

JOY GROWS

NEW VILLAGE ACADEMY
INTERNSHIP

Building food sovereignty in Annapolis.

Eastport Community Farm · Annapolis, Maryland · 10 full-day Wednesdays, October 14 – December 16

ABOUT THE FARM

Joy Grows is an organic vegetable farm in a public housing neighborhood, a greenhouse, a youth hub, and a learning and resource center for the community around us. The farm is not being built for this neighborhood. It is being built by it.

The greenhouse is a space for project learning. You can dig into almost anything you are interested in here. If there is something you want to learn that we are not doing yet, we will help you build it. **This is not a desk job.** It is hands-on, community-rooted, and genuinely meaningful work.

30,000 sq ft

farm in Eastport, run with the Housing Authority of the City of Annapolis

4,000 sq ft

greenhouse, opened May 2026: the home of our project learning

6 hens

plus vegetables, flowers, and a kitchen that is developing

4 gardens

in the neighborhood: Harbour House, Robinwood, the Healing Garden, Burnside Sanctuary

300+ people

have visited the farm this year

2,000+ lbs

of produce grown this year, shared with neighbors and pantries

FIRST THINGS FIRST: WELLNESS

Before anything else, we focus on our team members' wellness. There is always nourishing food here. You will eat well, and you will work alongside people who care whether you are okay. That comes first, and everything else is built on top of it.

HOW IT WORKS

You start by learning every department, then go deeper where you find your interest: a role, a creative project, research, or leadership. You are not locked in. If there is something you want to learn that is not listed, we will help you explore it.

WHAT YOU'LL GET

Real skills. Real mentorship. Real community. You will work alongside growers, builders, engineers, organizers, and entrepreneurs, and you will contribute to something visibly changing this neighborhood. We write down the skills you build so you can name them on a résumé or college application.

Whether you are into agriculture, education, business, design, the trades, or you just want to do something worthwhile, there is a role here for you.

READY TO GROW?

Real skills. Real mentorship. Real community. · joygrows.us

WHAT WE LOOK FOR

You do not need experience or growing skills. We look at how you show up:

- **You learn outside of school:** you follow your curiosity on your own time
- **Initiative:** you see something that needs doing and start
- **You know how you work best,** and can tell us
- **Valuing community** and believing in the power of good food
- **Pride in your work:** doing things well because they are worth doing well
- **Positive communication,** toward yourself and others
- **Patience and grace** with people who are sometimes difficult
- **Enjoying vegetables.** Genuinely.

HOW THE INTERNSHIP WORKS

10 full-day sessions, every Wednesday, starting October 14. Sessions 1-2: learn every department.

Everyone starts with the basics: what goes into our potting mix and why, soil testing, and what we grow, why, and when. **Then choose your direction:** a workplace role, a creative project, a research project, or nonprofit leadership experience. You'll teach your peers what you learn, and your team can choose to share its work at a **showcase** at the end. **We build the Wednesday schedule with you:** part learning, part project work, with teams collaborating. We're also planning **school-wide intensives** at the farm, and interns can help lead them.

OPEN ROLES

Building team 3-5 spots	Design and build with our build lead: a cob pizza oven, planter tables, and greenhouse projects. Real tools, real structures.
Community outreach & media 2 spots	Connect the farm with the neighborhood: gather stories from neighbors, staff, and volunteers; promote volunteer days and events; take photos and short videos; plan and draft social media posts; track what connects with people.
Youth engagement 1 spot	Help plan youth programs, workshops, and hands-on activities; build positive relationships with younger kids; reach out to partner organizations and facilitators; document activities with photos and attendance; join some partnership site visits.
Nursery 1 spot	Work with our nursery manager on seed starting, transplants, and native plants for the farm and our neighborhood gardens.

Everyone joins team meetings and tells us what's working and what could be better.

PROJECTS YOU COULD TAKE ON

Build Cob pizza oven Planter tables Hydroponics & aquaponics systems	Grow Native plant propagation Perennial fruit and pollinator plants Soil science: study one potting-mix input and present it	Create YouTube video production Social media series on the farm and its people Photos and stories for the new joygrows.us	Research & lead Community research with neighbors What makes a great shared garden? Visit our satellite gardens Nonprofit leadership: see how partnerships get built
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YOUR WEDNESDAYS AT JOY GROWS

NEW VILLAGE ACADEMY
INTERNSHIP

10 full-day sessions · Wednesdays, October 14 – December 16 · Eastport Community Farm

This is our first draft of how your Wednesdays will work. **It isn't final, and we want your input.** In your interview, tell us what would work for you. Your answers will shape the schedule.

A WEDNESDAY

Arrive & eat	Food first, every time. Check in on how everyone is doing.
Huddle	Pick up where we left off last week. Say your one goal for today.
Learn	About half the day. Hands-on basics: potting mix, soil testing, seeds, tools, photography, working with kids. Later on, interns teach some of these sessions to each other.
Lunch	Together.
Project time	The other half. Work on your team's project, and team up with other teams when it helps.
Wrap up	Leave the site better than you found it. Did you hit your goal? Write down your first step for next Wednesday so you don't lose your place.

THE 10 SESSIONS

Session	What happens
1-2 · Oct 14, 21	Try every department. Learn the basics. Then choose your team: Building, Community outreach & media, Youth engagement, or Nursery.
3-4 · Oct 28, Nov 4	Start your project. Set a goal with your mentor.
5 · Nov 11	Halfway check-in. What's working? Want to switch teams or projects? You can.
6-8 · Nov 18 - Dec 2	Go deeper. Work across teams. Start teaching what you know.
9 · Dec 9	Finish your project.
10 · Dec 16	Wrap up and look back at the skills you built. Optional: your team can show off its work to staff, NVA, and families.

Dates may shift around Thanksgiving week.

TEAMS WORKING TOGETHER

- Outreach & media films the building team's cob oven build
- Nursery and youth engagement run a seed-starting activity for younger kids
- Building makes planter tables for the nursery's seedlings
- Everyone helps plan a school-wide day at the farm

ON TRACK, NEVER STUCK

- One goal each Wednesday, checked at the end of the day
- You choose what you do in project time
- You can switch at session 5
- Once you learn something, you teach it
- Have an idea we're not doing yet? Pitch it, and we'll help you build it

SCHOOL-WIDE INTENSIVES

We're exploring days when a whole class, or the whole school, comes to the farm for one hands-on theme: a build day, soil to seed, harvest to meal, a photo and video day. Interns could help plan and lead them. What theme would get your classmates excited?

THINK ABOUT BEFORE YOUR INTERVIEW

When do you do your best work? Would you rather stick with one project or switch it up? What helps you stay on track without feeling stuck: a checklist, a partner, a deadline, or freedom to figure it out?

JOY GROWS · INTERVIEW GUIDE

NEW VILLAGE ACADEMY MOCK INTERVIEWS

There are no trick questions. Examples from school, home, sports, church, or a job all count.

THE PITCH

1. Which role or project on the sheet caught your eye, and why?
2. What relevant skills do you have? (Something you taught yourself counts.)
3. What's your greatest strength? What's something you're working on?
4. What motivates you and helps you succeed? What drains your motivation?
5. What's your preferred work style: on your own, with a team, with clear steps, or figuring it out?
6. What's something you've learned outside of school, just because you wanted to?
7. Do you want to be around younger kids? (Matters for youth engagement.)
8. Which direction interests you most: a workplace role, a creative project, a research project, or nonprofit leadership?
What are your career goals?

BUILD THE DAY WITH US

A real conversation, not a test. Write their answers down on the scoring card; they shape the schedule.

- The internship is 10 full-day Wednesdays. We're thinking half of each day is learning and half is project work. Does that sound right? What would you change?
- When do you do your best work: first thing, after a break, after lunch?
- Would you rather stay on one project for all 10 Wednesdays, or switch halfway?
- What helps you stay on track without feeling stuck: a checklist, a check-in, a partner, a deadline, freedom to figure it out?
- A week between sessions is a long time. What would help you pick up where you left off?
- Would you like working on a project with interns from other teams?
- What would make you look forward to coming here?
- **School-wide intensives:** a whole class or the whole school spends a day at the farm on one hands-on theme. Would you want to help plan or lead one? What theme would get your classmates excited?

PRACTICAL

Ask kindly; there are no wrong answers.

1. Do you have any allergies? Ask about each: **pollen, animals** (we have hens), **stinging insects** (bees and wasps are part of farm life), and **peanuts** or other foods (we eat together every session).
2. Is there anything else that could get in the way of your time with us: schedule, health concerns?
3. Are you familiar with the Eastport neighborhood? Have you been to the farm? How would you get here: walk, bus, ride?
4. What questions do you have for us?

GOOD QUESTIONS FOR A STUDENT TO ASK

- What does a normal day on the farm look like?
- How do interns end up leading a project or teaching their peers?
- What happened with the last project interns worked on?

SCORING CARD

NEW VILLAGE ACADEMY MOCK INTERVIEWS

Score each 1-3. It's practice: give every student one specific strength and one thing to try next time.

Student

	1	2	3	Score
Real examples	Vague	One example	Specific, with what they did	
Interest in the work	Generic	Named a role	Named a role or project and why	
How they show up	Didn't come through	Some	Clear: initiative, learns outside school, knows their work style	
Reliability	Didn't address	"I'd tell someone"	Named who, how, and when	
Presence	Hard to hear, no eye contact	Mostly clear	Clear, friendly, asked a question	

Role fit: ☐ Building ☐ Community outreach & media ☐ Youth engagement ☐ Nursery

Structure notes (best time of day, one project vs. variety, what keeps them on track)

Intensive ideas

Allergies: ☐ pollen ☐ animals ☐ stinging insects ☐ peanuts ☐ other: _____

Familiar with Eastport? How they'd get here

Strength

Try next time