



ALDERMERE FARM

2021 Operations Management

APPRENTICESHIP

OVERVIEW

HOW TO APPLY: Email resume and cover letter to aldermere@mcht.org

Farm Name: Aldermere Farm

Contact Person: Joelle Albury

Mailing Address: 70 Russell Ave.

Phone: 207-236-2739

Rockport, ME 04856

(best time to call) 8:00 - 4:00 M-F

Farm Address: 20 Russell Ave.

Farm County: Knox

Rockport, ME 04856

E-Mail: aldermere@mcht.org

Website: www.aldermere.org

SYNOPSIS:

Aldermere Farm is a 136-acre preserved saltwater farm in Rockport owned and managed by Maine Coast Heritage Trust, a state-wide land conservation organization. Aldermere is one of the world's premier breeders of Belted Galloway cattle with the oldest continuously operated herd in the US.

TIME PERIOD:

The apprenticeship can last from 6 months up to 2 years depending on individual needs. The start date and end dates are flexible.

PHYSICAL SETTING:

Aldermere Farm is a 136-acre preserved farm owned and managed by Maine Coast Heritage Trust with the oldest continuously operated herd of Belted Galloway cattle in the US. It has 60 acres of pasture, 60 acres of forest, including 1200' along Penobscot Bay, which makes it a saltwater farm. The farm is situated along Russell Ave. in Rockport, which runs between the villages of Camden and Rockport which are becoming a hub area for local food production with many active restaurants, markets and farmers markets making locally produced foods available.

There are 43 structures on the property, which includes a few houses for staff and volunteers, with most of the other structures consisting of semi-covered pens for the cattle. The farm is near town with many recreational opportunities (hiking and the ocean). It is also near another farm preserve that is owned and managed by MCHT which produces vegetables for food pantries, school lunches, a retirement community and several restaurants.

FARM OPERATION:

Aldermere Farm Belted Galloway cattle, with about 80 head of cattle, which are used for breeding, agriculture education, sales and beef. Some cow/calf pairs and bulls are sold to other

farms, others are kept here for breeding, steers are raised for beef, and heifers, bulls and steers are raised and trained by youth programs (4-H club and afterschool/summer agricultural education programs).

Cows are bred through artificial insemination, embryo transfer, and natural service and there are semen sales to other farms. Meat is processed off site at a state certified facility. Haying operations take place on over 20 fields in the area and the production fills all the needs for the farm's cattle as well as some sold to horse, sheep, goat, alpaca and other cattle farms.

Agricultural educational opportunities for the community include maple sugaring, pasture management and cattle rearing/handling workshops along with many programs connecting people to local farms including a poster contest open to all local students. Cattle sales and marketing is through the Herd Manager while beef sales are managed by the program and office staff direct to the community and few local establishments.

Staff also manage Erickson Fields, another farm preserve nearby that focuses on vegetable production by employing teens to grow vegetables for food pantries, local school lunches, a retirement community and some local restaurants. This apprentice position will have some exposure to this operation if they wish experience beyond livestock.

FARMING METHODS:

Aldermere Farm is not certified organic, but livestock are raised all-natural with all the herd on pasture during the growing season. The herd is fed grain made up primarily of oats and barley grown here in Maine. Animals are not fed hormones or antibiotics. Many educational workshops held at the farm include organic practices as well as conventional for participants to learn both methods.

SEASONAL WORK PLAN:

Winter

- 1) Property maintenance: household repairs, fencing, snow removal
- 2) Equipment: operation of equipment, maintenance/repair
- 3) Woodlot management, firewood, shop work
- 4) Care of cattle: feeding, cleaning barnyard, manure pit cleanouts

Spring

- 1) Property maintenance: household repairs, fencing, barnyard spring cleaning, prep Visitor Center for opening
- 2) Equipment: operation of equipment, maintenance/repair, chainsaw operator training
- 3) Care of cattle: calving, feeding, cleaning barnyard, manure pit cleanouts
- 4) Haying and pasture management: ready equipment, organize hay barns, haying/wrap bales, bush hog pastures and field edges, pasture rotations/moving cattle

Summer

- 1) Property maintenance: household repairs, fencing, trimming, weedwacking
- 2) Union and Windsor Fairs (local)
- 3) Care of cattle: calving, feeding, cleaning barnyard, manure pit cleanouts
- 4) Haying and pasture management: finish 1st cut, start 2nd cut, bush hog pastures and field edges, spread manure/amend soils, pasture rotations/moving cattle

Fall

- 1) Property maintenance: household repairs, fencing, landscaping/fall cleanup, major roofing/construction projects

- 2) Equipment: under cover and winterized
- 3) Haying and pasture management: finish 2nd cut, spread manure/amend soils, pasture rotations/moving cattle, tillage/seeding/cover cropping
- 4) Care of cattle: Haul feed to barnyard, sawdust pickup/fill up before winter
Winterize barns/ pastures, assist at Fryeburg Fair (State fair)

REQUIREMENTS OF EMPLOYEMENT:

Must be able to do heavy physical labor, drive a tractor and possess a current driver's license with a good driving record.

EXPECTATIONS:

Work hours are Monday – Friday 7am-4pm with a rotating schedule with other staff to cover care of animals on the weekends/holidays. Some evening and weekend work is required for events and haying/calving season. Time off as approved by the Operations Coordinator.

INSTRUCTION AND TRAINING PROVIDED:

The Operations Coordinator with over a decade of woodworking, farming, and property maintenance experience as well as specific training and experience in business management will supervise along with the General Manager who has over 20 years of dairy and beef cattle operation experience. The Operations Coordinator will work with the apprentice to develop a full training plan based upon the apprentice's skills and interests. Other farm staff have, cattle, large equipment operation, haying, and field crop experience and will work with the apprentice on developing skills in those areas as well. While training will occur mostly by working with the supervisor and other staff, the apprentice will be able to attend other training programs through MOFGA; tractor safety training; chainsaw operator training, and other trainings the apprentice and supervisor incorporate as a part of the desired workplan.

MCHT STAFF:

MCHT staff at Aldermere Farm are full-time and part-time. with farm staff and program and administrative who manage our financials, communications and fund raising.

HOURS:

The apprentice position is full-time (40 hours per week).

BENEFITS:

Apprentice will be paid a stipend of \$1000 each month and benefits. Housing will be provided but the apprentice will supply their own food and do their own cooking/cleaning/grounds maintenance. Regular mowing, weed-wacking, cleaning and generally keeping the house and grounds tidy is expected. Housing may be shared with another apprentice or intern.

HOUSING:

Shared housing will be provided on the preserve at Morrill Cottage located at 139 Russell Avenue, 0.6 miles from Aldermere Farm. The apprentice will have to supply his/her own food and do his/her own cooking and cleaning. A small garage is available for very limited shared storage of bicycles, canoes or other personal belongings

No smoking in the home or on the job. No drinking on the job. No drugs at any time.

FARM VISIT:

A prospective apprentice should visit the farm if possible. Discussions regarding the final arrangements will take place during the interview and the apprentice will be offered stages to

help both the apprentice and farm staff understand what will satisfy each in terms of expectations.

CUSTOMIZING WORK PLAN AND SETTING GOALS:

Maine Coast Heritage Trust has a written Employees manual as well as a written job description for the apprentice position at Aldermere Farm. At the start of the term, the apprentice and the Herd Manager will create a customized work plan to meet goals set by the apprentice. Throughout the term, the apprentice and Herd Manager will check in on a daily/weekly basis. In the mid-term and at the end of the term, the Herd Manager will meet with the apprentice to conduct a work plan review and progress evaluation.

BACKGROUND OF MAINE COAST HERITAGE TRUST AND ALDERMERE FARM:

Maine Coast Heritage Trust is a state-wide land conservation organization dedicated to protecting the character of Maine. Aldermere Farm is a flagship property of theirs that they have owned and managed now for 20 years. The staff at Aldermere are a mix of farmers and agricultural program folks who work to meet the needs of the farm and the community. There are three farm staff, two program staff, and a general manager. Farm staff and the GM all live on-site with their families (some with small children).

Staff follow a traditional farming philosophy, but with some advanced breeding work and a spotlight on agricultural education for local youth. Some of the farm staff have been in farming all their lives. Goals for the farm include keeping the Belted Galloway herd viable and with the proper breed characteristics while maintaining its world class standing, and meeting budgeted goals for cattle sales, beef sales, hay sales, expenses, and offer agriculture education opportunities to the community.