



We are hiring 1-2 Project Members (4 days/week)!

Application deadline extended:

We received lots of exciting applications during our original application period! But we noticed that our applicant pool lacks the racial and cultural diversity of Jews that's reflective of the Jewish community. **We are extending our application period and strongly encourage Black Jews, Indigenous Jews, Jews of Color, Sephardim, and Mizrahim to apply.**

We have two groups for extension. Applications received by Sunday, September 22 will be considered together and interviewed first, and applications received by Sunday, September 29 will be considered together and interviewed later.

We understand that this may be an exceptionally difficult time for some people to submit an application. If you aren't able to submit by September 29, please email us (info@yesodfarm.org) by 9/29 to let us know that you intend to apply. Depending on the volume of applicants we receive in the first two groups, we may not be able to consider all applications received after September 29th.

About Yesod:

[Yesod Farm+Kitchen](http://www.yesodfarm.org) is a pluralistic Jewish farm and cultural organizing project that welcomes everyone and builds multicultural community. We bring people together around Jewish cultural relationships with food, farming, and land stewardship. Our connections with Jewish rituals and practices nourish movements for collective liberation.

We steward 16 acres of Cherokee homeland in Western North Carolina. Our community includes gardeners, farmers, local Fairview residents, Asheville-area Jews, food justice activists, and mutual aid organizers. We intentionally center people who experience oppression, such as BIPOC, queer people, and activists.

You can find more information on our website: www.yesodfarm.org. Have questions? Email info@yesodfarm.org to schedule an informative phone call.

About the Position:

Project Members (4 days/week) live and work at Yesod. You will have your own bedroom in one of the 3 shared houses on-site. You will work 4 days a week, in addition to contributing to farm chores and housework.

Other Positions at Yesod

Project Members (3 days/week) live and work at Yesod. They work fewer days, but the positions are similar. We are also hiring for this position ([see job posting here](#)).

Residents live, but do not work, at Yesod. They pay rent and contribute to farm chores and housework. We have an opening for a non-member resident if you have a partner/child/elder/etc who you would like to live with. Rent is sliding scale \$400-1,300/month (determined by the person paying rent). For more information about rent and the process of applying, reach out to info@yesodfarm.org.

We currently have two 4-day/week Project Members , two 3-day/week Project Members, and four residents. One of the 3-day/week Project Members will be transitioning to resident in late 2024/early 2025.

Your contribution would include:

Work

- Work 4 days a week: Tuesdays, Thursdays, and two other days (these additional 2 days can be broken into half days).
 - *Work days range between 5 and 8 hours, depending on the task and your capacity. Individuals determine the length of their own work days.*
- Attend Farm Meetings weekly, and several other full-group meetings per season.
- Be reachable on your work days via phone/whatsapp message. Use your work days to catch up on texts & emails.
- Participate in the daily chores rotations, (ex: feeding animals and watering plants), even on days when you are not otherwise working.
- Be a part of 3-4 working groups, which we call “circles.”
 - Current circles include: Animals [goats/chickens], Communications [social media/newsletter], Finance/Legal, Hospitality [hosting individual guests], Indigenous Solidarity, Infrastructure, Land Stewardship, Membership, and Vegetable Production [includes herbs and fruit]
- Emergencies: You may be asked to work overtime in response to emergencies (ex: extreme weather events, medical emergency [human or livestock]). If this makes you exceed your 4 days/week, we will compensate with ‘emergency pay’ at 1.5x your pay rate.

Home

- Equitable participation in household cooking and cleaning, as determined by your household.
- Follow the [Yesod Resident Agreements and Responsibilities](#)

What we're offering:

Pay

- \$200/week, paid every other week

Benefits

- Housing (including utilities and repairs)
 - Private bedroom and shared bathroom in one of 3 shared homes.
- Food (household groceries and some takeout)
- Household supplies (cleaning products, toilet paper, trash bags, etc)
- Phone plan, if desired
- Healthcare stipend (up to \$1,080 in 2025)
- Vehicle maintenance (up to \$1,000 in 2025)
- Access to emergency healthcare fund
- Use of Yesod event space and tools for personal projects
- Ability to host guests in your home, camping, or our guest suite when available

Moving Assistance

- One time stipend up to \$1,000 for moving expenses/room furnishings
- One time work gear stipend up to \$1,500
- First two weeks are paid in full. The only work you'll do is settling in and some orientation.
- *Other moving support may be available upon request*

Vacation & Sick Time

- Yesod is proud to offer robust vacation and sick time. You can read our vacation and sick time policy [here](#)
- All Project Members are off for the following holidays:
 - Shabbat (every Friday night-Saturday)
 - Jewish Holidays (Rosh Hashanah, Yom Kippur, Shavuot and the first and last days of Sukkot and Passover)
 - All holidays of your culture (please notify us in advance)
 - Your birthday

What we are looking for:

We are hiring for 2-3 new Project Members who will have different skills and passions. There are some qualities that we hope all Yesod Project Members will have, and others that we are just looking for at least one of the 2-3 new hires to have.

Folks who are Mizrahim, Sephardim, Black, Indigenous, People of Color, and LGBTQIA+ are strongly encouraged to apply. Yesod Farm+Kitchen is currently composed of 4 Project Members, (three are white, trans, Ashkenazi Jews, one is a white trans Jew by choice), and 4 residents (all are Black and trans, one is a Mizrahi Jew with roots in Egypt, one is Afro-Latina). Yesod is committed to growing in racial and cultural diversity.

You don't need to be Jewish to apply.

We are looking for people who..

- Are excited about Jewish farming and land tending
- Are excited about living and working in community
- Have lived and/or worked with people who are queer, trans, BIPOC, Jewish, disabled.
- Have had some experience learning about ableism
- Are comfortable managing/keeping track of multiple projects at once
- Have a valid driver's license
- Have experience navigating compatibility of covid precautions, and willingness to participate in conversations and to adapt. [You can read the covid section at the end of this document for context.]

Whether or not this is the focus of your work here, everyone participates in some of the following work. We are looking for individuals who are willing to participate in:

- Computer-based tasks (ex: newsletters, managing documents/folders, planning meetings, tracking details, ordering supplies)
- Finance & Fundraising
- Long-term organizational planning
- Events
- Project management (bottom lining projects that you are working on with others)

We are prioritizing people who are excited about the long term vision of Yesod and who are interested in being here for at least two years.

- You can quit any time

Ideal candidates have many of the skills listed in 3 or more of the following categories, and a desire to bring those skills to their work at Yesod. We are not expecting any individual to have experience in all (or even most) of these areas.

- Buildings and Infrastructure
 - Planning and/or building structures
 - Repairs and maintenance
- Education and Hosting
 - Events
 - Hosting overnight and day visit guests
 - Leading individuals and small groups on tours and activities
- Finance
 - Individual fundraising
 - Grants
 - Bookkeeping
- Food, Farming and Land Stewardship
 - Tending, harvesting, and preparing wild foods
 - Farm management, or managing volunteers
 - Low-till or no-till small-scale ecological agriculture
 - Perennial farming
 - Forest farming
 - Dairy goats, chickens, and/or ducks
 - Ecological management, especially in this region and/or in early succession reforestation
 - Regenerative grazing
 - Fencing
 - Irrigation
 - Rainwater systems
 - Waste Streams (ex: wastewater and compost)
 - Pathway/trail building and maintenance for accessibility
- Interpersonal
 - Mediate conflict
 - Mutual aid and safety nets
 - Deescalation
- Jewish Ritual & Holidays
 - Planning and facilitating holiday celebrations
 - Leading/creating Jewish rituals and spiritual experiences that are pluralistic and inclusive
 - Leading prayer
 - Leading welcoming group singing space
 - Mentoring others in leading Jewish prayer, ritual, song, and spiritual experiences
 - Connection to land-based and diasporic Judaism
 - Ability to grow our spiritual and ritual offerings to meet the developing needs and desires of the people that come to our programming
- Organizational
 - Crafting membership policies/HR

- Long-term organizational planning
- Conceptual organizational skills
- Planning and leading meetings
- Organizational Partnerships and Collaboration
 - Being the point of contact with partner organizations, our fiscal sponsor, and/or our bookkeeper
 - Building networks for resource sharing within community and between projects
 - Indigenous solidarity work
 - Landback projects and movement
 - Resource sharing

Note on Mental and Physical Ability

We encourage people of all abilities to apply. Below is a list of types of ability necessary for the work that takes place at Yesod Farm+Kitchen for your reference. Ability to engage in all these work types is not a requirement to live and work here. In fact, none of the current residents are capable of all of these items all of the time.

- lift 50 lbs
- bend, squat, dig
- do repetitive tasks
- work in hot/cold/rainy/windy weather
- engage in computer-based work
- engage in detail-oriented work with a careful eye
- keep track of time, commitments, and schedules
- numbers: spreadsheets, budgets, basic math

COVID-19:

- We are taking the pandemic seriously and doing our best to keep this community safe and healthy.
- Currently this looks like wearing masks, utilizing testing, and isolating after a covid exposure or engaging in riskier activities. Examples of things we consider riskier activities include travel, attending large events, and spending time unmasked with people who are less cautious. We communicate regularly with other residents about potential risks and exposures.
- We are in ongoing conversations with each other about our COVID practices. We expect your participation in these conversations and compliance with agreements made in them.
- 3 out of our 4 Project Members have current vaccinations as of this year.

Timing:

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- If you aren't able to submit by September 29, please email us (info@yesodfarm.org) by 9/29 to let us know that you intend to apply. Depending on the volume of applicants we receive in the first two groups, we may not be able to consider all applications received after September 29th.
- Interviews will be conducted on a rolling basis as applications are received. We will not make final decisions until reading through all applications submitted by September 29.
- Final decisions will be communicated in October.
- Move-in date is flexible from November through February or beyond. If you need housing sooner, we can likely accommodate that.

How to apply

Please submit a written (1-3 pages) or recorded (3-6 minutes) response to the following questions and provide one professional reference and one housemate/community reference by emailing info@yesodfarm.org. If you would prefer to answer these questions on an online form, you may do so [here](#)

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After applying, keep an eye on your email inbox. We will contact applicants by email to schedule interviews. We hope to give job offers by October 2nd or announce an updated timeline on that date.

Application questions:

- Name, pronouns, preferred method of contact, and whether you are applying for the 3 or 4 days/week position.
- Why do you want to be here? Why Yesod? Why Western NC? Why a pluralistic Jewish land project?
- What are you excited to offer to this community/land-based project (please include your skills here)?
- Which “circles” do you see yourself participating in?
 - Current circles include: Animals [goats/chickens], Communications [social media/newsletter], Finance/Legal, Hospitality [hosting individual guests], Indigenous Solidarity, Infrastructure, Land Stewardship, Membership, and Vegetable Production [includes herbs and fruit]
- What are you hoping to receive/learn?
- Please provide two references, one professional and one housemate/community reference. Include the name, pronouns, and preferred form of contact for each of your references.
- *To help us understand your timeline, please share:*
 - *When is your ideal time for knowing if you got the job? What is the latest that you’d need to know by?*
 - *When is our ideal move-in date? What is the range of move-in dates that work for you?*

If you would like to submit any additional materials (resume, CV, images) please feel free. However, these are not required. Submit all materials and any questions to info@yesodfarm.org.

Have questions? Email info@yesodfarm.org to schedule an informative phone call with a current Project Member.