We strive to produce the best possible products and the only way that we can achieve this is through good, ecologically based agricultural practices.

Soil is our most precious resource and the foundation of our farm. Healthy soil makes a healthy farm. Soil is a complex living organism that needs to be fed and cared for like any other living thing. That is why at Provider Farm we don't use any chemical fertilizers or pesticides. We have a compost based fertility system and practice crop rotations and cover cropping to ensure that our soil remains healthy and strong.

For the time being we have elected not to certify our farm as organic through the USDA. We feel that the USDA organic standards have their place somewhere in the agricultural world but on our farm we do not feel that the certification process is appropriate. The certification process is expensive and somewhat arbitrary. We have signed the CTNOFA Farmer's Pledge (pdf) and we strongly encourage our share holders to visit our farm and see our fields. We raise happy cows and healthy vegetables and we are happy to show you around!

Provider Farm

PROVIDER

www.providerfarm.com Biodynamic • Nar rown













About / Our CSA / Events / News / Sign Me Up!





Picadilly Farm is nestled among the fields and hills of southwestern New Hampshire, right along the Vermont and Massachusetts borders. Owned and operated by Jenny and Bruce Wooster, Picadilly Farm provides certified organic Community Supported Agriculture shares to over 1000 households throughout our tri-state region. Enjoy our certified organic produce from June through December by signing up for a 2019 share! We offer a range of CSA options. We provide our local community with convenient pick-up or delivery options, and we deliver weekly to multiple Eastern Massachusetts pick up sites.

Check us out on Instagram! And connect with us Facebook.



. II





Want to continue enjoying your favorite local, organic veggies a little while longer?









Jenny honored as one of fifteen "Extraordinary Women" during Keene celebration

August 06, 2017

Fifteen "Extraordinary women" honored during Keene celebration

Steve Whitmore Sentinel Staff Aug 25, 2017



Words like "extraordinary" are often overused, thrown about like so much empty filler lacking in meaning or substance, never capturing the actual depth of one's character.

Not so with the 15 Monadnock Region women honored Thursday evening at The Sentinel's fifth annual Extraordinary Women celebration.





DME

bout k Farms EAT Community Supported Agriculture LEARN Environmental Education Center



STAY The Inn at Fernbrook Farms GROW Wholesale Plant Nursery VISIT Our Farm Happenings

A VARIETY OF WAYS TO

Join the CSA!

Proudly Growing Fresh, Healthy, Chemical-Free Food

Vegetables - Berries - Flowers - Herbs - Meats

From Our Farm Direct To You And Your Family

GET CONNECTED WITH

Your Food











Queen's Greens

About

Order Wholesale

ale Contact

Employment

Certified organic greens, herbs and vegetables grown with care from seed to harvest in Amherst, MA

Eat



Follow us on Instagram! <u>@queensgreensfarm</u>













Community-supported-agriculture providing organically-grown produce for the Riverbend and St. Louis area since 2007

JOIN OUR CSA

FARMER'S MARKET / FARM STAND

About Three Rivers











































Welcome to Fort Hill Farm! We grow fresh, local and certified organic produce here in New Milford, Connecticut.

Find out where you can buy our <u>seedlings and plants</u>, our <u>CSA</u>, our <u>farmers' markets</u>, and learn about our partnerships with <u>local retailers</u> and <u>restaurants</u>!



Explore more about our growing practices, the place of the farm, and us, your farmers!



ANNOUNCEMENTS!

NOVEMBER HOURS for the CSA and Farm Stand: TUESDAYS ONLY, 2PM to 6PM, through November 26

Check out our veggies at the the following FARMERS MARKETS

Westport Winter (Saturdays 10AM to 2PM) has begun!

New Milford (Saturday 9AM to noon)--last market on the green 11/23, winter market at Meadowbrook Gardens starts December 7!

Chappaqua (8:30 AM to 1PM) last summer market 11/23

see our farmers market page for









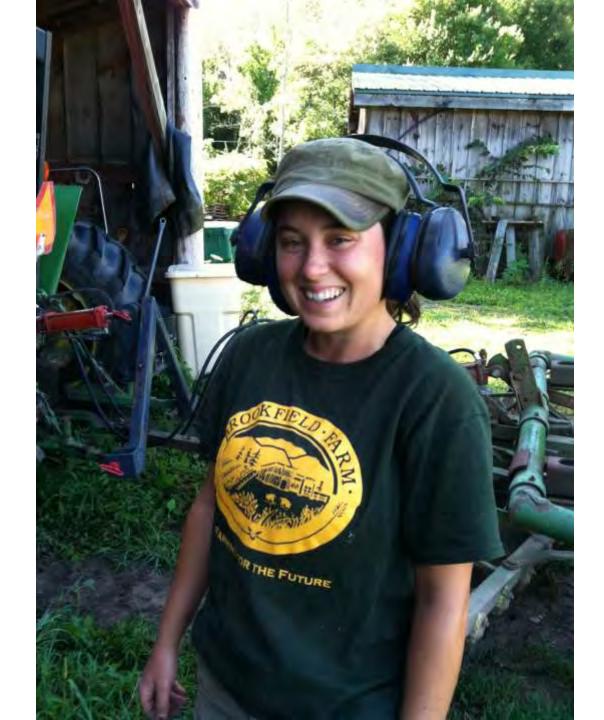
Educators













Q

E Quicklinks

Erin Roche

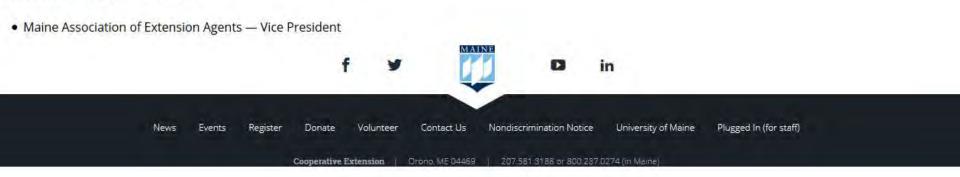
rop Insurance Education Program Manager 96 College Avenue, Orono, ME 04473-1295 hone: 207.949.2490 mail: <u>erin.roche@maine.edu</u>

rin Roche joined the Maine Risk Management and Crop Insurance Education Program as Program Manager in March 2015. This program exists n partnership with the USDA Risk Management Agency to provide crop insurance education and up-to-date risk management resources to Maine armers. Erin conducts educational programs throughout the state at commodity group meetings, farmer conferences, and trainings.

ducation:

- B.S. (2005) from the University of Vermont
- M.S. (2014) in Plant, Soil, and Environmental Sciences from the University of Maine. Her thesis focused on organic bread wheat production in New England through an evaluation of nitrogen regimes and cropping sequences.

rofessional Organizations:





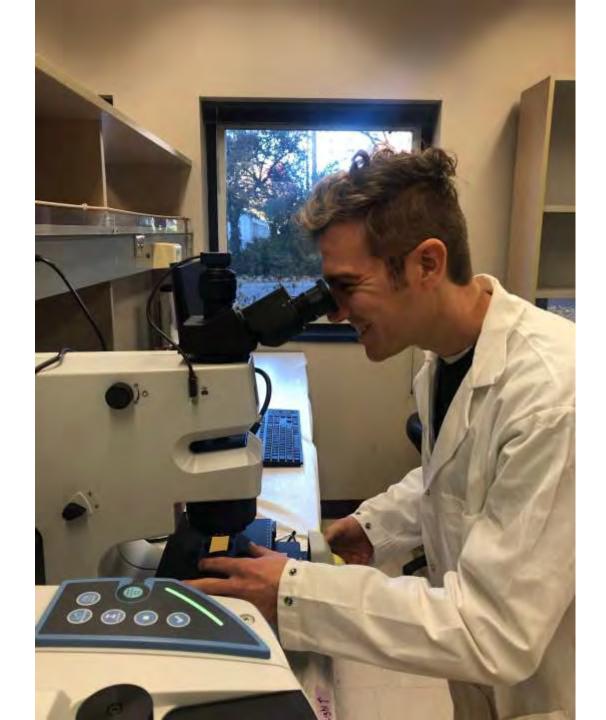
















Health Practitioners













HUTTE CUTLACE

Wildfire Herbs

and the Appalachian Ohio Herb Clinic

Caty Crabb

catycrabb@gmail.com 740-274-9494

94 A Columbus Rd Athens OH 45701

and at the Athens Farmers Market









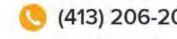


Email Me

Send to Friend

Rebecca Downing

Counselor, LMHC



Verified By Psychology Tod

About Network

Are you going through a major life transition and feeling overwhelmed? Feeling depressed? Wondering how to make your relationship work, or how to find a relationship that will be healthy for you? Experiencing anxiety that seems disproportionate to your life circumstances?

G Website

My main goal as a therapist is to establish a strong therapeutic connection and provide a compassionate, non-judgmental practice using a strengths based approach that assumes that wellness is within each of us and needs guidance to be fully realized, my style is collaborative and client centered.

In my practice, I begin with a humanist approach, combining a solution focus with narrative therapy, and cognitive behavioral strategies. Areas of specialty include, but are not limited to, anxiety, depression, life transitions, LGBTQIA+, and am Poly/Kink friendly. Diversity of Thoughts, Feelings, and Beliefs are welcomed.



Location

Rebecca Downing, LMHC 1 Roundhouse Plaza Suite 201 Northampton, Massachusetts 01060 (413) 206-2067

Email Me Show Map Nearby Ar

Specialties

- Life Coaching
- Relationship Issues
- Depression

Issues

- Anger Management
- Anxiety
- Behavioral Issues
- Bipolar Disorder
- Career Counseling
- Codependency
- Coping Skills
- Divorce
- Emotional
- Disturbance

Cauciality

Grief

Family Conflict

- sues Infertility
 - Infidelity
 - Peer Relationshi
 - Polyamory, LGB
 - Self Esteem
 - Sleep or Insomn
 - · Women's Issues





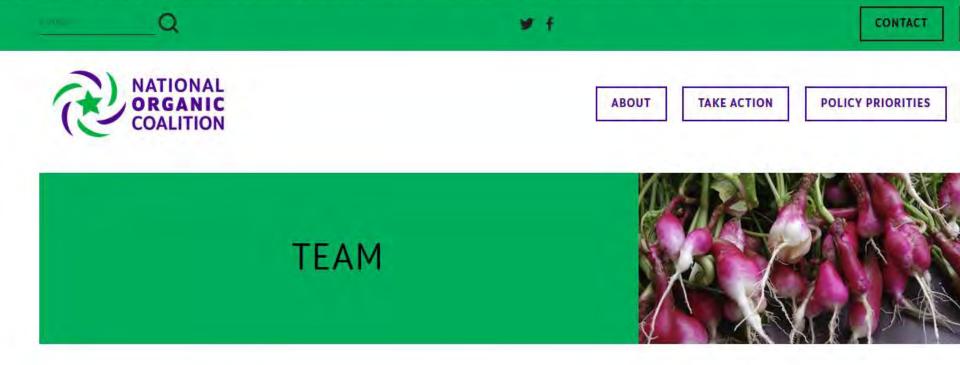


Advocates











Abby Youngblood, Executive Director 646-525-7165 Abby@NationalOrganicCoalition.org



Steve Etka, Policy Director 703-519-7772 Steveetka@gmail.com



Alice Runde, Coalition Mana 314-269-7162 Alice@NationalOrganicCoalition



PETER ANDREY SMITH

I'm a reporter currently based in New York.

My stories have been featured in *The New* York Times Magazine, Outside, Wired, Harper's, and The Walrus, online at The New Yorker and Buzzfeed, as well as on the radio at Radiolab, Reply All, and Science Friday. I've worked as a regular contributor for the *Times* Magazine, Smithsonian.com, GOOD, Maine magazine, and The Christian Science Monitor.

I grew up in New York's Hudson Valley, where I studied the effects of *Ginkgo biloba* and jumped off cliffs into freshwater streams. Since then, I've done everything from working on dairy farms in New Zealand to foraging for ulmaria and konbu near Brookings, Oregon. I once traveled the Caribbean on the 150-foot oil refueling vessel between the port of San Juan and Gallow's Bay, St. Croix. This is my first website.

I cover the unseen, underrepresented, or purposely obfuscated processes that transform our world. Available for assignments and adventure:

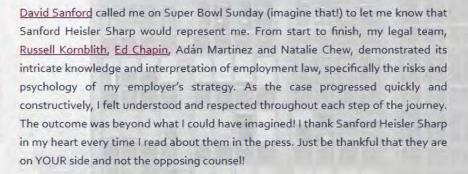


Adán Martínez

Home » Everyone at a Glance » Adán Martínez



Prior to law school, Mr. Martínez began his career as a low wage, agricultural worker. His years of experience as a manual laborer provide valuable context to his representation of employees.

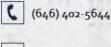


Former Banking Executive

I contacted <u>David Sanford</u> based on a recommendation when I was wrongfully terminated from my executive-level role. The case was complex since it involved a well-known and high-powered attorney that was threatening to ruin me and my reputation if I proceeded with the case. David, **Adán Martinez** and Mariel Brunman were extremely classy, professional, and level-headed throughout the entire process and brought a tremendous amount of comfort and support to me. My opinions were valued, my doubts always heard, and I was always reassured with full transparency, integrity, and partnership. David and his team built a strong case and ultimately managed to reach a successful outcome through mediation that not only sent a strong message on wrongful termination but it gave me my credibility and



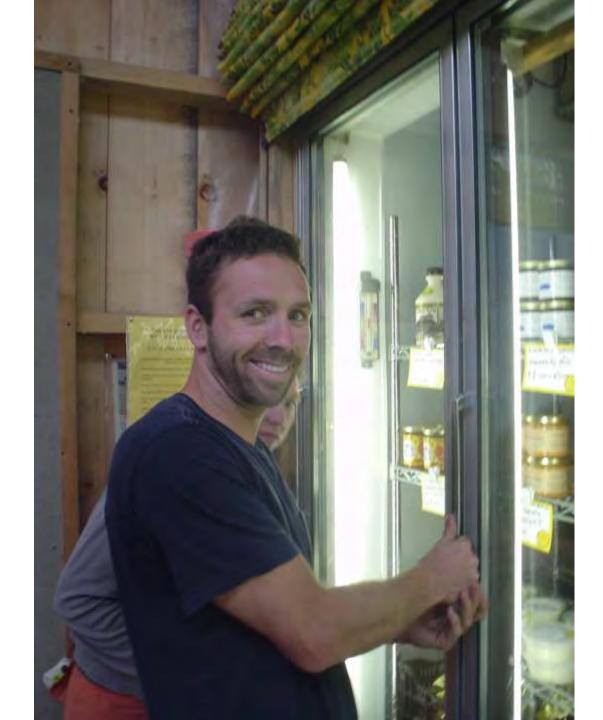
Adán Martínez Associate



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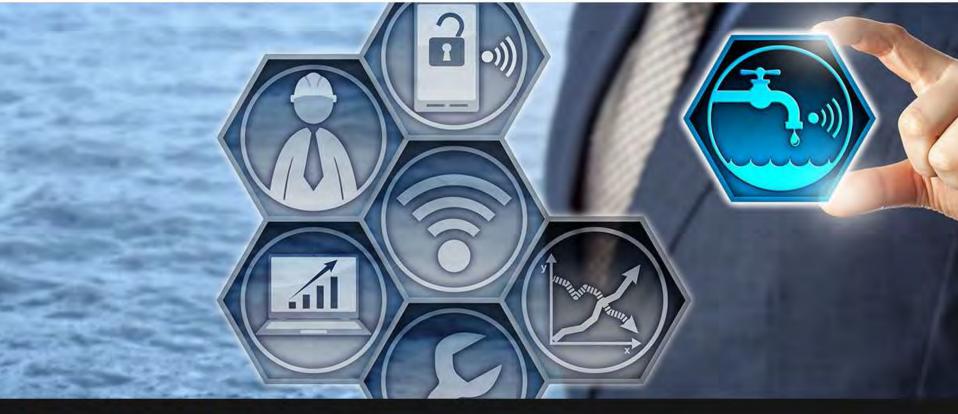
Email Adán

in View on LinkedIn











WaterNinja Login

or learn more.

Intoducing WaterNinja, a **reliable** water resource tool.

WaterNinja.com is focused on national water resources. We've created a standard model to simplify water data throughout the United States, including transparent access to water data, water rights and water market activity.

INTERSTELLAR FARM



SOUTHTOWN/EASTSIDE MONTE VISTA/OLMOS PARK ALAMO HEIGHTS/TERRELL HEIGHTS

SHOP

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. . .



About Our Work Where We Work

What's New

Get Involved

.

Q



Kate Rossiter Pontius

Outreach and Education Manager, Farmland Information Cen

krossiter@farmland.org (413) 589-9330 x 24



Get Fresh Updates



Food















Saturday, November 23 · 9:00am - 6:00pm Burlington, Williston & Lebanon, NH

on topic...





SUPPLY

Click f







Uncommon Grounds Manager to Open Cafe and **Bakery in Essex** by Sally Pollak

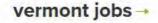
Daily Planet to Reopen

Sale of Daily Planet Falls Through, Leaving Its Future

by Sally Pollak

Unclear by Sally Pollak

> MORE RESTAURANT NEWS : MORE COFFEE/TEA =



Servers, Bartenders (Full Time) - Winooski, Vermont, USA - The Mandarin

Customer Experience Manager (Full Time) - Burlington, Vermont, USA - Pizza 44

4 Open Positions (Full Time) - Essex, Vermont, USA - Sweet Clover Market

Register and Kitchen Staff (Full Time) - South Burlington, Vermont, USA - Bliss Bee

RESTAURANT NEWS / COFFEE/TEA

COMPANY

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MBER 23

or Details

Front Seat Coffee Coming to Hardwick

POSTED BY SALLY POLLAK ON THU, JUN 27, 2019 AT 9:30 AM



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Community Relationship

multigenerational

inspirational / hopeful

Empowering Women Home For Wanderers

Local Enrichment

Impact Regionally & Beyond: **New England** Missouri **New Mexico Canadian Maritimes** Spain

Dreams & Looking Forward















