



LAND STEWARDSHIP PROJECT

LEWISTON OFFICE
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landstewardshipproject.org

JOB ANNOUNCEMENT

Job Title: Program Organizer- Land Stewardship Project's Farm Beginnings

Reports To: Farm Beginnings Program Director

FLSA Status: Exempt

Hours: Full Time, must be able to work nights and weekends as needed

Salary Range: \$31,200-\$35,000 annually depending on experience

Location: Land Stewardship Project Office in Lewiston, Minnesota

Start Date: mid-July 2018

About Farm Beginnings: Farm Beginnings provides farmer-to-farmer training and networking, and organizes to change the conditions impacting farmers and food systems. By 2037, as a result of this work, the Farm Beginnings program will have:

- helped create vibrant, value-based rural economies that replace extractive economies
- advanced a land and water ethic through the development of successful and sustainable farm businesses
- supported the development of rural leaders who are leading the way in their farm practices, playing roles in their local community and the movement for clean water, value-based rural economies and soil health.

We recognize that none of this is possible without working for racial justice. People of color living in rural areas are negatively impacted by the inequity of the current system. They also bring ideas that are part of what is needed to transform the food and farming system. By working together with allied organizations led by people of color, LSP can be a part of bringing about positive change for racial justice. This Farm Beginnings Organizer position will work to build capacity and opportunity for people to farm successfully through farmer-led training and support as well as helping to build larger community support and understanding around beginning farmer issues and racial justice.

About the Position: This full-time position will focus on Farm Beginnings work in the Driftless Region (covering SE Minnesota, western Wisconsin and NE Iowa) and be based in the LSP office in Lewiston, Minnesota. This position requires that the applicant live within comfortable driving distance from the Lewiston office. The Farm Beginnings Program Organizer will be supervised by Amy Bacigalupo, Farm Beginnings Program Director.

Key Areas of Responsibility:

Farmer training and farmer-to-farmer networking (70% of job responsibilities):

- Lead organizing and facilitation of Farm Beginnings Classes
- Lead planning and implementation of recruitment strategies to meet goals for the Farm Beginnings Course
- Participate in regular planning, feedback and coordination with Farm Beginnings team for development and implementation of trainings and organizing
- Recruit and prepare with Farm Beginnings graduates and LSP member farmers for roles within the Farm Beginnings class

- Lead Farm Beginnings session evaluation as well as evaluation of mid and long-term impacts. Use session evaluations to adjust Farm Beginnings Classes to meet the needs of students
- Monitor spending for the class to stay within the predetermined budget
- Lead coordination of student-led individualized learning plans and provide technical assistance
- Assist with planning of field days and farm tours
- Coordinate with farmers to host on-farm trainings
- Provide timely written and verbal updates on individual student progress and progress of class to the Farm Beginnings team and Farm Beginnings presenters
- Lead three Farm Dreams workshops per year
- Assist in strengthening LSP's farmer network including recruitment and engagement of farmers

Assist in improving the quality, depth and impact of Farm Beginnings program with effective communications strategies (20% of job responsibilities):

- Assist in the development and implementation of effective communications strategies that utilize both traditional and social media
- Assist with the development of communication tools, templates and processes that can be used across the Farm Beginnings team
- Communicate using narrative frameworks that shift the conversation so that farmers and stewardship agriculture are valued and racial justice is advanced

Additional program-wide organizing (10% of job responsibilities):

- Identify and build relationships with allies and partner organizations
- Conduct one-to-one meetings with established farmers, resource people and beginning farmers
- Support racial justice organizing within Farm Beginnings program
- Work with Farm Viability Steering Committee as needed
- Participate in the work of the Farm Beginnings Collaborative as needed
- Build LSP's base of supporters and members

All Farm Beginnings team members are expected to collaborate in the following areas: fundraising, membership recruitment and retention, database entry and management, interaction with program steering committees as appropriate and collaborating with LSP staff in other programs as appropriate.

Key Skills:

- Ability to work independently as well as part of a team
- Good written and oral skills
- Experience working in rural areas with farmers, previous rural organizing experience a plus
- Experience with farmer training programs (e.g. Farm Beginnings) and mentoring programs
- Ability to travel, sometimes overnight
- Familiarity with and supportive of social justice concerns and organizing for positive change
- Flexibility to work closely with supervisor to implement the program priorities and implement assigned projects based on experience and skills
- Availability for evening and weekend work
- Ability for regular daily work in the Lewiston office
- Familiarity with and support of racial justice concerns and organizing for a more equitable food and farming system.
- Experience using Facebook, Instagram, Twitter and other social media platforms and campaigns
- Experience using Microsoft Office a plus

Work Environment:

This job operates partly in an office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, and filing cabinets. This job also requires being on the road, visiting with farmers on their farms, and in community spaces organizing for farmer training. Traveling outside the state for conferences and meetings with allies and partners is required which may require airplane travel.

Physical Demands:

This is largely a sedentary role; however, occasional physical demands could include setting up for events, food hauling and preparation, loading and unloading materials for trainings, tabling at outreach events and filing. This would require the ability to carry 20-60lbs, lift files, open filing cabinets and bend or stand as necessary.

How to Apply:

This is a salaried position with benefits, including generous sick time and vacation, as well as health, dental, and life insurance, with the possibility of retirement benefits at a later date. Questions about this or the position are welcome; please contact Amy Bacigalupo, Farm Beginnings Director at amyb@landstewardshipproject.org.

Interested candidates should email a resume, cover letter, and a writing sample of no more than two pages to Amelia Shoptaugh, Human Resources Manager, at amelias@landstewardshipproject.org by June 6th, 2018