en español: Normas de cuidado comunitario y bienestar

Soul Fire Farm Safe and Functional Space Agreements

Our goal is for Soul Fire Farm to be a supportive, nonviolent, and inclusive space for all who participate. Everyone in the Soul Fire community is expected to engage other humans, species, and the land with respect. We will interrupt oppressive behavior, defined as any conduct that demeans, marginalizes, rejects, threatens or harms anyone on the basis of ability, age, cultural background, education, ethnicity, gender, immigration status, language, nationality, physical appearance, race, religion, or sexual orientation as well as any conduct that damages the dwelling spaces or the Earth.

SAFE SPACE

1. **NONVIOLENCE:** We do not use violence - no physical or verbal threats, bullying, slander, "dragging" (internet-based shaming or disparagement), harassment, assault, insults, teasing, slurs, relational aggression, property destruction, talking negatively about people, or intimidation. We are aware of both intent and impact, listening and changing our behavior when we learn that it is causing harm.
2. **ACCOUNTABILITY:** We do not "call people out" or otherwise dismiss, shame, or shun them. When someone behaves in a way that seems to be out of alignment with these safe space agreements, we ask a facilitator to support and witness us as we offer compassionate feedback. Facilitators can also offer this feedback on our behalf.
3. **IDENTITY:** We do not assume or judge anyone's gender identity, sexual preference, survivor status, class, ethnicity, documentation status, ability, or other identities. We use the names and pronouns that community members ask us to use. We are aware of our privileged identities and make space for those with targeted identities to speak, lead, and take space. We do not use ableist, transphobic, food shaming or other oppressive language.
4. **CONSENT:** We respect one another's physical and emotional boundaries. We ask before touching, observing, recording, or photographing others. We ask before bringing up topics that are personal, sensitive, or potentially triggering.
5. **PRESENCE:** We show up to sessions on time, fully present, and ready to give and receive. We practice care, patience, and gentleness with ourselves. We take breaks when we need them and communicate clearly about our needs.
6. **LISTENING:** We listen actively to one another, and are respectful of different opinions, experiences, and learning styles. We do not "evangelize" our beliefs or pressure others to agree with us. Rather, we practice both/and thinking. We center the voices of people impacted by particular oppressions as experts in those areas. We embrace "ragged" imperfect thoughts and ask questions rather than making assumptions.
7. **SHARING:** We actively share our knowledge and skills with our community. We recognize that no one knows everything and together we know a lot. We practice self-focus language by using "I statements" and not assuming our perspective is universal truth. We expect and accept non-closure. We maintain confidentiality - "what's said here stays here, what's learned here leaves here." We speak from the heart.

Please note this document was last updated on *Jul 29, 2026*

en español: Normas de cuidado comunitario y bienestar

FUNCTIONAL SPACE (ON FARM PROGRAMS ONLY AS APPLICABLE)

1. **TENTS:** Please keep tents clean and free of mud and trash. Remove outdoor shoes and clean off dirty bare feet as well. Keep tent rainfly closed. Leave tent set up at the end of the event. No food or drink in tents.
2. **FIRE:** Do not use fire in the tents, buildings, or hammocks, not even sage, candles, incense.
3. **BUGS:** Please keep doors closed so insects stay out of the buildings.
4. **CLASSROOM:** Hose off boots outside and remove shoes in the mudroom or in the outdoor covered north entry. Remove any wet or damp clothing prior to entering. Clean up any spills immediately and thoroughly. Use of art supplies such as markers, paints, glues, etc, should be done on a clipboard or large protective covering for the surface below. Hanging things on the wall is great and encouraged! Please only use blue painters tape. Do not use tacks, masking tape, duct tape, scotch tape, packing tape or anything that can damage wall and wood finishes.
5. **BELONGINGS:** Please keep your belongings organized and consolidated. Use the designated coat and boat storage locations. Clean up after yourself. Keep track of your valuables. Hang wet things on the clothesline and metal hooks only, never on furniture or wooden parts of the buildings. Please do not bring indoor furniture, pillows, or blankets outside or to tents.
6. **BORROW:** We have boots, coats, rain and camping gear to share. Borrow what you need. Return clean and neat. If anything gets damaged let staff know.
7. **FARM:** Be tender with the crops and animals that live here. Walk only on the pathways and not on the beds. Do not harvest without permission.
8. **CONSERVATION:** Turn out the lights if you are the last one in a space. Please take quick showers and do your beautifying out of the bathroom so everyone can have a turn.
9. **TOILETS:** There are 7 toilets available for public use. Do Flush: Poop, pee and toilet paper. Do Not Flush: anything else including: paper towels, tampons, sanitary napkins, diapers. Do not go #2 on the land. #1 is okay on the land.
10. **HYGIENE:** Please wash hands throughout the day to prevent the spread of illness.
11. **SWIMMING:** Swim only with a buddy. No diving or pushing. Swim at your own risk. Children must be supervised near the pond.
12. **SMOKING:** Smoke only in the designated area on the driveway and put butts in the can.
13. **PARKING:** Park on the right hand side of the driveway or in the parking lot. Do not block the driveway or block anyone in.
14. **COMPANION ANIMALS:** No animals are permitted on the farm except qualified service animals under the ADA. If you are bringing a service animal, please let us know by emailing programs@soulfirefarm.org at least 5 business days before the scheduled program.
15. **FOOD & DRINK:** Please ask staff before helping yourself to food as the meals and snacks are planned out. Do not use the kitchen unless you are on a cooking crew. If you cannot be present at a meal, ask someone to set aside a plate for you. Please label your mug and water bottle and use it throughout the week.
16. **CHORES:** Please put your full effort and love into your team responsibilities of cooking and cleaning and communicate clearly/arrange a swap if you cannot be there.
17. **NAMES:** Wear your nametag each day with your name & gender pronouns on both sides.
18. **QUIET:** Except during parties, quiet hours are 10:00 PM until 7 AM. Please respect sleep in all spaces.

Please note this document was last updated on Jul 29, 2026

en español: Normas de cuidado comunitario y bienestar

Safer Space FAQs

What is the role of white people at Soul Fire Farm?

Soul Fire Farm is a multiracial organization that currently has majority BIPOC leadership at all levels of the organization. The people who work on the farm identify as Black, Latine, Indigenous, SWANA, Sefardic, Asian, white, and other ethnicities. Many of our programs are specifically designed to be culturally relevant and safe space for folks of Black, Indigenous, Asian, and/or Latinx heritage and have designated times that are BIPOC only. Other programs and spaces are integrated. The European-heritage people at SFF are trained in anti-racism and how to be mindful of their privilege and space-taking, which is an ongoing learning process. We believe that uprooting white supremacy requires collaborative work across ethnic groups and we are grateful for everyone in our Soul Fire family for their commitment to that work.

Is Grafton, NY a safe town for people of color to visit?

The land in Grafton NY belongs to the Mohican people, most of whom were forcibly removed to Wisconsin in the 1830's. The rural landscape in upstate New York was maintained as predominantly white through the "sundown town" local regulations that condoned the murder of black and brown people in these towns after sunset. Our people have always resisted and maintained our presence in rural upstate NY - including Harriet Tubman and the Timbucto community. Still 95% of rural farmland is in the hands of white people today (2012 national ag census.) We believe that it is important for people of color to reclaim our right to belong to the rural land. We chose Grafton, NY in part because Grafton Lakes State Park and the Grafton Peace Pagoda are well established spaces that many people of color frequent. Also, we spent years building relationships of mutual respect with our neighbors (mostly conservative, working class, white folks) before starting up our programs. We do recommend using a buddy system when leaving the property and also recommend against "trespassing" as it could lead to confrontation or harm.

Who do I talk to if I have a question or concern about the safety of the space?

During most events, there is a designated person in charge of safety, who will be present and visible to support participants. You are also welcome to approach anyone who works at the farm, if you are comfortable doing so. Soul Fire Farm is governed by a collective of 11 beautiful, brilliant, committed people who are majority people of color and majority women/femmes. This Board of Directors is ultimately responsible for the organization and what happens here at the farm. You can reach them at board@soulfirefarm.org. If you would like to request that Soul Fire Farm uphold agreements that arise from a community accountability/transformative justice process, please put this request in writing so that the collective can review and respond with clarity.

Please note this document was last updated on Jul 29, 2026

SAFER SPACE

NONVIOLENCE: No physical or verbal aggression. No damage to land or buildings.

ACCOUNTABILITY: Give and receive feedback with compassion, and make positive changes.

BELONGING: Honor people's gender, ethnicity, sexual orientation, class, documentation status, ability, and other identities. Make space for people with non-privileged identities to speak and lead.

CONSENT: Obtain consent before touching or photographing others.

PRESENCE: Show up on time and present. Take breaks and communicate needs.

LISTENING: Listen actively. Practice both/and thinking, welcoming a diversity of perspectives.

SHARING: Maintain confidentiality. Use self-focus language. Speak from the heart.

COMMUNITY CARE: Participate in community labor and care. Contribute to the well-being of the whole.

HOUSE RULES

TENTS: No food, drink, fire, or shoes in the tents. Remove your personal belongings by breakfast on the last day, but leave SFF tents set up and borrowed bedding inside.

SMOKING / FLAME: Smoke only on the driveway. No open flame indoors.

SHOES OFF: Shoes off in most buildings. Non-muddy shoes are okay in the program center.

BELONGINGS: Use designated cubbies, hooks, and shelves - keep belongings consolidated.

WET GEAR: No wet items on woodwork. Use metal hooks and clotheslines.

LOANER GEAR: Return borrowed clothing, boots, and beddings in good condition. Notify staff of damages.

FARM: Walk only in the pathways. Ask permission from staff before harvesting.

SHARING: Take short showers and use outdoor sinks for beautification and teeth brushing.

SANCTUARY: No food, permanent markers, or paint in Sanctuary.

SEPTIC: Don't flush wipes, tampons, paper towels, etc. Only flush toilet paper and human waste.

HYGIENE: Wash your hands with soap and water before meals.

SWIMMING: Swim with a buddy. No diving or pushing. Supervise children near the pond.

PARKING: Park on the right hand side of the driveway or in the parking lot.

COMPANION ANIMALS: No animals are permitted on the farm except qualified service animals under the ADA. Notify programs@soulfirefarm.org at least 5 days in advance.

KITCHEN: Program Center kitchen is off limits unless you are on a cooking/cleaning team.

MUGS / CUPS: Label your mug and store on the designated shelf.

CHORES: Everyone contributes to dishes and other chores.

NAMES: Wear your nametag each day with your name & gender pronouns on both sides.

QUIET: Except during parties, quiet hours are 10:00 PM until 7 AM. Please respect sleep in all spaces.