

## 2022 Season

### 2022 Disappointments -> 2023 Actions

**Taylor's weird schedule & missing morning meetings** - Make sure T is at Monday morning meeting; move morning meeting to 10am; create t schedule to accommodate M meetings (8am); T default drop-off person; have parents help with taking T to childcare; scheduled office time; CSA manager - maybe pass off some pieces: printing distributions, adjusting invoices, adjusting subscriptions/locations/etc; T morning off - Thursdays; Fridays with t unless Grammy is around; write newsletter Fridays?; have someone else print distributions; have someone else order bread

**Saturday CSA planning and emails** - Move field walk to Fridays

**Stress re running payroll correctly** - hire Farm Credit East

**Concussion/Stress** - J morning off - Monday after morning meeting; biggest stress comes from wholesale: knowing what to offer to whom & divvying up when too much has been ordered; stay inside or be first inside on wholesale days in order to answer questions when we're short etc; managing many small projects - mostly happens in May and October (no weeds or harvest), clean up projects, peeling off to go do a solo project: spraying

**No defined time off** - J

**Rushed mornings/no plan going into the day** - Field walk Fridays, plan the week Sunday, when to send out Store email

**Either not enough or too many people** - 2022: M 4, Tu 5, W 4, Th 5, F 2;

2023: M 4, Tu 5, W 5, Th 4-5, F 3-4, S .5

Need 5 people on heavy harvest days, at least 3 on M/Th/F

**Wednesday stress**

**-Space chaos** - better labels on carts; too many cooks in the kitchen? No, more of a flow problem; fold out carts; early triple wash person plus an inventory princess (tomato organization, things already harvested); more tote dollies; move wholesale labels over by windows; creating stations: boxes spread out; assigned AM roles: setting up the workspace, labeling carts and having locations for them, photos of set-up, check in at 10am, still have a morning check in "how are you showing up today", still do a morning meeting on Mondays; have fewer rovers, no more than 2; bread and cheese wednesdays; underutilized window tables: turn one to parallel to tomatoes; curtains over big windows

**-Time deadline for coop and Mtn health** - Move Bristol or Midd to Thursday or Monday; move harvest around, pre harvest triple wash Monday for Tuesday; shift a CSA location to Thursday; delivery driver

**-EOD harvest post-packing** - change EOD days; ~~shift someone's schedule to Saturday~~; can we just have to do cukes OR tomatoes instead of both?; feels better to go out for a work project than to repeat steps and go back out to harvest again; making tomato harvesting less annoying in case we do have to more harvest; have everyone who is here go out (not have greenhouse seeding on wednesdays)

**-lack of totes** - wash totes every morning - role; get more shorties; more tote dollies

**-cart organization**

**-too many (small) orders** - Maybe they seemed annoying, but if we are more organized it won't feel so bad; charge a premium for smaller orders; how to pack smaller orders - ask customers how to pack it; find another wholesale route - farm upstream, ACORN; specialize in another crop to try and work wholesale orders around it Order minimums: half case or full case.

**Palmer's as a pickup location** - Clear is kind - have a DTR

**Snack time** - get snacks; set up a better snack cabinet

**Cut worm in Chard** - cover them like we did the brassicas; nematode the LH; Sluggo Plus (organic?); squash red pupae

**Pigs** - bye bye piggies

**CPB in eggplant** - Prioritize CPB spraying on potatoes; flame or remove potato debris away from eggplant; potato bait and squash; hand torch pre-harvest; dump bins along with harvest, dump after harvest; ask the listserv

**Swede midge in fall broc** - mow and tarp beds in B5 (it's ground 0) before emergence - probably in April - maybe need a new tarp; tall fortress over B2 brassicas - maybe caterpillar tunnel; is it worth it?; mow and tarp spring brassies as quickly as possible; ask ICF if they are doing anything special

**Summer and Fall head lettuce was underwhelming** - why did they have blanched centers; no one ordered it; Skyphos is out as a summer lettuce; maybe romaine, gems, spring iceberg

**HT zukes too leafy, not enough fruit** - parthenon was best variety, but not available; listserv; Christa

**Dead vehicle batteries** - Theo might be through his phase of turning lights on; schedule of plugging batteries in; designated trickle charger in new shed - needs power; could just be a chore rather than being part of Noah's job;

**Fedex van breakdowns** - find out the price of fixing the van: ignition, window; ask FedEx for another one; Paul!

**Communication re job descriptions** - Add a raise matrix to the employee handbook

**Burnout during crew absences** - It's ok when there is an end in sight; give up on wholesale for a week;

keep snack time sacred: 5-10 minutes have a **snack reminding officer (SRO)**. stretch, pee, fill water, etc;

skip delivery, people have to pick up; wash less items; money; surprise bonuses are nice; food treats; timing of financial perks; gift card bonus; Saturdays add to feeling of burnout, even though time and a half pay does help; because commute is long, Saturdays feel like a lot of driving; wouldn't want to do a full day; can we cover for people if they really don't want to work Saturdays; if you need to go somewhere far away you need at least 5 days off in a row; would be disappointing to not be able to take days off, ie if we made

Wednesdays a black out day; we all signed up for a farm job, so there should be some understanding that it's really busy July - September; resentment feeling comes from feeling like the days off are fair, so if someone took more days off than their allotted PTO in order to make a long trip then it might feel unfair;

Feels unfair when people take more time off than what was given; PTO days help make that feel fair; use PTO for a self-care day; like autonomy of making decisions for myself, so feeling tired from a long weekend is a personal decision; tone setting during employee orientation about restorative time during the summer;

half day off per Saturday worked, in same week, time enough to make appointments etc: unpaid, optional;

feels good to be able to talk about it; can't take a Tuesday or Wednesday off for a vacation day unless special circumstances (family reunion, family illness, etc)

**Long garlic stems in red bags** - getting more yellow lugs or bulb crates; cut shorter in the field and cure in bulb crates; store in wax boxes

**Strawberry plastic removal** - do it right away after we're done picking strawberries; pull plants to prevent them from running, leave plastic until we need it

**Flail mowing buckwheat didn't work** - big flail mower needs attention - ask Blair

**\*Starts sticking in winstrips** - hard to water on pallets because they grew into the wood/didn't hold water in cracks;

**Tomato harvest ergonomics (harvesting on buckets)** - felt better kneeling as in HT 1 than having to go up; can we solve qlipr problem so that there aren't tall tomatoes; beans - forfeit tall ones, better step stool, 4 total or they go back to patty or they live in the harvest van; if we solved the tomato problem then bucketing for the two other crops wouldn't feel as bad; pruning was good: snip first fruit brack and trim cherries to 12 fruits, big tomatoes to 5 fruits per brack

**Tomato harvest ergonomics (lifting lugs of tomatoes off the ground)** - Get carts that fit down the aisles;

**LH tomatoes - fat stems** - are tomatoes even the highest value?; use tomahooks instead just in the LH; grow something other than sungold; top them at a certain date (ask BH)

**Poor pollination in LH** - replace cukes with red slicers; do all cherries; go all red cherries; listserv: screens on tomato house, pollination;

**Shed roof clutter** - build an equipment shed

**Pricing - uncertainty** - GrownBy recommended adding 10% to production costs to cover admin fees; check grocery stores; listserv: price increase strategy;

**Covid fucking shit up. Again.** - add covid sick pay?

**Tu/W morning flow - when to write board** - field walks on Friday afternoons; write board Monday afternoon;

**AM/PM meeze got out of habit** - meeze per role (N doing first draft); note that someone will be on GH watering and may not be doing a station in wash/pack

**Weeds in B4&5** - bare fallow rather than buckwheat; research new cover crop mix/dates; next year's cover crop schedule should be for weed control

**Losing staff midseason**

**Bike maintenance** - time for regular maintenance; designated half day of repairs in the spring; all staff training in the spring - quick maintenance esp keeping air in the tires; bike tool storage in equipment shed; get a bike parking thing; get another bike for short people; baskets on all the bikes except the silver one

**Clogged trench drain** - ask Pat

**Getting Sanidate into bottle** - ask Andy

**Packaging storage** - new shelves in wash/pack

**Messy shop** - buy shelving

**Root washer tire** - fix this one rather than buy or build a new one; raise it up; try a V belt with the bike; schedule in experiments for winter projects

**TP training early season** - SOP for steps to transplanting; more heads not more hands; have watering needs on map

**No red square inventory** - inventory person red squares the board

**Bed numbers on harvest sheet** - must happen during the field walk; important piece of empowering people to be able to just go and do a task without needing to ask; put field walk sheet in the harvest binder

**Move wholesale stickers** -

**Onion curing stress** - don't put them on landscape fabric; don't put in low point of field

**Mowing** - choose paths to mow rather than worrying about full area; draw a path map; schedule in weekly mowing

**Low add-on sales** - diversify the producer (ie multiple bakers); mix bread types for add-ons; source other sausages for the store?; CSA survey:

**CGC not ordering** - why didn't they order this summer?

**Leaking center post** -

**Septic Clog**

**Missing photos on GrownBy items** - make a list of what we need and assign someone to take photos

**Meat inventory for store (off in #s)** - add to a weekly role

**Wholesale tote tally** -

