

Freise/Ardaiole Farm Plan (name TBD)

Summary Brief

- **Overview:** Start-up a diversified vegetable production farm in Northern Colorado's Front Range. Seasonal produce will be grown in an intensive rotation setting that is dependent on regenerative agriculture elements to promote optimal soil health and structure as well as responsible use of water.
- **Mission:** Introduce and support locally grown produce to encourage the community to consider lesser known varieties of crops to broaden palettes and visibility of genuinely delicious and healthy food.
- **Vision:** Create a responsibly managed small-acreage farm that intentionally utilizes the limited resources of the Front Range in a way that supports soil health, water efficiency, and the surrounding environment and focuses on zero-waste packaging elements to reduce carbon footprint and waste. We will serve the immediate community and businesses within 35 miles of the farm property.
- **Acreage Usage:** 1 acre at maximum production.

Market Analysis

- Industry Overview
 - The Loveland area continues to anticipate growth over the next 5 years and household income continues to grow
 - Loveland Market saw ~34,000 attendees in 2024, which correlates to a strong avenue to advertise a new farm business
 - Though the Loveland Farmers Market does not have published data year over year of market attendance, the Larimer County Farmers Market has seen a considerable revival in farmers market attendance since the Covid downturn of market attendance.
 - With Loveland investing considerable resources into its HIP streets project, it is anticipated that a revitalized downtown will impact market attendance and visibility. Any increase in traffic can only stand to benefit vendors of the nearby farmers market.
- Target Customers
 - Market attendees will be a primary target audience and an opportunity to market the farm
 - CSA customers will be solicited via online, and at our prospective professional work environments, which stand to generate considerable interest (CSU and Northern Water)
 - Local groceries will be approached to determine interest, though in the past we have seen considerable interest in our unique products (eg. luffa squash, microgreens)

- Minimal Market - Loveland
 - Woods Market - Johnstown
 - Eshs Grocery Market - Loveland
- Competitive Landscape
 - Several small farms exist in the area, but in general, the area appears poised to absorb new small farms
 - The Loveland Farmers Market has 4 growers operating on the corners of the market
 - We have seen success in the past to diversify ourselves and attract new customers by focusing on unique varieties of crops (dragon tongue beans, patty pan squash, celtuce, specialty greens, kohlrabi)
 - We pride ourselves of testing several varieties and identifying those that adapt well to our climate
 - We see value in identifying specialty crops that could perform well in this market including luffa squash, saffron, quinoa, and dried bean varieties that we will need to test at scale in this market
 - It's generally accepted that additional small farmers in the community is a net benefit to the overall landscape due to the attention they draw to local food production.

Products & Services

- Services: CSA, farmers market, and wholesale crops. CSA system will utilize a debit card system that will have customers' funds pre-loaded for full season use. The Loveland farmers markets (at the Fair Grounds or JAX) and an online farmers market model through EatFromFarms will be our main avenues for our farmers market services. Local businesses (grocery, sustainable goods shops) will be approached for our wholesale goods services
 - CSA offerings will be from May 25-October 5th with 2 bi-weeks built into the Summer months.
 - Farmers Market operations will be from first week in June till last week in September
 - Online Farmers Market for Year 1 starting in August and running weekly year round.
- Unique product packaging includes minimal plastic and cello-based products and relies on paper. We have had very good success with this 100% recyclable or compostable system for most of our products previously and customers also have expressed that they appreciate it. It also helps our product stand out at markets.
- Since we focus on soil health and methods to accommodate water retention and increased organic matter, we anticipate being able to grow a full suite of diversified vegetables. We have had success growing with the season with an anticipatory crop plan that presumes last frost and first frost dates to accommodate weather fluctuations

- Indoor seed starting begins in January where we are able to utilize our home garage that can maintain 55 degrees during -20 degree weather without supplemental heat in the space
- We will shift to direct sown seeds as the season progresses
- Seed saving where appropriate will occur, with an anticipation to focus on the value added crops (luffa squash, garlic, shallot, dry beans) where seed retention can help produce more resilient crops for the following season
- We already have microgreens growing supplies from our former farm and have dialed in the process of producing reliable production over the course of a season as a value-added item

Marketing & Sales Plan

- Target Customers
 - Market attendees will be a primary target audience and an opportunity to market the farm
 - CSA customers will be solicited via online, community billboards, and at our prospective professional work environments, which stand to generate considerable interest (CSU and Northern Water)
 - Local groceries will be approached to determine interest, though in the past we have seen considerable interest in our unique products (eg. luffa squash)
 - Minimal Market - Loveland
 - Woods Market - Johnstown
 - Eshs Grocery Market - Loveland
- Competitive Landscape
 - Several farmers exist in the area, but in general, the area appears poised to absorb new small-small farmers
 - Generally accepted that more small farmers is overall beneficial to the overall landscape as an opportunity to advertise the benefits of local food for one another
 - We have had success in the diversity of variety of crops we grow
 - We pride ourselves of testing several varieties and identifying those that adapt well to our climate
 - We see value in identifying specialty crops that could perform well in this market including luffa squash, saffron, quinoa, and dried bean varieties that we will need to test at scale in this market.
- Sales Channels
 - Farmers Market
 - CSA
 - Wholesale
 - EatFromFarms online Farmers Market
- Pricing Strategy
 - We have conducted pricing research in this market previously and it holds up well to what we have seen in other markets. We find that our prices line up generally

with other local growers. We also find that having comparable prices to other growers encourages positive relations with the community to improve our overall image and support within the growing community

- For wholesale opportunities, we will research other similar providers that we are aware of and construct a pricing strategy that is similar
- CSA pricing strategy (\$450 for 18 weeks/~\$25 per week) appears to align with the lower side of the current market. This is intentional since we will be a new farm for this market and will utilize the lower prices as a buffer if any setbacks occur as we built the farm
- EatFromFarms online farmers market will give an avenue for additional sales that are comparable to in-person farmers markets
 - By hosting this service, if other farms/producers are interested in participating, then we will receive a commission (~7%) of their sales for hosting the platform and advertising the site. Eventually, as organic growth begins to override traditional marketing strategies, the commission fee can assist in compensating us for our time in managing the workload involved in coordinating the online market
 - We understand this is a time intensive proposition and will use Year 1 to build the site, consult with our contact who manages the EatFromFarms site in New York, and solicit other producers for interest. We will also begin to market our produce on the site towards the end of the Year 1 growing season when we may have surplus items that we have a difficult time moving. This will help us identify any potential issues moving forward. We recognize this is one of those avenues that can easily gain its own traction and become unmanageable quickly, so we hope that a slow rollout can help manage the scope of this idea so that it remains a positive experience for all involved. If we are able to share the workload of managing such a site with other producers, then there may be a way to collaborate on the management of this idea.
- Promotion
 - We aim to promote our farm by utilizing the farmers market to introduce ourselves to the community. We will also use other channels such as website production, organic advertising through online channels (Nextdoor, Facebook, Instagram).
 - With the incorporation of the EatFromFarms website, this is an avenue to provide not only an opportunity to have an online farmers market for ourselves, but also for other farmers/producers in the region. This will promote our farm as well as others in the region.
- Flexible Strategy
 - By operating a CSA, farmers market, online farmers market, and exploring wholesale, we would use these opportunities/services to determine which direction we should put more effort towards. We understand that finding our market fit is an evolution, and we may need to adjust priorities one direction over another, depending on how the market reacts, to optimize sales.

Operations Plan

- Owner/Operator Background
 - Robin and Matt have operated two farms previously. We started with Gulch Community Growers in 2021, which operated as a pocket farm. We operated 3 distinct, small plots in three locations across Denver. The total space we grew in was ~900 sq ft, but we were able to serve 5 CSA customers and sold items to Denver Zoo, along with providing food for ourselves and donating a large portion to Fresh Food Connect for local schools. In all, between donations and our customers, we were able to produce 800lbs of food in that small of a space. After that year, we decided to relocate to New York to be able to access more land to try a larger farm operation. In New York, we started Hardscrabble Hill Farm and operated the farm for 2 years on roughly 1 acre of growing space including vegetable rows and perennials that we planted (asparagus, chestnuts, hazelnuts, rhubarb, raspberries, elderberry). We supplied food for 7 CSA customers (it was not our goal to grow this considerably), along with attending the Hamilton, NY Farmers Market for 2 years, and selling online with Local Foods Mohawk Valley. We also donated a lot of surplus produce to the Utica Zoo. As an early adopter of Local Foods Mohawk Valley, we were able to help advertise the online farmers market platform, which saw great success. We were approached to help expand the program in our specific region, but ultimately decided to move back to Colorado for Matt's job opportunity. Our farm ethos has always centered around no-till practices, where we wanted to promote optimal soil health and root development of our plants. Our aim was to create an ecosystem where native wildlife can thrive to relieve pest pressure, while producing delicious food.
 - Robin has a background in horticulture, having run her own gardening business, Resilience Gardening, LLC since 2016. Even when we were in New York, Robin maintained her clients in the Denver area regularly. In New York, Robin acquired additional customers, and became the gardener for the Waterville Public Library during the season of 2024. She has taken multiple courses through the CSU Master Gardener program to expand her knowledge as well. She has a degree in Wildlife Ecology. Matt has assisted Robin with her gardening clients since she started her business in 2016, mostly focused on larger projects that she took on. He has received the bulk of his farming and plant knowledge through her as well. Matt has a Bachelors degree in Biology with a Masters of Arts in Biology where he was able to explore the use of water, farming, and building community in the Denver Metro area.
 - Through our farming experience in New York, we have learned how to interact with extension services to assist with business and planning models. We were also able to explore how to establish a great network of farms and community through the online farmers market model. This gave us access to other farmers with a broad knowledge base, while be able to support one another if they found themselves short of certain items for their own CSAs. We hope that by

establishing an online farmers market in this region, that we could begin to establish something similar.

- Our model has always relied upon reducing the farmers' carbon footprint. We rely on utilizing sustainable products as much as possible, especially as we package produce for customers. We have seen significant success utilizing butcher paper as a means to wrap lettuce into bouquets that is not only sustainable, but also aesthetically pleasing to our customers. We utilize natural rubber bands, paper twist ties, natural paper soup containers, and compostable cellophane packaging for microgreens, along with paper grocery bags to package and deliver all of our produce supplies.
- Business Structure
 - Resilience Gardening, LLC DBA [farm name]
- Staffing Plan
 - Robin is the primary executor of farm operations, having familiarity with crop planning, establishing healthy plants, mapping irrigation, and acquiring seeds along with seed starting. She is also adept at financial and business management. Matt's role focuses on establishing websites and doing community outreach, manning farmers markets, and communicating with CSA customers. Matt and Robin both will share the work load of maintaining the farm itself, with Robin focused on plants, and Matt focused on infrastructure.
- Tools
 - We anticipate utilizing hand tools to manage the farm, a methodology that we have employed on past farms and one that Robin employs for her gardening business, meaning we understand the limitations of hand tool use.
 - If the opportunity presents itself and we
 - The access to processing facility onsite vs remote(at home) may determine the growth allowed.
 - For cold storage, We have utilized a large chest freezer with temperature modification devices to utilize it as a cooler. We have been able to store upwards of a few hundred pounds of produce in this way, but again, access to additional cold storage on-site may allow us to produce more.
- Irrigation
 - We anticipate utilizing irrigation from provided water resources available, either city water or through ditch irrigation available.
 - We have experience setting up drip irrigation and utilize that in beds with longer growing produce.
 - We also have found new irrigation methods through Modern Grower called the Sumi Soaker Max Irrigation System - R-Wide.
 - This irrigation system is able to irrigate a rectangular plot up to 30' wide and has had positive reviews and would ideally suit our needs.
- Supplies
 - We have occultation tarps to assist in flipping bed spaces or manage weed populations cultivated spaces.

- We have row hoops, shade cloth covers, and frost cloth and know how to successfully implement these methods. We also have researched methods utilizing burlap to help retain soil moisture while serving as an effective sun barrier for crop health on more sensitive crops that we hope to implement as well.
- Pest Management
 - We cater to overall plant and soil health to help manage pests, but understand the importance of implementing IPM over the season. We have successfully utilized a variety of methods including physical barriers (insect netting), mechanical removal, natural traps and companion planting, and natural pest deterrents (Neem, capsaicin) to manage pests effectively
 - We also anticipate incorporating hedgerows of approved perennial plants to promote IPM strategies that rely on promoting natural predator presence as well, though this is more of a multi year strategy.
- Time Commitment
 - Though we both work full time, we have proven in the past that we are able to manage a growing farm and our full-time jobs simultaneously
 - We live in Loveland and would like a farm location within 20 min of downtown Loveland. Robin has considerable flexibility with her job and business to accommodate travel to the plot regularly.

Financial Plan

Year 1

- Income
 - CSA (18 weeks) - 5 customers (½ and Full Share opportunities) - \$275-\$450 each - **\$1375-\$2250**
 - Farmers Market: 18 week season - \$150- 200/week - **\$2700 - \$3600**
 - Online Sales (offload surplus, utilize platform to begin advertising for following season): \$25/week towards end of season - **\$125**
 - Total Income: **\$4200-\$5975**

Startup Costs	
Item	Cost
Seeds (including microgreens seeds)	\$250
Soil Amendments (compost, etc)	\$160
Mulch	\$180
Row Covers (burlap from AM Leonard)	\$200
Hoops	\$100

Lease	\$350
Variable Site Costs (dumpster, portapotty, etc)	\$100
Shade (4x4s, hardware)	\$100
Trellis (mesh, t-posts)	\$80
Irrigation Supplies	\$600
Miscellaneous Supplies	\$100
Website Hosting	\$200
Farmers Market Fee	\$270
Signage/Marketing Supplies	\$300
Produce Packaging and Distribution	\$200
Total	3190

- **Anticipated Profit/Deficit Year 1: \$1,010-2785***

* Estimated Land lease price based on typically higher lease on small acre parcel

**Insurance will be covered under Resilience Gardening LLC business insurance. This business is owned by Robin.

Risk Management

- We have always maintained that if we have a total crop failure for CSA members, or found that it is something that we cannot maintain, that we would refund up to 75% of the CSA cost
- Robin maintains business insurance through Resilience Gardening, LLC so we would establish a DBA for the farm to operate under that LLC.
- We possess frost cloth and want to acquire burlap rolls to mitigate frost damage. We also want to use burlap as a means to protect against sun damage and help maintain soil moisture. We hope to erect a small caterpillar tunnel (20" long, 14' wide") in Year 2 depending on financial position for season extension.
- Insect netting is a standard protocol for our squash and cucumber starts.
- We rely on overall plant and soil health to help manage pests, but understand the importance of implementing IPM over the season. We have successfully utilized a variety of methods including physical barriers, mechanical removal, natural traps, and natural pest deterrents (Neem, capsaicin) to manage pests effectively

Goals & Milestones

Implementation Time Table

- Year 1 - 2026
 - Create a full 1 acre of growing space suitable for mixed use of high rotation diversified vegetables, value added crop, and long season storage crop. ¼ acre in utilization for the 1st growing year. Remaining ¾ acre will be prepped and near ready at the end of Year 1 so that beds and field area will be formed and ready to go at the beginning of Year 2.
 - Space within this 1 acre will be set aside to add native plant hedgerows(woody if allowed otherwise herbaceous species approved species by the landowner)
 - Establish CSA and customer base to support 5 farm shares.
 - Gain access to local farmers market (Loveland Fair Grounds Farmers Market or JAX West Farmers Market)
 - Set up microgreens growing space at home base
 - Create website for farm
 - Create website for online farmers market
 - Begin marketing to other producers in region to vet our approach to expanding this service
 - Approach local grocers/bulk suppliers to assess interest in locally grown dry goods (dry beans, luffa squash)
 - Late 2026, search for a centralized location in Loveland where produce drop off and pick up can occur for online Farmers Market.
- Year 2 - 2027
 - Operate on 1 full acre: 7 100' 36" beds with 1.5' paths in between rows, 3'perimeter around bed as a working border, roughly 30,500sq ft intensive diverse veg production with 75sq ft dedicated to luffa sponge for value added product; remaining .3 acre area will be seeded with heirloom dry beans)
 - Expand CSA customer base to 25 shares
 - In early 2027, begin marketing campaign for online farmers market to the Loveland region, targeting households in the immediate downtown area, in close proximity to drop off/pick up location and local businesses downtown where flyers can be hung up.
 - Reach out to interested producers/growers to begin establish an online catalog of goods
- Years 3- 2028
 - Dial in crop management to increase productivity
 - Continue to record success of interplanting and beneficial crop combinations.
 - Further establish diversified vegetable growing area with additional trellising to utilize vertical space as a means to increase production without increasing footprint.
 - Expand dry goods growing area
- Years 4+- 2028 and beyond
 - Continue to expand the farm plan as needed, potentially beyond 1 acre if there is a need and value to both landowner and farm business to do so.

- Continue to grow online farmers market presence
 - Consider dropping out of in-person farmers markets as online farmers market presence grows to accommodate additional time and resources needed for that project
- Grow CSA accordingly as able with considerations of storage space and ability to wash/pack food with infrastructure on site at Flores del Sol
- Establish perennial hedgerows to create diverse habitat space if landowner allows.
- Add perennials crop based on land suitability and capacity to purchase and manage.

Please See Resumes on following pages.

Robin Freise

316 Dean Court, Loveland, Colorado 80537
(815) 751-3569 robinfreise@gmail.com

Certification in Small Farm Education Workshop Series, Fall 2020

Project: Completed AgPlan business plan development via remote workshop attendance to learn about creating and establishing a small farm

University of Wisconsin- Stevens Point Stevens Point, Wisconsin

Bachelor of Science in Wildlife Ecology and Wildlife Management, 2006

QUALIFICATIONS

- 10 seasons of gardening as a successful business in Colorado.
- 20 plus years of vegetable gardening overall, 10 years managing privately owned vegetable gardens for clients, 3 years managing vegetable production for outside sales and distribution.
- Specialized in sustainable, regenerative growing practices to provide locally grown produce for community members
- Manage bookkeeping for solely owned and operated residential gardening business.
- Continued education specifically for growing in Colorado including completing the following Master Gardener Program Courses: Soil, Fertilizers, & Soil Amendments; Herbaceous Plants; Insects.

FARMING EXPERIENCE

Co-Founder, Hardscrabble Hill Farm • Bridgewater, NY

2023 and 2024 Seasons

- Founded a sustainable, regenerative agriculture farm to supply fresh, nutritious produce to the Central New York community through holistic agricultural methods by offering farm shares and supplying goods at local farmers' market
- Incorporated native wildlife habitat restoration by rewilding portions of exhausted pasture land through native plantings and natural resource management to establish perennial vegetation
- Implemented various regenerative cultivation practices and upheld sustainable ethos to create and manage a small scale local vegetable farm.
- Propagated plants and seeded throughout the growing season based on most successful cultural practices per seed type for vegetable crops, annual flowers, and perennial flowers.
- Cut and stored various types of floral stems and designed bouquets for cut flower sales.
- Identified signs of disease, pests, and nutritional deficiencies and adopted IPM practices accordingly.

Co-Founder, Gulch Community Growers • Denver, CO

2021 Season

- Founded a pocket farm spanning 3 separate sites across the Denver Metro Area to provide locally grown produce for a 5-member CSA, Denver Zoo, and Fresh Food Connect donations
- Successfully co-operated all aspects of vegetable farm shares for local community families.
- Crop-planned cool and warm season seed starts for abundance throughout the growing season.
- Utilized methods of inter-planting, succession plantings, and vertical gardening to increase yields.
- Utilized IPM and regenerative soil strategies to address cultural and nutrition needs.
- Mission was to inspire and educate the community how sustainably grown food can be available locally.

CURRENT PROFESSIONAL EXPERIENCE

Seasonal Gardener, Northern Waters • Berthoud, CO

April 2025 — Present

- Managed cultivated garden beds on Northern Water campus
- Mindful working etiquette in a professional business setting.
- Designed, prepped, and planted annual garden beds on a \$1200 budget.
- Re-designed and improved old fatigued perennial garden spaces.
- Purchased over 400 new perennials, shrubs, and trees
- Propagated over 50 existing perennials, grasses and woody plants to re-invigorate new and old garden beds.
- Watered and fertilized by hand depending on plant type and weather.
- Maintained, replaced, and added drip irrigation and overhead sprays to garden beds.
- Properly pruned small shrubs and perennials.
- Managed insect and fungal diseases with cultural and chemical practices depending on severity and need.

Owner/Operator, Resilience Gardening LLC • Loveland, CO

April 2016 — Present

- Maintained garden spaces and designed and installed new gardens for residential homes, implementing sustainable gardening practices.
- Crafted garden maintenance schedules included mulching, trimming, dead-heading, and watering to ensure client expectations were fulfilled and homes looked their best throughout the season.
- Rejuvenated overgrown and degraded spaces to reclaim spaces and improve property, including public community spaces frequented by children.
- Refreshed and evolved garden spaces to meet current needs of families and their property.
- Demonstrated the ability to quickly pivot daily plans due to client demands, weather, product availability, etc.
- Managed multiple budgets for multiple clients, adjusting line items and conversing with invested parties to meet the overall project goals and achieve desired aesthetic.
- Using industry knowledge and pre-planning, ordered stock for plantings, managed and cared for live plant inventory, and planned routes judiciously to maximize efficiency and cost effectiveness.
- Create seasonal themed plant designs in beds and decorative planters utilizing bulbs, annuals, and embellishments throughout the year, selecting plants that would thrive in each location.
- Monitored irrigation systems and adjusted watering for seasonal and yearly fluctuations, making minor repairs of pop-up irrigation lines and heads and installed and repaired surface drip irrigation lines and emitters.
- Utilized trained eye to identify desirable vs undesirable plants and landscape plants growth habits to maintain client's preferred aesthetic.
- Identified and mitigated insect pests and diseases by applying Integrated Pest Management steps.
- Managed employees to complete large projects, giving direction and guidance to educate employees on proper technique and train them to meet the quality of my brand.
- Respectably directed contract staff to complete projects.
- Fostered exceptional client relations and communicated regularly to assure client satisfaction.

Matthew E. Ardaiole

316 Dean Court, Loveland, Colorado 80537
(803) 984-8071 • meardaiole18@gmail.co

EDUCATION

University of Minnesota Extension, Remote

Certification in Small Farm Education Workshop Series, Fall 2020

Project: Completed AgPlan business plan development via remote workshop attendance to learn about creating and establishing a small farm

Miami University, Oxford, Ohio

Master of Arts in Biology, December 2019

Master's Project: Seeking novel solutions to ensure deer species do not disappear from zoos due to chronic wasting disease regulations

University of South Carolina, Columbia, South Carolina

Bachelor of Science in Biology, May 2008

QUALIFICATIONS

- Marketed successfully to new clients through grassroots campaign to promote farms
- Engaged with customers at Farmer Markets to create a warm and welcoming relationship that persisted over the market season
- Created engaging social media posts to advertise the farm
- Maintained excellent customer communication and satisfaction from all CSA members over 3 growing seasons
- Designed websites and managed customer leads through email and the website portal
- Specialized in sustainable, regenerative growing practices to provide locally grown produce for community members
- Collaborated with agriculture community members to promote local food production
- Managed monetary accounts for professional and non-profit organizations to track expenses and balance books

FARMING EXPERIENCE

Co-Founder, Hardscrabble Hill Farm • Bridgewater, NY
2023 and 2024 Seasons

- Founded a sustainable, regenerative agriculture farm to supply fresh, nutritious produce to the Central New York community through holistic agricultural methods by offering farm shares and supplying goods at local farmers' market
- Incorporated native wildlife habitat restoration by rewilding portions of exhausted pasture land through native plantings and natural resource management to establish perennial vegetation
- Marketed company to the community utilizing Instagram, Facebook, and specialty websites to increase interest in goods to generate profits
- Constructed and maintained website as a tool for advertisement and communication while incorporating best practices with Search Engine Optimization and Google Business to drive traffic to the site
- Implemented and maintained farm infrastructure while assisting in crop planning and planting to guarantee a robust harvest throughout the growing season
- Represented farm at farmers' market and through farm share program, engaging customers to sell goods while managing profits to support good business structure and growth
- Networked with agricultural professionals throughout the state to learn how to navigate statewide programs and ensure compliance
- Built online and community presence through online farmers' market website by crafting descriptions and providing photos of produce while meeting weekly delivery deadlines for online customers

Co-Founder, Gulch Community Growers • Denver, CO

2021 Season

- Founded a pocket farm spanning 3 separate sites across the Denver Metro Area to provide locally grown produce for a 5-member CSA, Denver Zoo, and Fresh Food Connect donations
- Crafted weekly communication newsletters to CSA members to discuss growing practices and garden management, explore variety of produce offered, and offer recipes to utilize shares to avoid farm share burnout
- Communicated with homeowner of one of the farm plots to ensure that their needs were being met and to proactively anticipate any issues so that site sharing relationship could remain positive
- Delivered produce to share members in a professional and timely manner to ease access
- Constructed and maintained website through Wixsite to market farm CSA program and provide avenue for additional information on growing practices and produce offerings

CURRENT PROFESSIONAL EXPERIENCE

Livestock Lead Research Associate, Colorado State University · Fort Collins, CO

August 2024 — Present

- Provide expertise in ungulate/livestock care and husbandry for the Lab Animal Resources (LAR) department, overseeing the day-to-day operations of managing several hundred animals across multiple species including horses, cows, goats, sheep, alpacas, and llamas
- Develop and implement job specific training for ~20 full time animal care staff by motivating and addressing the needs of a diverse work group with varied backgrounds so that staff can remain cognizant of safety around large animals and continue to provide superb animal care
- Communicate proactively and effectively with multiple lab teams across the campus to ensure LAR meets the needs of rigorous research studies, providing all necessary daily animal care resources enabling labs to perform their role effectively
- Leads a team of 10 livestock student employees providing strategic leadership in scheduling, performance management, and ongoing development of their core competencies in excellent animal care through mentorship
- Provide feedback through performance reviews and taking corrective action as necessary to ensure exceptional standards are met
- Collaborate and communicate with supervisor and veterinary team to coordinate day-to-day care of entire collection, process incoming shipments, advance livestock care techniques, and relay emergent concerns
- Collaborate with staff to develop SOPs to ensure implementation of advanced animal care standards and create guidance to comply with USDA and IACUC mandates
- Serve as point person to onboard a new 40-stall equine research facility by being an excellent communicator between LAR and the new lab partner, remaining adaptable in the evolving relationship, and being intently focused to guarantee no disruption of current studies
- Interview candidates as needed to fill outgoing student employee positions, utilizing a lens to discern talent and genuine interest to advance in the field

RELEVANT CONSERVATION AND COMMUNITY VOLUNTEER EXPERIENCE

Volunteer, Osa Conservation Biological Station · Puerto Jimenez, Costa Rica

July 8, 2019 — July 23, 2019

- Led a volunteer group of teenagers to contribute to natural resource management and conservation studies at a conservation site through a 2-week intensive experience gaining exposure to species monitoring through camera trapping surveys, butterfly population monitoring via trapping, avian point counts in delineated plots, sea turtle nest monitoring and hatchling releases, trail monitoring/maintenance, sapling planting and vegetation monitoring to jumpstart forest succession, and conservation center upkeep

Community Garden Leader, Denver Urban Gardens · Lakewood, CO

October 2020 — January 2022

- Taught the importance of soil structure, composting, and plant health while assisting gardeners so all garden members could have a positive experience and improve their garden plots

- Oversaw infrastructure maintenance and development, coordinating and working alongside community members and volunteer groups to implement improvement plans