

# Joel Salatin to Keynote 2002 NOFA Summer Conference

by Steve Lorenz

It hasn't been that long since summer, but already the NOFA Summer Conference Committee is getting its act together for next year. We have read what all you conference-goers had to say about the 2001 act, and we are pleased to say that overall your comments were very positive—that makes our work so satisfying. There are, however, several areas in which you think we can improve, and we plan to address those at the 2002 event.

One aspect that people voiced complaints about was the newest one, the food vendors. Some conference-goers lamented the loss of NOFA Nibbles. Alas, the nibbles arrangement didn't bring back enough for those who agreed to take it on, so those days are past. We as a committee—and Bernard Kirchner as an individual—will redouble our efforts to get more vendors with a greater variety of food and drink for next year.

We are also determined to make the fair more exciting. New fair czar Michael Faber is brainstorming as we speak; as a committee we've already thought of having some or all of these events: a parade, more games, more demonstrations, and live entertainment.

Judging by the overwhelming majority of high marks, conference goers were quite pleased with this year's dining hall experience. We plan on working hard to create an exciting menu for summer 2002 as well. This includes a local meal in which we will invest more time and effort to insure the freshest, "most local" provisions. We look forward to exploring this territory and promoting these eating habits on a grander scale. Additionally, after reading through your evaluations, we will offer organic brown rice at every meal and do a better job labeling the entrees. Any other suggestions that were not expressed via the conference evaluation forms can be directed to Dre Rawlings at [drechris@crocker.com](mailto:drechris@crocker.com). Your input is always considered and much appreciated.

Conference entertainment will continue pretty much as usual, except this year we will be running films and videos continuously during the conference. If there is one you would like to suggest, contact Richard Murphy at [rmurphy@star.net](mailto:rmurphy@star.net).

Unfortunately, we had to field a repeat complaint: the noise during the keynote speech. In the future we will close off the upstairs area in the Crown Center during the keynote.

We are very excited this year to announce that Joel Salatin, author of four books on practical farming—*Pastured Poultry Profits*, *Salad Bar Beef*, *You Can Farm*, and *Family Friendly Farming*—will be our keynote speaker. After his keynote address of Friday night, which will be of an inspirational bent, Joel will do a marketing workshop on Saturday morning.

And new this year will be a special intensive workshop series conducted by Joel Salatin on Thursday afternoon and Friday morning before



photo courtesy Joel Salatin

**Joel Salatin, who farms fulltime in Virginia's Shenandoah Valley, will keynote the 2002 NOFA Summer Conference. Salatin believes that family-scale farming must produce an income attractive enough to bring young people to the profession. On his own farm he has shown that this is possible. Joel also has written numerous articles in farming journals, holds a B.A. in English, and has written four books, including "Family Friendly Farming".**

the conference starts. Titled "Whole Farm Planning," it will cover his integrated systems approach to farming using sheep, poultry, rabbits, cattle and hogs with his orchards, small fruit and vegetable gardens. Limited to 100-200 participants, this pre-conference, if successful, may become a fixture of the NOFA Summer Conference.

January is workshop selection time. So if you have a workshop that you would like to offer, or know of someone whom you would like to see present, or if you have a topic you want to see a program on, please contact Julie Rawson by December 31, 2001, at (978) 355-2853 or [jackkitt@aol.com](mailto:jackkitt@aol.com) or 411 Sheldon Road, Barre, MA 01005. Presenters receive free conference registration, \$25 and two meals. This year, in response to presenter requests, we will make presenter meals transferable to another registered participant.

Julie is looking for help on the following adult workshop topics: mushrooms, wild and cultivated, biodynamics, permaculture, mad cow disease, grain growing, lifestyle changes from city to farm, land use history in US, all aspects of greenhouse production, farm equipment, cheese making, animal nutrition, animal health, solar, student run farms at universities and colleges, farm labor issues, animal health, community gardens, crafts and practical skills hands on workshops of all types, single crop advanced level workshops. The list goes on...

Similarly, Children's Conference coordinators Justine Johnson and myself, Steve Lorenz, are seeking new ideas for children's workshops. We are also looking for energetic, engaging people to lead these workshops. Be creative: What would interest and inform the young minds,

hearts, and hands who are the future of NOFA? If you have an idea for a workshop—even if you don't want to lead it—contact us at (413) 527-1920 or [johnsonlorenz@charter.net](mailto:johnsonlorenz@charter.net).

Elaine Peterson, former registration queen and crowned as such at the last conference, is new to the advertising, exhibits and sponsor coordinator position and says she will of course pursue "our steadfast and loyal exhibitors," but she's also seeking some fresh new looks for our exhibits. In particular she is interested in farm tools/implements/equipment, mushroom sales, and ecological clothing. If anyone has any ideas or requests for types of exhibits, please contact her at [hhollow@worldnet.att.net](mailto:hhollow@worldnet.att.net) or (978) 928-4707.

Taking over for Elaine at the registration position will be Audrey and Dennis Cronin. They hope to be ready for the onslaught of registrants when the weather turns warm again. Other positions which are in new hands are Helping Hands coordinator, filled by Barbara Cohen; Publications, which will be handled by Justine Johnson and Steve Lorenz, and Audio-Visual and Food Donations, which will be handled by committee newcomers Nate and Kim Schilbach. They and their children will be very welcome additions to the committee as we continue to flesh out the 2002 conference at meetings over the coming months. Watch this space for more information about the conference, keynoter Joel Salatin, and for the logo by the never-disappointing Chris Rawlings.

## Inside This Issue

### Features

"Spirit of Organic" Award	31
Open-Pollinated Vegetable Project	31
NOFA-CT Winter Conference	31

### Supplement on Farming & Families

Farming and Families	7
Our Path	8
A Farming Family: The Harlows	9
Don't Let Farming Wreck Your Marriage	12
The Life of an Early NOFA Pioneer	13
From Physics to Family Farming	14
10 Commandments for Kids to love Farming	17
Should You Make Your Kids Work?	21
What Do Kids Raised on the Farm Think?	22
The Complete Works of a Worker	25
Inheriting the Family Farm	26
Passing On the Farm: Loving It & Leaving It	28
Women and Men Working Together	30
Center for Kid's Health & Safety	30

### Departments

Editorial	2
News Notes	4
NOFA Exchange	5
Book Reviews	32
Letters to the Editor	33
NOFA Contact People	34
Calendar	35

# Farming and the Family

The family farm has been an icon of American life for a long time. No less a luminary than Thomas Jefferson believed that the economic independence and community spirit created by life as a 'yeoman farmer' would be the guaran-

tor of liberty and democracy in what would otherwise be a reckless political gamble.

But while America originated as an agrarian republic, the close of the frontier, the growth of mechanized, industrial agriculture and the advent of cheap shipping has made it hard for family-scale farming to remain viable. As the reality of family farming has become more and more difficult over the last couple of generations, its practice has placed more and more stress on the key social institution holding it together and making it possible — the family.

In this issue we examine the impact of family farming on the family. Ridicule for farm kids, inadequate financial returns, differences between spouses in dedication to farming, a de-

manding work ethic, issues about declining health and inheritance — these are some of the many ways that farming can stress family relations. At the same time good food, clean air and water, a healthy lifestyle, self-reliance, customer appreciation and innate value of the work are all intangibles which strengthen family ties and support for this profession.

None of our contributors were anxious to write about these very difficult personal matters. But they agreed because they knew that they were talking to a community with very similar concerns and felt they had a story to tell which would be helpful to others in their shoes. We hope you learn from their situations and appreciate their effort in sharing with you.

## The Natural Farmer Needs You!

The Natural Farmer is the newspaper of the Northeast Organic Farming Association (NOFA). All members receive a subscription as part of their dues, and others may subscribe for \$10 (in the US or \$18 outside the US). It is published four times a year at 411 Sheldon Rd., Barre, MA 01005. The editors are Jack Kittredge and Julie Rawson, but most of the material is either written by members or summarized by us from information people send us.

Upcoming Issue Topics - We plan a year in advance so that folks who want to write on a topic can have a lot of lead time. The next 3 issues will be:

Spring 2002 - AgroForestry  
Summer, 2002 - On-Farm Research  
Fall, 2002 - Berries

Moving or missed an issue? The Natural Farmer will not be forwarded by the post office, so you need to make sure your address is up-to-date if you move. You get your subscription to this paper in one of two ways. Direct subscribers who send us \$10 are put on our data base here. These folks should send address changes to us. Most of you, however, get this paper as a NOFA member benefit for paying your chapter dues. Each quarter every NOFA chapter sends us address labels for their paid members, which we use to mail out the issue. We don't keep copies of these, and if you moved or didn't get the paper, your beef is with your state chapter, not us. Every issue we print an updated list of "NOFA Contacts" on the last page, for a handy reference to all the chapter names and addresses.

As a membership paper, we count on you for articles, art and graphics, news and interviews, photos on rural or organic themes, ads, letters, etc. Almost everybody has a special talent or knows someone who does. If you can't write, find someone who can to interview you. We'd like to keep the paper lively and interesting to members, and we need your help to do it.

We appreciate a submission in any form, but are less likely to make mistakes with something typed than hand-written. To be a real gem, send it via electronic mail (JACKKITT@AOL.com) or enclose a computer disk (MacIntosh or PC in Microsoft Word ideally.) Also, any graphics, photos, charts, etc. you can enclose will almost certainly make your submission more readable and informative. If you have any ideas or questions, one of us is usually near the phone - (978) 355-2853, fax: (978) 355-4046

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Northeast Organic Farming Association

## Advertise in The Natural Farmer

Advertisements not only bring in TNF revenue, which means less must come from membership dues, they also make a paper interesting and helpful to those looking for specific goods or services. We carry 2 kinds of ads:

**The NOFA Exchange** - this is a free bulletin board service for NOFA members and TNF subscribers. Send in up to 100 words (business or personal) and we'll print it free in the next issue. Include a price (if selling) and an address or phone number so readers can contact you directly. If you're not a NOFA member, you can still send in an ad - just send \$5 along too! Send NOFA Exchange ads directly to The Natural Farmer, 411 Sheldon Rd., Barre, MA 01005 or (preferably) E-mail to [JACKKITT@AOL.COM](mailto:JACKKITT@AOL.COM)

**Display Ads** - this is for those offering products or services on a regular basis! You can get real attention with display ads. Send camera ready copy to Justine Johnson, 37 Cherry St, Easthampton, MA 01027 and enclose a check for the appropriate size. The sizes and rates are:

Full page (15" tall by 10" wide)	\$240
Half page (7 1/2" tall by 10" wide)	\$125
One-third page (7 1/2" tall by 6 1/2" wide)	\$85
One-quarter page (7 1/2" tall by 4 7/8" wide)	\$65
One-sixth page (7 1/2" tall by 3 1/8" wide), or (3 3/4" tall by 6 1/2" wide)	\$45
Business card size (1 1/2" tall by 3 1/8" wide)	\$12

**Note:** These prices are for camera ready copy. If you want any changes we will be glad to make them - or to type set a display ad for you - for \$10 extra. Just send us the text, any graphics, and a sketch of how

you want it to look. Include a check for the space charge plus \$10.

**Frequency discounts:** if you buy space in several issues you can qualify for substantial discounts off these rates. Pay for two consecutive issues and get 10% off each, pay for 3 and get 20% off, or pay for 4 and get 25% off. An ad in the NOFA Summer Conference Program Book counts as a TNF ad for purposes of this discount.

**Deadlines:** We should receive your ad copy one month before the publication date of each issue. The deadlines are:

January 31 for the Spring issue  
April 30 for the Summer issue  
July 31 for the Fall issue  
October 31 for the Winter issue

**Contact for Display Ads:** Send display ads with payment to our advertising manager, Justine Johnson at 37 Cherry St., Easthampton, MA 01027. If you have questions, or want to reserve space, contact Justine at (413) 527-1920 or [johnsonlorenz@charter.net](mailto:johnsonlorenz@charter.net).

**Disclaimer:** The Natural Farmer cannot investigate the claims of advertisers and we don't vouch for anything advertised here. Readers are expected to exercise due caution when inquiring about any product or service. Different NOFA chapters have different standards for fertilizers, for instance, and a product acceptable in one state may be prohibited in another. Please check with your chapter when in doubt. Remember, however, that advertisers are helping support the paper and, when appropriate, please support them.





# News Notes

compiled by Jack Kittredge

## Pilot was sustainable ag mentor.

John Oganowski, pilot of hijacked American Airlines Flight 11, was a Dracut, Massachusetts farmer who flew the Boston to Los Angeles route three days per week. He was also an active participant for several years in the New Entry Sustainable Farming Project (NESFP) and had made land, equipment, fertilizer, and irrigation water available to Cambodian and Laotian farmers to grow over three dozen Khmer crops for sale to Asian immigrants. Ironically, Oganowski had tried to get out of the September 11 flight because he was supposed to host a tour that day to showcase the NESFP to media and USDA officials. He was unable to shift his schedule, however. A fourth generation farmer, John with his wife Peggy raised hay, corn, pumpkins, blueberries and peaches on their 150-acre White Gate Farm. He was a member of the Dracut Grange and had served on the board of the Federation of Massachusetts Farmers Markets. Contributions in his memory can be made to the Dracut Land Trust, c/o Enterprise Bank and Trust, 1168 Lakeview Ave., Dracut, MA 01826. *source: Fruit Growers News, October, 2001; Massachusetts State Grange News, October, 2001*

**Northeast Dairy Compact Expires.** On September 30, 2001, Congressional authority for the compact expired, ending the arrangement's ability to guarantee price stability to area dairy farmers. The compact essentially charged milk processors in the region a small surcharge that was used to subsidize local milk prices when they fell below a certain floor. Bitter opposition to the compact, from processors and from midwestern dairy farmers, finally convinced Congress to let it die. Organic dairy farmers were not directly affected because the price of organic milk has always been above the compact floor. *source: Farm & Market Report, October, 2001*

**Terminator Lives!** The USDA announced that it will license its rights to the "terminator" technology — a genetically engineered trait which modifies plants to produce sterile seeds and so requires farmers to buy their seed anew each year rather than save it — to Delta and Pine Land, the ninth largest seed company in the world. The technology has been widely condemned as imperiling the future of the world's 1.4 billion poor farmers who cannot afford to buy seed each year. The environmental dangers, should the trait escape to the wild, are also significant. *source: Acres, USA, October, 2001*

**Vermont Organic Grain goes belly-up.** VOG has been a primary source of organic grain for livestock feed throughout the region. It has now closed its doors and is going out of business. Disagreements among its owners are alleged to be the primary cause of the firm's failure. A new firm, however, "Organic Ventures", is being started up to take the place of VOG. The new company apparently has a commitment from a primary VOG supplier in Canada to provide milled grain products direct from Ontario. They will be certified by the Organic Crop Producers and Processors of Ontario (OCPP). One can contact the new company at 802-763-2323 or write them at P.O. Box 1012, South Royalton, VT 05068. *source: personal communication on November 14, 2001*

**New York Greenmarkets Recovering.** Manhattan has an extensive network of Greenmarkets which was disrupted by the September 11 attacks. Two of the markets were at the World Trade Center, where 18 farmers were actually set up at the time of the tragedy. Another four markets were in restricted areas and were closed by the city. Altogether over 50 farmers lost an estimated \$600,000 — some of that in direct losses of trucks, tables, tents and produce destroyed when the towers collapsed, and the rest in lost income. The Greenmarket organization is helping farmers find new areas of the city in which to set up. A fund has been established to help in this process, as well as to help farmers replace possessions lost in the attacks. It is the Fund for the WTC Greenmarket Farmers, c/o the Farmers Market Federation of New York, 2100 Park St., Syracuse, NY 13208. *source: Growing for Market, October, 2001*

**From Farm to Table Too Far!** A new study of our food system finds that the average pound of fresh produce distributed year-round through the Jessup Maryland produce terminal traveled 1685.5 miles from the state of origin. Fruits traveled 2416 miles and vegetables 1596 miles. The top producing states were California at 29% of the produce total, Florida at 14%, Idaho at 5.2% and Washington at 4%. Produce from the eastern states region (North Carolina, Virginia, Maryland, Delaware, New Jersey and Pennsylvania) amounted to 8% of the total. *source: Growing for Market, October, 2001*

**Irradiated Beef Sales Halted.** Over 80 grocery stores and meat markets in Florida and Wisconsin have discontinued selling irradiated ground beef. The test market failure convinced meat packer Emmepak to drop the line altogether. "There's been absolutely no customer acceptance," explains a spokesman for the Wisconsin Pick 'n Save supermarkets, explaining why they have pulled the product from their shelves. The chain began offering irradiated beef patties after a young child died last year from eating an undercooked E. coli contaminated hamburger. *source: New Connections, Fall, 2001 and Acres, USA, November, 2001*

**FAA Rule Threatens Hatchery Shipments.** A Federal Aviation Administration ruling that airlines working for the post office may refuse to deliver live animals (except bees, frogs, crickets and fish) has resulted in airlines refusing to deliver live baby chicks and turkey poults. Farmers too far from a hatchery for ground shipment are threatened by this rule and Senator Russell Feingold has filed legislation (S-1397) to overturn the ruling. For an update on this, contact Judith Kleinberg with the Northeast Pastured Poultry Association (518) 371-5592. *source: New Connections, Fall, 2001*

**Bayer Acquires Aventis CropScience.** The agricultural chemical seed business consolidates even more with the Bayer purchase of the Aventis seed division. The price was \$6.7 billion plus assumption of debt, and should lead to combines sales in the range of \$6 billion, second only to market leader Syngenta. One interesting feature of the deal is the exclusion of the StarLink technology and related liabilities, which will remain with Aventis. Anti-trust authorities still must approve the purchase. *source: The Fruit Growers News, November, 2001*

**Twin Cities Challenge GE Foods.** Minneapolis on August 25, 2000 and St. Paul on August 1, 2001 passed resolutions calling the safety of GE foods into question, and urging rigorous federal testing and labeling of such foods. In addition, they urged their school districts to investigate offering organic foods as part of their food service programs. *source: Acres, USA, November, 2001*

**Dept. of Energy Plans to Sell Us Nuclear Waste.** Under a DOE plan, radioactive waste from nuclear reactors and weapons complexes would be recycled in trace amounts into scrap metal, from which consumer products like lawn chairs, zippers, braces and hip replacements could be made. By recycling the scrap the DOE hopes to avoid the need for long-term waste storage. Critics say the plan is ridiculous. *source: Acres, USA, November, 2001*

**World Organic Industry Thriving.** A European study has found that total land area in organic production is 15.8 million hectares (a hectare is about 2.5 acres) with the most in Australia (7.7 million) and Argentina coming second (3million.) The 12 European Union countries together represent 3.7 million hectares and North America more than 1 million. Tiny Liechtenstein has the highest percent of land in organic farming (18 percent) with Austria (8.4%), Switzerland (7.9%) and Finland (6.8%) next. Global retail sales for organic products reached \$20 billion in 1999, with the US first (\$4.2 billion), Germany (\$1.8 billion) and Japan (\$1.2 billion) in the lead. *source: Acres, USA, November, 2001*

**Land Institute Studies Energy in Agriculture.** Preliminary results of a 10-year experiment at Kansas' The Land Institute show that a farm there raising animal feed for traction, generating electricity from the sun and raising oilseeds for biodiesel fuel can create at least 1.7 times as much energy as it uses. Contemporary Amish farms range from 0.7 to 1.6, whereas conventional farms near the Amish rate 0.3 to 0.6. *source: The Land Report, Summer, 2001*

**Transgenic Seed Development Very Costly.** In addition to threatening human health and the environment, it turns out that genetically engineered seed is far more expensive than traditional breeding. In a paper published by the American Seed Trade Association, researchers argue that using corn varieties from Central and South America and traditional breeding techniques can result in faster, cheaper development of vigorous new inbred lines — the parents of hybrids — than transgenic approaches. *source: The Land Report, Summer, 2001*

**Rodale Kills *Organic Gardening Magazine*.** In a move many of its 600,000 readers attributed to advertising revenue issues, Rodale Press killed its flagship magazine and split the readership between two new ones. *OG*, with a circulation of 350,000, is the same size and paper as the old magazine, but with fewer pages, less color photography and more old lithographs. Editor John Grogan calls it a "back to basics" publication without the trendy lifestyle stories. Those (premier issue had stories on celebrity restaurateurs, organic cacao, yoga, Vermont travel and tree peonies), plus the flashy ads are in *Organic Style*, with a circulation of 400,000. *source: Growing for Market, September, 2001*

**US Organic Sales Grew by Over 25% Last Year!** The United Press International reports that US organic food produce sales went from \$6 billion in 1999 to \$7.8 billion in 2000. Organic shoppers rank quality fruits and vegetables as their most important concern in choosing a store, whereas non-organic shoppers rank a clean and neat store at the top. Among organic shoppers, 35% earned more than \$50,000 per year, and 45% were women who worked more than 20 hours per week. *source: Growing for Market, November, 2001*

# NOFA Exchange

**Apprenticeship Wanted** - Native of India is seeking a 6-10 month organic farm apprenticeship in the US. Trained in Japan on organic farming techniques and composting methods, graduate in agricultural science. Room, board and stipend required. Please contact me Chandrappa Gangaiah, chandrappa\_2000in@yahoo.co.in

**2002 Farm Manager** needed for Waltham Fields Community Farm (5 acres, occupying the old Waltham Field Station) — growing produce by organic methods for food pantries & meal programs, lots of volunteers (schools, synagogues, individuals), supported by CSA (plus grants), also informal farmstand. Write letter of interest with resume to the farm at 240 Beaver Street, Waltham, MA 02452, or call 781 899-2403 & come visit!

Massachusetts Audubon Society's Drumlin Farm is looking for a highly motivated, organized, creative person to be our **Education Manager**. Qualified applicants must have excellent knowledge and experience in environmental education, sustainable agriculture methods and Massachusetts state education requirements. For a complete job description and to apply contact Stacy Miller, Drumlin Farm, South Great Road, Lincoln, MA 01773, 781-259-9506, [smiller@massaudubon.org](mailto:smiller@massaudubon.org), fax 781-259-7941.

Herb Pharm offers an **HerbaCulture Work/Study Program** on our certified organic farm in southern Oregon. Program runs March 25th through July 19th. Work includes cultivation and harvest of medicinal herbs in exchange for classes involving many aspects of organic farming and herbalism. Must be prepared for hard work. No monetary fee. Communal housing provided. For application write: Work/Study, Herb Pharm, PO Box 116, Williams, OR, 97544. Email [workstudy@herb-pharm.com](mailto:workstudy@herb-pharm.com) or phone (541)846-9121

Wanted: **upstate NY gardeners and farmers** who are close enough to use a Boonville/Port Leyden site for a Bulk Order delivery. Call Lynn at 315-942-4218, or email [lynnk@usadatanet.net](mailto:lynnk@usadatanet.net) Let's get a bulk order going for the north country! I need to know how many are interested and what you want to see on the order.

Wanted: good quality **Jersey or Guernsey cow**, bred or milking - Canterbury, NH Steve Allman 603-783-9648 [wonder@totalnetnh.net](mailto:wonder@totalnetnh.net)

**Grower's Assistants needed** for a 21 acre farm site outside of Boston. Individuals should have experience and a desire to be involved in the growing, marketing, and distributing of organic vegetables to homeless shelters, soup kitchens, CSA, and farmers' markets. This is a Full time position from April-November, 2002. Worker's compensation. \$375 per week. Send resume and cover letter to Tammy Texeria, The Food Project, P.O. Box 256165, Dorchester, MA 02125 or visit our website at [www.thefoodproject.org](http://www.thefoodproject.org)

**Assistant Farm Manager wanted** for 2002 season. Ol'Turtle Farm, 18 acre organically managed diversified vegetable farm looking for an energetic person eager to take on shared responsibility for the management of the farm and CSA. Field work and tractor experience necessary. Living space, farm vegetables, workman's comp and salary. Contact Eileen, Ol'Turtle Farm, 385 East St., Easthampton, MA 01027 413-527-9122 [olturtle@javanet.com](mailto:olturtle@javanet.com)

**Apprentice position** available for 2002 season. Ol'Turtle Farm looking for an apprentice seriously considering organic farming as a life. Will be involved in all aspects of the farm's operation with on the job training and more formal educational experiences in CRAFT. Season runs April to November. Living space, farm vegetables and stipend. Contact Eileen, Ol'Turtle Farm, 385 East St., Easthampton, MA 01027 413-527-9122 [olturtle@javanet.com](mailto:olturtle@javanet.com)

**Apprentice position's** available for the 2002 season. For over 30 years George Hall has been farming organically. Come learn greenhouse work, CSA, farmers' market, retail deliveries, farmstand, bee-keeping, and organic farming methods. We also have an extensive herb garden. We provide rustic housing, stipend, and veggies from the farm. Five interns are wanted for year 2002, April-October (flexible). (Don't be alarmed by ogre-like voice on the telephone.) Contact George Hall at 180 Old Farms Rd., Simsbury, CT 06070. (860) 658-9297 e mail: [georgehallogre@aol.com](mailto:georgehallogre@aol.com)

## Blow Your Own Horn!

Positions are available at Red Fire Farm, in Granby, MA, for the 2002 growing season. The farm, recently purchased by Ryan Voiland, is an expanding operation that includes the growing of high quality certified organic vegetables, berries, tree fruits, flowers and bedding plants. The farm has a 70 acre land base, with about 15-20 acres of vegetables in 2002. Markets consist of two farm stands, CSA, farmers market, and wholesale. Positions include: **Assistant Grower, Weed Manager, Cut Flower Manager**, and a general **Intern**. Housing is available in the farmhouse for four employees. Contact Ryan for additional information at (413) 467-7645

**Farm Educator (FE)** position available January 2002 at The Morris Farm in Wiscasset, Maine. The Morris Farm is a non-profit educational farm that hosts various educational programs throughout the

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year. The FE will work with all aspects of the farm, including the dairy cattle, pastures, poultry, garden, greenhouse, raspberry patch, and apple orchard. Equally as important, the FE will interact well and willingly with the public and participate in educational programming. Please contact The Morris Farm, P.O. Box 136, Wiscasset, ME 04578 phone (207) 882-4080, morrisfarm@morrisfarm.org for more information.

**Edible Soybeans (Edamame) Seeds For Sale:** An excellent variety of edamame from Japan - "Kenko". This variety produces a large amount of delicious beans on each plant. Ninety days to harvest. These seeds are Certified Organic, grown in Ohio. A great crop for farmers market sales. \$16 per pound, plus shipping; one pound minimum. To order, contact Kevin Eigel, 7657 Feder Rd., Gallogway, Ohio 43119, 614-853-1036, or email: kevineigel@aol.com

**Apprenticeship opportunity:** Start-up CSA seeks 2 apprentices for 2002 season. Appleton Farms is 1000 acres of cropland, hay fields, wetlands and woods on north shore. 100 share CSA, 10 acres mechanized, organic. Apprentices involved in all aspects of production. Housing, lunches provided. \$200/week stipend. April 8 -November 1, 2002. Contact Jenny Hausman, Appleton Farms, 215 County Road, Ipswich, MA 01938, appletonfarms@ttor.org. Get more from the Web. Free MSN Explorer download : <http://explorer.msn.com>

**Organic Gardening Opportunity:** Certified organic research institute, located in upstate New York, seeking partners to operate organic production garden, greenhouse and crop farm. Background in organic/sustainable agriculture is necessary. Housing available on site. Please mail resume and cover letter c/o business office, PO Box 213, Morristown, NY 13664

**Teachers wanted** for experiential charter school based on earth literacy. Ridge and Valley Charter School, with a planned 2002 opening in Warren County, NJ, will offer an experiential Earth Literacy curriculum for children ages 5-13. Lead teacher will guide development, design and operation of startup public school with a mission of educating children for a sustainable future. Elementary teachers must be willing to spend significant time outdoors with learners in camp-like integrated program. NJ Teaching Certificates required: alternate route candidates with teaching experience considered. Send resume/certifications to RVCS, PO Box 512. Blairstown, NJ 07825. Attn: Search Committee. For more information, [www.ridgeandvalley.org](http://www.ridgeandvalley.org).

**Seeking grower's assistant (GA) and forest & field manager (F&FM).** Small non-profit organization with organic farm and forest land in eastern Massachusetts offers 2 jobs. F&FM needs a bachelor's degree in natural resource studies or equivalent, experience in forestry or agriculture, ability to operate and maintain heavy equipment and ability to communicate. GA needs experience in organic crop production, flower production, with farm equipment, environmental education, and working with groups. Salary will reflect previous experience. Send resume to Land's Sake, Inc., PO Box 306, Weston, MA 02493.

**Individual or couple sought** to live on multi-generational organic farm in Connecticut to cook for elderly owner and her occasional guests. The situation (one to two full-time jobs) is flexible but includes caring for dogs, freezing vegetables, some driving, housekeeping, and performing minor repairs. May accompany employer to her Florida home for two to three months in the winter. Excellent salary and benefits, own apartment near I-95, a friendly employer and staff, beautiful location(s) plus free organic eggs and vegetables. Non-smokers please. Please reply with references and phone number to PO Box 250, East Lyme, CT 06333.

**Living situation available** on organic subsistence farm. Highly scenic area. Modern one bedroom, upstairs apartment available for rent. Seeking a mature, competent couple strongly committed to organic agriculture and sustainable living, who could supply reasonable chore and other help in return for reduced rent. Additional paid hourly farm work available, but off farm income will be needed. Opportunity to pursue a homestead lifestyle in a supportive environment, access to clean, organically raised vegetables, meat, milk and eggs. Independent projects encouraged. Please no smoking, drugs or dogs. Howland Homestead Farm, Philip and Dianne Lang, 175A Geer Mountain Road, South Kent, CT 06785.

**Dairy farm for rent.** 59-cow tie stall barn, pipeline milker, 2 large silos, manure pit, heifer facilities, house, 95 acres organic pasture and hay fields. Custom hay harvesting and mentoring from neighboring dairy farmer available. Located 3 miles off Interstate highway in Tioga County, NY (607) 699-7968

Four interns needed as "**Farmers in Training**" for 2002 growing season on certified organic, seven-acre Community Supported Agriculture project growing vegetables, herbs, and flowers in central Arkansas. Training and education will accompany hard work. Time will be allotted for research projects (i.e., beekeeping, composting, seed saving, etc.) Benefits: Housing, large noon meal, monthly stipend and eligibility for AmeriCorps educational award. To apply: Contact Andy Olson, Field Manager, Heifer International Ranch, Perryville, AR. 55 Heifer Rd, Perryville, AR 72126, Tel. (501) 889-5124, Fax (501)889-1574, Email: [ranchvol@heifer.org](mailto:ranchvol@heifer.org).

# Special Supplement on Farming & Families

## Farming and Families

by Jack Kittredge & Julie Rawson

We have been interested in the issue of farming's impact on family life for a long time. Julie grew up on a farm — a hog and corn farm in the northwestern corner of Illinois — during the 50's and 60's. The farming line is uninterrupted on her father's side for as far back as she knows, pretty much all over the Midwest. Her mother grew up in the suburbs of Chicago, but spent summers in Wyoming where her people had farmed the valleys and ranched the high ground since shortly after that part of the West was settled by whites. Julie was the youngest of five and learned to farm helping her folks produce much of the family's food.

Jack was a suburban boy and, like so many in the NOFA back-to-the-land movement, had never lived on the land. But he was a strong believer that farming is the best way to raise practical, self-confident, and curious kids. And he had experience with carpentry and machine repair — no small advantage if you are getting into farming without much capital.

When we met as organizers in inner city Boston and Julie became pregnant with Dan, we began to dream of moving out to the country and settling down as a family. It took 4 years to find decent land we could afford, and 3 more kids were born by the time we could save up enough to build a place to live. But we've never regretted it a day.

### Couples

We know first hand about the stresses that farming can add to a marriage. Young couples are usually pretty stretched for money as it is. Beginning a farm is like starting up any other business. There are many up front costs — land, equipment, structures, livestock, fencing, irrigation, labor — while the early returns are small. In many businesses the point of profitability arrives soon enough to make it a reasonable investment. In farming, that point can be a long way in coming. In our case, we moved to the country without a reliable job for either of us. Every dollar which went into the farm was hard earned and often the source of contention between us.

Also, farmers often do not receive the professional status that the importance and complexity of their work deserves. If one spouse is working a job away from home, making most of the money and getting most of the respect, it is easy for the farming spouse to feel inadequate. For us, before we found the support of like-minded people in NOFA, we argued over the place of farming in our priorities, Julie wanting to expand it and Jack wanting to hold it down.

Especially if both spouses are farming, their financial position can easily be marginal. One mistake can break the budget, a bad one can even sink the farm. With all that at stake, it is understandable for one spouse to want to check up on the other's work. But being second-guessed destroys trust and when the inevitable mistake does happen, forgiveness is difficult, tempers flare, and relationships fray. We never depended on the farm for our living, but we

often differed over how to do various farm jobs. Only after we carefully worked out a division of labor so that we knew who was in charge of each task could we finally lay aside quality control issues.

These are hard lessons to learn in any situation. Given the hard work, long hours, meager returns, and low status of farming, it takes a pretty mature person to stay the long course in such a marriage with a sense of humor and a loving spirit. That so many NOFA couples have made it so far is a testament to their commitment to and belief in each other. That some have not made it is a hard fact about this life. We're hoping we can make it another 20 years!

### Kids

**We're pretty sure that there is no better way to raise kids than on a farm. Most people thrive when they have useful work. Kids on a farm can have important work to do at an early age — feeding chickens, collecting eggs, watering stock. They learn responsibility, compassion, and the facts of life: birth, growth, mating, and death. They have a place in the scheme of things from before they can remember.**

**But it is easy, given the endless work always needing to be done on a farm, to push the kids too hard. The line between chores and drudgery can be a fine one, and the kids need to know they are loved as well as counted upon. In another article in this issue our kids speak out about where they felt this line was on our farm.**

**Some farm parents are so concerned about turning the kids off about farming that they expect little of them. Others, exhausted by coaxing and wheedling, figure it is easier to do the work themselves than get their kids to help. We always took the position that our kids had to help us with pretty much everything we did — grow food, cut wood, do our NOFA jobs. That work was what made it possible for us and them to eat, stay warm, have possessions.**

**No two farming or family situations are exactly the same, so each family must find a balance that fits. But there is no more important question facing us than how we raise up our young, so we need to make this as much a topic of discussion and learning in farming circles as any cropping practice. One thing that we have learned on our own farm, having gone through 4 kids, is that they want clear, consistent rules. They may protest at the time, but ultimately they are testing**

**us rather than testing them. They want to make sure we really believe what we say.**

### Retirement and Inheritance

**On every family farm the aging of the farmer eventually brings up the question of transferring the property. In a lifetime of hard work on a place it is possible to build up a very desirable homestead or even business. But few farmers set up retirement programs for themselves, so often the farm itself is the only thing keeping them from poverty when they get old.**

**The traditional idea of passing the farm to your children has much appeal. In the northeast, however, land values have climbed so high that often a child can not make enough money farming to be able to afford the mortgage payments. You can give the farm to a child, but if you have several kids is that fair to the others?**

**Creative ways of trading the farm for retirement protection, both within the family and outside of it, are emerging to resolve this problem. One useful device is separating out the development rights to your land. Private and public groups will sometimes purchase those rights, providing funds which can be used for retirement, without disturbing your ability to transfer the farming and occupancy rights as you see fit. Or you can transfer them to a group of trustees to guarantee the land will stay available for agriculture.**

**We don't have much experience with this issue yet, but we are talking with our kids about it now, before they settle in to their own adult lives. If some would like to farm here, we would like to encourage that. In 20 years we have built up the soil's fertility, cut roads into the wood lot, planted a hundred fruit and nut trees, built barns and sheds, trenched water and electric lines into the fields and generally put a lot of our energy into making this place a practical farm and homestead. It would be hard to see those dreams come to nothing.**

A couple of weeks ago Julie stood atop a pile of loose hay on our homemade hay wagon, jumping up and down on it to condense the pile as Jack and Dave (a returning Australian volunteer) pitchforked hay up to her. Dan (our eldest) alternated pitchforking and pulling the wagon up to the next windrow with our antique 1943 tractor. Only when the pile was preposterously high did he deem it time to drive it up to the haybarn. Riding atop the dangerously swaying pile, we looked out over the blazing trees lining the field and reflected in the pond and figured it can't get much better than this.



# Our Path

by Victoria Ladd-de Graff

It's the fall in the 20<sup>th</sup> growing season that I've watched the geese flock over our farm to head for the warm comfort of the south. Feeling the cool nip of the morning air as I head out to my job, I know that the days left in the field for my husband to work grows short. Our harvest is in, and the farm buttons up for winter. This year, unlike any other, we are at a crossroad.

It was 1981 and we were finished with college and in our mid-20's when we bought our 150 acre farm and planted crops. The plan was to grow low spray produce for the u-pick market. As the years passed, markets changed and we refined growing practices, we became certified organic in 1988, a certification maintained until today. In 1990 my husband left his job to farm full time. Growing in excess of 60 different types of fruits and vegetables (over 125 varieties) on 30 acres made us the largest certified organic grower in Central New York. Growing on this scale requires that we hire employees to help with both field and office work. Connecting directly with the consumer has been fundamental in our marketing with the Community Supported Agriculture (CSA) concept since 1991 and launch of year-round internet sales in 2000. Each year our sales have increased, but so have expenses.

Each year has brought both victories and challenges. The challenges have seemed to be more common than the victories in recent years. Our commitment to paying our staff a living wage, struggles with viable markets, maintaining equipment that has outlived its usefulness, keeping up with utilities, taxes and insurance have all become formidable tasks. Fortunately my off-farm, full-time job covers the mortgage and household expenses and has on many occasions assisted with farm debt. In addition to working with numerous farm assistance agencies, there has been tremendous support from family who have loaned or gifted money and loyal friends who have hosted fundraisers. They've watched our struggles and agree that we are performing good work but many wonder why, in spite of the hardships and financial losses for majority of our 20 years, we keep forging ahead year after year.

Through the years we've run full spectrum on the emotional scale. We've felt the humiliation of not having the money to make a payroll and with wrenched guts had to ask our staff to bear with us. We've lived the exasperation of the inequity of paying a car mechanic \$50 an hour and a lawyer

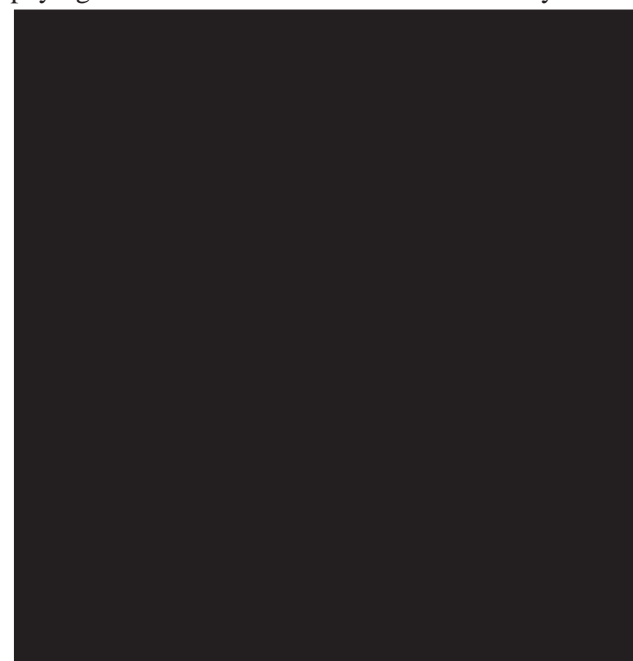


photo courtesy Victoria Ladd-DeGraff

**Lucas de Graff (L) and a friend in his flower project in the summer of 2001**



photo courtesy Victoria Ladd-DeGraff

**Vic, Dick and Lucas de Graff at a fundraiser for the farm with 7 bands in December, 2000**

\$150 an hour while the work of our own hands reaps but a pittance on the same standard. We've ached with dread at meeting with the IRS agent who threatened our stability. We've experienced the frustration of lives spent doing good work but yet gaining little return on investment. We've watched our son adjust to living a different caliber lifestyle than most of his friends and wished some aspects could be different. Conversely, we've beamed with delight when dozens of customers have shared how much their health and lives improved with a healing diet of our organic food. We've been humbled by faithful supporters' gifts of cash when they knew we faced an overwhelming payment. We've been pumped with pride when sharing our woods, fields and small lake with guests who stood awed at this beautiful place we own.

The pain of reality sears our hearts. Our mission to grow sustainable, high quality organic produce has always had great merit both to us and to our customers. Unfortunately, everything has a cost, and the cost has been very high. It's hard for my husband to set aside his passion, look at the dollar and cents, and assess business viability. As the wife, there was bitterness for many years that I had to be breadwinner, household manager, and help peripherally with the farm in order for my husband to dedicate himself 12 to 14 hours a day to farming. I have struggled with a love/hate relationship with the farm over the years. While I love our land and our homesteader life of living off the land, I hate both the vast amount of time my husband must work and the relentless pressure he's under. I have resented the physical, emotional and financial demands made on me to shore up what my husband cannot. My source of strength through the darker days on the farm has come through my walk in faith and with the grace given me by God. Many, many farm-related issues have tested our marriage, and miraculously, with God's intervention, our relationship has overcome them and is now the best ever in its 26 years.

Have we failed? No. We've provided income to hundreds of people and their families, produced the finest organic fruits, vegetables, herbs and flowers available anywhere and fed thousands. We've shared bounty with the needy and pumped large sums of money back into our local economy. Even though farming has not been financially rewarding, we've lived a life of indulgence that few can embrace...the life on a farm. No price can be placed on living the miracle of the soil, walking fields each

week and witnessing the effect of warm rains and steaming sun bringing life and growth of luscious, healthy produce grown naturally in concert with nature.

Also on this farm we've watched our son play in the soil, fly kites in the fields, build tree forts, swim and fish in the ponds with pals, learn to drive and discover our land in new ways each year. Both his father and I agree that we don't want him to hate the farm by forcing him to work. Now twelve years old, I helped him launch his first business growing flowers and selling cut bouquets. Our son agreed to this project, and it was good experience for him to see the potential of working the land to earn an income – and he enjoyed counting the money at day's end. Whether or not he decides to grow next summer will be his decision. He's expressed that he doesn't want to farm when he grows up – and it's ok if he doesn't. My husband said the same thing too of his dad's farm. Obviously there can be a change of heart.

Taking stock of our efforts unveils the harsh reality that somehow through our diligence and hard work as farmers we can now be counted among America's working poor. Now, still standing tall at the crossroad, we must make the decision about the future. The crossroad has two paths. The first involves a radical restructuring of the way we do business and possible future risk of loss or meager financial return. The second is abandoning our life's vocation and my husband turning to outside employment.

Farming is not a job. It's a lifestyle. Built into this farming lifestyle is hard work, emotional and financial investment as well as great value...and the value has many faces. One face gleams contentedly with the peace of living on and being steward of a wonderful piece of God's earth. A different face is filled with the pride of knowing who we are and that our work has worth. Another face is frustrated with the lack of status and respect placed on our work by most of society. And there is yet one more face that wears the mask of hope but also is lined by weighty concern for the future.

All of these faces have become our face that now stands at the crossroad. It is not a particularly comfortable place to be, and scrutinizing the paths is laden with complexity.

*Victoria Ladd-de Graff, husband Richard de Graff and son Lucas own Grindstone Farm in Pulaski, NY.*



# A Farming Family: The Harlows

by Susan Harlow

I'm the last person who should write this story. I have neither the responsibility nor the luxury of being objective. And I don't farm, so I don't really know what it takes and what it takes out of you. But here I am.

My three brothers, Paul, Tom and Dan Harlow, and their families farm organically, raising vegetables and flowers in Westminster, Vt. There are two separate farms, and a farmstand in which all three are partners.

Just as important as my brothers are all the others involved along the way. An extended family of spouses, partners, other family members, employees and friends gave a great deal to what the farms are today.

We have a history as a farming family. Our grandfather, Paul G. Harlow, bought a 150-acre farm in Westminster in 1917 and raised everything from cabbage, to tobacco for cigar wrap, and a few cows too. There were many more farmers in town then. They grew corn, squash and cabbages on the fertile soil of the Connecticut River Valley; there was a corn canning factory at Westminster Station.

After World War II, our father, Hollis (he was always called Hocker), and his brother Roger went into business together as dairy farmers. They had a good rotation but they used, as farmers were encouraged to after World War II, plenty of chemicals and little in the way of cover crops. In 1965, our father sold the dairy cows. He continued to raise sweet corn, asparagus and hay, renting out many fields to local dairy farmers for corn. "That was part of the downfall," my eldest brother Paul, now 50, said. "Dad had a pretty good rotation of alfalfa and corn, but they never applied manure or had cover crops, and they used chemical fertilizer and pesticides."

Paul worked with Dad through high school and, after a year at the Stockbridge School of Agriculture, began to farm full-time in 1974. They began to grow more vegetables and take back acreage, cultivating about 30 acres, mostly sweet corn, to sell to farmstands and markets in the valley.

"I was getting frustrated because I couldn't do things the way I wanted to," Paul said. "One day, I told him 'I'm going to do it myself,' and he said 'Fine.'" That first year with Paul making the business decisions, the farm earned \$7,000.

In 1977, Paul bought the home farm from our parents, Hocker and Connie. The year before, Paul and his wife, Susan Edgar, whom he married in 1978, had opened a stand on the farm, in the building where our grandfather ran one in the 1940s. "Susan did a lot to establish quality and to set a high



photo courtesy Susan Harlow

**Grandfather Paul G. Harlow; his grandson, Paul M. Harlow (at 3); his dad, Hocker Harlow, & uncle, Roger Harlow, in 1953, when the farm won the Vermont Green Pastures award.**

standard for work and for the farm product," Paul said. "That was important in establishing ourselves in the marketplace and especially at the stand. It became a showplace for local produce. She set the standard and supported organic, which wasn't always easy in the beginning."

They were starting to experiment with organic production methods. "It was Susan's idea," he said. "She had read about it and it sounded good. But I was skeptical for two or three years." They began with a quarter acre, using plenty of manure and dusting with rotenone. "After the first fad part of it, we started looking around and realized the main reason for being organic was the land itself," Paul said. "It lacked organic material and had no worms or life in the soil. There were weeds we had never seen before - nutgrass and mustard, weeds that weren't easily controlled. So it wasn't necessarily the use of chemicals - it was the condition of the land. We felt in 20 or 30 years we would be ahead of the game with our land."

It took a while to go fully organic, but by 1985, they had stopped using all chemicals and in 1986, the farm was certified organic.

Summers were grueling. On a typical day, Paul got up at 1 a.m., drove to Boston or Springfield, Mass., to buy produce, and arrived home at around 8 a.m. Then he and Susan and their employees would harvest produce and set up the stand; they would run that while trying to grow 50 acres of vegetables.

In 1977, Paul and Susan had started Westminster Truck Farmers, later called Vermont Vines, with four other Westminster farmers. They wanted to sell as a group to local groceries and to Black River Produce, a new wholesale produce distributor. So in addition to his own farmwork, Paul worked several evenings a week until 11 p.m., helping put up orders for that venture.

By 1983, with two young children, Paul and Susan were burned out. They also felt that people weren't particularly interested in organic and were unwilling to pay a premium. So they decided to close the stand and grow wholesale produce.

By 1985, Vermont Vines had metamorphosed into Deep Root Organic Truck Farmers Cooperative, a group of organic farmers who pooled their marketing and distribution. Besides Paul and Susan, it included Liz Henderson, Joe Scanlon and Carol Rees, and two Massachusetts growers.

"There were a few rough years [with Deep Root] when we were not only growing but selling and trucking, too. But we saw that people were interested, and started to see the need for quality and packaging and doing things on a bigger scale," Paul said. "The first year helped us focus more on what we were doing and what to grow and sell."

"For the first few years, I was wavering on organic," he said. But the second year, Deep Root's sales doubled to \$80,000 and kept on climbing. "That was encouraging and we were getting good prices because we had the market to ourselves. We were growing fewer acres of vegetables but getting more money," Paul said.

## Kestrel Farm

Meanwhile my brother Tom, now 46, had been farming rented land across the river in Walpole, N.H. He had worked for Paul since 1974, and they had been partners for a few years. Then they went their own ways, although Tom still worked part-time for Paul.

Tom grew six acres of sweet corn in his first year of farming. "I decided to go organic because I didn't like handling chemicals like we did in the late 1970s and early 1980s," he said. "And I saw that Paul switched to organic and it seemed to be working okay. The weeds weren't taking over the farm and disease and pestilence weren't wiping him out, like people said they would."

Tom added crops and land each year and became a member of Deep Root in 1989. He and Paul traded machinery and labor back and forth. For a few  
(continued on next page)

photo courtesy Susan Harlow

**Our grandfather, Paul G. Harlow, and an employee on Harlow Farm. The employee, the crop and the date are unknown.**

(continued from previous page)

years, they kept track of hours and squared up at the end of the year, until they realized they were always close to even and they quit keeping track.

Paul had been renting 50 acres of land on a farm at the south end of Westminster Village. In 1995, Tom and his wife, Merrilee, bought it, after the development rights were sold to the Vermont Land Trust. The farm, named Kestrel Farm, was certified organic.

Tom increased his acreage of crops over the years. He now grows mostly lettuce, parsnips, sweet corn, potatoes and squashes, because there's a good market demand. He'll also experiment with other crops like daikon or green beans.

"The land is good to grow just about any vegetable," he said. "In the first six years of farming, I added a crop or two. But since, have been subtracting crops that I find I don't make money at. So I eliminated those crops that cost me too much in labor such as bunched greens like collards and chard."

### Harlow Farmstand

My youngest brother, Dan, 44, had worked on the farm for intervals, moving away to try out new places like Massachusetts and New Mexico, and then coming back to Vermont. "I was looking for a different type of job because I knew farming wasn't satisfying to me," he said.

With a business degree from Becker College and experience in retail sales and management, Dan thought a farmstand would be a good use of his skills and talents, and also something on which he could put his own mark. In 1991, he formed a partnership with Paul and Tom to build a farmstand on the site of the old stand.

Susan Edgar designed the stand, and family and friends got together to build it. It opened on the Fourth of July weekend and took in \$67 the first day.

The farmstand's sales grew steadily from there until eventually the business became pinched for space in the small building. In 1999, they added on, tripling the size of the stand and adding a second story, basement, commercial kitchen and more cooler space. A café serves meals and take-out items.

Dan and his partner, Tom Johnston, an Indiana native with a master's degree in business from Ball State University, run the stand. They make all the decisions and hire and oversee the employees, as well as doing much of the customer service, displays, ordering and other work. They also manage field help that grows produce and flowers that Paul and Tom don't grow on their farms.

The partnership would be more fair, Dan said, if Tom and Paul were more involved in the stand. But given the time and work they have to put into their own farms, it's an unrealistic wish, he realizes.

The three brothers meet formally once a year, in the spring to plan for the coming season. "We always plan to meet more often but then the shit hits the fan and the next thing you know, it's November," Dan said. "The only option is to do less, and I don't think that's an option for any of us at this point."

"Unfortunately, we're so busy trying to keep all our operations going, it's difficult to expend the energy [to work on the stand]," Paul said. He helps out with land for growing crops, with equipment, cooler space and the barn.

"We'd be better off if we sat down and talked about our long-term plans and got an overview of what's going on," he said. "Harlows tend to fly by the seat of their pants more than they should. We're just caught up in trying to survive day to day, year to year."

"Overall it has been great," Tom said of working with his brothers. "We all get along, we all get to work at home, working for ourselves but close enough so we can help each other. I don't think any



photo courtesy Susan Harlow

### Tom, Dan and Paul Harlow share a light moment at the Harlow Farmstead, located at Harlow Farm.

one of us hesitates to ask for help from the others if we're in a bind. All of us are ready to lend a hand to the farm or to the stand."

My sister-in-law Elizabeth has a nice way of describing it: "It's wonderfully concrete — that Paul and Tom and Dan are farming, and each needs help. They don't need an excuse to see each other — it's a special part of weaving a family bond, the smoothness of the way people are able to lean on each other without treading on each others' toes."

In 2001, Tom and Paul left Deep Root to set up their own business, Westminster Organics. They figured it was time to use their expertise in sales and management, and keep the sales commission.

Now, they share much of their labor and some equipment. Westminster Organics sells produce to nearby stores as well as in Boston, New York and up and down the East Coast, but their plan is to sell more locally. Paul does sales and Tom keeps the books and finances. It's a division of duties that fits their skills.

Connie keeps the farmstand's books. "It keeps me connected to the kids," she said. "I know what's going on there and it's something I can do when I want to do."

She helped raise all her grandchildren, and frequently babysits the younger ones. "I like being part of them and their children's lives. I look at people whose children are halfway across the country, and this feels more like a family."

Unusual for vegetable farmers, Paul and Tom have been taking vacations with their families in early August, when the summer frenzy eases up. "It's worth it for the most part," Paul said. "It gives you much-needed rest; usually I'm pretty beat by then. Although I do feel I have to work twice as hard when I get back."

Despite the need for more formal meetings, it's a rare day during the season that the three brothers don't see each other, although usually on the fly. Traffic is constant between their houses and the stand, whether to drop sweet corn at the stand or bring a crew of workers to Kestrel Farm to cut lettuce. They run into each other at the Westminster Station Market or at the kids' basketball games.

Family get-togethers are frequent, usually for a holiday or birthday. In the summer, Connie rents a lake cottage an hour away. The families come and go, spending time swimming, playing bridge, reading and sleeping.

Dan and his partner, Tom, look at the seven weeks in the winter after the stand closes and before they start the greenhouses as their vacation. They also try to get away in the spring, often to trade shows.

"After the stand opens, it's not possible," Dan said. "I want the stand a certain way and I can't have it that way unless I do it."

The physical wear and tear of working May through December takes its toll, he said. In another five or 10 years, he'll have to consider what to do with the stand, whether to sell or hire a manager or lease it out.

### Farm spouses

Merrilee Harlow works at the farmstand and also has her own antiques business. Tom says she would like to spend more time at Kestrel Farm. But her forte is not in the field — it's in working with people, and she puts that skill to good use at the farmstand.

In 1995, Paul and Susan divorced. In 1998, he married Elizabeth Mahone, a Virginia native who had worked on the farm for several years. Their daughter, Hannah, was born in March 2000, and Elizabeth takes care of her full-time. "That's definitely the best job I've ever had," she said.

Elizabeth has had to shelve the idea of farming alongside Paul for now. She misses the work, and being a more integral part of the farm and, in a way, the community. For instance, when she worked on the farm, she often trucked manure from a nearby dairy farm to the compost piles (a job our Uncle Ralph now does). "I was good at it and I really loved it. I'd wave to everyone on the road," she said. "It was hard to let it go."

Elizabeth says she admires the flexibility, organization and willingness to work "any time and all the time" that good farmers like Paul and Tom have. Her value to the farm is encouraging and listening to Paul, helping him solve problems, work out ideas and vent some frustration. "And it's satisfying to me to make a warm, cozy home for him to come home to," she said. "I enjoy that role — it's the first time I've done that."

"The hard part is getting the grace to be as flexible as he is," she said. Cooking a great meal only to find out that Paul is too busy to eat it is hard to adjust to. She's still learning, she said, that farm work often supersedes any other plans — like the time she missed a good friend's wedding because frost threatened.

And she's sometimes frustrated by how little time Paul has for her and Hannah in the growing season. "I have low periods during the summer when I'm tired of not seeing Paul, tired of not getting support," she said. But because he acknowledges and works on that problem, she trusts that things will get better.

"It's a strain on a relationship when you're farming, trying to find enough time," Paul agreed. "It feels like there's too much responsibility. It's easy to



rationalize there are so many important things to get done every day and there's only one chance that year to do it right - or wait until next year."

"It's a pretty common strain on relationships, especially if one person has been on the farm and the other hasn't. It's hard to take off and say, 'I'm not going to do that.' There's the stress of when you're on the family farm, you don't want it to fail. You feel like it's your responsibility and it ends up being seven days a week."

His advice for making things work with a spouse: It's important at the outset that the spouse realize how important the farm is to you. "There will be many times it has to be paid attention to," he said. "To the primary farmer, his hobby is farming. On his time off, he would just as soon cultivate: I'd be just as happy doing that as going to the beach."

And the farmer must realize what a strain the farm is on the nonparticipatory spouse and make some concessions. The hardest thing to fit in — but essential — is time alone with your spouse.

Farm life is different from when our mother first came to Westminster as a young wife in 1950. Society and the town have changed. "When my kids were little, a lot of other mothers didn't work either," Connie said. "But now, most young mothers are working. It's tough to stay home and just be with your kids all day."

In the fifties and sixties, there were many other stay-at-home mothers. They took their kids to the Westminster pool or to the ballfield behind the Butterfield Institute on Sundays to watch their husbands play softball. They visited each other in the afternoons and went home feeling a little lighter. The town had a Women's Club and a Grange; there was bridge club and many other activities within the community. Now, many women leave town to work during the day, while children go to daycare or sports activities.

"Because I come from away, I haven't grown up with the people who know everybody," Elizabeth said. "And the whole community feeling isn't there any more." That can be isolating. But she knows the old times can't come back and works to make a different kind of community now, with friends from church, a farm women's discussion group and a play group.

Dan's partner Tom is now going to school for massage, and wants to work at least part time in the holistic health field. Not spending all day every day together improves their relationship, Dan said. "When we live together and work together, we don't share as much. We talk and share more when we're not together all day long, and Tom brings home his outside interests."

### The farm's children

From the beginning, Paul said, he made a conscious decision to spend time with his older kids, Evan and Emma. "Early on, with Evan, I realized that I wasn't going to be able to do everything that I wanted to do on the farm," he says. A partial solution: take the kids with them. That wasn't always so helpful: once Evan, carried on Paul's chest in a Snuggly while raking hay, almost suffered heat exhaustion.

Susan cared most for kids when they were very young. As they got older and she began to pursue her art career and semi-pro volleyball, they hired high school girls to help

Paul spent one a day week at the kids' school. When they went to first grade at Westminster Central School, he noticed that other kids were bringing junk food. That gave him the idea for a snack program, where kids grew or made their own snacks. Now the school has a garden where growing food is part of its curriculum.

Paul also coached soccer, Emma's basketball team and Evan's baseball. He rarely missed school plays, field trips, or any school activities, though they often interfered with farm work. He plans the same



photo courtesy of Susan Harlow

### Evan Harlow and his father, Paul, packing beets for Westminster Organics.

for his youngest daughter. "With Hannah, I realize the value of spending time with her, that it's important and I want to figure out ways to spend more time with her," Paul said.

Elizabeth loves the idea of raising Hannah on the farm. "Without idealizing it, it's so obvious that the farm life is a wonderful way to grow up," she said. "She's so enriched by knowing where her father works and knowing the help."

Paul said he tried not to push work on his children too much, but did ask them to do a few chores around the house. When Evan was 12, Paul began a work program with Evan and Emma and about 10 kids in their classes. They worked for two hours on Saturday mornings weeding or doing other farm chores. Then Paul would come up with fun activities for them, such as swimming at the pond. The idea was to teach them what work was like and also to give him more time with the kids.

Evan is 20, and Emma, 18. "Now, to them, everything looks better elsewhere - all their friends had an easier life and were more well-off," Paul said. "In a few years, I think they'll feel differently."

Emma may be starting to see things that way now, though she says life was difficult when her parents separated. "I was old enough to know what was going on but not old enough to know how to deal with it," she said. "What I saw as a perfect family wasn't as perfect as I once believed."

When she was in middle school, living on the farm affected her social life, too. "I never wanted anyone to come over because I was embarrassed by the condition of the house. I thought no one would ever want to be there, so I never invited anyone."

The best thing about her childhood, she said, is that the family farm was just that: the whole family working together on the farm. "Even though my role was smaller than most, I felt that I was a part of the farm and contributed to the business. I look back on my life now and then and say to myself, 'There is no other place that I would have rather grown up.'"

Evan, who works on the farm and plans to go to Wooster College in January, said growing up in Vermont was isolating and eventually he'll move to a more urban area, at least for a while, to get a feel for other cultures. But he, too, said he benefited from having so many different people around.

"The best thing was meeting all the people who seem to be attracted to the place," he said. "I learned a lot about the rest of the country from the workers. They tend to come from all over, and I ended up hanging out with them a lot more than people of my own age when I was younger."

Now that he's working on the farm, he's gained an overview of how the entire process works, from growing to selling, and he cares about it more. He may want to farm someday, he said, but not until he's gotten experience elsewhere.

What is the farm's future? "My hope is that in 10

years, it will be well-established and profitable and attractive to Emma and Evan or to Hannah," Paul said. "That would be nice." Emma, a freshman at Colby-Sawyer College, says she goes through stages: "Sometimes I think that farming is the worst job ever, and the next I have a little sympathy for the farm, wondering if I don't do anything, will it disappear? But I know it won't turn into a golf course, because too many people care about it."

Emma has worked at the farmstand for the past several years, and says she's enjoyed it. "I've gained knowledge about running it, and, yes, once in a while I've considered if I would be able to run the stand. I do have the love and interest to go into something along the lines of farming, but for me, right now, I would rather find a well-paying job where I could, after a while, come back and have the farm or stand as a comfort job. But it's all so far in the future that I haven't had to think about it too much."

With no children, Tom and Merrilee don't know where their farm will end up. "We'll sell it," Tom said. "Our plan is not to farm until we die."

Over the six years Tom and Merrilee have owned Kestrel Farm, they've had workers who come to be much like family. "We always have at least one or two people who come just looking for a job, not knowing what they're looking for, and they end up staying on for four or five years, living in the barn," Tom said. "You tend to get close to some of those people."

"But there hasn't been any one of them who wants to buy the farm. You're always looking for someone to stay on. But it's difficult to hold onto good employees because you can't afford to pay them the \$50,000 or \$100,000 they could get elsewhere."

### Extended family: the workers

"Family" means more than just blood relatives on the Harlow operations. Some employees stay for years; some live in the apartments in the barns or nearby. Their everyday lives are intertwined with the family's life. Many have been crucial to the evolution of the farms - without them, Harlow Farm, Kestrel Farm and Harlow Farmstand wouldn't look or feel the way they do today.

"Growing up with a wide variety of people — the workers — gave me the opened mind that I have today," Emma said. "I don't judge or discriminate against anyone for being different, because I grew up with all of the 'different' people and, to me, they weren't different, they were my friends."

In the early years of Paul's farm, there were fewer workers, so the crew became close-knit. Paul started out with only his brothers and our cousin Chris Harlow working. "We'd work all day long every day; we'd work until we got the work done," Paul said. "Then we had to hire more people. A lot were transients and we'd have to retrain many every year. In those days, we didn't have year-round work. Every year it was different, because it wouldn't be the same crew."

They hired a cook for a big group meal at noon, and after work, they played volleyball. "Overall the work force then came more for the cause of organics," Paul said. "It was more than just a job for them, but the fact that it was a local family farm."

In the early 1970s, the farm began to store winter vegetables like winter squash and cabbage, and had year-round work for some people. The next major labor change, in 2000, was hiring workers from Jamaica. "We've been striving to move from being laid-back to professionalism," Paul said. "Eventually you realize you have to make some money. And as you get older, you see what it takes to get things done right."

That's the story of my farming family over the last 30 years - what they have achieved, lost, won and still struggle for. Where the farms will be in another 25 or 50 years is a mystery. Maybe someone else will write that story.



# Don't Let Farming Wreck Your Marriage

*Couples offer suggestions for safeguarding relationships from farm stresses*

by Joyce Deming  
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"If you don't like the way I'm doing it, you can just do it yourself!" I threw down my toolbelt, stormed out of the barnyard and into the house.

Sound familiar? It happens every day on small farms across the country. A husband and wife are working together on a project from the never-ending "to do" list. They are behind schedule, money is tight and the weather has not been cooperating. They lost their patience with each other, raise their voices, and one or the other stomps off.

Most of the time, the argument is resolved and they continue working. But sometimes, the conflict turns out to be the proverbial straw that broke the camel's back. It results in weeks of silent treatment, trial separations, and even divorce.

With the divorce rate approaching 50% in this country, the idea of working with a spouse in a family business, especially one as stressful as farming, seems ludicrous. But hundreds of couples are doing it, and doing it successfully. So how do they manage both a business and a personal relationship?

"Talk, talk, talk." That's the advice from Becky Kretschmann, who has been farming in Rochester, Pennsylvania, with her husband Don, for more than 27 years. "These old farmers are content to jump on that tractor and ride off to plow and leave problems in relationships to work themselves out," she said. "I have always taken a head on approach — which means lots of late-night discussions. It's not always productive, but eventually we get to the point of what is important."

Dr. Robert Fetsch, an Extension Specialist and professor of Human Development and Family Studies at Colorado State University, calls that tractor behavior the "John Wayne Syndrome." He thinks that a major problem for farm families has been the mythical belief that "if we're really strong we don't need to talk about problems, and we sure won't tell anyone else about them." He says it's critical for couples to feel safe talking and sharing their feelings about how things are going both on the farm in their personal relationship.

Others agree that communicating is a vital element to keeping both the business and the marriage together. Suzy Cook and Art Biggert have a 55-member CSA farm on Bainbridge Island in Washington state. "It helps to touch base every morning to compare schedules and lists and expectations, then in the evening to share successes and frustrations." Suzy and Art said. "We also often stop during the day to 'give report' on what is going on," they continued. "This communication has been critical for both of us to prioritize tasks and identify potential problems before we get frustrated or lose a crop."

Lucy Goodman agrees that good communication is crucial for farming couples. She and her husband, Eugene, raise over 70 varieties of vegetables as well as apples, pears and strawberries on their farm in New Paris, Ohio. "Figure out a way to communicate well," she advised, "be that a daily meeting, leaving notes around, or having a post-it board."

Dr. Fetsch is an advocate of the regularly-scheduled family meeting. And at least one of those family

meetings should include a discussion about the farm's mission and vision, he advised. "People tend to get nervous when you start talking about strategic plans and that sort of thing," he said. "But it's critical to have some idea of where you want the farm to be in one, five and ten years down the road."

Andy Lee, who farms with his wife Patricia Foreman in the Shenandoah Valley of Virginia, concurs. "Make sure you have the same goal, and that you each understand what it is," he said. "Every couple needs to be really honest with themselves and with each other. When couples come to our farm school or on farm visits, it's very clear to me that one wants a nice house in the country, the other wants a working farm. These ideals clash at odd moments, such as when the cows get in the flower garden or when the septic tank backs up."

Having different goals for the farm was also an issue for Sue Steiner and her husband, Daryl. They raise organic vegetables, free-range eggs, pastured poultry, and grass-fed beef on their farm in Wadsworth, Ohio. "We both wanted a farm," Sue said, "but that meant different things to each of us. My husband wanted the honest-to-goodness real working farm and I had in mind a horse farm with the white fencing and days spent caring for my horses." They reached a compromise and Sue has two horses and a pony, although her husband still believes that "there is nothing that turns money into manure faster than a horse."

One of the keys to reaching a compromise is dealing with the problem of ego. In their book, *Working Together*, Frank and Sharan Barnett write that strong egos can get in the way of both a relationship and a business. They advocate the development of what they call a wego - "a combined ego shared noncompetitively by the partners and directed constructively outside their relationship." While ego focuses on "I and myself," wego focuses on "we and ourselves." They explain that wego "comes with the pride of knowing that together you've accomplished your goal — not with the statement 'I'm proud of it because I did it,' but rather 'I'm proud of it because we did it.'"

Suzy Cook echoed that sentiment. "I think success in working together gets back to keeping the ego out of the project and respecting each other for what they know and don't know." She said. "I guess figuring out how to see the other person's perspective is key to settling arguments. It is always a struggle for us to keep our ego out of the way and trust that the other person really does have the best interest of the farm in mind."

Mike Verdi, who with his wife Shelley Pasco, raises vegetables, cut flowers, laying hens and pigs on their farm in Kent, Washington, agrees that it's hard not to always want to be right. "Often, the husband thinks he knows more," he said, "but the wife has her own idea about how to do things." If the couple doesn't see each other as equals in the farm operation or the relationship, it "goes downhill from there."

While most small farm couples see themselves as equal partners, many still rely on a division of labor when it comes to farm projects. Mike and Shelley started out "winging it" but soon realized that too many things were being forgotten. "Last fall we came up with job titles for ourselves, just to assign some responsibility for everything," Shelley said. Mike's titles are Equipment Manager, Harvest Manager, and Plant Manager, while Shelley's are Business, Marketing and Customer Service Manager, Greenhouse Manager, and Livestock Manager.

"We still talk about everything and make decisions together, but this makes it a little more manageable," Shelley said.

Jim Sluyter and Jo Meller have also devised a plan for dividing up the chores. They farm in Bear Lake, Michigan and publish The Community Farm Newsletter. "We divide the veggies into Jo's and Jim's," Jo said. "This has made the field work a lot less confrontational!" She did mention, however, that Jim always wants to plant too much lettuce and beans, which leaves too little garden space for her broccoli and carrots. "We're still working on this one," Jo laughed.

While being able to work closely together with a loved one is one of the benefits of farming together, that 24/7 closeness can also be a problem. Azriela Jaffe, author of "Honey, I Want to Start My Own Business, A Planning Guide for Couples," says one of the biggest mistakes married business partners make is not creating enough personal space for themselves. "Personal space is necessary in order to get reenergized so that you have something to give back to your partner," she said.

It's especially difficult for farming families, where the boundaries between home and office are nonexistent. Leaving work "at the office" just isn't possible. "Anyone working from home has to be prepared for the business oozing out all over the house. I call it the oil spill phenomenon," said Jaffe.

"There must be some boundaries, which the couple itself must design," she continued. "For example, one man told me that he asked his wife to stop talking to him about business while he was brushing his teeth!"

She also emphasized that couples need to maintain separate interests outside of the company where each partner can shine on their own. "It's difficult to spend so much physical time with any one human being," she said, "even if you love each other — boredom, restlessness and friction usually set in, which is often a way to get the space and separation the individuals are looking for."

Becky Kretschmann agreed with the need for something of your own to fall back on. "In the early days of our farm, I worked with my church in the music ministry, playing and singing. It was an outlet that at times was critical."

Removing themselves from the business is a constant struggle for most farm couples. "There is always so much to do on a family farm that you could do nothing else," said Becky. "One thing we did decide very early on was to take Sunday as a day of rest. We have stuck with this decision and look forward to our one day off."

Shelley Pascoe and Mick Verdi had similar comments to make. "Have fun, relax, take a day off once in a while, be friends. Don't take everything too seriously. Remember that you're supposed to be happy doing what you love."

And, most importantly, remember that besides doing work that you love you are doing it with someone you love. "Don't become such busy business partners that you forget to be lovers," advised Andy Lee. "Dress up occasionally and act like teenagers on a date."

Azriela Jaffe agrees that one of the biggest mistakes couples make is to get so involved in the business that they stop being a romantic couple. "There are lots of simple and inexpensive ways to keep the romance alive in your marriage. Set the boundaries around work that are necessary to ensure that you keep your relationship healthy and strong."

It's that relationship that will get you through the inevitable hard times that accompany farming. "In the end, what really matters for us is that we love each other," concluded Becky Kretschmann. "All the rest becomes secondary if we can just remember that."



# The Life of an Early NOFA Pioneer

I have been growing an acre or more of vegetables ever since the summer of 1969, mostly with various communes at first. My wife, Betsy Ziegler, and I apprenticed with Jake Guest in 1978, and I got fired up about having my own farm. We rented land outside of Brattleboro for a season and sold at the farmers' market there, and then moved north. We were members of the old Vermont Northern Growers Coop, and later were early members of Deep Root Coop. I gradually developed a taste for growing fairly large amounts of fewer crops. Strawberries have been a specialty since 1983. We moved to our current place in Plainfield in 1987.

The farm takes up about 75% of my working time and makes about 1/3 of the family income. Betsy makes most of our income as a hard-working preschool teacher, and I work off the farm part time year round teaching about agricultural issues, selling compost based potting soil, and as a substitute special education aide at a local high school. I am often tempted to get a regular job, just to have more time for myself. But having so much experience, equipment, and market connections makes it hard to let go of vegetable farming.

At times Betsy has been very angry with me for persisting in farming. It's true, I have been absurdly obstinate in staying in this occupation. When she urges me to find another line of work, I often agree wholeheartedly. But when I try working off the farm more than part time, I start to crack. I just miss it so much I don't care. I've quit promising opportunities in order to continue with market farming. I have been more successful lately in balancing remunerative part time work with running the farm. But then I don't get that important period of on-farm time when I'm not shipping and have a chance to reorganize and neaten up. Consequently the place is less organized or neat than it could be.

It upsets Betsy that I can never get on top of organizing the place, but I feel that at a certain point I just have to lie down and read a magazine. Everything and everybody can just go to hell if they have a problem with that. It's not the most compromising of attitudes, I admit.

I do a lot of the cooking, because I work at home. I'm not a great cook, but can keep people from starving. A lot of what I make tastes good simply because it is so fresh. I take enough time off from growing crops for sale to put up a lot for us to eat. I'd feel that I was missing the point if I didn't. Home food processing is kind of a hobby for both of us — I do most of the frozen veggies and Betsy does all the jams. She doesn't work on the farm at all, although she has a flower garden, which I help her in, as well as lots of good ideas about how to make the place look less messy. My housekeeping skills are poor, but I make a steady effort to help.

Betsy and I are both very busy with our work lives, but we try to take time off to bird watch, hike and bike together. Now that both kids live away from the farm (Abe is now 20 and a student at Hampshire College, while Jacob is 15 and at The Meeting School in Rindge, NH,) we have a little more time together.

When I worked at home I could arrange my day to cover the childcare needs around Betsy's schedule. Both boys always loved being out in the fields with me, even as early as 2 - 3 years old. They would have to help me with firewood and other major projects — mulching an acre of strawberries by hand, and such. They loved the tractor and the truck.

Neither of them has been consistently useful as teenagers, however. Sometimes they just wouldn't come out to work when I needed them. It really

drove me crazy. But I got tired of being angry, and just gave up on them.

Both help out on the farm a little when they come home, especially if I nag them enough or if it involves driving a truck or a tractor. I pay them when they really work. Both of them are competent drivers, but some days I just need help bunching kale in a cold rain. Sometimes they are very useful, I just can't plan on their help.

I think they are both glad they grew up this way, however. Both tell their friends proudly of their background. A farm is always a good place to be from, and it's a rarer experience than it used to be. You have to sacrifice so much to be able to farm in this backwards culture of ours!

Realistically speaking I have sacrificed most of a lifetime of potential income in order to farm. I think we lost a lot of potential income over the years. This was money that could have helped us fix up our house, travel, have more free time, save for our retirement, and to have money enough to help out our families more if they needed it.

What we gained was a degree of integretion and completeness in our lifestyle that most people miss out on. In other words, we had less but it really did not matter that much. That's what strikes me so much when I read about the memories people cherish growing up in the country. They had next to nothing, but did not consider themselves poor.

But I feel worse for my kids than for me. They might have benefited from their parents not working all the time and having more money to send them to better schools, or at least to live in a more prosperous community with better schools. We did manage to get them ski passes and gear, but we have yet to take them to Europe. Generally, they are much better off in my mind for knowing that working hard does not necessarily result in wealth, that food does not grow itself, that a homemade meal and a chance to sit by a warm cookstove is a good time.

But they will get to go to college and become mainstream if that's what they want. I only hope that they got some values out of watching and helping me, like that the people who actually do the work in this world deserve a reasonable life and a lot of respect.

If I had it to do over again, I would try to think things out more. I would plan, make budgets, put more effort into the business side of things. Maybe make more money before I decided to drop out. The trouble is, I never even dropped in!

I have no idea if either of the kids will ever want to live here or work this place. I'm in my 50's now and figure I have at least another 10 or so years of farming fun before I have to think to hard about who's going to run the place after me. Abe is enjoying the intellectual life at Hampshire fully. He loves the farm but doesn't like the burden of routine tasks. Jacob can really settle into a task. He loves working with the young adults who make up our crews. He might farm the place someday. I would be very disappointed if nobody did.

# From Physics to Family Farming

by Jack Kittredge

Some of the most beautiful farm country in the northeast rises up from the Finger Lakes of New York. Their deep beds gouged out by weighty glaciers, the lakes are separated by ridges of harder rock which better resisted the scouring impact of tons of ice. These ridges are now covered with rich soil that has supported an active farming economy for generations.

Lodi, a small town on the ridge separating Lakes Cayuga and Seneca, is only 5 or 6 miles from either lake. Despite the beauty of the area, however, development pressure hasn't hit and decent farmland is still \$400 to \$500 an acre. The town is the home of Meadowsweet Yogurt's owners, Steve and Barbara Smith.

The Smiths and their five children moved to Lodi in 1995 and have been farming there for 6 years. Before that, Steve was a physicist for NASA in Huntsville, Alabama. His specialty was upper atmosphere meteorology. They built big radar systems to measure the wind at very elevated levels, picking up the slight density differences that would cause radar rays to scatter.

What motivated the Smiths to take such a sudden change was a realization by Steve that his kids were growing up without him: "What made me decide to give up the job in Alabama and move here was seeing how old Ben was getting. I realized I hadn't had much interaction with him. My kids were getting older and I didn't know them. Nobody cared what I was doing. They saw me on weekends but I was too tired to do anything. I thought if I left the office and we worked together at home in a family business we would spend more time together. It changed somewhat when we got here — I got to know Ben better. He was pretty set in his ways by then, but I can do a better job with the others."



photo by Jack Kittredge

**Steve and Barbara Smith, along with Alan and Paddy, show their primary dairy products: Steve holds kefir, Barbara a block of cheese, Alan holds a quart of Meadowsweet yogurt, and Paddy a wheel of cheese.**

Once they decided to make a change, they looked around for a home business opportunity and heard about a small yogurt company for sale in upstate New York. Taking a week's vacation they drove north, checked it out, and decided to buy it. Then they headed toward Lodi because they heard there were a number of Amish and Mennonite farms in the area. They also wanted to be close to Ithaca because their oldest kids, Ben and Emily, were interested in music. They ended up buying a farm which had been abandoned for several years and needed a lot of work. But it had a milk room built on to the barn which they thought was almost perfect for making yogurt.

The family had lived about an hour from Huntsville, where they had a big garden with sheep and chickens. Despite their rural lifestyle, however, it was a big change to move to Lodi and begin to earn a living by farming. As Barbara puts it: "The kids had very little in the way of chores in Alabama — feeding the chickens or something like that — so it was a big change when we came here. We absolutely needed their help. We couldn't have done it without them.

"The younger ones don't remember when Steve went to work," she continues. "So as far as they're concerned, he's always been around. The older ones say they can't imagine how we spent the time in Alabama — now we work so hard and they are so essential to the operation. They knew they didn't work that hard there. People ask how we get them to do all this work. But it's not that we get them to. They know that they have to."

The transition from physicist to farmer was not easy for Steve, however. He thought that being a farmer would be easy, he admits, and that they were going to be at least as well off financially as they were in Alabama. But it didn't turn out that way!

"We talked to people and read magazines," he says, "But we didn't account for not knowing how to farm or milk cows! There were about 3 years of big mistakes. And when you make mistakes with cows it costs you a lot of money! At one point we had thirty cows, and shipped fluid milk. But we weren't efficient enough. We sat down and figured it out. We were making about \$1 an hour milking and shipping. But we made more like \$5 an hour milking and making yogurt. So we stopped shipping and sold some cows."

Now they're milking 10 cows, have 8 or 9 dry cows and three calves. Steve went with Jerseys instead of Holsteins because of their grazing ability and their size — the kids could handle them better. Also the fat and protein count is higher with Jerseys, which is better for yogurt.

For two years the farm was certified organic by NOFA-NY, but the price premium for organic milk kept getting smaller and smaller. So finally they dropped certification. Another financial barrier at first was that the Smiths tried to match Stonyfield's yogurt prices. It took them a year to realize that they just couldn't make any money trying to compete with Stonyfield on price. At one point they were distributing to ten stores in Ithaca as well as the Moosewood Restaurant. They were making yogurt 3



times a week. But things just weren't getting done at home, so they cut out all but the largest accounts to be able to put the time in on the farm.

The Smiths bought 80 acres with their farm, and later bought 70 acres of open land across the road with two houses which they rent out. They graze their cows on a daily rotation, so production is much better in spring and summer when grass is abundant. In the fall and winter they feed their own hay, which Steve cuts 2 or 3 times per year. They also use about 2 pounds of grain a day, which they have to buy.

Besides yogurt, the family makes kefir, a cultured milk drunk somewhat like a smoothie. It is made from a slightly different culture than yogurt, and is processed at a slightly lower temperature. Kefir doesn't become as sour as yogurt and is popular in Europe. Americans, however, are only slowly discovering it. The Smith's kefir comes in plain, strawberry, raspberry, blueberry and honey flavors.

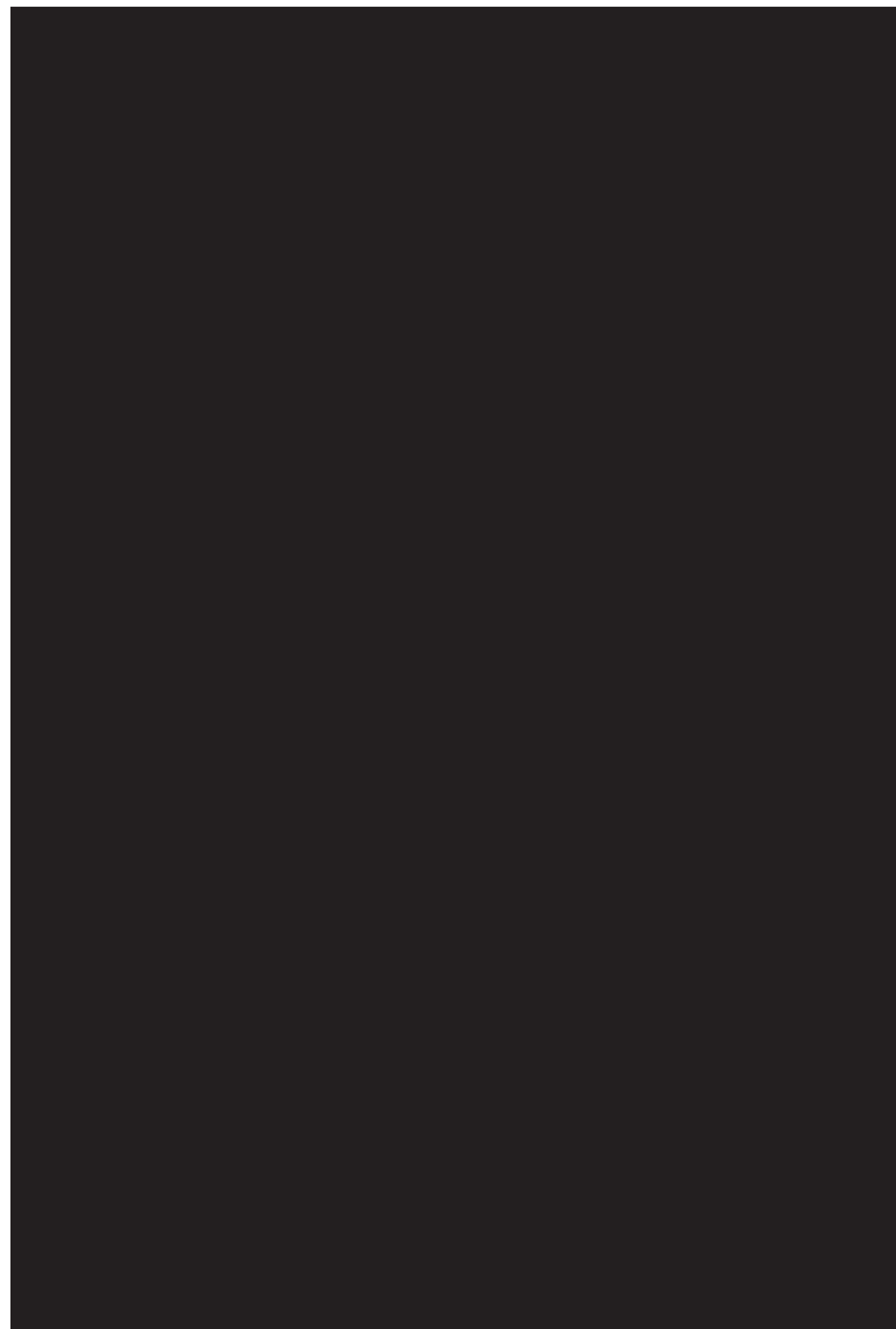
Barbara also makes a raw milk cheese which she sells at the farmers market. That market goes from April first until Christmas, although it thins out considerably when the weather turns cold. The couple sells raw milk, too, although this is carefully controlled by the state.

"The regulations we have to meet to do this are a nuisance", says Steve. "But we do have a license to sell it, so they come and sample our milk once a month and inspect the farm. We don't sell that much. People have to come onto the farm to buy it. If we could sell at the farmers market we'd be rich!"

Steve and Barbara make 100 gallons of yogurt at a time, culturing it in a large tank instead of in the containers. If you're going to culture in the cups, Barbara explains, you need a big room which can be kept at the culture temperature. Then you need another room for the cooler. They don't have that much room, so they culture it in a tank. Also, she explains, it's hard to get yogurt to set well if fresh fruit is with it. Yogurts with the fruit on the bottom are set in the cup, but don't use fresh fruit. The Smiths culture first and then draw off 6 gallons at a time to mix up with one of their 10 fruit flavors, which they purchase from a dealer in Rochester.

"We start at 5 in the morning culturing," Steve says, "so by 2 in the afternoon it's set and mixed. Then we pump it up into a filler which measures out a quart and spits it out. One person places the cups, another puts on the lids, another puts on the labels, another puts on the date stamp and stuffs them in the cooler."

Some customers come to the farm, but most of the Smith's cultured products go to Wegman's Market and Green Star Natural Foods in Ithaca. Those accounts are of about equal size. Barbara sells a lot of the cheese on Saturday at the



**On one day a week the family makes yogurt. Here Steve fills the containers, Alan caps them, and Barbara labels each filled container.**

photo by Jack Kittredge



photo by Jack Kittredge

**Paddy and Alan help throughout the yogurt-making operation. Here they finish up a batch and store it in the farm's cooler for later sale.**

farmers market. Right now the yogurt bears a printed label with the brand name and flavor on it. But the couple is thinking of going back to printed containers on which they can tell their story. That way they can let people know how the cows are treated and the yogurt is made. They are also developing a web site at meadowsweetfarm.com to get their story out.

"People buy our yogurt not because it's organic," says Barbara, "but because of the taste and the quality — it's fresh and local and has natural ingredients. Once the National Organic Program is in effect we won't be able to tell people it's organic milk on the label. But I don't think that will affect our sales. That's not why they are buying our yogurt."

Despite their loyal following, the Smiths are finding that they're still not doing very well financially. Barbara just took a job she can do at home — proofreading and indexing. They could expand their production, making more milk and processing more products, but they are reluctant to do it.

"It's pretty hard work!" Barbara says. "If we got bigger we wouldn't be able to do the work without stressing the kids. And we don't want to take the step up to hired labor, bigger coolers, etc. One time a week is great. For more income I'd rather do a little indexing rather than more dairy processing."

The Smiths children, who have all been homeschooled, are quite diverse. Ben is 21 and starting his senior year at Ithaca College on a full scholarship. He lives at home, is interested in music and computers, and is thinking about graduate school at the Massachusetts Institute of Technology where they have an electronic music center.

It was hard for Ben to move onto the farm at 15. For a guy who didn't like to get his hands dirty, all of a sudden he had a lot of chores. But soon after the move he decided he wanted a bassoon, and took a job at a local dairy farm to earn the money for it. Later, after his family had fixed up the farm and finally bought cows, he knew more about them than anyone else! Last summer he got a computer job for the summer and now has his own car, computer, digital camera and money in the bank!

Emily is 20. She goes to Wells College where she got an excellent aid package, but her folks contribute a little financial support. She lives on campus, is interested in Anthropology, and plays the cello. She worked at home last summer. Abby is 16 and is currently training a pair of oxen. She is home schooled and works at home, as do Alan, 11, and Paddy, 8. Abby has a business making fudge and Alan, though he hates chickens, sells eggs.

"All of them are really good workers now," says their mother. "When we have other kids come and help who are the same age as them, you can see the difference. We don't pay them for their work at home. We don't separate it out that way."

Steve adds: "But if they start a business they can keep what they make. They take out their expenses and keep the profits. Even though Alan hates chickens, I asked him if he wanted to switch and he said 'no'. He likes the money!"

Barbara feels most will somehow involve agriculture in their future. “Ben said last year that no matter what he does for a job he wants to live on a place like this,” she relates. “Emily wants to join something like the Peace Corps and go to Africa and do agricultural advising. Abby has planted a huge orchard on our place, all over. She has about 20 trees in. She loves growing fruit, so she might continue with that.

“I can’t imagine Alan farming,” she says. “Similar to Ben he doesn’t like getting dirty and is frustrated with the animals. But he likes working with wood and flower gardening, so we’re going to help him start selling potted plants at the farmers market. Paddy, on the other hand, says he wants to be a farmer. He loves animals and likes to work hard.”

Barbara feels homeschooling has been fundamental to their success as a family. When you homeschool, she feels, your kids are their own peer group. Their focus is at home and the parents can develop their individual interests with them. That would be very hard to do if they were in school, with homework and outside interests competing for their time. The Smiths don’t have a television, but do have a computer and monitor which they use with a VCR to show movies occasionally. They try to limit Alan and Paddy to a half hour a day for computer games.

The downside of homeschooling, she feels, is that the family assumes a huge role in your life and it is very hard on everybody when someone needs to leave. She thinks that is why Ben and Emily went to college locally and wonders how it will work out for all if Ben goes to MIT. In their case, running a home business has given additional focus to the family.

“Operating Meadowsweet Yogurt,” she points out, “has given the kids something to be proud of. Wherever they go in this area, when they say they live on a dairy farm in Lodi, people will say: ‘Isn’t there a yogurt company out there?’ ‘That’s us.’ The kids will answer. ‘No! That’s you?’ the people will say, obviously impressed. They get a big kick out of that!

“When the kids are selling at the farmers market,” she continues, “people will come up and rave about the yogurt. So that’s positive reinforcement about what we’re doing. Also, Emily said the fact that Steve changed his job has helped her think about her future. When she talks to other kids in college she finds that they’re real nervous about the big career decision they have to make now and live with forever. But she has decided she can do what she’s interested in now, and that can be flexible. It can be changed or go in many directions. And the fact that we’re doing so many things has reassured her that you don’t have to work for someone else, you can make a job for yourself doing what you want.”

Barbara feels that the kids have pretty well gotten used to the pressures of all the work. Right now Steve milks in the morning and Abby milks in the evening. In the morning they feed the chickens and the calves, and then in the evening they feed the calves again and collect the eggs.

On Monday or Tuesday they make yogurt. Wednesday is the day to go to town for music lessons and errands. Thursday they make kefir and Friday is for cheese. Saturday is farmers market, and the Smiths try not to work on Sunday. Everyday except Sunday and Wednesday they are doing something business-related.

“On the yogurt day,” says Barbara, “everybody works all day. Steve milks in the morning and the girls make the flavors from 9 to noon. Then packaging the yogurt starts, with all hands working. Before that’s done someone usually has to leave to start milking. Everybody steps in to help out, but still it’s a long, 12 hour day!

“At the end,” she laughs, “usually a load of hay will arrive in the driveway for us to stack in the barn! Those days used to seem overwhelming, but I guess we’ve adjusted. We figured that Abby, our 16 year-old, probably works 20 hours a week. She started

milking when she was 11. When we first came it was more, because we had more cows. The younger boys don’t do any milking yet. They help with yogurt have their morning and evening chores, and help with the garden, canning, and things we’re building, but they don’t work a lot at this age. It will increase, though!”

Compared to their earlier, non-farm lives, of course, farming brings with it a lot more work. That is particularly true for Barbara, who didn’t have a job in Alabama. “With the older three,” she recalls, “when they were this age, I had all day to spend with them — to read, play outside, whatever we wanted. Now my time for home schooling is much more in little pieces. That’s the one thing that has been hard for me. Alan and Paddy are getting a different experience. The home schooling may not be as rich, but they have the farm, their work, the older kids. I have to do a better job of planning and organizing.

“It takes conscious planning,” she adds. “When they’re little you have to think of jobs they can do and then slowly increase the responsibility as they grow into it. Their personalities and tolerance levels for jobs are so different. Paddy is a very enthusiastic worker at almost anything. Alan just drags his feet and can’t seem to get anything done. They are just like that. Steve expects more of the kids in the way of work. I tend to be more tolerant of their taking time off.

“One of the reasons we did this,” she laughs, “was because Steve wanted everybody to work together. But he’s not a manager — he’s a solitary worker. He goes through his day with his own list in his head and he expects us to know what he is going to do. After he has his breakfast and coffee in the morning he heads out the door. A few minutes later the kids ask: ‘Where did Dad go?’ It turns out he’s out working on a fence and wants us to come help!”

“I’m slowly trying to bring them along with me more,” agrees Steve. “This winter Alan and Paddy were helping me milk. It was exciting to them for awhile, but then it got boring.”

As far as other work goes, the kids rotate doing the nighttime dishes (“When they can remember whose turn it is!” Steve laughs. “There is usually a long discussion about it!”) but Barbara does the daytime ones. Generally she does the household chores and they help with the farm. It works pretty well because Barbara really wants them to do the outside stuff and learn about farming.

Steve and Barbara think a good deal about what they will do when the kids are grown. They realize that it would be hard to afford to pay anyone a reasonable wage to help them. Barbara thinks maybe they might give up the labor-intensive yogurt business, milk less cows, and just keep making cheese. Or they might just do less yogurt, do it seasonally when the cows are on grass, or train some college-aged kids to help them.

Another difficulty the Smiths face is one common to family businesses: working with your spouse. As Barbara puts it: “The transition from being married but not working together to working together all the time was not easy. The first two years were really hard! Unfortunately the older two were here for most of the difficult times. We were working hard, didn’t know what we were doing, and arguing about how to do it. We were afraid of making a mistake and losing a lot of money. When neither of us knows what we’re talking about, that’s when we’re most adamant about doing things our way! The way to work it out is to realize that we need to find out what to do from someone who knows.

“Personality differences can be a problem, too,” she continues. “For me the hardest thing has been the different styles of working between us — one a perfectionist, one not; one organized, one not; one who wants to get out and do it, one who wants to plan it. I would want to talk about something and Steve would be already lifting himself off the chair on the way out the door. What has helped a lot is

learning how to divide chores. We’ve done that more and more, instead of feeling we all have to do everything together. We don’t have nearly the arguments that we did! You can’t blame someone for not doing something if it’s your job to do it! And I know now that Steve isn’t going to sit down and plan something out for a long time, so I don’t get upset about it.”

Steve laughs: “Usually by the time you plan it, it could have been all done! It would be good if people knew that these things are going to be difficult, though. We read all about working together and it sounded romantic and great! When you’re thinking about something, reality doesn’t hurt you. But I don’t know if you can prepare people for that.

When they moved onto the farm from Alabama, Barbara and Steve felt they had to make the farm work financially, that it would be admitting failure to take any outside work. But as their situation has evolved, they feel that attitude puts an unnecessary burden on them. If they enjoy farming, why not take outside work if it pays enough that they can keep farming?

Steve illustrates the fact that farming is marginal in the area with a story: “We took out a loan with Farm Credit to buy the open land across the road. The loan officer had to come out and see if grazing was going to work. He said that there are a lot of Amish just north of us and they make loans to them. And when they look at the loan applications, they don’t just look at the farm earnings. The applicants all have a side business like making quilts or a bakery. The loan people have to be sure that’s a profitable concern before they’ll extend money on cows. They’re not sure that farming is a viable enterprise!”

Barbara feels that their kids, if they want to be connected with farming somehow, don’t need the stress about income she and Steve went through: “I don’t know why they must feel that they have to make all their money this way. Why not have a writing or music or performance or wood-working business on the side? As long as it all works together and you can enjoy what you are doing.”

Homeschooling and having the whole family work on the farm can be somewhat isolating, so Steve and Barbara try to maintain other social contacts. They go to church in Ithaca and participate actively in a homeschooling group there. Barbara has friends through the farmers market, and Steve keeps in contact with other local farmers, but says attending a NOFA or other farming conference helps provide a sense of community since most of the area farmers use a chemical approach to farming and animal health.

Despite the current income problems, the Smiths are glad they made the move from Alabama. As Barbara tells it: “When we were having a real problem with money and were talking over our options, we asked ourselves if one of us should get a job and not be home. We agreed: ‘Absolutely Not!’ We’re willing to do freelance stuff that we can do here, but we’re not willing not to be here for the kids. If one of us was gone there would be so much that wouldn’t get done, it would put incredible pressure on the others.”

Steve agrees: “We moved here thinking we’d continue to have a good income, which we don’t. But what we really moved here for was the spiritual income — the spiritual balance. That we have. No commuting, no meetings, no answering the phone, working for yourself.



# 10 Commandments for Making the Kids Love the Farm

by Joel Salatin

(excerpted by Jack Kittredge, with permission, from Salatin's book *Family Friendly Farming*)

## Commandment 1 - Integration into Every Aspect

Children need to be integrated into a family friendly farm in a meaningful way. They should be incorporated into the farm business as early and heavily as possible.

Children in diapers need to be involved with the activities. I have no idea how many times our kids fell asleep in my arms on the tractor seat. I'm sure someone will jump on me about safety here, so let's talk a little about safety to get it out of the way.

Life is risky. You can die from it. Can you imagine a life without risk? Who would climb mountains? Who would dream of flying an airplane? Who would sleep under the stars? Who would venture out the front door? The simple truth is that a life worth living is filled with risk. Anyone who wants to eliminate risk from his own life or the life of his children does so at the cost of taking the zest and fire out of life.

The biggest risk in the world is becoming emotionally involved with someone—loving unconditionally. Who would get married if we were all afraid of emotional death—divorce? Risk takers get more out of life, period.

That doesn't mean we should be foolhardy. A fine line certainly exists between recklessness and boldness. I understand that. But we have become an incredibly paranoid culture, suffering a victim complex about everything. Which is more costly in the big picture: having one or two children injured in tractor accidents or losing all the farm children to cities?

Certainly a balance exists, and I don't advocate teaching swimming by the throw-them-in-and-walk-away method. But prima donna children are a disgrace to any parent. And overprotective, hovering, oooooohing and aaaaahing parents who never let a child fall in a cowpie or tumble down a haystack are handicapping a child for life.

Overprotection is as detrimental as underprotection. We dare not shield our children from reality to the point that they have no sense of consequences. The earlier we expose them to potential danger, sickness and tragedy, the easier they'll be able to cope.

We see this routinely in our customers who come to the farm to pick up their chickens. Occasionally customers call and ask if it is okay to come early with their children and see the processing (euphemism for slaughtering). The parents are generally the ones that turn a little green around the gills. The children are just fine. Eleven-year-old boys are the best. Daniel gives them the killing knife and lets them slit some throats.

What if we had decided this was too gruesome for a child? What if we had decided to shield him from the realities of life? Would he have suddenly jumped into it as a 10-year-old? No. He would have developed other interests.

Farming is statistically one of the most dangerous occupations. But the danger comes primarily from chemicals, manure lagoons, silos and heavy machinery. One of the primary prerequisites for a family friendly farm is that it be child friendly. The average industrial farm is so child unfriendly that the adults have to keep the children away from much of the work in the early years.

Then when the children turn 13 or 14 and could really be useful, they've already developed interests in video games, little league and ballet. It's too late to awaken or create a love of farming. Designing a child friendly production model requires moving 180 degrees away

from the industrial model. What parent wants to send a five-year-old up to the concentration camp factory house to check on the animals? That house is as inhospitable to people as it is to the animals.

When Rachel could barely walk she would go out to the chickens with me and move the water hose from bucket to bucket. We carry water out to the field in big tank trailers. A plastic pipe can swing in an arc big enough to fill several empty buckets at a time. A tiny child can pick up that pipe and swing it from bucket to bucket. The water comes out just as fast for her as it does for me. Farm models that allow the children's time to be just as valuable as the adults' will yield unbelievable returns, not just emotionally but economically as well.

Models that create room for children with adult-level, meaningful jobs will create the self worth and team player mentality that will fire a passion in their soul for this kind of work. Relegating children to menial tasks or make-work is a sure way to blow out any flame they may have.

Children can spot "make work" a mile away. If you can't think of anything for the children to do, then you're not operating a family friendly model. Instead of using a manure lagoon, we do large-scale composting with pig aerators. The pigs eat fermented corn in the bedding and aerate the bedding pack as they churn through seeking the corn. How many children and adults have perished in manure lagoons? But this pig-powered composting procedure offers a wonderful child friendly experience.

Not only is watching the pigs turning the bedding great fun for a child, but it is something that can be enjoyed with Mom and Dad. Compare that to the pumping and spreading and scraping of a manure lagoon, and you can see the difference. The pigs are wonderful entertainment.

If you teach a child that he's above mucking out the manure or pulling weeds and you'll raise an arrogant, uncompassionate hard-to-please master. Studying the life cycle of family businesses both experientially and in books on the topic has convinced me that this is probably the most critical area of multi-generational business. The reason the average family business does not outlast its founder is because the second generation grows up with the silver spoon and doesn't appreciate the detail, the nuts and bolts of the operation.

This is one of the reasons why huge conglomerate agriculture cannot be family friendly. A farm that encourages child integration will necessarily be scaled to a family size. Scale does play a crucial role in how much a child can be a part. Scale affects the type and size of the labor force, the noise, dust and disease of the entire operation.

Finally, children should be incorporated into the financial and business planning side, early. I marvel at the young adults in their 20s and 30s who have no idea what the farm expenses and income are. This information will not hurt children. I can't for the life of me figure out why farmers are so close-mouthed with their children about the financial matters, unless it's because most of them are embarrassed to reveal the truth about how poorly the farm is performing.

Children aren't stupid. They know when their opinions and input are valued. Fortunately, they are also resilient. That is why I think less damage is caused by them participating in some discussions that may be a little heavy than being denied ones in which their participation would be appropriate. If I err, I'd rather err on the side of letting them have a little too much information than not enough. They can sort it out later. But they will have a real hard time sorting out devaluation, condescension and disinvolvement. If they realize how tight things are financially, perhaps they will appreciate why they can't have every indulgence. Keeping them in the dark only causes confusion, mistrust, bitterness and frustration.

Whether you are contemplating a farm or looking at your existing operation, look at it through the eyes of a child. Identify the points where involvement is being discouraged and see if that can be restructured to a more child friendly technique.

This whole integration issue is another reason I like small animals. A chicken can only do minimal damage to a child, as opposed to a cow. A diversified production portfolio will offer more variety and more chances to integrate the children. Instead of just growing an apple orchard, for example, add some strawberries underneath. Now while the adults tend the trees, children can weed strawberries. Some work stations are not child friendly. In those cases, create a symbiotic one nearby so that the children can still be nearby doing their age and size appropriate jobs.

The bottom line is this: do not compartmentalize your farm life. Realize that a family friendly model is an integrated whole, full of participatory entry points for children. Treat the children as partners, as fellow team players, and they will rise to the occasion. They will develop a sense of ownership and a powerful sense of self worth that will carry their involvement into the future.

## Commandment 2 - Love to Work

Require and allow the children to work. And work with them. This goes above and beyond integration because it requires sweat. If involvement is only mental, children will be shortchanged the character building goodies that accompany physically sweating over a task.

Unfortunately, to many parents what I am about to say will be viewed as child abuse. All I can say is time will tell which view is right. My challenge is that if you think what I'm about to say is abusive, let's have our grandchildren get together and we'll see which ones are more productive, balanced, delightful folks to be around.

Believe it or not, little people really want to grow up and be like big people. Early exposure to the routine of big people—most of which involves work—will yield eager beaver adolescents who love shouldering their part of the burden. Just as all work and no play makes John a dull boy, so all play and no work makes John a spoiled brat.

Work is where children learn perseverance and discipline. I remember my brother and I being required to chop thistles for an hour a day during the summer. I made a game out of it, narrating the running battle of the Salatin's against the Thistle Nation, as we moved around the left flank to encircle the enemy. And over the years, as the number of thistles dropped, we actually won the war. Our children haven't had to fight that battle, but refinements and progress insure that new battles can be waged. Multiflora rose has replaced thistles as a criminal of choice.

Believe it or not, work can be fun. Everyone thrives on competition. Turning a chore into competition will turn it from drudgery into a game. For example, when setting fence posts, Dad can use the tamping bar and 4-year-old child can shovel in the dirt. The game is to see if the child can shovel in dirt faster than Dad can tamp. Sound silly? No way. This is as basic as it gets.

When you go out and gather eggs, once you're assured that a child can be trusted not to drop them, then teach efficiency. If you have five nest boxes to gather, send the child to gather out of one and see if you can gather the other four. Whoever gets done first, without breaking an egg, is the winner. If either one breaks an egg, he's disqualified; automatic forfeiture. This teaches quality as well as efficiency.

Children love to help their parents. If you have a 10-year-old who complains about work assignments, you've already made egregious mistakes. I'm not suggesting you can't begin today to try to rectify the damage, but it will be extremely difficult. This is why I'm adamant about starting early, early, early. Our expectations of these kids and the foundation principles we lay early will bear fruit during the pre-teen and teen years.

When Daniel was in diapers I'd take him with me to cut wood or build fence. He'd take his toy truck or tractor and play in the dirt nearby. As soon as I had something he could do, I'd call him over and we'd



work together. At first, he would “help” me shovel dirt. But that’s where it starts. Even as a toddler he would throw a small stick into the trailer when we loaded firewood. He was learning to work.

Tragically, the huge industrial crop farm offers few of these work opportunities for children. These row crop operations do not even build fences anymore. You can drive across the grain belt and see old broken down fences sagging into the side ditches of roads for miles and miles. The animals are gone and it’s just grain, big equipment and storage silos. In my humble opinion, work is not child abuse. What is abusive is that now all the children from these families have so little to do that they are emotionally and psychology ruined by growing up thinking that soccer and video games are what life is all about.

Work can be made enjoyable not only by turning it into competition, but also by keeping it task oriented, not time oriented. For many parents, this piece of advice will justify the purchase price of this whole book. One of the surest ways to destroy initiative is to teach our kids to punch the time clock.

Just as punching the clock in industry creates workers by and large who nonchalantly say: “I’m just putting in my time,” so time oriented jobs around the home and farm destroy initiative. Examples are myriad:

“Weed the green beans for one hour.”  
 “Practice the piano for 30 minutes.”  
 “Do school work for one hour.”  
 “Clean your room for 30 minutes.”  
 “Split wood for one hour.”

The list could go on and on, but I think you get the picture. Time orientation teaches children to dawdle. It does not teach them to get with it. Every job should be task and completion oriented. Nothing seems as hopeless as putting in time with no completion in sight. Clearly defining the task and setting a completion point encourages efficiency and aggressive work.

Instead of practicing the piano for 30 minutes, the instructions should be to get song A to a certain level of competency. Pulling weeds should be defined by area or row. That way if it takes 5 hours because the child fooled around, so be it. But when this technique is used consistently, it fosters the notion: “Okay, I’m going to hurry up and get this done so I can do something else.”

Now we come to the second part of this work assignment—what comes after. Children have a great capacity to work hard, but only for brief periods. Even adults accomplish far more in small bursts than a tedious day without breaks. The steel factories learned early on that workers could actually carry more ingots per day if given a 10 minute break every hour than if they had no breaks and worked slower. That’s just the diversified biological process, of which humans are a part.

On a family friendly farm, the way to get the spurt of energy for the task oriented assignment is to give adequate reward upon completion. For small children this can be as little as having a story read to them, or eating a cracker. It can be a star on a work chart. But if after completion of one task the only reward is to be given another arduous task, all the benefits of task orientation go out the window. All bets are off, because the incentive is gone. Now we’re back to wasting time because the reward is more work. Great reward.

If the reward for finishing weeding the corn is to go immediately and split wood, the child will probably just stay in the corn patch fooling around. But if a trip to the swimming hole is sandwiched between the two, with only an ending time having been established, then adequate incentive exists to get done quickly with the corn. The reward can be time oriented and that’s fine.

Actually, the best reward is one with a time on the back end but no starting time. If the recreation has an open start time based on task completion, then it operates to maximum benefit. “When you get done you can play until 2 p.m.” allows the child to kick in the free time based on his own efficiency. Children learn quickly to speed up the work in order to maximize the play time. If you say: “When you get done, you may play for two hours,” it does not give the incentive to finish early like the open starting time does.

One of the biggest temptations parents face is to not let clumsy little tykes help during the formative years. “I can do it faster myself,” we often mutter, and ease the child out of the way. This is child abuse. This attitude

denies children the yearning of their souls: to be Mommy and Daddy’s big helper. As a type triple-A choleric gold, I had to fight this desperately when our children were small. Waiting for those little hands to tie a knot or pick up a board, pound a nail or get the screwdriver into a Phillip’s head can be torturous when we’re pushing on a project.

Watching a little child fold clothes or agonize over measurements while trying to get a batch of Christmas cookies made before company comes can try the patience of a saint. But think of it as an investment. Just as an investment looks like a big expense today, we do it because of compounding interest and the big payback years down the road. This is the way we need to look at children’s work.

Parents, don’t cheat yourselves into thinking you’ll have the same bond over recreation and entertainment that you would over work. The emotional depth and the import of work is far greater than a shared recreational experience. That’s just play. And please don’t think I’m suggesting that we should not play or participate in recreation. I do, however, believe it is greatly overrated in our culture, and has tended to cheapen the value of the human experience.

As the children get older, give them more and more unsupervised, independent tasks. Let them be the boss. That way they learn firsthand about things like getting a pickup stuck in the mud and making sure all the corral gates are closed before putting the cows in. Experience teaches wisdom and common sense. There is no short cut. And if we can’t trust these youngsters to execute tasks on their own, they will never develop the self confidence to solve their problems and take on new projects.

Work. Vocation. This is what identifies people. And how it is done creates the framework of our value system, our integrity, character and relationship with others. Children love to work as long as parents nurture that passion with proper attitudes and techniques.

### Commandment 3 - Give Freedom

Give the children freedom to do their own projects and exploration. Tightly controlling what children are allowed to discover or perform on their own initiative will make them timid and uncreative.

Certainly freedom must be offered within the confines of prudence and safety. That is not the issue here. What I see routinely is farmers allowing freedom to do only what Dad dictates. Anything else is out of order. As a rule, I think about anything a child feels comfortable performing, he should be allowed to do. If you have spent enough time with your children as toddlers, they will grow up with a healthy respect for machinery and danger. Daredevils generally have not been exposed to danger. A youngster raised right will know where his comfort level is and stay within it, whether it’s running the tractor or handling cattle.

Why should anyone feel threatened with a new idea? New ideas are the stuff of improvement, the foundations for refinement. The day I quit seeking new ideas is the day you might as well shoot me because I won’t be worth a hoot. And yet family farms are loaded with children and young adults whose ideas and projects get quashed.

The young generation must feel a genuine acceptance on the part of the older generation to offer input and new ideas into the operation. Otherwise, the young people never feel a part, never feel ownership, and never develop a love for the business.

If kids don’t feel like their comments are welcome, they won’t offer any. This happens between any two individuals, but it is most acute and most devastating between parents and children. Intergenerational discussions can be the most awkward exchanges imaginable. The piercing silence within the deep discussion is pregnant with unspoken hurt and pain. Mom and Dad, stalwart and rigid, try to make the best of the situation. The child—age doesn’t matter in this scenario—breaks inside with unspoken anguish: “If I could just tell them how they make me feel.”

But it’s too painful, and the exchange breaks into the weather or soccer practice, something less threatening. Something that years of experience has defined as a mutually agreeable conversation within the confines of the family’s freedom. This is not freedom. It’s bondage. It’s like saying that in jail you have freedom to get a meal and go to the bathroom every day. That’s

not freedom. And yet it is a metaphor for the level of freedom permitted in many family businesses.

For all my imperfections, I want my kids to be able to say: “Dad freed me up to pursue my projects.” Each of our children is different, and each will develop different interests. The idea here is to allow these interests to develop freely and be used within the framework of the family farm. A child with computer skills can develop customer lists or be in charge of Internet research for appropriate projects. The artist can illustrate brochures and newsletters. The mechanic can keep all the machinery going and learn welding.

This is one good reason to have a diversified farm, including the marketing diversity. By creating all these different elements, each child’s talents can be expressed and utilized within the operation.

One of our chief jobs as parents is to keep the excitement alive. And a critical factor in doing that is giving the children freedom to explore their interests. If we do that, they will find ways to make it meaningful to the family enterprise. That’s the payoff.

### Commandment 4 - Create Investment Opportunities

Let the children invest in the farm. I never cease to be amazed at the number of farmers that act like they can take their assets into eternity.

Everyone knows you can’t take it with you. Children understand that their parents aren’t going to be around forever, but parents seem to act as if they’ll be immortal. And the truth is that when children don’t feel like they can get a piece of the pie now, what’s the use in trying to hope for it later?

I know middle-aged children, farming with parents and grandparents, even, who can’t even buy a tractor tire. The surest way to affirm the next generation’s control is to allow the children to own portions early. The earlier the better.

Investment always stimulates long-term commitment. As soon as Dad knew I wanted to farm, he quit buying things. If we needed a new piece of equipment, I bought it. If we needed a building permit for a building, I went down and got it in my name.

This did several things. First, it gave me a clear understanding that there would be something here for me when I wanted to take over. There was never a nebulous realm out there, a sort of never, never land, in which my input and future here was in question. It was clear that my place was assured and there would be room for me.

Secondly, investing gave me a clearer understanding of just how much things cost. It’s easy to complain about not having a new door on the barn or a fancy cordless power tool. But as soon as the child begins purchasing these things, reality comes home fast. Suddenly the children develop a great appreciation for the financial shrewdness of their parents.

Third, investment makes the new generation more careful about how the infrastructure gets treated. Horsing around on the machinery lessens when children know that they will pay for the replacement. When a piece of barn roof begins flapping in the wind, it suddenly becomes noticed by the child. Before, it was just the old barn starting to fall apart. Stupid barn. Why did they build it that way anyway?

But when its replacement carries a \$12,000 price tag, the care and attention it deserves jumps astronomically. Keeping the children in the dark and denying them opportunities to invest is a dead-end economically and emotionally. The goal is for the children to realize that the parents’ things are the children’s things.

I realize that the infrastructure on the farm represents a lifetime of care and investment on the parents’ part, but at some point it needs to physically and emotionally change ownership. Encouraging the children to invest in the new and replacement infrastructure will keep those kids vested in the farm. It’s their vested interest that is at stake, and parents hold the key to creation or denial.

Certainly a parent giving this latitude risks seeing the child take an investment beating. Perhaps the idea just doesn’t work out like the child thought it would. Better to learn the lesson now while Dad and Mom can help pick up the pieces, than wager the whole shebang on the idea after the safety net is gone.



How can parents ever know if the children can be entrusted with the assets of the estate if they do not watch what the children do with what they acquire? If the children are good stewards, persevere, invest wisely and do a good job, the parents can rest assured that the farm will be in good hands. Without this track record, the parents will go to their grave wondering what in the world will happen to the farm when they pass away.

The only way children can be trusted with an inheritance is to let them invest and establish a reputation of success before the inheritance actually occurs. As the investment accumulates, the ownership feeling gradually shifts over, switching the child-to-parents dependency to parent-to-child. In other words, as the parents age, the farm equity gradually shifts over to the children. This makes the parents dependent on the children rather than the other way around.

### Commandment 5 - Encourage Separate Child Business

Encourage the children to have their own business separate from Mom and Dad's enterprises. Everyone needs to have a personal claim to fame. No one wants to go through life in the shadow of someone else. We all yearn for something we can point to and say: "I did that."

Children raised in a healthy, familial environment are extremely entrepreneurial and natural marketers. Who can turn down the pleading eyes of a child? That's why Girl Scout cookies and candy bar fundraisers work so well. Children naturally wiggle into your heart and get a positive response when any other marketer would probably fail.

Too often parents let a slice of the family business suffice for the child's autonomous element, and that is not the same. Having a herd of cows with three designated as the child's is not the same as the child having a completely separate enterprise. A subset, or simply having a designated portion of the existing enterprise does not offer personal ownership and control.

At 10 years old, I bought 50 as-hatched mixed heavy breed chickens from Sears and Roebuck. We put a cardboard box on the workshop bench in the basement and attached a heat lamp to keep them warm. These yielded 18 pullets and 32 roosters, a typical split I've seen repeated countless times. I've never been able to get hatchery folks to fess up to the "as hatched" myth, but what I don't know about the world of hatcheries would fill a library.

We had an old chicken house outside the back yard. I fenced it in and began my layer enterprise. They did extremely well and I began selling eggs to neighbors and folks at church. I'd put a few dozen in the front basket of my bicycle and pedal to the neighbors, delivering my eggs. Dad showed me how to scald and eviscerate the roosters and I was off and running.

The main point of this whole story is this: Dad didn't know anything about chickens. I was the resident expert. And that made all the difference. When people visited and began asking about the chickens, Dad would come and get me to show them the poultry operation.

By the same token, if I had problems, he couldn't solve them for me. Instead, he became a co-learner, a co-conspirator in the great struggle between profit and loss. If I had a problem, I had to find the solution myself.

My fresh egg business continued to expand through my high school years until I supplied two small restaurants, two public school cafeterias and on Saturday mornings I'd sell 60 dozen eggs before 8:00 a.m.

For teaching thrift, accounting, marketing, communication, perseverance, responsibility, diligence, courage and all the characteristics parents would like to cultivate in their children, business has no parallel. When the child is the boss and the business success or failure is entirely up to him, all these wonderful characteristics are cultivated in the life of the children. The tears over the failures and the exultation of the successes can be shared multi-generationally, but when the youngster owns the tears and joy, the experience gains a priceless richness. And the experiences endear the youngsters to the oldsters in a mutually respectful bond strong enough to last a lifetime.

### Commandment 6 - Maintain Humor

Keep a healthy sense of humor. This may seem trite, but I can tell you this admonition needs to be shouted from the rooftops in farm country. The need for humor is a little unique to farming—and one big reason why many farm kids leave for the city as soon as they are old enough to assert independence.

Take time to enjoy the humor on the farm. Watch the calves run across the field, kicking up their heels. Tussle with your children in the hay mow after the last bale is in. Enjoy the sunset.

Go on picnics, even if it's just to the back field. Too often farmers feel like they have to go elsewhere for their enjoyment. Build a pond with an adjacent barbecue pit. Create your own recreation and entertainment. In a diversified farm, who needs to go away for excitement? After watching the tree you're cutting down fall the wrong way, into the fork of a nearby tree, and cutting it down, only to have it fall into the fork of another tree, getting underneath to cut the third tree to let the whole shebang fall at once is plenty of excitement to get your heart ticking.

Anyone who ever played with a bunch of pigs will have experience comparable to the best slides in a water park. Pigs love to be rubbed under the bellies. I've rubbed many a hog until, in sheer ecstatic contentment, it just falls over on its side, grunting its quiet sweet nothings.

No child can handle push, push, push all the time. Parents must be willing to kick back and enjoy the atmosphere the farm offers. Lots of people would pay big money for what we see out our window any day of the week. The symmetry of the plants and the acrobatics of the animals yield countless opportunities to laugh. I may not make the world's highest salary, but I sure have a great office. Dwelling on the low prices, the fickle weather and the weeds will drain the drama right out of the farm experience.

The emotional and financial pressures on farmers are immense. They are real, and I appreciate that. But that just means we need to exert extra effort to combat the temptations to, as we say, "Cry in our beer." Part of the annual "to do" list needs to include items that will enhance quality of life. Certainly sometimes going away can be healthy and create a great memory. We've certainly enjoyed our family getaways.

But as animal behaviorist Bud Williams says: "If you have to get away to get your batteries recharged, don't come back." His point is that if our vocation does not energize us, then we're probably doing the wrong thing or at least doing it the wrong way. If our vocation wears us down and puts bags under our eyes, something is way out of whack. And unfortunately, that is the experience of most farmers and the attitude most farmers portray to their children.

Turning work into games and contests is all part of this humor. Reading aloud as a family is all part of this. Probably the biggest element is just stopping long enough to enjoy the surroundings with your child.

As adults, and especially as farmers, the work is never done. We can fill our days from dawn to dusk with important, meaningful work. We do not punch a time clock. A 40-hour work week does not exist. We literally must force ourselves to take the time to laugh with our kids. It doesn't take an hour a day. A little bit goes a long way. This time is leveraged probably more heavily than any other time segment in the day.

Children naturally fear their parents and hold them in awe. Dad is strong and can do anything. Mom is organized and can heal any wound. And these feelings are as they should be. But in addition, we as parents must covet a "best friend" attitude with our kids, and humor plays a vital role in accomplishing that. We can incur fear without friendship, but what kind of relationship is that? It's one that ends when the kids can get away.

If we want the children to stay with us, take our baton and continue running around the same track, we must cultivate laughter together. It will endear us to our children in remarkable ways. What we're after is a relationship in which the kids can't wait to bring their friends over and introduce them to us. When that begins to happen, the future is bright.

### Commandment 7 - Pay the Children

Pay the children for their labor, making sure they understand that the farm generated the income. They need to understand the source of the wealth. That way they'll develop gratitude in the right direction.

I don't believe in giving children an allowance. For those of you already doing this, hear me out on this one. I know allowances are supposed to be a way to give children money so they can learn proper stewardship. I'm all for kids having money and learning proper stewardship. But money should be earned, not guaranteed.

Allowances do not stimulate children to go above and beyond the call of duty. They are like pass-fail school courses, which do not stimulate excellence. If all you get is what you get, why put out for more? Do what's necessary to keep from being yelled at, or to keep from failing, and that meets everyone's expectation, including your own.

Children should be paid for performance. That doesn't mean they should get paid for everything. They need to learn that team players do some things just because they are part of the team. For the most part, daily household chores should not be financially rewarded. Those are things that need to be done just to function efficiently. Completing school assignments, taking a bath and keeping a clean room are basic requirements of being human. They're equivalent to sweeping the house and fixing dinner.

But children should be paid for their labor. They should not be taken advantage of by being made slaves. Discuss the big jobs with them, including remuneration. Where possible, tie the pay directly to performance.

If a child is gathering eggs, tie his pay to the number of salable eggs. Don't tie it to total eggs gathered, because he may not exercise proper caution to bring them to the processing room uncracked. Furthermore, eggs that are too dirty or stained to be cleaned don't count. That encourages meticulous nest box bedding, and timely gathering. All pay should be like this, linked to the actual income derived from the product.

If you have an orchard, picking apples can be tied to bushels picked. This encourages pickers to not drop fruit. Perhaps if dropping seems too large, take a walk and agree on what looks about right. If too many are on the ground, deduct something. Don't let slipshod work go uncorrected. The ideal is to so clearly articulate the job and its performance-based pay gradients, that no one could feel cheated when the money finally gets squared away. Both parties need a clear understanding of all the variables in the equation. If the expectations and rewards are clearly understood by both parties, it minimizes the chances for being miffed about fairness.

Now the big question: How much? Obviously, I can't tell you how much to pay your children. But let me lay out a basic principle—give them what it would have taken you in today's dollars to feel so good about the work that you'd want to do it again. How's that for an answer?

Stingy farmers are ubiquitous. For some reason, farmers feel like they are grossly underpaid, underappreciated and cheated by society. As a class, we farmers feel as tromped on as probably any vocational group in society. I don't think aspiring singers and artists feel as downtrodden as today's farmer. This creates in farmers a miserly disposition, and a close-to-the-chest financial mentality.

I realize that often the income is tight. But I would rather deny myself, as the owner, an income if things are tight, and make sure my children get it, than hold onto it myself and make them feel like the farm doesn't pay anything. The question is: Where will the greatest long-term marginal reaction occur? Will the greatest long-term payback be Mom and Dad putting more money in their CD at the bank, or will it be in making sure the children understand how much they are appreciated?

As soon as the farm is a going concern, the money needs to be appropriated according to performance. Adolescent sons and daughters do a pile of work around farms, and should be paid accordingly. I mean thousands of dollars, not just the \$600 allowable as non-reported casual labor. Money is certainly not the only incentive, but it is a powerful one. "Show me the money" is not just a trite saying. It is a prime motivator.



The ability to earn \$10,000 a year as an adolescent is a tremendous incentive to a young buck—or doe. These kids will work their heart out for you when they see that kind of earning potential. Remember, they are rubbing shoulders all the time with people who plan to earn a lot more than that in city jobs. The way to head them off at the pass is to show them the potential early on, so the stars in their eyes are focused on the family business, not somebody else's promises.

I know many farmers would respond to me that such a pay rate would mean the kids would get more than the parents. What's wrong with that? Once the children shoulder the work load, why in the world do the parents have to amass a bigger estate? If I continue squirreling away money for a rainy day, meanwhile depriving my child of a real sense that this farm thing can support him, I'll need all that money and more as I age.

I implore you, farmers, be gracious to your kids. Deprive yourself, if need be. Don't just toss them a crumb from time to time. Give them the first fruits. Give them the very best. They'll spot your heart's desire and respond accordingly. Everyone will be happier.

### Commandment 8 - Praise, Praise, Praise

Praise your children.

This is another command that seems obvious enough, but in my experience it is neglected more and more as the children get older. For some reason, infants receive oodles of positive reinforcement, but then when they don't keep their innocence and begin to disobey and give looks of defiance, parents begin conveniently forgetting how important it is to stroke.

When the children do a good job, the parents say nothing because after all, that was the minimum requirement. Obedience is expected, not rewarded. The normal routine is that good work receives no special notice, and the parents and children rock along in relatively silent co-existence.

But when the child bends over one nail, or misses one garden weed, then the parents fuss and fuss. Many children leave the farm because whatever they did was never quite "good enough." Are you a fussy parent? Did you have fussy parents?

Of all the areas I touch when speaking about family friendly farming, I'd say this is the one that hits more people in the deepest recesses of their spirit than any other single topic. I've had men come up to me at the end of a conference presentation, tears rolling down their cheeks, and say: "I'm 52 years old. I could never please my Dad. I am just now getting to the point where I'm ready to try something."

Men tend not to gush about all their plans, so the children often don't know that Dad's eye was on that board for a special project 10 years hence. All Junior knew was that it was lying there and looked like a pretty good board for a bicycle jump. Dad, how are you going to respond to that? I'm here to tell you that on the continuum of life, the damage you'll cause by fussing is a whole lot more than the damage of losing a two-bit board.

Dad and son are working on a project, nailing boards up. Everything's going along fine—and quiet—when suddenly Junior bends a nail over. Dad's fussing breaks the silence, and Junior dies inside, thinking: "I can never do anything right."

How many children, after constructing their first birdhouse, proudly display it to Dad, and hear him grunt: "Top's a little crooked."

You may as well hit your child in the face with a 2x4. I've actually been present when these exchanges take place, and I want to wring that Dad's neck. I want to shake him and scream: "Do you know what you just did to the spirit of that boy?"

But the average Dad would just respond: "He needs to know that if it's worth doing, it's worth doing well. We promote excellence, not shoddy work."

"But Dad," I implore: "Don't you understand that if it's worth doing, it's worth doing poorly at least. And if you destroy his zest for doing at all, he'll never become skilled enough to do beautiful work."

Since my youth, I have studied farm families whose children all left for town. In a four-child family, the

odds of keeping them all on the farm are fairly remote, and perhaps not even a goal worth pursuing. But at least one child of two, three or four should catch a passion for the farm. When none wants to come back, I have found that the most common denominator is this issue of fussy Dads. My point is that the overwhelming majority of farms pass out of the family not because the children didn't want it, but because one or both parents drove the children away.

The burden for creating a place where the children want to stay rests not on the children, but on the parents. I'm sure there are exceptions to this rule, but I'd bet 90 percent or better of the breakup cases are due to the parents driving the children away. When nothing I do is good enough, I'm going to head somewhere where people appreciate my contribution.

When your child washes dishes, overlook the little egg stain on plate number five. Really, it's not a big deal. It'll come off sooner or later. If it takes your children an hour to wash dishes, something's messed up. Their zest for the work has been destroyed somewhere along the line. Either you have not infused them with a joy for the work or a critical spirit has dampened their zeal. How many times have children brought home a report card with all A's and one B, only to hear about the one B?

Let's commit ourselves to praising often, praising long, and praising hard. Put some gusto in it. The kids will brighten and thrive, and will want to stick around us back-patting parents for a long time.

### Commandment 9 - Enjoy Your Vocation

Enjoy the farm yourself.

Complaining, bitter, griping parents don't raise children who love the farm. Kids gravitate to the things their parents are passionate about and flee things their parents despise. Of course, the "enduring the job" syndrome is not unique to farming, but farmers certainly have a healthy dose of it.

One of my favorite passages in all the old farming books I've ever read comes from a little book by C.C. Bowsfield published in 1913 titled Making the Farm Pay:

*The average land owner, or the old-fashioned farmer, as he is sometimes referred to, has a great deal of practical knowledge, and yet is deficient in some of the most salient requirements. He may know how to produce a good crop and not know how to sell it to the best advantage. No citizen surpasses him in the skill and industry with which he performs his labor, but in many cases his time is frittered away with the least profitable of products, while he overlooks opportunities to meet a constant market demand for articles which return large profits.*

*Worse than this, he follows a method which turns agricultural work into drudgery, and his sons and daughters forsake the farm home as soon as they are old enough to assert a little independence. At this point the greatest failures are to be recorded. A situation has developed as a result of these existing conditions in the country which is a serious menace to American society. The farmers are deprived of the earnest, intelligent help which naturally belongs to them, rural society loses one of its best elements, the cities are overcrowded and all parties at interest are losers. The nation itself is injured.*

*Farm life need not be more irksome than clerking or running a typewriter. It ought to be made much more attractive and it can also be vastly more profitable than it is. Better homes and more social enjoyment, with greater contentment and happiness, will come to dwellers in the country when they grasp the eternal truth that they have the noblest vocation on earth and one that may be made to yield an income fully as large as that of the average city business man."*

Isn't that amazing? Even though that passage is nearly 100 years old, it could have been written today. That's the thing about truth—it never changes. Now I would like to pose a question, with all due respect, to you older farmers reading this: "Do you believe?"

That really is a fundamental question, because it speaks directly to the idea of enjoying the farm. If you do not believe a farm can yield an enjoyable living, it never will. You don't just happen to fall into enjoyment. You create your enjoyment.

If we are to salvage our farm children, we must change the way we farm. We must institute models that are emotionally, environmentally and economically enhancing enough to romance the next generation into farming. And if our models do not do that, the problem is in the model, not agriculture.

Children will naturally be drawn to our passion. Enjoying our farm vocation is one of the keys to creating that magnetic draw that will keep the children near.

### Commandment 10 - Back Off from Personal Domains

Parents, back off. That means you. Quit looking around. I'm talking to you. I'm talking to all the meddling, micro-managing parents out there who can't understand that if you don't remove the old mulch, new seedlings can never get started.

If the groundwork of the other commandments has been properly established, giving your children wiggle room should not be risky. The reason parents can't give wiggle room, for the most part, is because they haven't created an environment that allows the children to establish their credibility. Without credibility, trust cannot occur, and without trust, freedom is a pipedream.

One of the things people in our community marveled about when Dad passed away 13 years ago was how smoothly the farm weathered the transition. By the time of his death, Dad was working for me, not me for him. I don't want that to sound irreverent, but it illustrated perhaps his greatest single trait. He really loved to see his students successful.

I see struggling young couples all the time opting for day care with their little ones, and my heart breaks for these families. They will fight ear infections, runny noses, additional bad habits and a divided loyalty. I've watched other parents make the decision to downscale their living standards, put the socio-economic climb on hold, and invest that time and energy in their children. In a short ten years, you can see clearly which family opted for which lifestyle. I would like to say religion plays the key factor here, but in my experience, it has virtually nothing to do with the parent-child bond and trust. New Age cosmic worshipers, Moslems, Christians—if the infants and parents spend time, the chances for happy, balanced, responsible children increase astronomically.

Gradually backing off gives the children the freedom to explore, and gives the parents accountability opportunities. If we don't begin backing off early, we can never test our progress.

How can we establish accountability without offering responsibility to our children? How can we offer responsibility without backing off? The two go hand in hand. Looked at another way, how will the children feel a sense of accomplishment and gain in self confidence if we don't back off?

And as we come to the conclusion of this entire section about making your children like the farm, I'd like to quote Neil Koenig's "Getting Permission to Succeed" from his wonderful book [You Can't Fire Me, I'm Your Father!](#)

*"There are truly blessed people who get permission to succeed at home from an early age. Their parents do such things as:*

- take genuine interest in their children's interests;
- listen carefully to their children's thoughts, feelings, imaginations and dreams;
- applaud their achievements;
- read to their children, and listen to them read;
- take a keen and active interest in their school experience;
- expose their children to life's incredible variety;
- give age-appropriate responsibility and decision-making opportunities;
- set high but reasonable and age-appropriate standards and expectations;
- correct mistakes without hurting feelings;
- give plenty of latitude for trying things;
- show understanding and forgiveness for mistakes;
- stick to appropriate consequences for irresponsibility
- set an example of optimism about the future; and
- speak well of work and its possibilities and rewards."

Isn't that a wonderful list? If all families could do these in correct balance, we'd live in a different world. None of us gets them all just right. But we can certainly strive for the balance, and we can appreciate our own shortcomings if we contemplate these ideas. Then we can take corrective action, putting attention on our areas of weakness.



# Should You Make Your Kids Work?

by Lynn Byczynski  
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Should market farmers require their children to work on the farm? When we decided to explore that question for this issue of Growing for Market, we expected to find a variety of opinions and philosophies on the subject. Instead, we found absolute unanimity among everyone we talked to. The answer was Yes - we should require our children to work on the farm, and if they are doing work that makes us money, we should pay them for it.

We particularly talked to parents whose kids are now grown, assuming that they would have a better perspective on the subject than those of us who are engaged in the daily struggle to get recalcitrant children out of the house to weed or mow or pick tomatoes. From these parents, we heard reassuring stories about how their children had benefited from being required to work.

Underlying all these people's comments was a belief that the most important thing we can teach our children is that work is not bad. The culture says it is - the very word "work" has negative connotations. Pamela Arnosky of Texas Specialty Cut Flowers recounts how a customer admonished his child, who had ventured into her flower barn, "Be careful or she might make you work." Pamela couldn't resist engaging him in a conversation about how his offhand comment suggested to his child that work is bad.

Dennis and Jennifer Parent (their real name) of Hayden, Idaho, say they tried to teach their two children, "Above all, work is NOT punishment. Work is rewarding and satisfying and even fun. And you never know when they will change their minds about gardening and find that it is really a satisfying enterprise and worth their best efforts and time."

The only topic on which practices seemed to vary was on how much children should work, and how much they should be paid. In general, most people got their kids out in the garden when they were 5 or 6 years old, doing age-appropriate and safe tasks, and gradually increased their work load and pay.

"We started giving them a small allowance and helped them start managing their finances at age 5," Jennifer Parent says. "Usually, it required more work on our part as we taught them to plant, weed, harvest, and preserve the bounty of the garden. The older they became, the greater their responsibility, and the higher the wage paid. Besides their allowances, we paid them extra for working in the garden because we were profiting from their work through our U-pick and farmers' market sales. I think we started them at about \$1 or \$2 per hour when they were young; up to \$6-\$8 per hour by the time they left home. Sometimes we paid by the job rather than by the hour. Once we paid a penny for each Colorado potato beetle they found and destroyed. One day, our young son counted every beetle and larva that he picked and told us we owed him \$10.00!"

Pamela and Frank Arnosky believe in paying their children the maximum allowed tax-free by law, to take advantage of the significant tax benefits of hiring children. You can pay \$4,550 per year without having to pay taxes, which amounts to two hours a day at \$6 an hour. Because they home-school their children, they know that their kids do at least that much work each day. The money they earn is saved or used for expenses like camp fees, with some available as spending money.

Jennifer Parent says that she required her kids to save for college, the goal being to have one year's expenses saved by the time they got out of high school.

"When Kathryn graduated from high school in 1994, she had enough savings for a year at the university of her choice - even a \$15,000 private school. Phil, too, had enough money in savings to pay for a year of college when he graduated from high school. He chose to spend some of it on top-of-the-line tools for his diesel mechanics classes at the local community college," she said.

And though the children didn't want to work in the gardens during their teen years, and got jobs off the farm as soon as they could, both have grown to like gardening. Kathryn worked on a vegetable farm while at college, and Phil, now 22, is helping friends plant and tend their garden, asking questions, and purchasing bedding plants from his Mom.

Many parents spoke of the work ethic their children developed growing up on the farm. For many, the ability to work well exhibited itself more at other jobs than at home. Bob and Joy Lominska said that farm experience looks great on a resume. Their oldest son, Chris, is attending medical school at Columbia University, and he highlighted his farm background in the competitive application process. "I think it made him stand out from the crowd of kids who grew up in the suburbs," Bob said.

Jennifer Parent said the benefits to her children have been intangible, but important. "They have learned how to work and complete the jobs they start. They are reliable, do what they say they will do, and have confidence in their abilities," she said. "Being required to work in the garden has given Kathryn and Phil a self-reliant education. The work ethic they have developed and the long-term knowledge they have gained will be used throughout their lives. These skills are worth far more than any amount of money we could have given them."

# Raised Up on the Farm, What Do the Kids Think?

by Julie Rawson

Jack and I moved to Barre and built our farm/homestead in 1982 when Charlie was 0, Ellen 2, Paul 3 and Dan 4. Now Charlie is 19 and a Junior at Carleton College in Minnesota, Ellen is 21 and a Senior at Oberlin College in Ohio, Paul is 23 and working for an environmentally based non-profit in Washington DC, and Dan is 24, has co-managed our farm for two seasons, and is now negotiating with us for a long-term farm relationship.

I wanted to include an article in this issue from the point of view of the kids on a farm. So I asked ours some questions about growing up the way they did. I have worked Dan, Paul, and Ellen's responses into this article. Charlie wrote a separate article, which we reprint here.

## Dan

Among the most positive aspects of his growing up on our farm, Dan feels, was working with animals (at various times we had cows, pigs, sheep, turkeys, chickens, geese and ducks.) "Working with and experiencing the full life cycle of animals," he says, "can lead to a full understanding of the process of physical life — from insemination to pregnancy to birth to growth to death. A sense of compassion and consideration is also developed when working with animals, because with day to day tending and providing for them comes an understanding of what their needs are and what I can do to assist them. This may be similar to the lessons you learn in raising children — becoming intimately aware of what a child needs to thrive, and what is holding it back."

He also feels he learned how to be independent and take care of himself because of the skills he had to master growing up on the farm — growing food, cooking food, building structures, fixing machines, handling tools, etc. As he puts it: "The day to day aspects of maintaining a homestead require a number of skills that basically teach self care. Most people do not learn how to provide for themselves, but how to earn enough money to buy what they need. An ability to provide directly for my needs is empowering in that it allows me to be independent of the dominant system. Because I can provide for all of my needs in a direct manner, I can feel at home in numerous social and cultural settings."

Another aspect of his farm childhood which Dan appreciates was learning to manage something from start to finish — from planting to weeding to harvesting to selling the crop. He recognizes the value of such a background. "This lesson seems to be one of the foremost benefits of this type of childhood and livelihood," he states, adding that "real life experience with marketing and financial realities is important in providing insight to children about how the economic system works."

A final benefit of the way he was raised, recalls Dan, was the presence of apprentices in his life: "They are an interesting and stimulating addition to the lifestyle, and offer a view into the other aspects of society and culture that the apprentices come from. They also offer one more personality to the mix on the



photo by Jack Kittredge

**Dan, always the animal lover, used chickens as the subject of his 6th grade science project.**



photo by Jack Kittredge

**Paul, Ellen, Charlie and Dan used to like to ride the pigs in chaotic races. Here, however, they all take a break at the feeder.**

farm, and offer a chance to explore whatever issues might come up because of their presence."

Not all of his memories are positive, however. When the kids were young we expected a lot of help from them in the fields. While Dan admits that the long hours probably taught him a lot of valuable lessons, he tactfully adds: "As a child, however, these lessons are not necessarily what I am interested in learning, and so those many hours of work may appear to be drudgery. Childhood is in large part about exploring reality and seeing what is exciting and fulfilling. If children are not empowered to explore what is interesting to them but are expected to help out on the farm because it is good for them, they will not learn to follow their own interests."

Also distressing to Dan was the way the family, and he, didn't 'fit in'. "As a child going to public school," he says, "and not having the same clothes, food, pop culture, ideals, or community as my peers I did not fit in and was primarily ostracized. Perhaps if I had been interested in the subject matter at school I would have had some enthusiasm and been more accepted, but as it was I did not care about what I was there to do. In the last twenty years organic has become much more mainstream. People are impressed when I tell them of my upbringing. But I still do not share the same aspirations of success or accomplishment and do not really care about the topics of conversation that seem to keep most people interested and excited. Throughout my life I have attempted over and over to fit in and be normal in some group, class, or set, but have yet to find one in which I feel entirely at home."

## Paul

Paul is by nature our sunniest kid. Jack and I joke that his first words were "I happy!" He seems to find a positive aspect to any situation. When we asked for his memories of his childhood, they were pretty positive! "Good food, good air, respect for nature, life, animals, woods and our selves," he recalls. "Lots of food, good food, new people all the time, great view and understanding of an ecosystem, good work ethic, gained a real practical skill base for working with my hands (weeding, splitting wood, chain sawing, working on the tractor, fencing, tilling, etc.) Good food. Did I say that already?"

Like Dan, he loved the presence of animals. "I think being around animals (for food as well as for pets) was a really good idea," he says. "The more life, the better!"

He is concerned, though, that the skills he learned on the farm — which will stick with him his whole life — are "mostly lost" and "under appreciated" elsewhere. He says, however, that he has found them quite valuable: "Knowing how to do things for yourself changes your worldview, your approach to work, your approach to an American lifestyle in positive ways. It makes you want to value your work, value other's work, value work in general. (And they may be necessary skills in a post-apocalyptic world!)"

Also like Dan, he feels his experience selling at the Farmers' Market, dealing with customers, hearing us talk about farm finances, etc. has been a good preparation. "It was invaluable! It shows kids an adult world before they need it, gives them time to understand it and a means to make sense of it also. It makes them think in different, necessary patterns. It's right up there with homestead skills, especially in today's digital age."

Paul felt the presence of apprentices and other NOFA farmers, board members, etc. in our lives was a good way to prevent isolation or too much narrow focus on the family. "It was a great social atmosphere," he states, "especially for kids like us who spent most of their time at (and whose worlds revolved mostly around) home/farm. We got insight into dealing with people who are older, and also not as knowledgeable about things that we took for granted."





photo by Jack Kittredge

**Paul, ever the one to count and categorize, was a natural for taking charge of egg sorting, cleaning, and boxing.**

Concerning the amount of work we expected from him as a kid, Paul has clear memories of his feelings at the time: "I thought we were worked too hard, I didn't always feel as if I was doing valuable work. I knew I was loved and appreciated, but I didn't feel like we had as much time to ourselves as I would have wished."

But now that he is 23, Paul says he sees things a little differently. "Perhaps I didn't see the whole perspective like I do now. I think I bitched a lot when I was a kid! Rock picking, weeding, that kind of stuff is just menial labor. But, at the same time, plain hard work is good for you. I learned how to burn the candle at both ends, knowing there were so many things I wanted to do and limited time to do them."

Paul thinks that the fact that Jack and I were both able to work at home while he was growing up was "a very important choice.". He says the presence of parents in the home "gives kids a sense of family, value, place in society, place in male/female child/adult social codes." As far as some of our other choices, however, like wearing homemade clothes, eating homemade food, or not having a TV, he agrees with Dan that these things made it rough for him at the time with his peers. "People made fun of us." But, he says, that changed as he got older. "In high school and college, others wish they had your lifestyle rather than their own. Also, being in a counter culture gives you a better sense of what is right

and wrong around you. You can analyze more objectively."

Paul says he plans to farm or at least homestead eventually. Asked about what he might do differently regarding child rearing and relating to a mate, Paul replied: "Not much. I haven't much thought about it, but I think I would handle the basic situations mostly the same (homestead, family values, music, sports, activity,) and just approach them slightly differently. Maybe more cultural awareness."

**Ellen**

Where she is right now, as a senior at Oberlin College, Ellen believes her background and lifestyle growing up are admired by her peers. "They are in some ways envious of my upbringing," she says. "This makes it really easy to see the good stuff about my childhood. I'm lucky to be in a place where my lifestyle has been appreciated."

Growing up on a farm has given her several advantages, as she sees it: "I really understand the connections between things in the world. An important part of growing up on a farm is learning the process that it takes to grow a head of lettuce or to raise a pig. I think I have good practical life skills. But sometimes I think I have maybe too good of a work ethic. I feel I am good at talking to older people and having good relations with them. As 8 year olds we were selling to 60 year olds at the farmers' market."

"I also think that growing up on the farm has influenced my decision to be an environmental studies major," she continues. "Things that I learned by living in a passive solar house, not using too much energy, not eating packaged foods — for many students in my classes these sorts of lifestyle choices are a revelation. For me, relearning these ideas in school is just a corroboration of the facts I already know. It's been easy for me to see alternatives out there. I feel lucky to have that sort of knowledge"

It certainly didn't seem all positive for her at the time, however: "Sometimes I hated the fact that we had to be tied to milking our cow and doing the chicken and pig chores. I never liked killing the animals (but I liked eating them.) I really liked playing with the baby chicks and riding the pigs and sometimes I liked milking the cow.

"You guys always taught us to be really proud of where we came from, so I was proud to be an organic farmer, but at the same time I never liked doing all the stuff we had to do— to work every day after coming home from school and before school and to work so much during the summer. In elementary school I was made fun of every day of my life for sprouts and homemade cheese and dark bread and carob chip cookies. And because I was a farmer I supposedly smelled like cow shit and was stupid. I was embarrassed about eating lunch



photo by Jack Kittredge

**Ellen took naturally to growing things, especially flowers.  
Here she sets up tomato cages in the hoop house.**

every day. We would come home and complain, but you would always explain why we eat this way. And it wasn't in any of our personalities to take people's shit. We defended ourselves.

"I also hated chopping wood. But now I really miss living in a house without a wood stove. It seems foreign to me that the heat comes out of the walls. Electric and gas stoves are strange to me. I'm always surprised when I turn on a burner and the water boils in a couple of minutes.

"I never felt I fit into my peer group. In some ways I was judgmental of my peers and in some ways I just felt uninformed. At the same time that girls in my class were reading Seventeen Magazine and I thought it was total bullshit, part of me wanted to read it. I was definitely proud of being different but it was a source of insecurity too.

"I remember being so distanced from my peers...I remember the time we went to the NOFA Malathion Rally and coming back to school a kid mentioned that he'd heard about it on the news. It was so neat and so unusual that there was someone else who knew what was going on in my world."

One current advantage of all the work she did as a kid, however, is that when Ellen went to Oberlin and got involved on the college's organic farm, the other kids — who mostly had come from suburban backgrounds — respected her abilities. She also feels she gained from having apprentices and other people from around the world come to the farm. She didn't have to go elsewhere to learn about different people and cultures.

Ellen liked working at the Farmers Market in Barre, and being involved in the farm business. "I love marketing stuff," she admits, "and knowing how much money we have. We used to say that you had us so that we would work for you — we felt we were worked too hard. At the same time there was a sense of importance to the family. My decisions and actions had an impact on how much we made. I think that I always understood the importance of what we were doing — although it didn't mean I didn't want to eat candy or read a book instead of working!"

Being on a straightforward basis with Jack and me was always important to Ellen. "I think the field time, talking, was good," she recalls. "A lot of the talking when we were young was negative. I remember fighting all the time with my brothers - but that's normal. The fact that we could swear around you was a big deal. We didn't feel we had to hide our feelings. You were always very open to who we were. Talking to my peers and asking them about how they were raised, I feel you guys were always forthcoming with info and treated us as if we could handle info — were important enough, intelligent enough to be part of the information sharing. Julie always talked to us about what was going on in our lives so it made it easy to talk."

When asked what aspects of her upbringing she'd continue in her own life, Ellen came up with an interesting practical list. "I definitely would like to have a woodstove," she asserts. "I don't know if I'd have a woodlot. I can't imagine doing that without a partner and I don't see myself running a chain saw. I always want to be connected with the seasons, which means to be in touch with things that are growing. I can't imagine going through a year without participating in the growing process. I don't see myself ready to settle into full time farming or homesteading, but I think that I will have a big enough garden to provide for myself and my family. Food processing I definitely want to do. I really like doing two things at once — shelling peas and talking. It is so nice to know where your food is coming from."

As far as the intangibles, Ellen is equally selective: "I've learned a lot from your relationship. I think I would like to share in the livelihood providing and work with my mate like you do. I think I would like to be open about everything, making decisions together, being respectful of each other. But I didn't like the



photo by Jack Kittredge

**Although not their favorite task, the kids would help out with poultry plucking and cleaning. Here they join their mother at work.**

fight you guys used to have. I wouldn't want that confrontation. I hope I wouldn't have that with my mate. I think I wouldn't work my kids as hard as you worked us, but they would definitely have chores to do and do enough work to feel they were important to the family."

So that's what the kids think at this stage. I have to admit, however, that I was pretty scared about soliciting the kids thoughts and feelings about growing up on the farm. I take my mothering seriously and find it hard to hear the negative comments. Charlie's comment about me being a bitch was particularly hard to take. But in the end, as with all things, we have to shrug and realize that we did the best we could. I've come to realize that parenting doesn't stop at 18 but goes on as we struggle to establish more equal relationships with our kids.

Now we're thinking more and more about the issues involved with in-laws and grand children. Whether Dan will become a member of the farm team and what about the other kids is also a huge concern for us right now, as we sort out all of our fears and dreams and consider equity for the kids and a continuing place for the parents. If I were to offer advice to people it would be to follow your instincts in your farm/homestead-based child rearing whenever possible. Seek out people who you consider to be good models for yourself, read the inspirational books, find like-minded peers in your immediate community (our local like-minded friends were our salvation), laugh as much as you can and hug your children several times per day!



# The Complete Works of a Worker

by Chuk Kittredge (with apologies to his immediate family)

My life as an organic farmer began as early as I can remember. I have no real recollection of my first memory, but I know that as long as I can remember I have lived and worked on an organic farm. I suppose for Dan, and maybe for Paul it was a little different, having grown up in Dorchester, but I grew up on the farm. My best friends from the beginning were always my siblings, Dan, Paul and Ellen. To this day they remain some of the people closest to me, and I think they always will be. We learned our work ethic, our games and way of life from the farm. I always knew that chores had to be done and the garden had to be weeded and wood had to split to keep the farm going. I guess it wasn't so much of a realization as an acceptance, as a savant just accepts the fact that (s)he is brilliant. I definitely learned my work ethic in the fields and at home. It wasn't that I worked for money or hours when I was a kid; it wasn't a job or a career, as you would say, just a way of life. I knew that the farm needed my contribution to keep going, and only if the farm kept alive would I eat, be clothed, and had a bed to sleep in. It is different now; I work when I need money to do all those things, and get free time when and where I can. But somehow, I have always felt attached to any company or business I have worked for, and felt that its survival was dependent in some small part on me.

So much for work ethic. One of the most important things about the farm was the food. There has always been food on the farm, and usually plenty of it. There has always been the sweetest water I have ever tasted, from the deep well in our backyard. There were always fresh vegetables, which like all kids I shunned with a vengeance. There was always fresh meat, from our own animals, and spices and the few things we bought, like flour and grains, and my mom's good cooking. Not that my dad isn't a good cook; in fact, his pig's foot soup is second to none and his cornbread brings tears to my eyes to this day. But there is something about a man's hearty, sticky way of cooking that will never compare to looking up at your mother as she hums and prepares a meal fit for a king. Now that I'm at college, I live in an off-campus house, where we are off board and can buy good organic and healthy food, but for two years I was stuck on the campus food plan. Marriott is evil. I can think of no way to describe it better than this: their food has no soul. Nothing. If the food from the farm is alive and throbbing, then Marriott food has been rolling over in its grave since time began. It weakened me, depressed me, killed me physically, and put my head into such a tailspin I was two years getting out of it. If you do one thing in this life, eat well. Eat well.

Now, the farm wasn't all that I've made it sound like. As I look back across the distance, the years grow slightly rose-tinted and beautiful, tragic and peaceful, heroic and vigorous. I got my ass kicked on a regular basis. Dan used to beat me mercilessly (a fact which he will deny to his dying day). Kids at school would tear into me like a fat person into a pie, like a polar bear into a seal. We were poor. We knew it. In junior high, we'd pull up to track meets in the old farm truck, and when we needed to start it again, we would pop the hood, climb in, and plug a screwdriver into whatever needed plugging at the time. We had very few friends. We didn't wash much. We brought our sandwiches to lunch; homemade bread, homemade cheese, and alfalfa sprouts. I hated those sprouts. I hated those sprouts more than the way I had to work, the hand-me-downs that never quite fit, the old saggy backpacks, sweat-stained and torn from years of playground use. I hated them more than the homemade down coats with the seams hanging out, more than my empty pockets, more than the shitty old station wagon we'd cram six people in to. More than my hands, dirty and torn and bleeding at 8 years old from too much work, more than I hated all those 'rich' kids who used to pick on me and send me home crying. I hated those sprouts, maybe because I perceived them as being the emblem of my poverty and hard work, the green badge of honesty. No, it wasn't all happy.

More than anything else, when I was a kid, I wanted to be like everybody else. Just that. Like everybody else. That was the constant question: "Jack and Julie, why can't we be like everybody else?" And they'd pawn us off some adult shit about how this was making us stronger and we were better than the rest of the kids (no, sorry, that was just Jack) and give us adult answers to child questions. I hated that at the time. Now I know how right they were, and looking back on it, I wished I had had more chance to revel in that childhood life and learn its lessons better, because they keep coming back, stronger and stronger the older I get. But the fact that I learned the least bit of what Jack and Julie were trying to teach to us (and to themselves as well, I now think) is valuable. There were good lessons in there among the hardship. And they needed to be learned.

I was always happiest on a warm summer day out in the fields. My siblings would be there, and maybe an apprentice or two who were like Jack and Julie but more fun and cooler, and Julie would be tearing weeds out of the ground like it was going out of style, and Dan would be hucking dirt clods or snakes or whatever he could find to throw at me, and Paul would be staring intently at something and trying to ignore Dan, and Ellen would be picking her toes two rows over, and I'd slowly weed and stare at the big weeds and little plants and the bugs and the good earth, and I'd smell it and be happy. I can do that to this day; if I get a good whiff of fresh healthy dirt I get happy. That's all it takes. I sometimes wish that I could be out there in the fields with my stupid siblings and stupid parents, working on that stupid farm, and living that stupid life, and loving it more than anything else I have ever known. Because I loved that farm and I love that farm and I hope that more kids could have had a farm to grow up



photo by Jack Kittredge

## The author, at one of his least favorite farm tasks -- tilling up the produce beds.

on. Maybe there would be less hatred and anger in the world, if we all had grown up in the hot sun pulling weeds with our siblings. I don't know.

As for siblings, I really don't know what to say. I guess just that they have their faults like anyone else, and I'm glad I learned that at a young age. And that I love them, as ridiculous as they all are in their own ways.

On the matter of parents, its much the same. Julie was a bitch when we were kids. She'd work us too hard and push us to be musical and theatrical and well-rounded and I think she missed out somewhere on who we were during that time. She's much better now. She lets us do our own thing, and helps us out when and where she can. She's still the best mom ever, and cooks a damn good meal, too.

Jack was entirely different. I think maybe that's why they were so good for each other, because they were so opposite. I remember Jack being distant when I was very young, but somehow he got closer every year. He was always funny, incredibly funny, and he read us all of the greatest literature ever written and gave us morals and ideas and handled the money. I think that was a lot of it; that Jack handled the money. Julie was always broke, and would give away her money if she thought someone needed it. Jack was different; he was canny, and saved up and made ends meet and I always thought we were poor when we were kids because I never remember having much money. But Jack started up bank accounts for us, and taught us how to handle money, and put more away while he was at it. I'm sitting at one the best colleges in the nation right now, typing this, and Jack, and his damned tightfisted penny-pinching, Uncle-Scroogish ways are what got me here. How's that for irony? I think Jack grew up slower than Julie and was still figuring it all out when we were kids. He surpassed Julie for a bit there, but once we were gone, Julie did a little growing of her own and I think that for one of the first times in their lives they are happy together. And I think that's because they're finally equal in their own eyes. I think that's wonderful.

I learned a lot of things from my childhood; how to grow vegetables, how to care for animals, how to get along, what pain feels like, what hard work feels like, what love feels like. What it means to be honest, what music is, what a good education is, how to save money, how to fix mechanical things, what maturity is. But most of all, how to accept what you're given and make the most of it. I guess that's what I did, and am still doing. One of those lame "Give me grace to change those things that I can and accept those that I can't" things is bubbling to the surface, but I don't think its that easy. My childhood wasn't easy, and my life isn't easy. I can't sum up everything I've said here in a trite expression of the kind you crochet and hang on a wall.

If you're reading this right now, I hope you have learned something. Parents, try and feel the trouble kids are having with this way of life. Kids, try and understand it will all be better soon enough and you'll be better off. And everyone, just love each other. That's all we can do in this world. Love another and hope for the best.

And it probably wouldn't hurt to go play in some dirt, and smell it. You'd be amazed at what you might find there.

# Inheriting the Family Farm

by Alix White

I live with my husband, David Bigley, and our three children on a micro farm in Cohasset, a small town twenty-two miles southeast of Boston. For the last sixty years, this has been a commuter town. First, it was for jobs in Boston, then for jobs on Route 128, the inner beltway around Boston. Eighty percent of our town is now zoned for housing. Before Route 128 existed, we were a farming and fishing village, and a port. The land I farm on — “the Middle Pratt lot” — was purchased by our ancestor, Thomas Richardson, from a sea faring Pratt (as opposed to the farming Pratts, who lived more inland). He purchased this land in the 1840’s as a summer place. In its heyday there were over 400 acres here.

The Algonquin Indians named their summer encampment here Conohasset. It means the last rocky place. Anyone farming in New England will know that this isn’t the last rocky place, but what they meant by the name was that we were the last bit of rocky coastline. From the next town to the South, Scituate, Massachusetts, to Key West Florida, it is a sandy coastline. Our town was created and is informed by the granite that is the foundation of this community. The granite was defined by the glaciers. The glaciers themselves came down from NH, rubbing across the granite, gouging their way through the rock until they made it to the sea and came crashing back again dropping their rocks and sand back into what are now our fields.

In 1929, my grandparents bought from his parents 7.67 acres. The Middle Pratt Lot was more or less in the middle of my great grandparents’ farm of 185 acres. It is primarily a flat well drained piece of land stepping down towards the sea at the eastern edge. The land is broken up into a series of “finger fields”- narrow strips of land between the exposed granite. My grandfather, James C. White, was in medical school with three young children when he built the small house we live in. The fields that were once used for potatoes and then pasturing sheep he used for pasturing horses and for hay. We still find the electric fence and barbed wire he used to keep in his horses. He was able to keep horses here because his brother, Richardson White, lived next door and ran their family’s farm, Holly Hill Farm. My Uncle Dick took care of his horses and his land.

When they bought this land, it was open pasture. The forest had long since been cut down for agriculture. One of the first trees to grow at the edges of open land and the forest is cedar. My grandmother never allowed the red cedars to be cut down. As a result, our farm is now nestled in cedars thirty feet high. When we have to cut them down or trim them back, I always think of her. It’s a very familial way to learn environmental protection. The cherry, ash, oak, and tupelo trees were soon to follow the cedars. When we came to live here in the 1980’s, the fields were two-thirds the size they once were. This was true all over Cohasset. In the forest that grew up again, we have animals that haven’t been here in generations: deer, coyote, wild turkey.

Our tenure here has been a privilege. It was actually a customer who said “This is a sanctuary.” I am blessed daily by the stewardship of my ancestors. Passing down the family farm is a life work in itself. From the moment Thomas Richardson bought land here in Cohasset, there has been the matter of its later subdivision, and that has been a matter of good deeds. My great grandparents had their deed recorded in Land Court, which secured the title. It was written before Planning Boards had frontage codes, but access to our land was clearly delineated in the deed.

When my great grandparents sold the land to my grandparents they wrote up a deed that would see into later generations, so that they would also know this special place with safe passage and clear boundary markers. Later, our community was



photo courtesy Alix White

## Horses and cows grazing in pasture with house in background, circa 1950

blessed by the gift of open space my great aunt and uncle, Cornelia and Richardson White, insured for the town in deeding their development rights for a large portion of their farm to the Trustees of Reservations. They maintained their private property rights in doing this while preserving open space for the suburbia that grew up all around their farm.

My grandparents loved this land. It was a place that they could be together and create dreams together. They were also wonderful gardeners. They argued ceaselessly over every project but the results were wonderful. None of their children liked gardening, but many of their grandchildren have careers in agriculture, horticulture, and conservation. My father and mother, Michael and Constance White, inherited our land from my grandparents in the 1960’s. Neither of them liked to garden, let alone farm. My father hired me to reshingle the roof in the 70’s. He made sure that everything was in order and then in the 1980’s he passed on the land to me. I am very grateful I was still in my twenties because there was so much physical work to be done.

Three generations ago when my grandfather built this house and his brother built the one next door, they “helped” each other out. My grandfather had a well that kept running dry, so he ran a water line from his brothers house. It ran above the frost line and only worked in the warm weather so one of the first things we fixed was the water. We had a well dug on our own property.

More elusive was the electricity. Our uncle would notice that his lights would dim for a few seconds at regular intervals (our refrigerator). In the winter, we would notice our lights drain away while we were eating dinner. It would happen at regular intervals. When it was colder, the intervals would get closer together (his furnace). It wasn’t until his son and wife inherited the house that we found out what was going on. We had shared the same electrician. He saw that we were a growing family and our uncle was by himself. Since our electricity service went through our uncle’s, the electrician simply gave us the electricity we needed by borrowing from our uncle.

Once our cousins figured that out, both families had about two years worth of work to clean up that misplaced boundary. However, in the meantime, we had to schedule our electric use. “Hello, Joan? This is Alix. I’d like to do a wash at 10A.M. Does that work for you?” “Yes that’s OK. Listen, I’ll need to run the dishwasher this afternoon.” Joan would say. “Then I won’t irrigate until early evening.” Our daily communication was actually a fun way to get

to know my cousins. Each family could see that we were building towards a solution and the solution was in the very near distance so we could be patient.

I share these examples with you because we were able to work through them as a community. We have not always been so successful. I think the anatomy of living as relatives next to each other is to pretend you’re not related. Where there was once one brother full time farming the land and another brother who came to the land to rest there are now eight families, four of those families are related. Two of those families farm. Each relative has a historical reference to a much bigger parcel than they now own. For example, as children, we were all welcome through the back door of each relative’s home. As grown-ups, that’s a boundary that should be negotiated. Borrowing tools is another boundary to negotiate. Perhaps it was OK to go and borrow things from each other’s shops, but if that’s not negotiated, it’s called stealing. I would say that in our successful moments, our families have been extremely respectful of one another. In our unsuccessful moments, we have disrespected boundaries and that has led to litigation.

David’s and my twenty-one years here have been mostly a time of building or repairing infrastructure. The only thing that wasn’t broken when we got here was the roof. We repaired the house, had a well dug, put in heat, septic system, new electricity, built a barn, and repaired the road. We have also rebuilt the fields by ameliorating the soils and pushing back the forest to the stone walls.

We have a Consumer Supported Agriculture membership of fifty families. We serve about 20-25 different vegetables, small fruits, as well as optional flower and egg shares. Because we live at the end of a shared roadway with eight other families, we keep the farm pickups to a minimum encouraging carpools. We deliver the balance of our orders door to door in Cohasset.

When people ask how to get started, I always hear Larry King’s scratchy late night voice “Don’t give up the day job.” To that I would add, “Don’t go into debt.” When we started farming at White Cedar Farm in the 1980’s, farmers were committing suicide because they couldn’t pay off their debt. Banks were allowing them to bet the crop they hadn’t planted yet to borrow money to get it planted. That arrangement didn’t look good to us. David has always worked off the farm, enabling me to build the farm slowly and intentionally while caring for our three children. I have also worked off the farm in a wide variety of jobs. That has provided the



financial security we have needed to be good stewards of our family and the farm. We have also put the land into the state's property tax abatement program, Chapter 61-A, so that we pay tax based on the land's agricultural value, rather than its development value.

We are often asked why we don't just sell the land to a developer. What is the value of inheriting the family farm? I believe that question was answered with horrifying clarity on Sept. 11, 2001. The value of keeping the family farm is national security. It's that simple. If you want to protect the ability of this great nation to feed itself then we as families, communities, states and the nation have to value the ability to grow our food locally. A secure food system is a diversified food system. Shouldn't we be concerned that the two super supermarkets in our town are owned by European companies? Shouldn't we be concerned that food we used to grow right here on the South Shore in the 50's and California in the 90's is now being grown in Mexico? If you are, please join me by protecting the open space in your community, opening up for agriculture the land that is protected but unused or under used so that we can truly care for ourselves by feeding ourselves.

What my relatives have taught me about passing on the farm is to pass it on to the seventh generation yet unborn. As a steward, create a good deed while you are of sound mind and body. Protect the land from development as best you can. And lastly, make sure to share in the poetry of the farm.



photo courtesy Alix White

**Aaron Bigley, bringing in the garlic from the same field the horses are in, circa 2000**

# Passing on the Farm: Loving It and Leaving It

by Sam & Elizabeth Smith

*We abuse the land because we regard it as a commodity belonging to us. When we see land as a community to which we belong, we may begin to use it with love and respect.*

Aldo Leopold,  
A Sand County Almanac (1949)

*Aldo Leopold presented a bold challenge to environmentalists: if we are to foster a culture of love and respect for land, then land can no longer be an item to buy and sell on the market. Leopold was describing not just a new land ethic but a transformation of our relationship with land in fact and deed. Nothing short of a fundamental change in the economic treatment of land can affect the attitude toward land rooted in the American psyche. Nothing short of a radical overhauling of an established system of land ownership will achieve the results Aldo Leopold envisioned.*

Susan Witt and Bob Swann, Land:  
Challenge and Opportunity  
(E.F. Schumacher Society, 1995)

## Our Place in the History of the Farm

In 1969—when our children were seven, eight and nine—we purchased 35 acres out of an older and larger farm that had been first settled in the early 1800s. The main house was in fair condition, but a tenant's cottage, the barn, a pig house, a hen house and equipment shed had not been cared for in many years. Of the 35 acres, 8 acres were poorly drained but tillable. The remainder included 16 acres of pasture, five acres of woodland, and some wetlands. We made immediate, critical repairs to the buildings, found a renter for the cottage, and in no time we were milking a family cow, raising pigs, chickens, and bees. We planted a big garden and began to restore the soil. We called it Caretaker Farm.

At the time, Sam was teaching at a nearby community college and I was working towards a degree in elementary education. The thought of fully supporting ourselves by farming had not yet occurred to us. It was a time of tremendous social unrest and protest against the Vietnam War. Along with so many others, we yearned for a more humane and gentle alternative to the mainstream American way of life. Housing and food cooperatives were springing up all over the place, young couples were re-settling the land, and, in 1971, NOFA had its founding meeting. Some even dared to dream of the "greening of America."

We were caught up in the spirit of the times and by 1974 Sam decided to quit his teaching job to devote himself to full time farming. It was a little frightening. In view of Caretaker Farm's then questionable economic and agronomic condition, any sensible person with a yen to farm would have been advised to look elsewhere. But the farm was paid for, we had some savings, we lived very frugally, and we both had part-time jobs to supplement our income. For the next sixteen years we supported ourselves by selling bedding plants in the spring, running a farm stand that featured fresh bread from the farm's small bakery, and trucking vegetables nearly every morning to restaurants, a food coop, and a few local groceries. During those years we continued to renew the soils, build fences and restore the barn, sheds, and two houses. We also raised our three children and trained a vast number of farm apprentices. But towards the end of the 1980s marketing was beginning to wear us down.



photo courtesy the Smiths

## Elizabeth and Sam Smith, of Caretaker Farm, Williamstown, Massachusetts

### Becoming a Community Supported Farm

In 1986 our friend Robyn van En, who lived just 30 miles south of us, was pioneering a new program called Community Supported Agriculture. The idea was that members of the community would receive a weekly share of the harvest in exchange for a yearly payment and participation in the life of the farm. At first we sadly rejected the idea for Caretaker Farm because we felt that our local community wouldn't buy it, but after a time we became convinced the farm had to be part of this radical experiment in support of the renewal of community and local agriculture. We gave our customers a year's notice, we closed our farm stand, dropped our restaurants and other accounts and, at the end of the 1990 season, converted the farm to the CSA model. During the fall of that year, we built a root cellar to hold winter crops in anticipation of turning our skills toward growing a varied year-round food supply to share with the local community.

In twelve years our CSA has grown into a vibrant community of two hundred households who not only share in the production of the farm but who have also found in the farm a place to meet and socialize with others, relax with their children, help out, and spiritually revive. In the wake of September 11th, members have been coming to the farm just for the sake of being within the beauty and peace of its embrace.

Becoming a CSA has turned out to be an economic, social/spiritual, and agricultural epiphany for others and us. Economically it demonstrates that small farms can meet the basic food needs of a local community. Socially and spiritually it has reawakened people to an appreciation that a caring relationship to the land as life giving and ultimately essential to our being. Agriculturally it promotes and provides working models for creating and rebuilding agriculture around the enduring ideal of a good farm as a closed, diversified, self-sufficient, self-renewing system. These epiphanies have intensified our concern to preserve and protect Caretaker Farm long after we are gone.

### "Passing on the Farm" Family Retreat

The issue of our future and the farm's future came to a head in the summer of 1998 when our eldest daughter Barclay and her husband Tony approached us with a proposal to move with their two daughters from Colorado and co-farm with us. Tony, a newspaper editor, had sold the small daily paper he had founded. Barclay, an art teacher, is also a skilled baker and maker of special wedding cakes. They were exploring any number of ideas, one of them the thought that we might want them to co-farm with us. We were intrigued, but were aware of many obstacles, the most obvious being that our youngest daughter, Annie, and her family had been renting the tenant's house from us for 9 years. When they moved to the farm we had shared a fantasy that they also might farm with us someday. Annie was teaching her own dance classes and creating perennial gardens. Her husband Jim, a high school biology teacher, had apprenticed on organic farms and was also very interested in agriculture. At the time, our son Sam was in medical school in Boston, training to be a Physician-Assistant, and his wife Brenda, was getting her degree in social work. Their first child had just been born and they were planning to return and settle nearby. We had a lot to talk about and a lot of thinking to do.

During that summer three and a half years ago, the most significant event in relation to the future of Caretaker Farm was a three day, multi-generational, family retreat on Cape Cod, a place well removed from the constant interruptions and demands of the farm. While our apprentices looked after the farm, those three days together provided a unique chance to explore in depth how everyone felt about the farm.

At the beginning of the retreat, we said we hadn't dismissed the idea that a family member might want to continue in our footsteps, but in truth farming seemed to be more "our thing". We added that we knew the family respected and admired what we did and had a great love for the farm, but we admitted we didn't exactly groom them to follow in our footsteps. This, of course, left open the question of who would follow us. The question didn't require an immediate answer, but, then, it also couldn't be



postponed indefinitely as we were approaching our mid-60s and our children their late 30s.

Our discussions raised many issues, brought out lots of feelings, and helped us all to make some tough decisions. We realized that the farm was not able to financially support two families. The second realization was that it would not be easy for our children to give up the security and the benefits of their jobs. The summer's experience also made us realize — somewhat to our surprise - that we were not ready to step down as the CEOs of the farm. This outcome was unexpected by all, especially Barclay and Tony who had anticipated a different response such as “Yes, let's go ahead and make this intergenerational, family farm transition work.” The issue was also very emotional for Jim, who might have wanted to farm, but after teaching for thirteen years, felt locked into his job. Annie wasn't clear about what to say, or how she felt about it, except that it is clearly our farm, not her's. Our son Sam also thought wistfully about what “might have been”, but was ready to begin a career in medicine.

In hindsight, we all wished that we had begun the practice of meeting together ten years earlier. The retreat ended with the agreement that if at all possible Caretaker should be preserved as a working farm. We were grateful for this outcome and felt the affirmation and support of our children in our ongoing struggle to assure the future of the farm

### Moving on

Almost four years have passed and much has happened since our family retreat. As much as our meeting seemed to close doors, it also opened doors. Annie and Jim, realizing it was unlikely that they would be taking over the farm, bought a home of their own not far from us. Annie is beginning a new career, creating perennial gardens for others.

Our Colorado family, Barclay and Tony, sold their home near Telluride and purchased a 100 acre parcel of land close by in a small ranching community where they are building a straw bale house and small bakery. They received a grant to start a pastured poultry project and are also planning a small CSA. It is interesting that they are starting out fairly close to the same age that we began farming thirty years ago, but with a lot more resources available to them.

Our son Sam landed a job as a physician-assistant in surgery at a local hospital. He and Brenda bought a house with land near by, and are parents of another little girl. They just built a small sugarhouse and there's no telling where that will lead. Both families are members of the farm's CSA and continue to participate in the life of the farm.

### Community Land Trust

The retreat raised many questions. When the time comes for us to “let go,” will any of our children be in a position to replace us if they have been engaged for many years in other work and pursuits? Would our kids feel comfortable with our offering/selling the farm to an unrelated family? What if we decide to “let go” only after an accident, poor health, or old age? Will it still be possible under such circumstances to effect a transfer of the farm from us to one of our children or to an unrelated family or will our children be forced to sell the farm? And lastly, how can we balance our commitment to leave something to our children and provide for our retirement with our desire to see that Caretaker Farm continues in perpetuity as a full-time, farming operation that can support a family?

In the interim years since the family retreat, we've begun the conversion of Caretaker Farm to a community land trust in the belief that this is best possible response to these questions and the interests of the wider community. In brief, this has taken/will take place within the following stages.

1. We created a working timeline with the valuable help and advice of Chuck Matthei of Equity Trust,

Inc. and Susan Witt of the E. F. Schumacher Society.

2. With critical support from the Town of Williamstown and the Williamstown Rural Lands Foundation (a local, nonprofit conservation land trust), we made a formal application to the Commonwealth of Massachusetts to sell to the state the development rights to the farm.

3. This past summer the state agreed to purchase the development rights to Caretaker Farm with the assurance that the date for the actual transfer/sale of the rights will take place in 2002.

The following stages still lie ahead of us.

4. The drawing of “terms of agreement” for the deeding of the farm in perpetuity to a community land trust organization (CLT). Under this agreement, the CLT will own all the land including the land under the houses and farm buildings. The CLT will, in turn, give the farmer a 99-year, renewable lease to the land at a rent adjusted to the farm's income. As for the houses and buildings, they will be sold by the CLT to the farmer at a price well below their replacement cost in order to increase the farm's “affordability.” The “terms of agreement” will also include a covenant that provides an option to the CLT to repurchase the houses and buildings at the earlier, subsidized sale price plus a factor for inflation and subsequent improvements.

5. The launching of a public gift campaign to enable the local land trust organization to purchase the farm from us and hold it for the good of the community forever at a fraction of its former real estate development value.

6. We will have a financial involvement in subsidizing the sale of the farm for the sake of its future “affordability” through the gifting of our investment in infrastructure improvements to the buildings and land over the past thirty years. This contribution may represent approximately 15 to 20 percent of our equity in the farm.

7. After the community land trust agreement is a fact, we intend to be the first lessees on Caretaker Farm and the first purchasers of the houses and farm buildings under the land trust and lease agreement.

In conclusion, the farm and the land can never again be bought or sold or treated as a tradable commodity. They will be held in trust from generation to generation, beginning in gifts from the community and continuing so thus enabling the farmer - having been freed from the threat of debt impoverishment - to farm in a way that preserves and enhances the gift for the coming generations.

While we hope to be the first lessees, we are also thinking about our successor. Because, fortunately, there are two household dwellings on Caretaker Farm, we have already invited a former apprentice and his young family to join us as co-farmers with the blessings of our children. Our intention is that this family will work full-time with us for a number of years, with an understanding that they will - at an appropriate time and if mutually agreeable - “inherit” the lifetime lease to the land and purchase the farm buildings and improvements from us at an affordable price under the legal covenants of the land trust.

We recognize that this is an unfinished story with a number of additional chapters to be written while we continue to farm. But, if the transformation of Caretaker Farm goes according to plan, we will be truly liberated in the joy of knowing that the future well being of the farm is secure.

A long time ago we were part of a group of early guides in the organic farming movement that took root in North America in the late 1960s. We now see ourselves as guides again; guides within the universal dream of passing on to others as working farms the farms that we have built.

In the spirit of lines from Wendell Berry's long poem Work Song, we know the time will come when—

*Families will be singing in the fields.  
In their voices they will hear a music  
risen out of the ground. They will take  
nothing from the ground they will not return,  
whatever the grief at parting. Memory,  
native to this valley, will spread over it  
like a grove, and memory will grow  
into legend, legend into song, song  
into sacrament. The abundance of this place,  
the songs of its people and its birds,  
will be health and wisdom and indwelling  
light. This is no paradisaal dream.  
Its hardship is its possibility.*

# Women and Men Working Together

by Elizabeth Henderson

On the mythical family farm, husbands and wives, parents and children, friends and neighbors all work together in cooperation and harmony. Mutual respect and appreciation govern relations between sexes and generations. When differences of opinion occur, the people involved take the time to sit down and negotiate a mutually acceptable resolution. If only we could live up to this myth. Unfortunately, in reality, all too often tempers flare; in the pressure of the moment, people who care deeply for one another say angry or thoughtless things and feelings are hurt. How can we move our reality closer to the myth?

At the Northeast CSA Conference in 1999, everyone was free to convene workshops on the topics they wanted to discuss. I posted the topic "Women and

Men Working Together." A diverse group assembled in response to my call. There were two of us who had left farms where relations did not work out with partners, two young men who were about to start farming with their female partners, two young women who farm with men, a woman who has been farming for many years with her male partner, and a woman who is still farming with her x-husband although they live separately. Everyone contributed to our lively discussion. We concluded by drawing up a series of recommendations to help ourselves and others to work more harmoniously and productively together:

\* Don't let irritations and disagreements accumulate till an explosion occurs. When a difference occurs, note the context and skip the generalizations. Use conflict resolution and hold regular meetings.

- \* Differences in sensibility can be a source of richness or of increasing irritation. Honor deeply your own perspective and the other person's.
- \* Balance expertise and nurture leadership skills. Take charge of separate areas and exchange these when possible to learn perspective of other role.
- \* Write a contract (Nollo Press Publishers has helpful models).
- \* Resolve issues by end of day - don't go to bed angry or hurt.
- \* Learn good teaching skills - how to give enough information and then space/time to absorb.
- \* Do not overburden a partnership by always having the more skilled partner teach the less skilled. Turn to others for instruction. Our community needs to offer training in critical skills.
- \* We take this farming way too seriously. Build in play and social time. Have fun!

## National Children's Center for Rural and Agricultural Health and Safety

1000 North Oak Avenue,  
Marshfield, WI 54449  
Phone: 888-924-SAFE (7233)  
Fax: 715-389-4996

### View the illustrated guideline posters online

Each year, more than 100 children are killed and 33,000 seriously injured on farms and ranches in the United States. Another 20 children are killed in agricultural-related fatalities in Canada each year. Unintentional injury can occur when adults and

children mistake physical size and age for ability, and underestimate levels of risk and hazard.

In non-agricultural industries, there are regulations and work standards that indicate appropriate work for both adults and children. In agriculture there are no such standards and children are often assigned farm jobs based on parents' past practices, need for "extra hands" to get the job done, and preferences of the child and/or parent.

The North American Guidelines for Children's Agricultural Tasks were developed under the direction of the National Children's Center for Rural and Agricultural Health and Safety to assist adults in assigning farm jobs to children 7 to 16 years, living or working on farms.

We invite you to learn more about the North American Guidelines through our website [www.nagcat.org](http://www.nagcat.org) and join us in our efforts to help kids do the job safely!



# “Spirit of Organic” Award Presented to Liz Henderson

This year, for the annual organic dinner at the Natural Foods Expo sponsored by New Hope Natural Media and the Organic Trade Association, the theme was “Spirit of Organic: Honoring Women in Organics.” Four organizations were beneficiaries of this fundraising extravaganza: the International Federation of Organic Agricultural Movements (IFOAM), the Organic Alliance, the Organic Farm Research Foundation, and the Organic Materials Review Institute. Each group nominated one woman to be honored at the dinner, which took place at the National Museum of Women in the Arts on November 11, 2001. IFOAM nominated New York organic farmer Elizabeth Henderson.

The criteria for selection were:

1. Remains dedicated to preserving organic integrity.
2. Helps the organic industry without need for recognition.
3. Represents the organic industry's values in how she lives her life.

The other women honored at the dinner were Yvonne Frost, director of Oregon Tilth's Organic Certification Program for 13 years, Jessie Singerman, CEO of Blooming Prairie Warehouse, Mary Jane Evans, co-founder of Veritable Vegetable, the oldest organic produce distributor in the

US, and Nora Pouillon, chef of two restaurants, Nora and Asia Nora. In 1999, Nora became the first certified organic restaurant in the country.

In accepting her award, Elizabeth Henderson, who farms at Peacework Organic Farm in Newark, New York, made the following statement: It is a lovely surprise and great honor to receive this award. I accept it not just in my own name, but in the name of the thousands of people in this country and the millions around the world for whom small scale organic farming is a way of life based on cooperation and harmony with nature, building more socially just and sustainable communities, producing healthy, safe, nutritious, and minimally processed food, reducing food miles, energy waste and pollution, and trading on fair terms both with neighbors and with people in distant regions. Organic farming is Peacework - part of the striving for peace among humans and between humans and all the other creatures of the earth above and below ground. My hope for the future is that the industry that has formed around organic agriculture will remain true to the “Spirit of Organic,” and serve as a model of a food system in which fair and equitable trading and community relations assure a place for small farms and local businesses in a world of peace and abundance.

## END THE WINTER WITH A BOUNTIFUL HARVEST

On Saturday, March 2, Connecticut NOFA will mark its Twentieth Anniversary at its annual End of Winter Conference, to be held once again at the Unitarian Society of Hartford, 50 Bloomfield Ave., Hartford, CT.

“20 Years of Organic Growth - Celebrating the Harvest”, will feature keynote speaker Steve Gilman, and a bouquet of workshops for farmers, gardeners, land care professionals as well as consumers, and just about anyone concerned about improving our food supply and environment.

In his theme talk, “Building Community Through Grassroots Organics”, Mr. Gilman will explore creating community as a positive response to the industrialized food system, including the USDA's National Rule.

The conference is a major building block in that community, where participants will find, in addition to the wealth of new information, an amazing pot luck luncheon, a plethora of vendors and exhibitors offering organic and ecologically sound products, and an opportunity to network with like-minded folks from around the region. Free childcare will be provided with advance registration, and scholarships are available.

For detailed information and registration forms, contact:  
NOFA/CT End of Winter Conference  
P.O. Box 386, Northford, CT 06472  
Tel: 203/ 484-2445, e-mail: [nofact@connix.com](mailto:nofact@connix.com),  
website: <http://ct.nofa.org>

If you would like to be a vendor or exhibitor, call Alice Rubin at 860/423-4906.

## Northeast Open-Pollinated Vegetable Development Project

\*A new joint project of NOFA-NY, Cornell University, the Plant Genetic Resources Unit of USDA-ARS in Geneva, other public breeders from around the country, and the Oregon-based Farmer Cooperative Germplasm Project.

### CALLING ALL FARMERS & GARDENERS !

#### DEMONSTRATIONS & TRIALS

For the 2002 growing season, NOFA-NY will be working in the field with farmers, gardeners and breeders who want to help shape the future by planting a wide variety of open pollinated vegetables. Varieties will include newly developed disease resistant vegetable varieties developed by public breeders as well as undescribed heirloom varieties from USDA's national seed bank that may be of interest and value to growers today. Participants can plant for their own enjoyment or sign up to be part of a network of growers who will host an opportunity for other interested people to visit their trial gardens. Grower descriptions of how the varieties did for them are valuable to breeders and other growers (we can't all trial everything).

#### SEED PRODUCTION TRAINING

Another aspect of the project is to offer training to help interested farmers learn the requisite skills for seed production. Regional seed companies are looking for qualified growers to produce seed and we expect this demand to grow as farmers and gardeners re-discover the advantages of regionally adapted vegetable varieties. Public breeders at Cornell University and elsewhere are particularly interested in getting their new varieties out in the field and then into seed catalogs. They are seeking farmer interest and participation in developing the seed supply, since large companies don't seem to pick up open-pollinated vegetables, no matter what their desirability to growers.

#### ON-FARM BREEDING

For the adventurous grower, we are initiating a project with breeders who want to participate in on-farm breeding. Farmers were the original breeders and still have a significant role to play in developing vegetable varieties. Breeders need to hear from growers about what traits they want in particular vegetables. Then, seed of variable populations with potential for selection of these traits will be searched for and provided to be grown by the farmer for on-farm breeding. The farmer will then use selection techniques to choose the plants that have exhibited the most desired traits.

An initial training for project participants will be held on January 25, the day before NOFA-NY's two-day winter education conference, scheduled for Jan. 26 & 27. (Our annual conference is two days, with 36 workshops and two keynote speakers. Please join us to hear Sally Fallon, nutritionist and advocate for traditional diets, and Will Stevens, NOFA-VT certified organic farmer and former certification committee chair.)

### NORTHEAST ON-FARM & IN-THE-GARDEN VEGETABLE DEVELOPMENT TRAINING WORKSHOP

Friday, January 25

Waterloo-Seneca Falls Holiday Inn

9 a.m. to 5 p.m.

\$25 per person, lunch included

Information and training on vegetable plant breeding techniques will be provided by Dr. Larry Robertson, Vegetable Curator, USDA-ARS Plant Genetic Resources Unit (the name for the Geneva National seed bank), and Dr. Molly Jahn, public plant breeder, whose open pollinated Bush Delicata won the All America Selections Gold Medal for 2002.

For more information, contact NOFA-NY at 518-734-5495 or check out our website at: <http://ny.nofaic.org>.

# Book Reviews

## Family Friendly Farming

by Joel Salatin;  
published by Polyface, Inc. Swoope VA  
distributed by Chelsea Green, White River Junction,  
VT (800) 639-4099 www.chelseagreen.com  
388 pages

reviewed by Julie Rawson

It seems that our family has been immersed in Joel Salatin and his thoughts this fall. Husband Jack and son Dan read his book and raved about it for different reasons, and then the NOFA Summer Conference committee decided to invite Joel Salatin as our keynote speaker. He accepted and I had some good chats on the phone with him regarding his upcoming visit to us. Spurred on by these events I did a rare thing and sat down and read the whole book in three different sittings.

Joel's passion for his farm, his family and his way of looking at life come through with great intensity from start to finish in this book. I am a person from a similar background and am at about the same place in my life. I'm 4 years older than he is, my oldest is four years older than his oldest, and his youngest is four years younger than my youngest.

Joel grew up on the farm that he now operates with his family. He spent about 6 years away and came back, gung ho to join the family operation. The exciting message that he has here is that the farm life can be the best life there is, not only for the parents but also for the kids. Unlike many NOFA people, and really like most other farmers, he makes a very convincing case that it is such great life that it should be continued by the next generation with no apologies to them that they are somehow being shortchanged by staying on the farm. I notice in NOFA that most of us can sing the praises of our lifestyle for us, and even for raising our children. Somehow, however, we often feel that our children have been cheated if they are encouraged to stay right here on the farm with us, or nearby in our communities, to continue this vocation/profession.

Salatin has very strong opinions about how children should be treated. I found his ten commandments very refreshing. They were for the most part principles that Jack and I held strong and fast to while raising our kids: integration into every aspect, love to work, give freedom, create investment opportunities, encourage separate child business, maintain humor, pay the children, praise, praise, praise, enjoy your vocation, and back off from personal domains.

I wish we had been neighbors when our kids were growing up. It can be lonely out there when you are working your kids, don't have a TV for them, teach them to not take the conventional line and to think and act out of the accepted norm.

He is a sound believer in homeschooling and makes a strong case for this way of dealing with your children's "education."

I found equally insightful his 10 deadly destructive deeds. They include: conventionalism, secrecy, manhandling, disinterest, dotting, perfectionism, authoritarianism, bagging, screaming, and inconsistency.

Not only is this a book about raising kids on the farm, it is a book that is chock full of creative suggestions for how to make your farm economically viable, a real asset in the community, and a joy to work on. That he speaks throughout about diversity in operations, integrating animals with plants in one very co-creative biological relationship, is worth the price alone.

I could go on and on with praise for his opinions: his views on the importance of intergenerational dependency, his feelings about meeting his neighbors and his customers half way by seeing the world through their eyes, and his love of learning from books and others. His statement that "A life that is removed from the soil is one that quickly loses touch with reality" is one that I have found to be true for me in my life.

From time to time, it seems to me, he is a tad self-satisfied. Therefore I appreciated his chapter on baggage where he explained his approach. This includes, in family meetings,

- mutually agreeable openness and vulnerability,
- recognition that all of us have baggage,
- radical honesty,
- the assumption that no one is vindictive and everyone is compassionate,
- accountability in attitude, action, & philosophy,
- recognition that some people don't want to cooperate, so don't blame yourself for it,
- not waiting for someone else to open up first, but going ahead and starting, and
- realizing that time is real - both to accumulate and to heal.

Statements like "I have a temper problem that puts me into the needing forgiveness category too often." help me really appreciate his humanity.

I didn't agree with every thing that he said. Frankly, I find him a little sexist. I found his use of the term "juniorrette" offensive. And near the end when he talks about what he looks for in an apprentice, he states "We want the classic, all-American boy look." Does this automatically knock out 50% of the population? Also he goes on to give negative votes to dyed hair, earrings, baggy pants or clothes worn hip (backwards cap, untucked shirt, untied shoes), matted hair or pony tails. We would have lost about 85% of our farm apprentices over the years if we followed his advice on this one.

He seems too messianic from time to time also, which I feel is not always healthy. I quote, "We are driven about this model (of farming) and we believe it can be done." I can relate to him on this issue, but I feel I've lost effectiveness in my life when I was driven.

We will sit down with our 20, 21, 23 and 24 year olds this holiday season and start discussing what will happen to our family farm in the near and distant future. In preparation I will refer often to Joel's chapters on multi-generational transfer. Again, it is his creative thinking and ability to make decisions "out of the box" that draw me to his many sound principles.

I am in a period of great excitement about the possibilities on our farm. Joel Salatin's book fueled that excitement over and over with many sound ideas on how to enhance life on the farm, and how to do it with all the pride that is appropriate to this wonderful profession.

## This Organic Life : Confessions of a Suburban Homesteader

Joan Dye Gussow  
Chelsea Green Publishing Company  
P O Box 428  
White River Junction, VT 05001  
264 pages \$22.95 Hardcover

reviewed by Elaine Peterson

This book wasn't what I expected. I thought that I was going to read all about becoming just what I have wanted to become all these years; self-sustaining, more knowledgeable, able to plant and grow anything in a single season.

What I got was a personal account of two people who wanted to grow their own food supply and their reasons for doing so; and what happened to them while on that journey.

Joan and Alan Gussow's story begins in the early seventies twenty miles north of New York City in the town of Congers. As owners of a new house and parents of a new baby, it seemed economical to grow food on the half acre. As all new gardeners find out sooner or later, one just doesn't plop a seed in the ground and get food. Some of the obstacles that their lot presented were shade trees surrounding the property and lots of well-established lawn. Their solutions did not come quickly or without lots of hard work.

In the course of their careers, Joan was teaching and speaking publicly against a food system that was not sustainable; Alan was hired to teach art in Santa Cruz, California for a brief time. While at the University of California, Alan discovered a hillside garden started by Alan Chadwick, an English gardener. Although Alan Chadwick was long gone, the garden had been expanded to a lower site and Chadwick's methods of gardening, double digging and raised beds remained behind. Alan Gussow took this knowledge home to Congers. More hard work followed. Time passed and as the Gussow's garden grew, mistakes and discoveries were made. Garden records were kept. The eighties arrived, Joan had been writing books and she was still speaking about problems with the food system. Not only was growing food for them an evolving lesson, the Victorian house they lived in was continuing to be high maintenance. By the late 1990's, the boys had moved out, the gardens were providing vegetables and fruit, time to settle down and enjoy life right? Wrong. Time to find a smaller, low maintenance house.

What follows are Joan and Alan's search and ultimate discovery of the "perfect" house and site of their next garden. The story told by Joan tells how they came to Piermont, New York and what challenges awaited them. She tells about what was planted, when and why, pests and varmints that discovered their garden, and those always-unexpected surprises from Mother Nature. Recipes are scattered strategically throughout the book when she writes about a certain vegetable and a bibliography motivates us to want to read more. Joan's facts about how store bought food costs us more than just our money makes me think twice before I purchase now. I think she would be happy to know that. This book is a not only a story about growing food but a reminder that life is never what you expect.



# Letters to the Editor

Dear Jack,

I thought I should follow up on the article you wrote about me for the summer "Natural Farmer" with one piece of great news. That is that the new organic control for the Plum curculio, Surround™, worked beautifully for us this summer. It had seemed an unattainable goal to become totally organic due to the Plum curculio (pc) problem with apples and plums. As you mentioned in your piece, for about ten years my "orchard spray program" consisted of one carefully timed cover of Imidan™ to control the pc (7 to 14 days after "petal fall" and based on daily IPM scouting). Apple maggot fly I've always trapped out with red sticky balls and codling moth has generally seemed a "minor" pest for me. Apple scab I control "culturally" with mowing, mulch and "inoculation". The cosmetic fungal diseases, fly speck and sooty blotch, I ignore or wash off after harvest.

In case some of your readers haven't heard, Surround is a "crop protectant" coating that has many beneficial organic agricultural uses which can be learned about by linking through the web site [www.engehard.com](http://www.engehard.com) or calling 877-240-0421. Incidentally one of these benefits seems to be suppression of the dreaded Plum curculio. Surround is primarily composed of kaolin clay with a little other stuff that gives it desirable dispersion and adhesion qualities. Surround doesn't kill, but somehow alters the environment such that the pc doesn't lay eggs.

It took me a few months to overcome my skepticism about the "new thing" and fear of the extra work and expense I knew it would entail, but I'm glad I bit the bullet. The best deal I could find on the purchase was from Fedco Seeds (PO Box 520, Waterville, ME 04903). I bought ten 25 pound bags to get the price break and used five and a half of them. The product cost me about a dollar a pound. Freight cost is the problem. I think it will be available from my local ag supply dealer next year for about the same cost (\$30/25lb). I knew that my old 5 gallon backpack hand-pump sprayer was inadequate so I bought a 25 gallon 12 volt DC pump sprayer with jet agitation from A.M. Leonard for about \$300 (1-800-543-8955, [www.amleo.com](http://www.amleo.com)). To move it around I just threw it into my garden cart with an old car battery and worked my way down hill.

Getting the Surround powder to dissolve and stay in suspension is a minor challenge. Using a tank with some kind of agitation is a big help. I also found that as I moved the tank around in the garden cart that the sloshing around did much to keep it in suspension. Since multiple light coats are desirable, I found it effective to set up in an area, adjust my spray unit so that it put full pressure to the wand (bypassing agitation), and hit everything I could reach with the spray units 30' hose. Then I would turn the bypass valve to full agitation, move the cart on 10-15' or so, sloshing the tank around a bit, set up, adjust the pump to full pressure and hit everything I could reach again.

The result was that I hit all surfaces, from all angles, multiple times with a fine, fast drying mist. It was easy to spot any areas I had missed because when Surround dries it "reveals" itself as a white coating. Applying Surround is analogous to spray painting,

Just like in spray painting you want to avoid "runs". Hot sunny weather helps. Also with Surround the strategy is to get it on before the problem occurs. I did a partial cover on some plums and pears on May 17th and covered the whole orchard on May 30th.

This initial full cover took 45 gallons and half a day. Subsequent covers took 20 to 30 gallons and a little over two hours to mix and apply. Since the product is somewhat susceptible to rain flushing it off and, just as importantly, new leaf and fruit surfaces becoming exposed as the season progresses, you've got to keep putting it on. I made the mistake one time of mixing in some fish emulsion as a foliar feed which caused a clogging problem with my sprayer. I did a total of six sprayings; the final heavy cover was on June 18th. With the help of Extension, I deemed the active pc egg laying season over in late June. This was a little scary for me to do as the pc's were still out there, unlike the years with Imidan when they were just dead and gone! Also I worried a bit about the plums as their slippery surfaces seemed more difficult to cover with an even, complete coating, but in actuality I had almost 100% pc control on plums. What this meant in practical terms was that my spouse and I had to do a lot more thinning on plums than we did on apples where the pc's did help thin a little bit (or at least they helped with the thinning

choices). In early July I put out my 100+ red sticky balls to trap the apple maggot flies. An option would have been to continue with the Surround as it is effective on maggot fly and codling moth as well.

An advantage of using Surround early in the season only is that by harvest time most of the product has been washed off by the rain. On peaches it was a bit more of a problem as it sticks well to the fuzzy surface. We mostly dealt with this by peeling them. Our harvest was great. We have a little more codling moth damage than we usually see (maybe 10% overall and up to 40% on some varieties). They hit us late in the season. I did have three codling moth pheromone monitoring traps out which don't seem to catch much (I didn't renew the baits after six weeks as I should have). It is possible that for all those years I was using Imidan and putting it on kind of late for the pc, it was giving me some control of the first generation of codling moth. I'm seeing more scab on certain varieties than some years which I assume has nothing to do with the Surround. I put a little extra work this fall into chopping up all the leaves with the lawn mower, raking them to the drip lines of the trees, and adding some compost and fish emulsion/seaweed. Hopefully that will tame the scab next spring.

The arrival of Surround™ on the market is a real breakthrough for organic tree fruit production in the Northeast and a great relief for me personally to finally be 100% organic!

Sincerely, Doug Clayton

## NOFA-VT Winter Conference: Feb. 16

The Northeast Organic Farming Association of Vermont's (NOFA-VT) 20<sup>th</sup> Annual Winter Conference will be held Saturday, February 16, 2002 at Vermont Technical College in Randolph, Vermont. The theme of the conference is Hope and Renewal, a celebration of seasonal rejuvenation.

John Elder, Stewart Professor of English and Environmental Studies at Middlebury College, will present the keynote address. He is the author of *Following the Brush and Imagining the Earth: Poetry and the Vision of Nature* and *Reading the Mountains of Home*.

In addition, more than 30 workshops with varying topics will be presented by experienced farmers and authors.

The conference will be held 7:30 a.m. to 6 p.m. Youngsters ages 6 to 13 can attend the Children's Conference for ages 6 to 13, which offers farming-related workshops, games and crafts. A colorful farmer's market with educational materials, organic products, crafts and associated businesses and non-profit organizations will be open all day.

NOFA is a diverse organization, comprising farmers, gardeners, producers and consumers working to promote an economically viable and ecologically sound Vermont food system. The NOFA-VT Winter Conference has earned a distinguished reputation in the organic farming and gardening community by providing valuable information, networking opportunities, and wholesome entertainment for those who attend. This year we anticipate 600 attendees.

For more information or to preregister, contact: Northeast Organic Farming Association of Vermont, P.O. Box 697, Richmond, VT 05477, 802-434-4122 Fax: 802-434-4154 [info@nofavt.org](mailto:info@nofavt.org)

# NOFA Contact People

## Connecticut

NOFA/CT Office: P O Box 386, Northford, CT 06472, phone (203) 484-2445, FAX (203) 484-7621, Email: NOFACT@Connix.com, website: <http://ct.nofa.org>

President: Peter Rothenberg, 53 Lanes Pond Rd., Northford, CT 06472-1125 (203) 484-9570 (home)

Vice President: Kimberly A. Stoner, 498 Oak Ave. #27, Cheshire, CT 06410-3021, (203) 271-1732 (home), Email: kastoner@juno.com

Treasurer/Membership: Johan van Achterberg, 359 Silver Hill Rd., Easton, CT 06612-1134, (203) 261-2156 (home), Email: vanachj@concentric.net

Secretary: Erin Amezzane, 265 College St., Apt. 11P, New Haven, CT 06510-2425, (203) 787-7417, Email: femmedeau@aol.com

Newsletter & Certification: Rob Durgy, P O Box 288, Chaplin, CT 06235-0288, (860) 870-6935, Email: rdurgy@canr1.cag.uconn.edu

## Massachusetts

President & Newsletter Editor: Jonathan von Ranson, 6 Locks Village Rd., Wendell, MA 01379, (978) 544-3758, Email: Commonfm@crocker.com

Vice President: Karen Franczyk, 683 River St., Winchendon, MA 01475 (978) 297-3644, franczyk@ma.ultranet.com

Secretary:

Treasurer and Coordinator: Julie Rawson, 411 Sheldon Rd., Barre, MA 01005 (978) 355-2853, Fax: (978) 355-4046, Email: jackkitt@aol.com, website: <http://ma.nofa.org>

Administrative Assistant: Elaine Peterson, 92 New Westminster Rd., Hubbardston, MA 01452 (978) 928-4707, Email: hhollow@worldnet.att.net

Websmith: Rich Williams, 35 Turner Rd., Townsend, MA 01469, (978) 597-3005, Email: richwill@rigorousrecycler.com

MICI Certification Administrator: Don Franczyk, 683 River St., Winchendon, MA 01475, (978) 297-4171, Email dfranczyk@starpower.net website: <http://ma.nofa.org>

## New Hampshire

President: Dan Holmes, The Meeting School, 56 Thomas Rd., Rindge, NH 03461, (603) 899-2806  
Vice President: Cindy Porter, RR3, Box 503, Claremont, NH 03743, (603) 543-0549, CPorterDVM@aol.com

Treasurer: Susan MacLeod, 595-C East Deering Rd., Deering, NH 03244-6615, (603) 529-1632

Secretary and Office Manager: Elizabeth Obelenus, NOFA/NH Office, 4 Park St., Suite 208, Concord, NH 03301, (603) 224-5022, home (603) 279-6146, nofanh@quest-net.com

Newsletter: Craig Federhen, 50 Little River Rd., Kingston, NH 03848, (603) 642-5497, federhen@nh.ultranet.com

Organic Certification: Vickie Smith, NHDA Bureau of Markets, Caller Box 2042, Concord, NH 03301 (603) 271-3685

## New Jersey

President: Stephanie Harris, 163 Hopewell-Wertsville Rd., Hopewell, NJ 08525, (609) 466-0194

Treasurer: William D. Bridgers, c/o Zon Partners, 5 Vaughn Dr., Suite 104, Princeton, NJ 08540, (609) 452-1653

Secretary: Ted Stephens, 467 Rt. 284, Sussex, NJ 07461, (973) 875-2849

Newsletter Editor: Amy Hansen, 60 So. Main St., PO Box 886, Pennington, NJ 08534-0886, (609) 737-6848, Email: nofanj@aol.com

Executive Director: Karen Anderson, 60 So. Main St., PO Box 886, Pennington, NJ 08534-0886, (609) 737-6848, fax: (609) 737-2366, Email: nofanj@aol.com

Erich V. Bremer, 60 So. Main St., PO Box 886, Pennington, NJ 08534-0886, (609) 737-6848, nofanjcert@aol.com

website: [www.nofanj.com](http://www.nofanj.com)

## New York

President: Richard de Graff, Grindstone Farm, 780 County Route 28, Pulaski, NY 13142 (315) 298-4139, fax: (315) 298-2119, dickgrind@aol.com

Vice President: Gary Skoog, Skoog Garlic Farm, 6142 Lake Road South, Brockport, NY 14420, (716) 637-6586, skooger@eznet.net

Secretary: Judith Roylance, 17 Dogwood St., Sag Harbor, NY 11963 (631) 725-1009 jroylance@aol.com

Treasurer: Alton Earnhart, 1408 Clove Valley Rd., Hopewell Junction, NY 12533, (845) 677-9507 altonearnhart@netscape.net

Newsletter Editor: Stu McCarty, PO Box 70, 632 Tunnel Rd., Tunnel, NY 13848 (607) 693-1572, fax: (607) 693-4415, whistop@ny.tds.net

Executive Director: Sarah Johnston, 661 Lansing Rd. #A, Fultonville, NY 12072-2630, (518) 922-7937, fax: (518) 922-7646, sljds@acmenet.net

Administrative Secretary: Mayra Richter, P O Box 880, Cobleskill, NY 12043-0880, voice: (518) 734-5495, fax: (518) 734-4641 nofany@juno.com

Certification Administrator: Patricia Kane, 840 Upper Front St., Binghamton, NY 13905, nofany@aol.com website: <http://ny.nofaic.org>

## Rhode Island

President: Jeanne Chapman, 17 Station St., Apt. #4, Coventry, RI 02816 (401) 828-3229, alfalfac@mindspring.com

Vice-President: Dave Peterson, 405 New Meadow Rd., Barrington, RI 02806 (401) 245-4068

Secretary: Kurt Van Dexter, 1740 Stony Lane, No. Kingstown, RI 02852 (401) 294-7994

NOFA/RI : 109 Somerset St., Providence 02907 (401) 274-4547, fax: (401) 273-5712, website: <http://users.ids.net/~nofari/>

## Vermont

NOFA-VT Office, P. O. Box 697, Bridge St., Richmond, VT 05477 (802) 434-4122, Fax: 434-4154, website: [www.nofavt.org](http://www.nofavt.org), info@nofavt.org

Executive Director: Enid Wonnacott, 478 Salvus Rd., Huntington, VT 05462 (802) 434-4435 elila@together.net

NOFA Financial Manager: Kirsten Novak Bower, 65 Wortheim Ln., Richmond, VT 05477 (802) 434-5420, kbower@juno.com

Newsletter Editor: Heidi Racht, 4501 Main Road, Huntington Center, VT 05462 (802) 434-2690, heidiracht@aol.com

VOF Administrator: John Cleary, 407 Rt. 15, Underhill, VT 05489, (802) 899-3808. Jlcleary@together.net

Office Manager: Lois Reynolds, 66 Stoney Ridge Rd., Westford, VT 05494, (802) 878-3487 lreynolds2000@yahoo.com

Dairy Tech Coordinator: Lisa McCrory, 848 North Randolph Rd., Randolph Ctr, VT 05061, (802) 728-4416, lmcrcory@together.net



## NOFA Interstate Council

Tom Kemble, 581 Thompson St., Glastonbury, CT 06033 (860) 633-4503, t-jkemble@erols.com  
Steve Gilman, 130 Ruckytucks Road, Stillwater, NY 12170 (518) 583-4613  
Ed McGlew, 140 Chestnut St, West Hatfield, MA 01088 (413) 247-9264  
Bill Duesing, 153 Bowers Hill Road, Oxford, CT 06478, (203) 888-9280, 71042.2023@compuserve.com  
Enid Wonnacott, 478 Salvas Rd., Huntington, VT 05462 (802) 434-4435 elila@together.net  
Kay Magilavy, 212 18th St., Union City, NJ 07087, (201) 863-1741  
Karen Anderson, PO Box 886, Pennington, NJ 08534, (609) 737-6848  
Jeanne Chapman, 17 Station St., Apt. #4, Coventry, RI 02816 (401) 828-3229, alfalfac@mindspring.com  
Isabel Barten, 69 Lenox Ave, Providence, RI 02907 (401) 941-8684 bizzybarten@hotmail.com  
Dan Holmes, The Meeting School, 56 Thomas Rd., Rindge, NH 03461, (603) 899-2806  
Jack Kittredge and Julie Rawson, The Natural Farmer, NOFA Summer Conference, 411 Sheldon Rd., Barre, MA 01005 (978) 355-2853

## Northeast Interstate Organic Certification Committee

\* indicates co-chair  
Bill Hill, 51 John Read Road, West Redding, CT 06896 (203) 938-9403  
Eric Sideman\*, MOFGA, PO Box 170, Unity, ME 04988 (207) 568-4142  
Judy Gillan, P O Box 31, Belchertown, MA 01007 (413) 323-4531  
Ed McGlew, 140 Chestnut St, West Hatfield, MA 01088 (413) 247-9264  
Vickie Smith\*, NHDA, Bureau of Markets, Caller Box 2042, Concord, NH 03301 (603) 271-3685  
Rick Estes, 145 Mountain Rd., Concord, NH 03301 (603) 224-4469  
Erich V. Bremer, PO Box 886, Pennington, NJ 08534, (609) 737-6848, nofanjcert@aol.com  
Elizabeth Henderson, 2218 Welcher Rd., Newark, NY 14513 (315) 331-9029 ehendrsn@redsuspenders.com  
Frank Banner, 1863 Preble Road, Preble, NY 13141 (607) 749-4614  
Pat Kane, 840 Upper Front St., Binghamton, NY 13905  
Dan Lawton, RI Division of Agriculture, 235 Promenade St., Providence, RI 02908 (401) 222-2781, ext. 4516, dlawton@dem.state.ri.us  
Polly Hutchison, Casey Farm, 2325 Boston Neck Rd., Saundertown, RI 02874 (401) 295-1030  
Enid Wonnacott, 478 Salvas Rd., Huntington, VT 05462 (802) 434-4435 elila@together.net  
Tim Sanford, RR1, Box 224A South Royalton, VT (802) 763-7981

# Calendar

**Tuesday, December 11 - Thursday, December 13:** 12<sup>th</sup> New England Vegetable and Berry Conference and Trade Show, Sturbridge, MA *for more info:* Vern Grubinger at (802) 257-7967

**Friday, January 11 - Sunday, January 13:** Sustainable Greenhouse Design & Production with Eliot Coleman, Ed Person, and Steve Moore, Saratoga County, NY *for more info:* (518) 427-6537

**Saturday, January 26 & Sunday, January 27:** NOFA-NY Winter Conference, *for more info:* 518-734-5495

**Saturday, January 26:** NOFA/Mass Winter Conference, Barre, MA *for more info:* 978-355-2853

**Saturday, January 26:** NOFA/NJ Winter Conference, *for more info:* 609-737-6848

**Friday, February 1:** Increase Your Profit: Financial Management for Established Farmers led by Richard Wiswall, Saratoga County, NY *for more info:* (518) 427-6537

**Saturday, February 2 - Sunday, February 3:** Creating Healthy Soils and Overcoming Weeds: Biological Principles of Organic Agriculture featuring Anne and Eric Nordell and Klaas and Mary Howell Martens, Saratoga County, NY *for more info:* (518) 427-6537

**Saturday, February 16:** NOFA-VT Winter Conference, Randolph, VT *for more info:* 802-434-4122

**Saturday, February 2:** Sixth Annual Grazing Conference "Grass-Farming: Connecting Land & Communities", Randolph Center, VT *for more info:* 802-656-5459.

**Thursday, February 14; Friday, February 15; Tuesday, February 19; and Wednesday, February 20:** 1<sup>st</sup> Organic Land Care Accreditation Course, sponsored by NOFA/Mass and NOFA/CT, Framingham, MA (\$400 for 30 hour course), *for more info:* Marilyn Castriotta at 781-646-6322 or castriotta@aol.com

**Friday, March 1:** Ecological Landscaping Association Winter Conference, Boxborough, MA *for more info:* 978-232-9047 or 413-545-0895

**Saturday, March 2:** NOFA/Connecticut End of Winter Conference, Hartford, CT *for more info:* 203-974-8480

**Friday, March 8 - Sunday, March 10:** International Organic Beekeeping Conference, Chestnut Ridge, NY *for more info:* 845-352-5020 ext. 20 or info@pfeiffercenter.org

# NOFA Membership

You may join NOFA by joining one of the seven state chapters. Contact the person listed below for your state. Dues, which help pay for the important work of the organization, vary from chapter to chapter. Unless noted, membership includes a subscription to The Natural Farmer.

Give a NOFA Membership! Send dues for a friend or relative to his or her state chapter and give a membership in one of the most active grassroots organizations in the state.

**Connecticut:** Individual or Household: \$35, Business/Institution: \$50, Supporting: \$100, Student (full time, supply name of institution) \$20  
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**Elaine Peterson**, 411 Sheldon Road, Barre, MA 01005, (978) 355-2853, jackkitt@aol.com

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**Elizabeth Obelenus**, 4 Park St., Suite 208, Concord, NH 03301, (603) 224-5022, nofanh@quest-net.com

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 60 So. Main St., PO Box 886, Pennington, NJ 08534-0886, (609) 737-6848

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**Mayra Richter**, NOFA-NY, P O Box 880, Cobleskill, NY 12043, voice: (518) 734-5495, fax: (518) 734-4641 nofany@juno.com

**Rhode Island:** Student/Senior: \$20, Individual: \$25, Family: \$35, Business: \$50  
 109 Somerset St., Providence, RI 02907-1031, (401) 828-3229

**Vermont:** Individual: \$30, Farm/Family: \$40, Business: \$50, Sponsor: \$100, Sustainer: \$250, Lifetime: \$1000, Basic: \$15-25\* \*does not include a subscription to The Natural Farmer  
**Kirsten Novak Bower**, NOFA-VT, PO Box 697, Richmond, VT 05477, (802) 434-4122, info@nofavt.org

Winter, 2001-2002



photo by Jack Kittredge

**Here the Smiths (Alan with yogurt, Steve with kefir, Paddy with a wheel of cheese and Barbara with a block of cheese) show their products as well as their Jersey cows (over Barbara's shoulder) whose milk made them possible. Over Steve's shoulder one can see the incredible views with which the Smith's New York homestead is blessed.**

**News, features, and articles about organic growing in the Northeast,  
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# Farming and Families











