



Loveland Youth Gardeners
Planting Seeds. Growing Youth. Nourishing Community.

Title: Leaf Out Garden Program (LOGP) Intern

Reports to: Program Director

Status: Unpaid intern seasonal employment March – September. Hours vary: See Duties & Responsibilities

Organization & Mission Overview:

Loveland Youth Gardeners (LYG) began as a small summer program in 1996. Since then, it has grown to include a variety of programs that harness the practice of growing food to change lives. Our **Mission** is to cultivate job & life skills, environmental stewardship and service in youth facing barriers by building healthy relationships with people, agriculture, and community. Our **Vision** is for all youth to realize their value and potential and be equipped to lead a healthy and productive life.

What is the Leaf Out Gardening Program?

Our Leaf Out program is a “next step” program for students, ages 14-21, who have been through our Youth Gardening Program. In Leaf Out, students fine-tune the job and life skills learned in the Youth Gardening Program by growing food to sell to local restaurants and at farmers markets, as well as donate to low-income neighbors. They also provide three or more hours of service to the community every week, tending local community gardens.

Duties and Responsibilities:

- Supervising LO Gardeners approximately 12 hours/week (Monday-Thursday, 9am-noon, for 11 weeks in the summer) at various gardens/sites located in Loveland. Additionally, a few sessions outside of the main 11-week program will be required, including after-school planting/prepping days, as well as selling our produce locally.
- Plan and run 3 sessions with support of the LOGP instructor.
- Modeling appropriate problem solving, communication and teamwork skills, as well as providing support, motivation, direction and discipline for students as needed.
- Demonstrating work-site rules, safety procedures and observing Gardeners to monitor work procedures.
- Weekly meetings with the LYG Program Director and LOGP Instructor to discuss the progress of student Gardeners and identify growth and challenges. Then, following up with supportive actions for students’ continued growth and development.
- Support LOGP Instructor with any additional tasks that come up.

Requirements:

1. Must have experience working with children who are 13 and older
2. Must have experience working with high needs children both physical and emotional.
3. Must have horticulture experience
4. Must have positive communication skills.
5. Must have good problem-solving skills.
6. Must be over 18 years old.

CORE COMPETENCIES

Communication: Expresses messages in clear, concise fashion in written and oral communication; seeks feedback to make sure message has been communicated clearly; uses technology and social media in ways that further the mission, vision, and ethos of Loveland Youth Gardeners.

Interpersonal Relationships: Develops and maintains relationships with our families and youth; Loveland Youth Gardeners staff and team members; builds appropriate rapport; considers the impact of his/her actions on others; uses diplomacy and tact; is approachable; avoids communication triangles.

Team Orientation: Demonstrates interest, skill, and success in team environments; promotes group goals ahead of personal agendas; offers self as resource to other members of the team; understands and supports the importance of teamwork; shares credit for successes with others; takes responsibility for his/her part in team failures.

Supervising Work: Is good at establishing clear expectations and setting clear direction; sets stretching objectives; distributes the workload appropriately; provides regular and ongoing feedback about performance; proactively deals with substandard performance; engages disciplinary processes in an appropriate and timely manner.

Planning: Accurately assess the length and difficulty of a project; set objectives and goals; break down work into process steps; develop schedules and task/people assignments; anticipate and adjust for roadblocks and problems; measure performance against goals; evaluate results.

People/Volunteer Management: Provides direction, gains commitment, facilitates change and achieves results through efficient, creative, and responsible use of volunteers; engages people in their areas of giftedness and passion.

Conflict Management: Understands the dynamics of human negotiation among conflicting interest groups and how to achieve mutual agreement; embraces constructive conflict as a means to promote growth; read situations quickly; can find common ground and get cooperation with minimal anxiety.

Trust and Integrity: Is seen as trustworthy by others; practices direct, honest, and transparent communication; keeps confidences; admits mistakes; doesn't operate with hidden agendas; responds to situations with constancy and reliability.

Apply: Please send a cover letter, current resume and three references to Erica Wharton via email lyg.programdirector@gmail.com.