

# Barking Frogs Permaculture Center

## Yankee Permaculture

## *Elfin Permaculture*

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## Intern Handbook

*After a number of years in which we have hosted permaculture interns, we have developed a number of rules and policies. These are not a reflection of problems that we expect, but of problems or needs that we have experienced. Dan has supervised people, off and on, since the mid 1970s. Most interns are considerate enough that they would comply with most of these policies without being told. But it is always better to err on the side of communication.*

### Why We Have Interns

We have three goals that can be met, at least in part, through internships. First, after teaching permaculture worldwide for more than 25 years, I've learned that most Americans, Canadians, and other industrialized folk seem to lack practical experience in making things happen in the real (physical/biological) world. Almost inevitably student permaculture designs are grandiose, calling for measures that would work the residents into the ground. The students just don't appreciate the amount of work required. An associated issue is overdependence on machine energy. Back in the 1980s, when I designed Our Advanced Permaculture training program, I realized that apprentices need to implement their own designs using hand tools, so that they can experience the energy required by their designs. Now that the rest of the world is realizing, after the fact, that 'peak oil' is real, it is easier to explain this motivation. Of course, designs that can be implemented by hand now may *have* to be implemented by hand in the near future.

## Internships and Apprenticeships

Though some people use these words interchangeably, we have specific meanings when we use them. Our apprenticeship program, APT (Advanced Permaculture Training) is a formal tuition-funded program available only to graduates of our own Elfin Permaculture Design Course. Internships are more informal, do not include specific training in permaculture design, and require no tuition. The intern exchanges work for training and experience. Interns can be novices or graduates of other permaculture design courses. Apprentices always do more advanced work, continuing with the training we originally provided. We will only accept two mentoring arrangements, any combination of internships, apprentices, tutorials and consulting work, at one time.

A second reason is to actually execute measures that we teach about in our permaculture courses, but that I have not personally done. Living in a marsh, I'm particularly interested in chinampas. With a motivated intern who is here long enough, I would like to see what is required to develop and manage rice paddies, especially using the 'power of duck' method. I'd like to try various approaches to aquaculture. We have an assortment of forest garden-tree crop-agroforestry arrangements. We are developing trials of various bamboo species and varieties and may utilize some in construction of various sorts. We don't personally need these projects. We can let nature manage most of 'our' land. We have the capacity to produce our own food and our own fuel for cooking and heating. We may need to sell food and bamboo in the future, but probably not. We undertake such projects, when energy is available, to enhance the quality of available permaculture education and information. These projects benefit from intern input and interns get to participate in furthering permaculture in some way. Associated with this class of projects is our goal to establish a small (because our holdings are small) baldcypress swamp in a portion of our marshland. This is for nature, not specifically permaculture, but it is the same sort of thing—a worthy project we don't personally need.

We provide a list of current projects, updated from time to time, in the Barking Frogs Intern Package downloadable from this website.

The third reason is to better maintain the projects that we have in place, which are again more than we require personally. We have taken on too much, with benefits to our formal permaculture students, and maybe some books, in mind. So we need help in maintaining some of

these projects, buildings and other features. However, if they do not get extra energy input, we will not suffer in any way.

We are committed to permaculture education. We see internships here as a means to provide experience in what it takes to implement and maintain projects and training for useful skills such as grafting, mulching, organizing polycultures, adapting to 'marginal' land, and so forth.

Internships represent a trade-off for us. If all were right with the world, we'd prefer to live more reclusively. Because much work that interns do is work we wouldn't attempt, the intern work only partly makes up for the time we spend in training and supervising. We have some rules and policies to mitigate as much of the resulting strain and stress as possible. We don't want to focus on these rules during the internship, so we spell them out in writing. Interns come here knowing and agreeing to our approach to internships.

## General

- There may be rules not on this list that we tell you about. We might have forgotten to include some, or maybe there is a special circumstance. Those rules are just as valid and important as the written ones.
- Forgetting or otherwise 'inadvertently' breaking a rule is the same as willfully breaking a rule.
- All rules are important and there are no exceptions unless negotiated with Dan Hemenway.
- Generally, we agree on a set period for internships, which is based on the individual intern's intent. Either party is free to shorten the internship, though it is normal and courteous to give a useful amount of advanced notice and to finish projects or bring them to a reasonable 'resting point', so the work will not have been wasted. It is understood that notice may not be reasonable in extreme and unanticipated conditions, such as a death in the family.
- Dan has supervised people in many settings. He bases the way he does things on that experience.

## Supervision and Work Assignments

- Dan Hemenway is in charge of the intern program in all respects.
- Cynthia Hemenway may supervise interns from time to time. Her instructions are to be followed. We may designate yet another supervisor from time to time. The same applies.
- If Cynthia or another supervisor gives instructions that conflict with those issued by Dan, explain this to him/her. We're human and sometimes we get our wires crossed. In such cases, Dan's instructions prevail.
- If you disagree with Dan, or do not like certain instructions, do not appeal to Cynthia. This will be seen as an attempt to stir up trouble in our relationship. It embarrassing to have this rule, but in the past we have had infrequent problems in this area.
- We hope to have an intern supervisor who will provide some alternative interface with interns, at least when we need to be away. This will free our time while providing interns with necessary support.
- You are free to disagree, and to refuse assignments. Your disagreement will be considered, probably quickly as we hear very few new opinions. Obviously, if refusal is a job frequent matter, or seems arbitrary, we have a problem. (This has never happened with our permaculture interns.)
- Everyone is expected to do some of the boring or otherwise unpleasant routine tasks. We do and you will if you intern here.
- You are not expected to do work that solely benefits us, though courtesy may call for a little of this (e.g., washing the dishes after we've provided a meal, etc.) In the past, if we had a project of purely personal benefit, we have paid interns to take this on as an extra. It entirely separate from the internship.
- Dan Makes assignments based in part on your essay stating what you want to get out of the internship. If you are here for more than a year, you are free to write a new essay. Otherwise, we don't want to take time to renegotiate what you have said you want to learn or experience. We will periodically review the progress of the internship with you, and you can bring up such matters then. **Therefore, being as clear and specific as possible in your essay is strongly to your benefit.** If you tell us what you think we want to hear, instead of what you really want out of the internship, everyone will be short changed.

- Interns generally work alone, even when there is more than one intern. We feel that this is the most productive situation.
- Dan almost always works alone. He likes the solitude. Often, he is thinking about something he has to write or teach, or some aspect of his design. Do not interrupt him except in a true emergency.
- Exceptions are made for situations such as heavy lifting, spotting someone on a ladder, etc. Safety is always the paramount consideration. Dan decides on the exceptions.
- Do not hang around when there is chainsaw work going on unless you are part of the work team. (In that case you will be wearing hardhat and ear protection.) (See safety.) Tree felling is dangerous, and you endanger everyone involved, most particularly yourself, by being present when not assigned to support that work.
- You will be given one or more continuing projects to work on when you do not have daily assignments, or when you are stuck for some reason on an assigned project. This avoids the need to interrupt Dan or any supervisor in their work.
- Dan usually gives work assignments in the morning. He will set up a time and place or find you at your continuing project. Do not hunt for him; he will find you. It is important not to disrupt Dan at work because he is doing projects that you can't do and often that no one else can do. Do not interrupt him even if you see him. If he appears to be doing nothing, he is working.
- You will get training in tasks necessary for the assignment. **Do not begin work without instructions.** There could be safety concerns, special tools to be issued, etc.
- Use only tools assigned to you for a specific task. Return them to the designated place at the end of the day. If you did not finish, the tools are **not** to be used again until Dan reissues them.
- If not self evident to you, Dan will explain at least one major reason for a job. (There are always several reasons, but one reason suffices to establish that it is a useful job.) We do not believe in work for work's sake. But we can't take the time to explain every way a project intertwines with the whole design.
- We try to assign at least ½ of your hours to jobs related to your goals essay. If your essay was vague, the assignments are our best guess.
- Many assignments depend on the time of year. For example, grafting is done here only from the end of January through early

March, depending on the weather. To receive training in such tasks, you must intern at the correct season.

- We try to find some project that is related to our objectives, but that you can take on as 'your own,' if you intern here for more than a month or two. I use quotes because we still have the final say as to how it is done. The more confidence we have in you (which takes time), the more control you will have over the project. We feel that this gives you something to put on a resume, and gives more satisfaction than only doing parts of larger projects.
- You must do things our way. This is our place. If you want to try a different way, sometimes we can assign some space for you to experiment in your private time.
- Do not 'freelance,' i.e., do not undertake jobs that are not assigned. Do not cut or kill plants because you think that they are 'weeds.' Permaculture is based on working with nature, and so a wild plant may be serving a function.
- Dan will explain safety rules as relevant. You absolutely must work at the maximum possible level of safety. Most of the snakes here are poisonous (and we do not allow them to be harmed) and the fire ants are abundant and insidious. Be aware. Take time to look around when you begin work and check for changes every 15 minutes or so. (See 'Safety/Hazards' below.)
- Interns are asked to work during scheduled times, but the scheduling is quite flexible. It is therefore possible to work intern hours around a part time job, etc. We just need to know when you are working and where.
- On the other hand, we will tell you when we will need animal care if we are going to be away. Once we clear the dates with you, you are expected to be present at the proper times to give the animals correct care.
- Internships can be for any length of time during any months, although we discourage very short internships because we put more into them than justified by any benefits, either to us, to permaculture, or to the intern. Moreover, in short internships the job assignments tend toward routine tasks that require little follow-through...not very interesting compared to projects for longer periods.

## TOOLS

- If an intern loses, breaks or damages a tool, s/he promptly replaces it with a *new* tool of the same kind and of equal or better quality. The old (broken) tool becomes property of the intern. We don't want money. We don't want to spend time going to town to buy the tool. We want the tool replaced within 24 hours at the latest.
- The above rule is waived where we issue a tool that is patched or otherwise in fragile condition. If we have found through experience that the tool can be used in this condition, the intern is expect to maintain the tool, repairing it if necessary, but does not need to replace it. Inspect tools when they are issued. This is important for safety, also. Point out all defects to Dan or the supervisor before using a tool. Usually, we will know about them and point them out to you.
- Interns must maintain tools. This involves lubrication of tools with moving parts, keeping tools clean, storing them in assigned places, etc. Gardening tools are to be cleaned with a wire brush after use and wiped down with an oily rag.
- Some tools may be issued to interns for the duration of their internship. Usually these are a pair of pruning shears, a shovel and sometimes a rake.
- Some tools are issued when a job is assigned, or on a daily basis. They must be returned at the end of the day, or properly stored, depending on instructions.
- Interns must never, under any circumstances except dire emergencies (e.g., putting out a wildfire), use tools that have not been issued. I don't want to spend an hour and a half looking for something because an intern appropriated it. And I keep a set of some kinds of tools for my personal use only. Even Cynthia doesn't use them. (See also, 'Safety/Hazards')
- Use only the tools specified for a job. If you think you need a different tool, ask at an appropriate time.
- **Interns and apprentices do not use power tools.** This helps you appreciate the energy required to achieve tasks, and sharpens your zeal for efficiency. It is also safer.
- Sometimes interns wish to use their own tools. It is normal to have at least a pocketknife. The prohibition regarding power tools applies to your own tools, too. Do not use your power tools on our site.



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- We will provide training in tool sharpening, if desired, but interns only get to practice on old tools. If you achieve competence, you will also get to sharpen better tools.
- Under no circumstances are our tools to leave the property. They should always be returned to a specified area. If you don't know where they go, ask when Dan issues them and meanwhile, if not in use, store the tool in the intern tool shed or next to it if too big (e.g., a wheelbarrow).

## Extras

- Interns are responsible for their own lodging and food.
- However, we will not let anyone go hungry. We have very basic staples that we can share, normally bread and dried beans. There may be garden surplus. We can provide instruction on some local wild plants that are said to be edible, however these need to be harvested with an eye to conservation and with permission required for each harvest. (See also, 'Safety/Hazards.) Use care in eating any wild plant you have not previously ingested. Sometimes we have squirrels for meat eaters, or extra raccoon meat. Many squirrels have been eaten by our interns. I will teach you how to dress them out if you do not know.
- We can provide space for an intern to develop his/her personal garden. The intern must bring the land into cultivation, provide all soil amendments, seed, transplants, etc. If we have surplus plants or seed, we will share. Obviously, this requires an internship of at least six months. This is where you experiment; not in our gardens.
- Generally we share one evening meal per week, scheduled at Cynthia's convenience. (Her schedule is more structured than mine.) This gives us a chance to connect outside of the work context.
- Interns often use our kitchen in the permaculture center, our utensils there, etc., to prepare their own meals. These must be cleaned after each use. If you want to use something that is not there, ask. If I agree that it would be sufficiently useful, you will be authorized to buy it and our permaculture fund will reimburse you (if you provide a receipt).
- Intern food is not to be stored in our utensils, e.g., rice in the pot in which it is cooked. Food found so stored is fed to our animals.



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- We will label certain cupboards, etc., as accessible to interns. The food, plates and utensils in these cupboards are available for intern use. Everything else, even in plain sight, is not.
- Under no circumstances is any kind of toaster to be used in the permaculture center. If you can't live without toast, go to a restaurant.
- Refrigerator space may be made available to interns if we do not need it. At present, we have ample refrigeration capacity in the permaculture center.
- We will use the permaculture kitchen from time to time to pluck and dress poultry, bake things in the oven, etc. Interns should have some cooked food, or food that does not need cooking, for such situations. We'll try to warn you, but we'll use the permaculture kitchen whenever it is the best option for us.
- The permaculture center has a bathroom with a toilet available for intern use.
- The shower in this bathroom must NOT be used as it leaks inside the walls. The bathtub can be used. You can 'shower' in the bathtub using a container to pour water over yourself. Worldwide, it is the commonest form of 'showering.'
- We will furnish **start-up** supplies of incidentals such as soap, toilet paper, etc., in the permaculture center building. **Interns should replace supplies before they are exhausted.**
- Interns must arrange to have the hot water turned on if they feel that they need hot water. Give ample notice—we will not drop everything to rush and turn it on, and it takes a long time to warm up. Water comes out of the ground here at about 70° F (21–22° C) It can be further heated with a black hose. It is more efficient to heat dishwashing water on the stove.
- Outdoor showers using a hose setup are fine by us. Keep out of sight of the neighbors, set up to water something like bamboo, and give notice to folks on site so that your privacy can be respected. Eventually, we will have swimming pools for irrigation purposes that can be used for bathing with minor soaping only. (We will have fish in the pools too—they may not like a lot of soap.)
- Fans, air conditioners, etc., are off limits for intern use **or adjustments.** We will set them up and operate them. Try to keep stove use to a minimum in hot weather. There should be no need for interns to use the oven, which consumes a lot of electricity.

- We expect no more than a 10 percent per intern increase in electric usage over the same months in previous years when there was no intern. By helping with conservation, interns can actually cut energy use. If electric usage exceeds the 10 percent increase, the intern(s) must pay the entire increase. We will certainly adjust for circumstances, e.g., if an off-season drought requires more use of the pump.
- We have miscellaneous appliances, such as a hand operated washing machine, solar oven, etc., available for **scheduled** intern use. If we get an intern interested in masonry work, we have use for a couple of masonry stoves for summer cooking, canning, etc. In that case, interns will develop firewood using hand tools to replace the cured firewood that they use.
- **Use of the permaculture center is not a right of internship.** Interns are our guests and we have full discretion to increase or limit usage. Your work is in exchange for associated training. All other benefits are gifts that may be continued or discontinued as we think best.
- We are not a public library. Interns are not to help themselves to our books. When there is a certain book that may be of great benefit to furthering an intern's interests, we sometimes lend it for use in, and only in, the permaculture center building. Do not rummage to see what books we have. (See rummaging, below under privacy.)
- Do not operate a microwave unit here.
- No space heaters of any kind are to be used in the permaculture center building. This is a safety and a conservation concern.
- Interns who have no nearby lodging, and who wish to stay on site may, at our discretion, camp in designated areas. We will explain safety considerations. We have only one or two sites that are free of risk of falling branches during normal weather.
- During extreme weather, such as hurricanes or other wind storms, bitter cold (by Florida standards), etc., we will put interns up in our home. I have seen branches larger than most trees hurled nearly 100 feet in a windstorm. We have no place, aside from the marsh proper, that would be free of the risk of flying branches. The permaculture center is a mobile home that could easily be crushed by a falling tree. Our house is relatively safe, especially if we have time to board the windows. If you are living off-site, do not come here if a hurricane is predicted.

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- Interns are responsible for their own transportation to and from the site.
- Cynthia may, at her discretion, provide carpooling to and from Gainesville at times compatible with her schedule. Interns benefiting from this extra should be prompt at all connections, or I will terminate the arrangement.
- Interns may park vehicles only in specified parking spaces. There is no exception for convenience, even for a few minutes.
- Interns are responsible to provide their own telephone communications. We recommend a cell phone. We have cancelled phone service (land line) to the permaculture center building as we were not using it.
- Our computers are not for intern use. Bring a laptop if you want to use a computer.
- The permaculture center building is in a shambles and a great deal of repair work is needed. Interns are to use only specified areas. Dan's office space is off limits under all circumstances. Part of your work assignment may involve repairs to the building.
- We have no electric hook up for camper vehicles. Water may be temporarily connected, **on a scheduled basis**, using a garden hose. Parking for camper vehicles is problematic and must be worked out before you bring such vehicles on site.
- Do not block any access route on the property, drives, paths, hallways, doors, etc., for any reason for any length of time.
- Interns are responsible for their own work gear such as gloves, suitable boots, earplugs, etc. Rubber knee boots are highly recommended for working in the marsh and around fire ants. (Rubber boots are the only footwear we have found that they do not climb.)
- Formerly, we were able to offer free tuition in our online permaculture course to interns whose internship schedule overlapped the dates of the course. However, now we have hired a discussion leader who is paid per student, so active participation in the course depends upon his approval or payment of tuition. Interns may monitor the course at no charge, however. You are responsible for buying your own reading package, as are all our scholarship students.
- The nominal intern work week is 40 hours. However, interns may vary this in consultation with Dan, so long as the average comes

close to 40 hours. This allows for short trips, picking up paid jobs, etc. Part time internships are possible, but have not been very useful in the past.

- Some animal care will be assigned to interns. Please follow instructions carefully. Overfeeding the rabbits results in dead litters and possibly dead mothers. Late release of chickens from the coop can result in their death from heat. Late locking up the coop can result in their death from predators (raccoons, possums, owls, etc.). All confined animals require continuous access to water. You get the idea.

- Interns keep records of the time spent on various projects. This is NOT to press for faster work—we encourage carefulness over speed. It helps evaluate the internship, identify areas where more training is needed, ensure a balance of work that meets the interns training and experience goals, etc. Interns will periodically summarize the records so we can discuss how things are going for everyone. These records are our property.

- Usually, interns schedule their own hours, informing Dan of the schedule. It is wise to make use of the most comfortable times of the day for outdoor work.

- At present, most or all intern work is outdoor work. We may have office space for intern use in the future.

- Interns are encouraged to take time to enjoy the beauty of the site, study what is going on around them, and in general ‘be here.’

## Drugs

- Illegal drugs must not be brought onto our property, even if they stay in your car. We want nothing to do with these. We will report violators. Under no circumstances should you work when high, even if you got high off site. This is a major safety hazard.

- Tobacco must not be brought onto the property. People who use tobacco elsewhere must sterilize their hands before working around our plants.

- Hard (distilled) alcohol must not be brought onto the site. The policy is the same as for illegal drugs.

- Beer and wine may be used in moderation after work hours.

- Interns must report the use of prescription drugs so we can evaluate any potential effect on work safety. We will assign tasks that work around your medicinal needs.

## Safety/Hazards

- Poisonous snakes, mainly cottonmouths. Watch where you are going. Do not reach under tarps or objects on the ground to pick them up. **Pay attention!** Work on a back up project if poisonous snakes occupy your assigned work site, and report the matter to Dan at the next scheduled conference. We will warn you about work sites frequented by poisonous snakes.
- Fire ants. If you have never experienced them you will underestimate them. I've never known them to climb rubber (or synthetic version of rubber) boots. Fire ants nest in objects, e.g. fence posts, as well as ground. **Pay attention.**
- Wasps. We have one species that has an exceedingly painful sting, makes a nest almost on the open, and stings with little provocation other than proximity. **Pay attention.**
- Bees. I've only been stung by bumble bees once in my nearly 70 years and it was here. We have a species that nests in the ground and the nests are hidden until you make the bees angry. This is a fairly minor hazard unless you are allergic to bee stings. (This is not a good place to be if you are.) But multiple stings could be dangerous. **Pay attention.** Run like hell.
- Sharp drop-offs underwater or hidden by weeds. You will be shown these if they are in your work area. Assume that all shorelines drop off precipitously. You'll just get wet, but you'll be wet with wildlife that you may wish to avoid. If you go 'exploring' on our place, you have a good chance of injury. Don't.
- Misuse of tools. Our only intern injury, other than a few fire ant bites, was when an intern snuck a tool he'd been told not to use and used in a way he'd been told not to use it. He hurt his back and was unable to continue the internship. Use only those tools issued for a job, and use them only as instructed. Do not use axes, hatchets, machetes, or similar tools. I will do any work requiring these or issue alternate tools (pruning saws, loppers, etc.).
- Disregard of safety instructions and common sense. We have good luck here, in that there has been no incident. But I've supervised enough different work situations to know that this can be a hazard. **We cannot allow people who disregard safety to remain here.**

- Falling branches. No kidding. Branches fall often in windy situations. Stay away from trees and do projects in the open during windy days, even if you'd prefer the shade. Stay out of the woods on still humid nights, as this is when the largest chunks of wood come crashing down. We'll show you the remains of some of these monsters.
- Eating wild foods. We eat some kinds and most of our interns try some. Be careful, be dead certain of identification, and start with **small amounts**. Get a good field guide if this practice appeals to you. In particular, **do not eat poke weed**. It is probably as non-toxic as advocates claim at the correct growth stage, but it is screaming with carcinogens. So unless you eat it too late in the growth cycle, you won't die here. But it has a good chance of getting you eventually. You do not have permission to eat our poke weed. If killing it, use gloves and avoid skin contact with the weed.
- Alligators. A minor hazard if you **pay attention** and avoid inciting them. While we have never seen large gators here, the large ones will sometimes attack people and rip off an arm or leg. **Pay attention**. Report any sightings and avoid working near such places. While alligator attacks are infrequent, the results are so serious that you should take absolutely no chance. Remember, the alligator is so much faster than you that it makes little difference what you do once it attacks.
- Poison ivy. Abundant here. Note the locations as it is a hazard even when it is dormant or dead. **Pay attention**. Poison ivy can put you in the hospital and even be life-threatening. It is no joke. If you are 'not allergic,' take my word that this resistance can change. All hospitalization cases I know of where of 'not allergic' workers who ignored safety precautions. Be macho about something else.
- Lightening. Take it seriously. It causes more death and injury than all plant and animal causes combined, at least in Florida where it happens frequently. Use common sense during electrical storms and avoid being out doors or in a tent with a metal frame.
- Feral pigs. I've never seen full razorbacks here, but I've seen their progeny with recently escaped domestic types. So I know that they are around. Even escaped domestic pigs can be dangerous as they get a taste of life on the wild side, and grow huge (e.g., 1200 lbs.)
- Felling. Only the designated spotter should be around when I am felling trees. The spotter should stand **exactly** where I specify. I

can't keep track of you and pay full attention to the job and my safety too.

- Wind, Sun, Rain. See comments under 'Extras' regarding wind storms. Wear a ventilated hat and avoid excessive exposure to sun. Wear sun block if you will be working in full sun. Drink copious amounts of water during hot weather and take a break at the earliest sign of 'undue' fatigue or dizziness, light headedness, etc.
- Miscellaneous. One hears a lot about avian flu, West Nile disease, tick fever (lots of ticks here), rabies, resistant strains of malaria, sleeping sickness, etc., but the actual incidence of these diseases is very low compared to say, hospitalization due to poison ivy, death due to multiple insect stings, etc. Naturally, you should avoid contact with wild animals, especially if behaving strangely (e.g., a raccoon walking around in broad daylight). During mosquito season, wear long clothing and use repellent on exposed skin. We are experimenting with repellent (we hope) made from on-site materials and vegetable oil. Unfortunately, mosquitoes like the coolest part of the day when temperatures are best for outdoor work.
- First aid. We have provided a first aid kit in the permaculture center building. We will restock as items in it get low. If an injury exceeds minor cuts, scratches and bruises, immediately go to Dan or the supervisor. **This is an exception to the 'do not disturb' rule.**

I probably forgot a few hazards and safety precautions, but I'll likely remember them when you are assigned a relevant job.



## Privacy

- Our home is off limits except by specific invitation.
- The parcel where our home is located is off limits except when work is assigned there. Such work must be performed during specified hours, never before 10 a.m.
- Interns must not transit our home parcel to get to assigned work sites such as the main chinampa. Go around. Dan will show you the route to use.
- Interns absolutely must not rummage. While we understand that curiosity is a likely trait of most interns, you will need to curb this urge when it comes to investigating rooms, draws, cabinets, bookshelves, etc. Dan feels very strongly about this.
- Photographs of our place are forbidden. If you want a picture of something, ask Dan to take it. He might. We reserve the right to expose your film or wipe your flash card before expelling you for taking pictures here.
- Do not play loud music here.
- We need to know where you are on our property. We have problems with vermin, especially rabbits and squirrels. Dan' shoots them. He will not shoot in your direction if he knows you are there. We really don't want to shoot interns, not event he exasperating ones. We will expect you to be in your tent (if camping), at the permaculture center building, or at your assigned work site, and will take precautions accordingly.
- We trap some kinds of animals, notably raccoons and possums. You may not approve. OK. However, if you feel that you will not be able to suppress the urge to set them free, intern somewhere else. We really have to control these poultry predators. You probably will be raked by teeth if you try to let them go, which is a safety issue. Just let me know and I'll shoot them and it will be over. (We use a box trap, which does not injure the animals, but just confines them.) In hot weather, it is important to let me know soon, to avoid unnecessary suffering. (The dog will probably do that, but if you see me, make doubly sure.) If you are a meat eater, you will have an opportunity to learn how to dress out game, if you don't know, and probably share in the harvest some of the time. If domestic animals such as cats (vermin) or dogs are in the trap, still wait for me to deal with them.

- We strive to keep an exceedingly low profile. Our property is posted and we do not socialize locally. Above all, we do not want locals informed of what we are doing. Mostly, they will just cause troubles for us. Please, do not discuss our site and projects with locals. Barking Frogs Permaculture Center is not open to the public.
- Interns must not take pets to our site. They (the pets) probably will be shot if our dog doesn't get them.
- Do not pet, touch or feed our dog. Do not interact with her. Do not threaten her if she barks at you. (This would be unsafe.) If she barks at you, you probably are doing something inappropriate. One of her primary purposes here is to be a watchdog, which would be undermined by such behavior. She has to learn that there are people who come here who are neither intruders nor members of the 'pack.' Avoid horseplay around the dog (again possibly unsafe). Just ignore her. I am more concerned about the proper training of our dog than whether someone interns here.
- Interns must not invite guests to our site. This is our prerogative, and moreover we lack suitable insurance. If they are in a vehicle that's on our property, they are 'on site.'
- Interns must also respect one-another's privacy. If an intern is camping, his/her tent or camper is a private home to be respected as such.

## Common Sense

Mostly, these provisions are common sense courtesy. If we did not think you have common sense, you would not be interning here. However, our own desire for privacy is probably greater than in most intern situations, where often there are family style accommodations. Our approach is different. Some of it is based on the experience of other internship hosts, such as keeping our home separate from the internships. That has been confirmed by our own experience as wise.

## Interactions

We meet with interns in various ways to ensure thorough communications and feedback

- Daily, for work assignments.

- Weekly, for a shared meal and social interaction.
- As needed, for training to do assigned jobs.
- As needed, for supervision—checking on work progress and quality with feedback, checking on tool condition, reviewing the work record, etc.
- Periodically (can be monthly to quarterly, depending upon the internship) to assess the internship, adjust work balance if necessary, and to consider any revision of intern goals based on experience. (The internship essay is always the default guideline, as I don't have to remember or interpret it.)
- Infrequently, to work together. Most shared work will be during training. We will also work together for physically difficult jobs, or if I need 'spotting' to do dangerous work such as tree felling, ladder work, etc. Aside from fairly low ladder work, I'll do most of the dangerous work, but it is nice to have someone nearby to call 911 if necessary. It is also, more to the point, useful for interns to see how to do some work such as felling safely, as they may have their own place someday, requiring such skills.
- Occasionally, to share something happening on site, such as a flock of storks working the marsh, or a particularly large eagle roosting near the ground. One time we had a pair of cottonmouth snakes mating on the bottom landing of the stairs to our house. They took a long time and we had to use an alternate access all day. No doubt by now they have progeny a few feet long looking for nice spots to hang out, such as under the ground cloth in your tent, or on a sunny step, or across a path. **Pay attention!**



DH

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I have read the above and agree to honor the terms. I have also signed the hold harmless agreement.

Name (print) \_\_\_\_\_

Signed \_\_\_\_\_

Date \_\_\_\_\_