

Ecology Action's 8-Month Internship Expectations (Terms & Conditions)

Dear Applicant,

We would like to take this opportunity to be very clear about what our internship entails and about what our long-term expectations are should you be selected and choose to engage in this special internship. Additionally, we would like to share what our commitments are to successful graduated interns, as well as a few details about what you can expect while you are here.

When we carefully select our interns, we have two major objectives:

1. To select interns whose lives will be enriched and whose personal goals shall be made possible through their participation in Ecology Action's 8-Month Internship (8MI) Program; and,
2. To select interns whose goals align with Ecology Action's mission, which is to support the development of GROW BIOINTENSIVE® Mini-Farm Training & Research Centers and Soil Test Stations wherever ecological agricultural practices are needed.

To clarify, this means that *interns, during the 8MI Program, will be expected to satisfy the pre-requisites for GROW BIOINTENSIVE (GB) Basic Level Teacher Certification per pages 4-6 of EA's [Booklet #30 "GROW BIOINTENSIVE Sustainable Mini-Farming Teacher Certification Program"](#), and graduated interns are expected to return to their countries of residence to farm and teach full-time according to the GB principles.*

If you are not committed to becoming a certified GB teacher and farmer and to making teaching and proliferating the GB method your long-term goal, then this program is not for you.

As an 8MI Program graduate, we expect that you will either create a new GB Training & Research Center or significantly contribute to a pre-existing center. Such centers should focus on the needs and issues of their local and regional food systems. The main emphasis of this Program is to build your skills and enhance your capacity to teach others what you learn at Ecology Action. *Your first 12 months after graduation should also focus on satisfying the teaching requirements for GB Basic Level Teacher Certification found on Page 4 of Booklet #30 by December of the year following your Internship.*

All selected interns are expected to contribute towards their internship expenses and, in the case where financial hardship qualifies an applicant for a tuition scholarship, a *minimum* of \$1,000 USD is expected to be raised *in pledge* (pledges are promises by others to contribute towards your internship expense should you be selected) towards their internship expenses *by September 1st of their application year, with this amount being due to EA upon arrival.* The organizations you work with and your local community are the typical sources of financial support, and raising more than the minimum amount is encouraged.

We require that you develop and submit a 2-Year Plan for GB teaching and outreach within 3 weeks of receiving your acceptance notice (we will provide you with an example template at time of acceptance), and a diagram showing the expectations for your first 3+ years is attached.

Finally, we expect that you fully read and watch the following Ecology Action publications **prior to arrival:**

1. **How to Grow More Vegetables and Fruits and Nuts and Grains and Other Crops Than You Ever Thought Possible on Less Land Than You Can Imagine** (9th Edition, 2017) by John Jeavons - https://bountifulgardens.org/products/BEA-0301_SPIRAL,
2. **The Sustainable Vegetable Garden** by John Jeavons and Carol Cox - <https://bountifulgardens.org/products/BEA-0310>,
3. ***A Farmers Mini-Handbook: GROW BIOINTENSIVE Sustainable Mini-Farming*** by Margo Royer-Miller - <http://www.growbiointensive.org/PDF/FarmersHandbook.pdf>, (list continued overleaf)

4. **Self-Teaching GROW BIOINTENSIVE Skills Video Series** - <http://johnjeavons.info/video.html>

Ecology Action's Commitment to You Is:

- To treat each intern as an equal. We will remain professional and respectful at all times, as we expect others to do as well. All interns will be given equal opportunity and will never be discriminated against due to race, age, religion, gender, ethnicity, or any motive;
- To fully teach you the GROW BIOINTENSIVE method of agriculture;
- To provide you with the opportunity to attend both a 5-Day Basic Level GB Teacher Training Workshop in August and a 3-Day GB Workshop in November;
- To facilitate, through technical assistance, the development of your project in your home country;
- To teach you leadership and professional development skills which should enable you to catalyze others to empower themselves;
- To promote community development, food sovereignty, and facilitate your understanding of the current state of our food systems;
- To support you in adopting a GROW BIOINTENSIVE lifestyle.

Some Notes About What to Expect Day-to-Day in the Program:

- This Internship is a full time job. Be prepared for a rigorous amount of both garden and academic work. You will be working in the research gardens as well as the classroom.
- You will be provided with one and half days off from garden work every week; however, much of this time is often chosen by interns to be used for furthering study. Though we try to limit the hours we work each day, we are farmers and must adjust our lives around the needs of the plants. Please be ready for this type of commitment and flexibility.
- At many of the sites, walking to a populated area is not an option. As such, you are dependent on staff or associates for rides to town, both for shopping and social needs. This means that you will not always be able to go to town, and should be prepared to spend the majority of time at one of the mini-farm sites.
- Being able to cook the food that we grow is a vital part of the GB method. Therefore, we cook all of our meals and attempt to use food primarily from the garden, with minimal oil and minimal sugar since they are not area-efficient crops. However, as needed, we do purchase healthy, fresh, organic food off-site and from local farmers. Each site has different dietary restrictions, but all sites either enforce or encourage the consumption of little to no animal products.
- You will be living in a building commonly used by many people, with people coming in and out all the time. You will have your own single bed, but the room may be shared with another intern of the same gender.
- Though the work can be sometimes demanding, we find an incredible amount of joy in the activities we do and the community we build together at Ecology Action, and we feel that our work every day bonds us to each other and to our global community. Becoming a part of this successful team is an incredibly rewarding experience!

We have just given you a lot of information! We hope that your goals are aligned with ours, and that you agree with these terms and conditions.

Sincerely,

The Ecology Action Team

EACH PROGRAM PARTICIPANT WILL ENGAGE IN THE FOLLOWING ACTIVITIES:

Complete 8 months intensive training with Ecology Action in California Learn the GROW BIOINTENSIVE® method, soil testing and effective teaching techniques. Complete pre-requisites for GROW BIOINTENSIVE Basic Level Teacher Certification and apply for Certification while in California.

Years 1-2

Begin & Complete a 24-month assignment to establish a GB Mini-Ag Center/Soil Test Station in your home community or a selected community & complete the teaching requirements for attaining GB Basic-Level Teacher Certification

Establish a 40-bed demonstration and teaching unit.

Teach one 1-Day workshop/month, and one 5-day workshop/quarter in their location for a year.

Report teaching & project progress and data back to Ecology Action using the required forms.

Receive \$500/month salary upon the successful completion of each month and approval of the reports, for the duration of the 24-month period.

Years 2-3

Achieve Self-Reliance

It is expected that at the end of the 12-month attachment period (approximately 20 months after entering the internship), participants will be generating income from classes, workshops, seed and food production, plus teaching and consulting, with full self-reliance achieved by the end of the first year after graduation. Continued interaction, data reporting and networking with Mini-Ag Centers from other interns is encouraged.

Years 3 and on...

Continue Teaching and Encourage the Ripple Effect

Participants will encourage the people who take their workshops to spread the skills of the GROW BIOINTENSIVE method, influencing their friends and neighbors by using the techniques and achieving high yields, resource conservation, and sustainable soil fertility in their gardens.

Continued interaction, data reporting and networking with Mini-Ag Centers from other interns is encouraged.

As new communities are reached by your inputs, encourage them to select two people who will become "Community Resource Persons" (CRPs) and give a special training to equip them for this role. With such an approach, more complete "ownership" is taken by those with the skills, and CRPs can liaison with you and each other for advice as needed.

