



Living and Working Together, A Shared Understanding

We welcome you to Baker Settlement and the place we have called home for the last 20 years. We acknowledge that others have lived here before us, from Sylvia Wile (néé Bolivar) and her family who farmed with horses as recently as six decades ago, to the German and French settlers who first cleared this drumlin hilltop two hundred years ago in order to establish their homestead. We also acknowledge that our farm sits on unceded land that was inhabited by those who call this land Mi'Kmaq and who have lived here for over 10,000 years together with the abundant and diverse animals and plants that make this place so astonishingly beautiful.

The priceless legacy of the stewards of this land who preceded us here demands our gratitude and acknowledgement. We in turn ask all who plan to visit, stay, work and live here for a deeply held respect in your hearts and actions. We ask for gratitude for what is given, respect for the land, for each other, for the animals and plants with which we share this place and for the responsibility we have accepted as the daily sacred task of nourishing ourselves, and others, from the land. We also ask you to contribute respectfully to the evolving vision of the Watershed Farm Project by participating wholeheartedly in its advancement.

We ask that everyone who arrives to stay at Watershed Farm read this document and abide by the principles we have set out here. We also ask that you supply us with the information we have requested at the bottom of the form in order for us to ensure that we can provide, to the best of our abilities, a healthy, respectful and safe environment for all.

Respectful Listening:

Listen deeply and respectfully.

Try to listen without judgement.

Respect the needs and desires of others in terms of privacy and confidentiality.

Listen to the birds and the wind in the trees... we ask that headphones, earbuds and other devices are not used during the working hours of the day. (We may choose to use two-way radios or other devices to communicate efficiently when working.)

Try to stay fully present when outdoors or working with the animals. There's much to be gained!

Music is welcomed, especially when it's live music. But music that is played aloud should only happen with the consent of others who may be present.

Respectful Speech:

An important part of the week on Watershed Farm is the weekly council circle that is attended by all residents. The council circle is an opportunity to check in and to share questions, concerns, feelings or moments of joy that you may not have been able to express at other times during the week. We ask that you respect the confidentiality of the council circle so that it remains a safe space for all. Your attendance and attention are critical to making the council circle work for all.

Speak respectfully and with compassion.

Verbal abuse will not be tolerated under any circumstance.

Be conscious of how words can hurt and choose your words carefully.

Try to communicate freely when you have needs that are not being met.

If you have a conflict with another participant or staff member, speak directly to that person. Do not involve or speak indirectly to others. Our goal is to solve problems, not exacerbate them.

If you feel uncomfortable or unsafe speaking directly to the other person, please speak to Camelia, Angus or Becca who will provide you with the support you need in finding a solution.

Respectful Behaviour:

Angus and Camelia live here. This is our family home. It goes without saying that we welcome you here and that we will value your input, your energy, your humour and your hard work. But we also value our time and space to ourselves. The farmhouse is our private space. If you want to check emails or use the very slow wifi, we ask that you do so on the porch where we have comfortable chairs. However, we ask that you finish by 8:30pm as we often go to bed early and our bedroom is directly over the porch.

A considerable amount of time, energy and resources have gone into creating the living and working spaces on this farm. We ask that you act respectfully in your use of the spaces, and the items provided for you in them, keeping things tidy and in good order at all times.

While alcohol, marijuana and tobacco consumption is permitted for those over 19, intoxication or inappropriate behaviour will not be tolerated. Alcohol and cannabis may not be consumed during working hours and all residents will be expected to be fully prepared for work beginning at their scheduled time. Smoking is not permitted inside any of the buildings nor in any of the garden areas and we ask that any and all refuse from smoking be deposited directly into garbage. Tobacco Mosaic Virus is a real threat to our tomato production. Hands should be washed after using tobacco and before handling any plants.

The property and personal belongings of others, including farm equipment, should never be borrowed or used without the express permission of the person who owns it. Tools and equipment may only be operated after proper instruction and with appropriate safety gear and clothing. After use, all equipment must be cleaned and returned to its proper storage place so that others can find it in good order.

All participants in the Watershed Farm Project, including the founders, staff and resource people, will maintain a respectful and inclusive living and work environment. Harassment, including suggestive, abusive or lewd language and unwanted touching, will not be tolerated and may result in legal action.

When you arrive at Watershed Farm, you will be billeted in a shared space in one of the residential buildings. Participants are expected to remain in the space they are allotted for the duration of their stay with us. Any requests to transfer sleeping and living space must be taken to Camelia or Angus and will be considered on a case-by-case basis.

Participants will be provided with bedding, including a set of sheets and a towel. It is the participants' responsibility to launder these regularly during their stay. Participants may also wish to bring a sleeping bag and extra pillows and blankets.

Participants prepare meals and eat communally using produce from the farm and staples provided by Camelia and Angus. Participants will agree among themselves on an appropriate cooking and clean-up roster. While participants may wish to supplement with food or specialty items that they purchase themselves, it is important to remain aware of possible allergies or sensitivities among other participants.

Working on the Farm:

Farming often requires long hours of hard, sustained work. As a participant in the day-to-day life of Watershed Farm, we ask that you be available and present at the beginning of each working day and that you recognize that some days may extend well into the evening and sometimes night, depending on the dictates of planting, harvest and animal care.

Generally we expect a working week of five and a half days. We do our best to rotate the schedule so that animal chores, irrigation and greenhouse chores are always covered and people still get the time they need to rest.

The Watershed Farm week begins on Monday mornings with a garden walk. All participants are expected to attend as tasks for the week are assigned during the walk. As this is a working farm, all assigned tasks and responsibilities must be completed. If you are unable to complete a task, it is your responsibility to inform a staff or resource person or Camelia or Angus immediately.

All participants will be expected to dress appropriately for farm work and should have work clothes suitable for both warm and cold weather. All participants may wish to come prepared with rubber boots, work gloves and a durable sun hat, although such items are available for purchase at local thrift and farm supply stores. As well, participants should have sunscreen (SPF 30 or above), insect repellent and all required prescription / over the counter medication.

The Watershed Farm Project does not provide laundry services, nor are farm vehicles available for personal use. For participants who do not own a vehicle, we will provide a weekly shuttle into the town of Bridgewater where there are laundry and shopping facilities.

Respect for the land:

Simone Weil said: Attention is the rarest and purest form of generosity.

Spend time listening and observing in the garden, in the woods, in the fields, by the creek, beside the river and the lake.

If you see something that shouldn't be somewhere, a piece of litter, baling twine, plastic, pick it up and bring it back to dispose of it properly.

If you choose to explore the woods on your own or with others, please be sure to first inform someone at the farm of your intentions. Carry a compass and water at all times.

Respect for the animals:

The animals that live at Watershed Farm are treated with love, gentleness and deep attention to their needs. We gratefully accept our role of serving these domesticated animals who, in turn, provide us with nutritional sustenance, fertility, companionship and more. Animal chores must be treated as a sacred task and no mistreatment or neglect of our animals will be tolerated.

Trial Period:

Regardless of whether you arrive at Watershed Farm as an intern, an apprentice, a participant in the Watershed Farm Project, or as staff, we have found that it is best to accept that your continued involvement be openly evaluated between one and two weeks after you arrive. This “trial period” gives us a chance to get to know you and gives you the opportunity to see whether the physical and cultural life we are building suits your abilities and needs. Informally we expect and hope that during these first two weeks there will be plenty of opportunities to check in with each other and address any concerns as they arise. More formally we like to sit down with each individual within two weeks of their arrival and assess openly and honestly how things are going and determine the suitability of an ongoing relationship.

This trial period and the assessment process is a means of respectfully and honestly dealing with the fact that there are times when the expectations, hopes and desires of both parties simply cannot be met within the parameters of what Watershed Farm can offer. Other times, the rigour and honest communication required of this process leads to challenges being addressed satisfactorily for both parties so that ongoing participation is assured.