

Barking Frogs Farm

P.O. Box 69

Sparr FL 32192-0069 USA

Permacltur@aol.com

Permaculture Internship

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Interns - General

Our Philosophy of Internships

In our view, internships are training equivalent to higher education--equivalent in their own way to attending college and for many people, far more valuable. We have advanced programs, apprenticeships, for which we charge tuition. We do not charge tuition for internships. Instead, we require work that is useful to us in exchange for the training required to do that work. Please re-read the previous sentence. Thank you.

If you understand that sentence as intended, you will avoid the commonest inappropriate expectation. You do not get training in permaculture design as part of your internship here **unless you are assigned to work on a permaculture design**. You probably will get training on the tasks required to implement our design. The specific tasks and training depend on two factors: your training goals and our work needs. You should feel clear and comfortable that you will get the training you expect before you start your internship. If you come with an expectation that you will somehow manage to get us to provide something to which we did not agree in advance, we will all be unhappy during your brief internship.

Internships should be happy, baring unfortunate external influences, and should at least be fulfilling. Our goal is to strike a bargain with you to provide certain on-the-job training activities in exchange for work. Not all tasks will be to the point--we all share in some of the routine work required to keep our programs going. We encourage feedback to keep everyone on track. We have developed an 8-page periodic evaluation form, five pages to be completed by the intern and three to be completed by the supervisor. We also meet more or less daily to discuss work assignments, and encourage intern feedback at that time.

Who Should be a Barking Frogs Farm Intern?

Scrupulously honest, hard working, direct individuals with clear goals and good work habits will be happiest here. We look for individuals with a clear sense of boundaries and a knack for knowing when to take initiative and when to come back for more instructions. Successful interns must be able to work within structure and ideally can transcend structure--come to understand the principles behind the structure so that it no longer limits action but instead guides action. Individuals who like to work alone and who do not have a strong dependence on social interaction will mesh nicely with our remote location and our reclusive supervisor. Good English speaking skills are also very valuable. People from other countries whose primary language is not English are welcome to apply however. Everyone has something to offer. We may have special jobs for people who speak other languages, particularly Spanish, from time to time.

How is a Barking Frogs Farm Intern Program Developed?

Before you come to your internship interview, you should have completed two statements, each no more than 500 words. One statement introduces yourself as an individual. We like to know more about you, who you are, and what you are like. Here is a good place to list skills you already have, also. The other essay should describe the goals that you have for this specific internship. The clearer you make this section, the better we can meet your goals. If your goals change during the internship, we can re-negotiate them. If we see goals that we cannot or will not meet in an internship, we will point these out immediately.

Once it is clear to you and to us that we have a potential match, we schedule an interview. The first goal of the interview is to screen for personality conflicts, people who do not like our setting, etc. Naturally, if we get along well with a candidate and if s/he really falls in love with our place, we are going to have a happier

internship. We hope that an intern candidate can be with us for at least a few days. This gives the intern a chance to see the work setting at its best and decide if it appeals. We get to glimpse the intern at work. If that goes well, then the third interview task is to negotiate a program. Ideally, the outlines of a program, at least, should be negotiated during the interview. This is not a normal negotiation, which has a certain adversarial element, because we also want a program that enables you to meet as many of your goals as possible. We believe that worker satisfaction is essential for work productivity and quality.

During the internship, we can continue the process of defining your role as far as possible. Whenever it makes sense otherwise, we try to offer an intern opportunity to assume a managerial role in some project. Again, this is more satisfying and more educational for the intern, and reduces the supervision load on us as the intern earns increased decision making latitude.

Academic Credit

We will meet reasonable reporting requirements for academic credit for interns enrolled in college programs.

Resources

Interns may be allowed an undeveloped space for a garden plot. Foraging wild food is allowed within limits. Interns who eat flesh may have the option of game (probably squirrel) from time to time. Our permaculture library is **not** open to interns, but an intern may arrange to borrow books one at a time. The permaculture center includes a kitchen with stove and refrigerator. For the most part, interns prepare their own meals. We are willing to provide basic rations of legumes and grains, if desired and needed. Interns must purchase, grow or forage other foods. Interns who volunteer in our garden, in addition to the internship work, **can earn** a share of surplus produce. Similar arrangements can be made for eggs at times of surplus.

We have discontinued telephone service to the permaculture center building. Interns who require frequent personal use of the telephone should acquire a cell phone.

Supplies, postage, etc., provided by Yankee Permaculture or Elfin Permaculture are not for personal use, except if we identify a surplus of salvaged materials.

Transportation

Interns are responsible for all transportation associated with the internship. This is a relatively remote area with soft sand dirt roads. You have to be pretty tough indeed to get anywhere with a bicycle. We may take interns with us to and from town from time to time, but we may also want space away from interns or to be not limited in our return schedule. If you do not have a vehicle, be prepared to spend almost all your time here. We do not lend use of our vehicles under any circumstances.

Housing

Residence is not required of interns and providing of residence is not required of Barking Frogs Farm. We may, as we have in the past, invite interns to camp near Permaculture Center **as our personal guests**. The building itself presently does not suit habitation.

Profit Sharing

The potential for profit sharing as an outgrowth of the internship is very strong. If interns develop income that well exceeds the overhead and direct costs of their internship, we will consider a transition of that project to a profit sharing status. Obviously, this is unlikely to be relevant in short internships. The percentage of profit sharing will vary according to the extent our resources are required and the extent of our involvement, liability, and so forth. For an enterprising intern, a profit-sharing business can continue beyond the internship with a **commonworks** arrangement. Basically, this is one way for someone with little or no capital to get started in a permaculture-related business to the benefit of all concerned.

Caretaker. We wish to find a responsible single person to server as caretaker here, working a specified part time schedule and receiving a place to live with no rent.

How Should One Prepare for a Barking Frogs Farm Internship

It is helpful if interns have a basic knowledge of permaculture before beginning the internship. We recommend that you read at least one basic book. Mollison's *Introduction to Permaculture* is good. Otherwise, any process that helps you clarify your goals is great.

Things to Bring.

It is good idea to have a well-sharpened Swish Army knife, Power Sog, or similar multi-purpose tool. The Power Sog or similar tool, is most useful. It consists of folding pliers with knife blades and other tools in the handles. Discount stores like Home Depot carry one version. Check with us for clothing for various seasons. Protective clothing is essential. Everyone here needs a good pair of rubber boots. Bring any item you want to be sure to have. We got rid of most of our household materials before we moved to Florida and it is not practical for us to restock two houses completely. If you have tools that you particularly like to use, a personal computer for use in off hours, etc., by all means bring these along. You can figure out what you might want to bring during the interview process.

What and Why is Barking Frogs Farm?

It is first of all the private residence of Dan and Cynthia Hemenway. It is also home to the projects of Elfin Permaculture (teaching, consulting and other permaculture outreach) and Yankee Permaculture (publications). We plan to develop the farm through permaculture design to pay for itself and maybe, someday, even develop some net income.

There are two parts to the farm: our private residence and the permaculture center. Interns work based at the permaculture center, which is a double-wide mobile home. We have a bit more than 16 acres of land and water, much of it wetlands.

Interns all work a mix of office and outdoor work. The balance depends on the individual program.

Advanced Permaculture Training Program -- APT

If you have an Elfin Permaculture diploma from one of our Permaculture Design Courses, you may be eligible for our APT program. This is an apprenticeship, not an internship. This can be residential or based on fieldwork elsewhere. Using permaculture design principles, you design your own program of from one to four years. The program must consist of a mix of design, design implementation, outreach and research. In programs of more than one year, you must specialize in one area. We guide the program design process to the extent necessary and consult with you regularly, based on the amount of our interaction that you design into your program. The more of our time you require, the more we charge for tuition. Tuition may be partly defrayed by barter, including services. Download more information about APT from our web site.

The Application Process

Submit the two essays. Probably we will then want to set up an interview. Before you receive directions to our place, you must sign our Hold Harmless agreement and a copy of the Intern Handbook. Also initial each page to indicate that you have read it.

FAQs

Barking Frogs Permaculture Center

Internships

Q. What is an FAQ?

A. A FAQ is Internet jargon for a Frequently Asked Question.

Q. What do you charge for intern training?

A. There is no charge. We provide training in exchange for work done at Barking Frogs Permaculture Center. The work relates to the implementation and management of our permaculture design. The training is for the task assigned.

Q. Do you provide a stipend?

A. No. While there are some projects where we would provide a stipend if possible, there just isn't any money to do so. If you have paid tuition at a college or university lately, you know just what training costs. We have designed a program that anyone can afford, but we can't further subsidize your training. In the past, we have been able to help some interns find part-time work to earn their spending money.

Q. Do you pay transportation costs?

A. No. All your personal expenses are your own responsibility.

Q. Will you accept interns from other countries?

A. Yes, in theory. But this as never worked out. Interns need to have sufficient English language skill to follow instructions accurately.

Q. Will you pay our airfare to the USA?

A. No. Unfortunately, we do not have funds to that. Some groups will help you with transportation, provide a small stipend, and place you in internships with grass roots programs such as ours. We do not maintain a list of such programs.

Q. Can you help me obtain a visa to be an intern at your center?

A. No. We have no official status with the US government. Obtaining a visa is between you and immigration officials. We cannot assume official responsibility for anyone who comes to the USA.

Q. Can I earn money if I come to the USA to intern at Barking Frogs Permaculture Center?

A. This is a difficult matter. Anyone visiting the USA on a visa requires a green card to legally receive pay for work. These are difficult to obtain. You also would need an automobile to commute to and from your job. Assume that the only money you will have in the USA is the money that you bring.

Q. How much work will I have to do each week?

A. Typically, we expect interns to do 40 hours of work, including any training required to do that work. We are very flexible about scheduling to allow interns to have part-time jobs or commute efficiently, etc.

Q. What skills do I need?

A. You must be able to understand spoken English well enough to follow instructions. No other skills are required, though we do like to know what other skills you bring as we may employ them from time to time.

Q. Will I have to work very hard?

A. We are far more interested in efficiency, quality of work done, and enjoyment of the work and the setting, than in how much energy you expend. Lethargic people, however, do not fit here. If you want to do the minimum of work for what you can get in training, you are not thinking in a way that fits here. Neither is it useful to obsessively work. We want everyone to "have a life," as the expression goes. The work should be a part of that good life to the extent that is reasonable.

Q. What work will I be doing?

A. That's a good question, but not one simply answered. We have so many useful things that can be done here that it is very easy for us to tailor a large part of an intern's work assignments to meet the intern's

goals. Everyone here shares in the routine tasks, also, and not all of them are equally interesting. Sometimes work on a project that is allied to an intern's goal has very tedious aspects. For example, building chinampas requires a lot of routine work. Once built, the investment of work pays off. We would not be doing the intern a favor by letting him/her play with an existing chinampa, for example, without the experience of what it takes to create one.

Q. How much decision-making leeway would I have as an intern?

A. Initially, very little. Dan Hemenway will assign your tasks and provide whatever training is needed for you to complete them. As you become more attuned to our work, probably we will assign a project that will be mostly your responsibility. This requires that you plan to be here long enough to complete the project. You will have some decision making input if you are assigned a project. The less supervision you require, the better it is for us, too, as we have other work to be doing. Whenever practical, we like to give an intern a project, even if it is just building one raised bed or managing a certain area of newly planted trees. This gives a feeling of pride in accomplishment. That is good for both the intern and the project itself. Where a certain type of project would be helpful on your resume, we will make reasonable adjustments to give you some responsibility for it.

Q. Will I learn Permaculture Design as an intern?

A. Not directly. Internships provide training for tasks that the intern performs. To even begin participating in the design process, one needs a certificate course in permaculture. Only interns who have such training will be assigned design work and given additional training as required. However, all interns are welcome to attend our online Permaculture Design Correspondence Course **as monitors** to the extent that the course schedule overlaps their internship stay. For legal reasons, we charge active interns who monitor the course \$1.00 tuition. If you monitor the entire course, you get to keep the course CD. (Other reading materials are your own responsibility.) The course schedule varies from year to year at our convenience. However, it has never been offered in our summer months. So

summer internships usually do not include this benefit. **We will not teach permaculture design to interns outside of the course structure.** That is what the course is for. We offer Advanced Permaculture Training (APT) and apprentice mentoring programs for graduates of our certificate course. Our reason for providing this scholarship is to underscore that the internship itself is not the place to learn permaculture design, and to head off questions that we cannot justify answering individually.

Q. Will I learn anything else.

A. We are always willing to explain the reasons for an assigned task. If you are here long enough, you start to see how the various features at Barking Frogs Permaculture come together, and how they become more integrated as we complete each stage of implementation. This will be a great help to you when you come to study permaculture design.

Q. Will I be able to use your library?

A. Not generally. We sometimes lend interns books that match a particular interest or project. Usually, these are books for which we have duplicates. We have not had good experiences with people using our books. The University of Florida in Gainesville has extensive collections.

Q. Will I have free use of a computer for online work? What about phones?

A. If you bring a computer, you will have free use of it. We will assign a desk space for your use on a scheduled basis. We have discontinued telephone service to the permaculture center because we never used it. Therefore, you must have something like a Blackberry, or you must use computer facilities in a local library.

I will need some income if I intern at Barking Frogs Permaculture Center. How can I earn it?

A. Mainly, there are three ways.

- 1) The most obvious one is to get a part time job. We have no problem adjusting the work schedule of an intern to fit the requirements of a part-time employer.

2) Over time, an intern can develop a profit sharing enterprise at Barking Frogs Permaculture Center. When the income that the intern develops exceeds our accumulated costs in having the intern, we begin profit sharing. This can develop into something called commonworks, an actual livelihood in which the former intern is now a kind of partner in a business. This route to self-employment requires no capital or startup expertise on the part of the intern, because we already have the land base and can share expertise. Eventually, a commonworks business may separate and become a distinct enterprise, located elsewhere, or it may continue indefinitely allied with Barking Frogs Permaculture Center.

3) A third route is to write grants for various projects that we do not yet undertake due to lack of funds. The intern writes him/herself into the grant as some kind of assistant. We have material on grant writing, can sometimes support the intern attending courses on grantsmanship, and can support the writing of the program narrative and budget portions of the application.

If you need money, you will need a part-time job for a while as the other options take some time to develop. There is no point in thinking about options 2 and 3 in, say, an internship of only three months.

Q. Can I get college credit for the internship?

A. That depends on your college. If your major field of study is somehow allied to permaculture, you may even be able to arrange special credit even where no formal internship credit policy exists. Moreover, if you take the full design course during the internship, that in itself should be worth about a semester's credits. The online course runs about 6 months.

Q. Can you help me go further in permaculture after the internship?

A. Probably. For one thing, we are open to people who join us as collaborators in the programs of Barking Frogs Permaculture Center. There is more to do than we can accomplish. Moreover, we have contacts in other countries where we need Permaculture Corps people to help in the establishment of permaculture in those regions.

We are frequently contacted by people in such places, where such work would be useful if we had the people available. You would need to acquire our basic permaculture certificate to move toward any of these options.

Q. Will you house and feed me?

A. Not as part of the internship. However, we expect most interns to need a place to stay and we have room in the Permaculture Center building for that.* People stay as our personal guests, not in exchange for any work. This must be very clear or we are in a difficult legal position. In any case, we do not require interns to stay with us nor are we required to provide them with a place to stay. That is a separate matter that we can discuss when the time comes. Likewise, daily meals are not a feature of the internship. However we will not let anyone go hungry, and we have basic staples available for people who want to prepare meals for themselves. The Permaculture Center building is a doublewide mobile home that originally served as a residence, so it has a full kitchen. In keeping with the permaculture principle of sharing surplus, we may have vegetables from the garden, eggs, etc., to give away from time to time. Interns with us for several months can also have private gardens, there is often game (squirrel, raccoon, possum, etc.) and sometimes fish available, etc. Once a week everyone on site shares a dinner, for which we provide the food.

***UPDATE ON HOUSING:** The guest room in the permaculture center needs major repair and will not be available until this is done. We have greater priorities at present. An intern could put part time work into moving these repairs forward. Meanwhile, an intern could live off-site or bring a tent for camping. Of course we provide emergency shelter to campers in the case of severe storms. 5/1/06

Q. What are the most attractive features of the internship?

A. • First of all, you will be receiving training from Dan Hemenway. In the early 1980s, Bill Mollison approved the first three people in the Western Hemisphere to serve as permaculture teachers. Of those three, only Dan Hemenway remains an active teacher today. He has had extensive experience with training and supervision of comparable projects.

- Each internship is customized to the interests and needs of the intern, to the extent possible. At least half, probably more, of the work you do will further your training needs and goals.

- We moved here because of the beauty of the place. There are many kinds of beauty on the Earth, but we have found none that surpass the beauty of this setting. It is perfect for people of a reflective frame of mind, in particular.

- Obviously, if you are in a position to take advantage to monitor the design course and/or the commonworks options, these are tremendous advantages that may not be attainable any other way.

Q. OK, what are the drawbacks?

A. Well, that partially depends on the person.

- We do not want illegal drugs or tobacco on our property, period. This is not a judgment regarding people who use these substances, simply what we want for what is, after all, our personal space.

- If you like quiet and are self-motivated, you will not find the isolation and lack of social interaction here a problem. Dan is reclusive and Cynthia is getting that way. We are happy to provide training and supervision where needed. Dan otherwise likes to work alone almost invariably. Cynthia usually is not here during the day. You might be the only intern. Dan will probably shoot you or at least your radio if you play loud music. If we have two interns (our self-imposed limit), each will have different work assignments. Dan is of the philosophy that the best way to double the output of a team of two people is to send one of them away. So, if you have a large need for social interaction, stop reading. You will not be happy here.

- Curiosity is a great trait, but it has its down side. If you like to rummage and wander where you haven't been invited, you had best do it elsewhere.

- You really need your own transportation, a car, motor scooter, (dangerous on our access roads) etc. One intern did use a bicycle to get into town (a crossroads with a gas station and a feed store), but we regard the causeway to the paved road too dangerous to bicycle. It is narrow, rough, unpaved, and drops steeply into a marsh well stocked with alligators, poisonous snakes, etc.

Q. What kinds of people are you looking for?

A. The most important traits are

- 1) Absolute honesty and forthrightness and
- 2) Deep respect for private space and boundaries.
- 3) Almost as important is motivation and the desire to learn what we can teach.
- 4) As we have already suggested, the lazy person and the workaholic are equally inappropriate here.
- 5) We will probably become friends if you also have a sense of humor and a deep appreciation of beauty. A reverence for life would not hurt.
- 6) If you have the knack for knowing when to take initiative and when to come back for guidance, that is great, but a willingness to acquire this rare skill is almost as good.
- 7) We do not much care about race, color, sexual preference, etc., and we would not enjoy the company of people who make an issue of these matters.
- 8) We will rejoice in any skills you happen to bring, but we do not weigh them a whole lot in screening applicants. Your quality of character is our major interest, seconded by your motivation.
- 9) All interns **must** be 18 years of age or older at the time they begin an internship here.

Q. What are the other considerations that I should know about?

A.

- **First, if you are allergic to insect bites, you should not come here.** No one escapes the fire ants.
- We have a goodly number of poisonous snakes on the place and we do not allow any harm to come to them. Mostly these are water moccasins, which are not afraid of people and will neither get out of your way nor change course if you happen to be in their way. Some are very large. You need to be aware of where you put your hands and feet. Every few years we see a coral snake and there are rattlesnakes around. We have seen no scorpions, but they could be here. And, of course, there are alligators. You are more likely to be struck by lightning than bit by a poisonous snake or alligator, but this is no place for a space-shot.

- The summer climate is hot and humid and the central air conditioning in the permaculture center died of old age.

Q. Sounds great! How do I sign up?

A. We have a fairly formal screening process. Screening is mutual and we put all the negative stuff we can think of out front so that we can avoid wasted time. If you remain interested, first you write two essays, **each no more than 500 words.** The first essay should introduce yourself as a person, so we can get a sense of with whom we are talking. We can send you our annual letter that is sort of the same thing, if we managed to get one out recently. The second essay should state your goals for an internship with us. Do not waste space on goals that we clearly cannot help you meet. We will review the goals and tell you candidly our assessment of the likelihood that an internship of the duration you propose can meet each individual goal. This is your chance to back out if we just are not going to meet, for whatever reason, goals that are central to you. The statement of goals will be later used by Dan in designing your work program. Therefore, think them through carefully.

If we are all jolly about the essays, we will schedule an interview. This is our last chance to check each other out before a go/no-go decision. **Do not hold back questions for the interview that you could ask in advance.** If we suspect that someone has done this, we may nix the internship for that reason alone. We don't have time for mind games. Before the internship interview, you must return to us a signed copy of our liability waiver. We will only send directions after we receive the waiver. Sometimes we schedule the interview at nearby Gainesville or Ocala instead of at our place.

If you have to travel so far that a separate trip for an interview would pose a hardship, we *might* arrange a trial period. It is doubly important to resolve all possible questions before travel in that case. Do not expect the trial period if you have not arranged it before leaving home. Of course, either of us can back out anyway if we don't like the interview.

Q. An internship with Barking Frogs Permaculture Center may not work out for me. Is there any other way that I can become involved?

A. Yes. There are several options, in that case. The most obvious is to work on our projects as a volunteer. The screening process and rules are the same as for interns. There can be some training benefits and the commitment from each of us is much less. Some kinds of projects suit volunteering at a distance. You can also arrange for us to lead workshops or teach a course in your region. Or you can take our Online Permaculture Design Course as a tuition student. We have a large selection of publications that you can simply buy and read. A part-time internship is possible for local people.

Q. All this screening sounds like a lot of fuss. Is it OK if I just drop by and talk with you for a few hours and look your place over?

A. **No. Absolutely not.** Don't even think it. Dan has experience living in a "permaculture zoo" and he didn't like it. Our home is our retreat and we protect that privacy. Since there is a possibility that some good could come from self-invited visitors, we do consider requests for visits arranged at least a month in advance, provided it is understood that the visitors will spend at least 90 percent of the time on site working at assigned tasks. This needs to be a rain or shine work commitment, because we divert time from other tasks to prepare for the work that you will do. Typically, we cut surplus vegetation to be gathered by volunteers. If they do not show up, the biomass becomes destructive, blotting out areas, instead of being used for compost or mulch where needed. Otherwise, **Barking Frogs Permaculture Center is not open to the public.**

Do you have any other questions? Please ask them.

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www.barkingfrogdpermaculture.org

BarkingFrogsPC@aol.com

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Elfin Permaculture

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BarkingFrogsPC@aol.com

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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 were 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

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

Name (print) _____

Signed _____

Date _____



Barking Frogs Permaculture Center

P.O. Box 69
Sparr FL 32192-0069 USA
BarkingFrogsPC@aol.com

HOLD HARMLESS AGREEMENT

In consideration, of receiving permission from Barking Frogs Permaculture Center and its owners, Daniel R. Hemenway and Cynthia Baxter Hemenway, to enter the premises of 15450 NE 38th Ct., Citra FL 32113 and 15440 NE 38th Ct., Citra FL 32113, the receipt of such permission being hereby acknowledged, each of the undersigned hereby releases Daniel R. Hemenway and Cynthia Baxter Hemenway, all their agents, officers, servants and employees, of and from any and all liability, claims, demands, actions, and causes of action whatsoever, arising out of or related to any loss, damage or injury, including death, that may be sustained by any or each of the undersigned or any property of any or each of the undersigned while in, on, over or upon these premises, or any premises leased to, owned by, or under the control or supervision of Daniel R. Hemenway and/or Cynthia Baxter Hemenway, or in route to, or from these premises, or any other premises, leased to or under the control or supervision of Daniel R. Hemenway, and/or Cynthia Baxter Hemenway.

Each of the undersigned, being duly aware of the risks and hazards inherent upon entering said premises, hereby elects voluntarily to enter upon said premises, knowing their present condition and knowing that said condition may become more hazardous during the time that each of the undersigned may be upon said premises. Each of the undersigned hereby voluntarily assumes all risks of loss, damage or injury, including death, that may be sustained by any or each of the undersigned or any property of any or each of the undersigned while in, on, above or upon said premises.

This Release shall be binding upon the distributees, heirs, next-of-kin, personal representatives, executors of each of the undersigned.

In signing the foregoing Release, each of the undersigned hereby acknowledges and represents:

- A. That he has read the foregoing Release, understands it and signs it voluntarily.
- B. That he is over 18 years of age and of sound mind.

In witness whereof, each of the undersigned has hereunto set his hand and seal this ____ day of _____, 20__.

Date

Date

Date