

## **Apprentice Expectations**

Rancho Mastatal is an education center, working permaculture farm, community and lodge. As an apprentice at Rancho Mastatal we expect that you contribute to all of these aspects of our lives.

Your apprentice fee is broken down and outlined in the MOU. Essentially, half of your fee goes towards workshop tuitions that you will be participating in. You will be paying for these workshops just as all of the other external students do. We will endeavor to alleviate you of the majority of your tasks during this time period to allow you to focus on the workshop, however, it is likely that we will ask you to help with minor tasks that will help to alleviate some of the stress on our structures during what are the busiest and most stressful times at the Ranch. The remaining portion of your fee pays for your food and educational materials you use during your stay.

We strive to provide you with outstanding, once-in-a-lifetime educational opportunities during your apprenticeship training at an extremely fair financial cost and as part of the arrangement we expect you to contribute to the day-to-day and long-term functioning of the Ranch. We essentially do not charge you for the many hours that we as the core team invest in the educational programming of the apprenticeship. Instead we expect you to be supportive, helpful members of our community, contribute in projects that we deem necessary, and help in tasks that finance the Ranch and make our lives and your apprenticeship possible. We strongly discourage and frown upon attitudes of entitlement or gossipy, passive aggressive behavior. We encourage and implore clear, concise communication through one of the many avenues that we have established in our community structure to discuss issues that are an inevitable part of living and working together.

### **What the Ranch offers Apprentices**

- Approximately 6-7 months of training in all of the different areas that we work (permaculture, natural building, farm-to-table, homesteading skills, etc.). These trainings will be made up of a mixture of theoretical and practical application, with an emphasis on practice and repetition to ensure retainment of information.
- The opportunity, especially during the caretaking season, to research, plan and implement your own projects (see apprentice project proposal form).
- Support and counsel through one-on-ones and community check-ins.
- A refined structure using our long experience of running educational experiences to provide clear and fair boundaries for communal tasks such as cleaning, cooking, community contribution skills, etc.
- Access to our network and other people who value our goals and principles. Many of these people in our "family" have exciting projects and programs that apprentices can tap into upon successful completion of the program. This comes through the people that visit and participate in our workshops (though it is the apprentices' responsibility to connect with them) or through friends of the Ranch that we have already established networks with.
- Three delicious meals a day, the majority of which are cooked by our local chefs.
- A cleaner who takes care of keeping communal areas clean and tidy.
- Access to a washing machine, a spring fed shower and a composting toilet.
- Accommodations in a wonderful handcrafted open-air structure, with a comfortable mattress and hand woven blanket.
- A huge library full of books and information to inspire and inform you.

- Access to our private wildlife refuge with swimming holes, waterfalls and abundant wildlife spotting opportunities.
- Ample time off to enjoy yoga, frisbee and or other recreational activities to assure that you can meet your personal needs for relaxation, recreation and down time.
- Access to tools, equipment, materials and resources to carry out your projects of interest during your time at the Ranch.

### **What the Ranch expects from You!**

- That you take detailed notes and or videos of training that you receive in order to have these as reference for later. This is your education and we expect you to take responsibility for recording it in a way that you will remember and be able to refer to. It can be frustrating to answer the same questions multiple times after we have taught you the information. If you have a question, first read one our many books, ask fellow apprentices, research online if possible, and then approach the core team.
- We don't see you as a client or a guest. We expect you to be a contributing member of this community. This involves working 40 hours a week to contribute to the greater good of the Ranch and your education. We have tried to clearly outline this for you.
- To act as a support system for the core team.
- To participate in sometimes "mundane" day-to-day activities that are essential in any walk of life to achieve any sort of larger goal. If you cannot see the educational experience in these simple tasks then this isn't the program for you.
- To be a positive force for the apprentice crew, core team and visitors to the Ranch.
- To participate in cooking, cleaning and other maintenance tasks such as unblocking the sink, fixing a broken pipe, taking out the trash, etc.
- To help maintain the building you are staying in, through "termite checks", cleaning, and general care for the structure like it was your own home.
- To help entertain and chat to visitors and guests while they are at the Ranch. While you may not have chosen to have these guests or groups here during your apprenticeship, they are essential to the financial security of the Ranch that you are directly benefiting from.
- An essential part of living at the Ranch is education. This is a two way street. We will provide you with ample learning opportunities and we expect you to contribute in the education of others.
- To teach and participate in educating guests through ½ day workshops and tours to help solidify your own knowledge, practice teaching and to support the core team.
- To teach and participate in educating groups through educational modules and tours to help solidify your own knowledge, practice teaching and to support the core team in its teaching duties.
- To take on more management responsibilities as the time of the caretaker season approaches in order to be effective during the time when the core team is away.
- To look after the Ranch during the caretaker season like it was your own home.
- To teach and train the Interns and give them a warm, hospitable, learning, friendly environment.
- To stay until the end of the program.
- To be self-directed during the caretaker season and after the core team returns.
- To learn, absorb and practice what we teach in the first phase of the apprenticeship and to then research, plan and implement your own projects after receiving core team feedback and approval.

- To productively engage with issues and conflicts that you are experiencing so that we can discuss and try to alleviate any negative feelings. We have structures in place for this and anyone should feel comfortable approaching any core team member to address issues quickly and early. Do not let bad feelings simmer.
- To come from a place of empathy and inquiry rather than accusations and judgment. We have worked hard to create all of the tangible and invisible structures at the Ranch and we believe that our decision making process is fair. If you don't understand why or how something is done, try to think about why it may be that way and approach a core team member to discuss it further.