

## Ellen Walsh-Rosmann, Harlan

Pin Oak Place (5 years)

FarmTable Procurement and Delivery (3 years)

Milk & Honey (1.5 years)

About the Business(es):

- **Pin Oak Place**- we had a 2 acre vegetable farm and egg laying operation. I had a baby during this operation and was the main owner and operator.
- **FarmTable Delivery (FTD)** resulted because of a need from having a baby and not enough time to market or deliver my goods to my wholesale customers. I now spend 95% of my time managing FTD.
- **Milk & Honey** was a wild hare. I come from a restaurant background (parents own a famous eating establishment in NE Iowa) and we have great eggs and meat from our farm. It's farm to table in Harlan, fast casual. My brother is the manager. I'm his boss.

Employees

- Rick, 2 years, Truck Driver/Warehouse Manager, 35 hours a week
- Hans, 2 year, General Manager at Milk & Honey, 40 plus a week, salaried
- Rita, 1.5 years, bookkeeper/assistant- with Milk & Honey and FTD, 32 hours a week
- Jessica, 1.5 year, Sales with Milk & Honey, 12 hours a week
- Exten and Andrew, 1 year, warehouse help, load truck, picks orders, 4 hours a week
- Katie, 4 months, media and print for FTD, contract employee
- Tyler, 2 months, Cook at Milk & Honey
- Jacob, Dishwasher

Employee Benefits

- Milk & Honey employees get 30% off food when working and free coffee, tea and lemonade
- FTD- Employees can purchase any amount of products that FTD sells and have it taken out of their paycheck (charge), free product samples
- Christmas Bonus

Finding Employees

- Facebook
- Google form for applications.
- I also work with Concerned Inc., an agency in town that assimilates disabled community members. They have a workshop and also work at area businesses. Job coach is present.

Interns/Volunteers

- Central College intern program. Tasks include putting together marketing plans, print material, website content, uploading photos.

Software for Employee Management

- Excel, Google Form, note book, POS

Communication tools

- Weekly meeting with FTD staff, conference call, Google Sheets and form, google calendar, white board, Scrum Board

Employee Paperwork

- Tax paperwork, Try to do yearly evaluations

Favorite resource or training about management

- Richard Wiswall

Pro-Tip: Learn as you go, start small.

## Jill Beebout, Chariton

Blue Gate Farm (12 years)

About the Business:

Blue Gate Farm is the small, family operation of Jill Beebout & Sean Skeeahan. We are Certified Naturally Grown, producing chemical-free fruits & vegetables, free-range eggs, raw honey, alfalfa hay, alpaca fiber and hand spun yarn. We run a limited membership CSA and are regular vendors at the Des Moines Downtown Farmers Market.

Employees

- 2 full-time, 1 part-time April-Dec.
- Start at \$8, review after 30 days. Returning employees \$9

Employee Benefits

- F/T employees get a full CSA share.
- All get excess produce, eggs, and plants



Blue Gate Farm Employees

## Employee Tasks

Main responsibilities include weeding, planting, harvesting, cleaning and packing produce. Additional opportunities may also include working with the farm's chicken flock, honey bees, orchard or alfalfa hay operation.

## Finding Employees

- Facebook, CSA members, former employees, customers

## Interns/Volunteers

- Rarely use, except for large projects like high tunnel covering. Usually CSA members, provide them excess produce/product or very occasional Work for Share.
- Mentor farm for PFI and WFAN.

## Software for Employee Management

- Quickbooks, excel spreadsheets

## Communication Tools

- whiteboard, paper list, morning meeting

## Employee Paperwork

- I-9, W-4, photocopy IDs (2)

## Favorite resource or training about management

WFAN mentor training

## Terry Troxel, Crescent

Iowana Farm (10 years)

### About the Business:

Iowana Farm grows heirloom vegetables on 3 acres of cultivated field in the Loess Hills. We have a small CSA and also sell farmers' markets, restaurants and Sysco Lincoln (tomatoes).

### Employees

- Up to 9 part time employees working from 3 to 7 months each year.
- \$8 for 13 – 14 year olds, \$9 for 15 year olds. I add a \$1 each year they come back. Highest paid right now is \$12.50/hour.

### Employee Benefits

- A CSA share if they want one.

### Employee Tasks

- Weed, pick, clean, spin greens, trellis tomatoes, put up and take down coverings.

### Finding Employees

- work of mouth, CSA

### Interns/Volunteers

- average 15 volunteers, 4 hours one day a week

### Volunteer Benefits

- A CSA pack if they want one, seconds

## Volunteer Tasks

- Planting, weeding, picking, cleaning, packing
- Connects business with the community

## Software for Employee Management

- Excel

## Communication tools

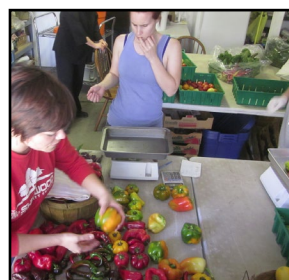
- Lists, short meeting in the beginning, email

## Employee Paperwork

- Time sheet, harvest records, planting records, field records

## Favorite resource or training about management

- Talking to other farmers, had management responsibilities in the past.



Iowana Farm Employees and Volunteers