



LEGACY FARMS

<https://www.legacyfarmsvirginia.org/jobs-mentors> - A 501(c) 3 organization since 2012
Apprenticeship-style learning and jobs in a neurodiverse community.

Organization Description

Legacy Farms is a small non-profit with a garden at Temple Hall Farm Regional Park & Fabboli Cellars, just outside of Leesburg. Our neurodiverse team of staff, mentors, and apprentices grow and deliver herbs, flowers, and vegetables to support our Community Supported Agriculture (CSA) programs, local businesses and food pantries in our community. Legacy Farms' mission is to empower neurodiversity in the workplace through mentor/apprentice programs. We serve individuals 16-years and older who identify as neurodivergent.

Growing Together, our mentor/apprentice program, is focused on job skills training, mentoring, and facilitating increased personal development for neurodiverse individuals including those with Autism, Asperger, ADHD, specific learning disabilities, and related challenges that make employment and retaining employment difficult. Our program utilizes mindfulness training to help in emotional regulation and to foster self-observation to increase self-awareness.

Garden Mentor Job Description

We are looking for mentors with a background in social work/mental health, therapeutic work special education, or gardening with a desire to support neurodivergent individuals. Mentors should be able to work outside in the garden at least seven hours per week, coaching up to three neurodivergent apprentices seeking to develop their job skills, self-awareness, and ability to self-advocate in future employment positions. Familiarization or understanding of Relational Model Theory or other relation-based theories are preferred but not required.

We hire mentors for 10-, 20-, and/or 30-week job contracts, structured around a clearly designed 7-step framework. Mentors provide job coaching and personal development mentorship for neurodiverse individuals to introduce work skills, personal awareness, and address specific challenges. This is an opportunity to give back to your community, while increasing your own skills in working with neurodiverse individuals and enjoying a calm garden environment. You do not need gardening experience! You do need patience, calm communications skills, and understanding of the executive function, self-regulation, and self-awareness challenges and gifts associated with neurodiversity.

We prioritize a relationally based work environment where communication is key to learning and self-development. We welcome challenges and set-backs as learning opportunities. We believe that a balanced, well-regulated nervous system is the first step in increasing executive function, organizational, and emotional regulation on the job. Mentors will receive [Mindfulness training](#) and are expected to help guide apprentice's in the practices during the work day. Leading by example and engaging in post-practice discussion is integral to our mindfulness growth mindset.

Sample duties include:

- Attend review meetings with Legacy Farms leadership to receive apprentice assignments, develop plan(s) of action, and discuss philosophical principles related to mentoring
- Identify each assigned apprentice(s)' "edge of independence" to refine goals and deliverables

Visit our website to apply or email your resume to fmora@legacyfarmsvirginia.org



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- Create supports, materials, communications, guided instructions and networked relationships that move apprentice(s) along a continuum of progress and independence in job skills
- Work in the garden for 3.5 hours, 2x/week alongside apprentices to complete assigned tasks
- Keep basic notes about each apprentices' progress and complete quantitative and qualitative review of apprentices' performance at the end of the 8-week period
- Conduct reviews and other assessments in LifeSherpa outlined by Director of Programming for apprentice personal development
- Lead or engage in mindfulness practices during the work day

Hours: 2x per week, Tuesdays & Thursdays, 8:45am-12:15pm (in garden); 7 hours per week.

Location: Garden hours at Temple Hall Regional Park, 15855 Limestone School Rd, Leesburg, VA 20176
Fabbioni Cellars, 15669 Limestone School Rd, Leesburg, VA 20176

[YouTube Channel](#)

[LegacyFarmsVirginia.org](https://www.legacyfarmsvirginia.org)

[Mindful Schools:](#) 101 Foundations / online classes forming: 1/12-2/8; 2/2-3/1; 3/2-29

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