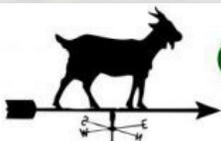




8th Annual NIFTI & AgALN National Field School

November 4-6, 2019
Ithaca, NY



GROUNDSWELL
Center for Local Food & Farming



AT A GLANCE

Monday Nov. 4th

8:00 - 9:00 am

Registration

9:00 am

Buses Arrive

9:30 am

Buses Depart for two Field Trip Offerings

9:30 am - 5:00 pm

Choose a field trip:

Incubator Field Trips:

Groundswell 225 S Fulton St,
Ithaca, NY 14851

RISE 302 Burt St., Syracuse, NY
13202

Apprenticeship Field Trips:

Kingbird Farm 9398 W Creek
Rd, Berkshire, NY 13736

Northland Sheep Dairy 3501
Hoxie Gorge - Freetown Rd.,
Marathon, NY, 13803

4:30 pm

Buses return to Hotel Ithaca

6:00 - 8:00 pm

Networking Reception in
downtown Ithaca at the
Argos Inn Warehouse 408 E.
State St., Ithaca, NY 14850
Catering by Ithaca Bakery.

Tuesday Nov. 5th

7:30 - 8:30 am

Registration

8:30 am

Welcoming Remarks

9:00 - 10:30 am

Session I (concurrent
workshops)

10:45 - 12:15 pm

Session II (concurrent
workshops)

12:15 - 1:15

Lunch

1:30 - 3:00 pm

Session III (concurrent
workshops)

3:30 - 5:00 pm

Breakout Groups and Report
Back

5:00 pm

Dinner on Own

Wednesday Nov. 6th

8:00 - 9:00 am

Registration

9:00 - 10:30 am

Soul Fire Farm: Diversity,
Equity and Inclusion Training

10:45 - 12:15 pm

Open Space Workshops

12:15 - 1:15 pm

Lunch

1:30 - 3:00 pm

Session IV (concurrent
workshops)

3:30 - 5:00 pm

Session V (concurrent
workshops)

5:00 pm

Closing Circle

Farm Tours

RISE

Host, Brandy Colebrook

Refugee and Immigrant Self-Empowerment (RISE) is a non-profit organization with the mission to advocate and promote self-sufficiency through employment, education, social support and economic independence for members of the refugee and immigrant communities in Onondaga County, NY. The Syracuse Refugee Agricultural Program (SyRAP) is a training program for refugees who are interested in starting their own farming business or acquiring farmland. Farmers go through three years of ESOL, agriculture, gardening, marketing, and business training before they lease or buy land on their own. As part of their training they are required to attend classes taught in partnership with Cornell Cooperative Extension of Onondaga County during years 1-3 of the program.

Groundswell

Host, Liz Coakley

Groundswell runs a 6-acre Incubator Farm that provides 10 Farm/Family enterprises with access to land, equipment, and training. Most of the farm participants are ethnic Karen refugees from Burma. Although the farm is mostly put to bed for the winter, we will tour the farm site and discuss management of shared resources, facilitating farm operations among people with various levels of literacy and English-language proficiency, and how this program functions within the larger context of Groundswell's commitment to supporting BIPOC communities.

Northland Sheep Dairy

Hosts, Donn Hewes & Maryrose Livingston

We will show the students the fundamentals of teamster skills - how a teamster communicates with a draft animal. We will also show dairy sheep grazing on pastures (weather permitting), discuss ruminant physiology, and show our cheese cave.

Kingbird

Hosts, Michael & Karma Glos

As it is late in the season, the farm tour will focus on the livestock breeding flocks/herds, fall field preparation, vegetables in storage, and a vision of the whole farm ecosystem.

Brandy Colebrook

Colebrook is the Agriculture Programs Director at Refugee and Immigrant Self-Empowerment (RISE). Brandy grew up in rural Indiana and visited her grandparents farms frequently. After studying wildlife biology in the School of Agriculture at Purdue University she joined Peace Corps and spent her time in Benin working with women's group and a local high school in areas of health, agriculture, and environmental education. Brandy moved back to the U.S. and started a career in environmental education which eventually led her to move to Syracuse and start a community garden in her neighborhood.

Liz Coakley

Liz Coakley, Groundswell's Incubator Farm Manager, attends to farm site management, coordinates farmer mentorship and trainings, and meets with farmers regularly. Liz also coordinates Groundswell's 10-week winter Farm Business Planning Course. After moving to Ithaca in 2005, Liz worked on numerous small-scale diversified farms and managed several farm-to table programs. She is interested in the intersections of equitable land access, organic food grown on financially viable farms, and the accessibility of high quality produce.

Donn Hewes and Maryrose Livingston

Donn Hewes and Maryrose Livingston purchased Northland Sheep Dairy from the original owners and founders, Jane and Karl North, after working in partnership with them for 5 years. Maryrose is the shepherd and cheese maker and Donn works the farm with his team of draft horses and mules. In addition to their sheep cheese, they grow and sell 100% grass-fed lamb and mutton, as well as tanned sheepskins.

Michael and Karma Glos

Michael and Karma Glos have been farming Kingbird Farm for over twenty years. The farm has been a certified organic, diverse operation since 1998. Michael and Karma cultivate several major crops (potatoes, onions, and garlic) in their market garden along with a variety of specialty crops and herbs in high tunnels. In addition, Karma and Rosemary specialize in potted plants, particularly passion flowers, tropical houseplants, and succulents. They also offer potted herbs, tomatoes, and peppers. The farm also nurtures a number of livestock, including pigs, beef cows, ducks, and chickens. All field work and farm chores are done with a team of Norwegian Fjord horses. Meat, eggs, vegetables, and plants are available at the local farmers market and the Kingbird Farm Store. All these products are the result of a deliberate interaction among animals, crops, farmers, and landscape.

Kevin Cody

Cody is the Farmer Training Program Manager at New Entry where he develops pathways to generate and sustain new and beginning farmers. Prior to New Entry, he was a faculty member in Environmental and Sustainability Studies at the University of Northern Colorado where his work focused on experiential and community engaged learning and sustainable food system education. Kevin earned his doctorate in Sociology at the University of California, Santa Cruz, conducting research on beginning farmers and alternative food networks.

Michael Frazier

Michael has been part of improving sustainable agriculture, food justice, and community wellness for over 20 years. Currently he is the Executive Director of both Viva Farms and Growing Veterans. Viva Farms is a non-profit farm business training organization that empowers aspiring and limited-resource farmers by providing bi-lingual training and technical assistance in holistic and organic farming, as well as access to land, infrastructure, equipment, marketing and capital. Growing Veterans empowers veterans to cultivate purpose and belonging by growing food, community and each other through organic sustainable agriculture and peer support. One of Michael's core values is service, and as such, he has served as a United States Marine, a Firefighter and EMT, the Director of Retail Operations of Super Supplements, and the Executive Director of Helping Hands Food Bank.

Luke Freeman

Luke is a Horticulture Specialist for NCAT working out of the Southeast Regional Office in Fayetteville, AR. Luke supports farmers by providing training and technical assistance on fruit and vegetable production, produce safety, crop planning, farm marketing, and other topics. Luke has participated in several Armed to Farm trainings in Arkansas including the first ATF 2.0 held early this year. You can find more information on NCAT's Armed to Farm program at <https://www.ncat.org/armedtofarm/>

Dean Koyanagi

Dean began working with the Cornell Small Farms Program in 2015 to work with fellow veterans interested in agriculture. He and his wife have been farming in Ithaca for the past 10 years and is excited to share the experience of learning to farm with others. Dean and the Farm Ops team support a statewide effort to work with extension, veterans' organizations, and our farming communities to support veterans in achieving their agricultural goals.

Kevin Irby

Irby is a co-founder and the coordinator of the Hudson Valley Farmer Training Collaborative (HVFTC). He is also the director of Threadspan, a place-based integrated capital initiative focusing on catalyzing collaborative efforts in the Hudson Valley through asset mapping, investment, philanthropy, advisory work, capacity building, and facilitation. He sits on the board of Whitethorne, LLC (Farm Ferments) which supports regional farms through its Hawthorne Valley and Poor Devil Pepper Co. certified organic brands. He is also co-chair of the Funders for Regenerative Agriculture (FORA), an initiative of funders and investors working together to accelerate the emergence of regenerative agriculture in North America.

Session I

Tuesday Nov. 5th
9:00-10:30 am

Incubator Track - The Evolution of Farm Incubators and Beginning Farmer Training Programs

Kevin Cody & Michael Frazier

This session examines the convergent evolution of two incubator farmer training programs, New Entry Sustainable Farming Project and Viva Farms. In this session, designed for new or changing incubator farm programs, representatives from both organizations will discuss the ecosystem of services they provide including: program models, strategic partnerships, curriculum delivery and design, outreach and recruitment strategies, and methods for tracking and evaluating success.

Apprentice Track - Serving our Farmer Veterans

Luke Freeman, Gary Matteson, and Dean Koyanagi

Luke will share about NCAT's resources and efforts to train and support military veterans including Armed to Farm, a week-long sustainable agriculture training. Since 2013 NCAT has led 23 Armed to Farm trainings for 545 participants from 41 states. Luke will discuss the history and objectives of Armed to Farm, the broad partnerships and funding sources that have enabled this program to be successful, and other activities and support NCAT provides for veterans.

Resource Showcase - Cooperative Farming for Beginning Growers- Coordinated Production for Increased Market Access and Managerial Support

Dana Hilfinger

The diversity of work required for a small-scale grower, particularly a beginning farmer, is often challenging and ultimately can be unsustainable. In this session, we'll explore a couple models of cooperative farming, including a project that Ohio State University's Initiative for Food and AgriCultural Transformation is currently piloting with beginning urban growers, and provide time for small groups to think through how a cooperative model could be used in their own setting.

World Cafe - Exploring collaboration between incubator, apprenticeship, and other new farmer training models in the Hudson Valley

Kevin Irby

The Hudson Valley Farmer Training Collaborative (HVFTC) is an emerging initiative seeking to bolster the existing and new farmer training initiatives in our region. The goals of the HVFTC are to: better coordinate to leverage strengths and strategize collaboratively; more effectively understand the outcomes of current efforts to train new and beginning farmers; and work towards collective impact that exceeds the sum of our parts. We will discuss current collaborative and participatory evaluation processes, how we aim to coordinate our programs, and we will share different program models of the programs in our network.

Natalie Hughes

Development Manager, coordinates Groundswell's fundraising operations and communications, and supports grant-writing and program development. Before moving to Ithaca, she worked in a neighboring upstate city to advance an urban agriculture and youth-based project that transformed vacant urban lots into vibrant gardens. She is an active member of Ithaca's chapter of SURJ, an organization that educates and moves white people to undermine white supremacy and to work toward racial justice, while centering accountability to communities of color.

Alexas Esposito

The Farming and Food Justice Program Coordinator, develops and coordinates workshop offerings and promotes Groundswell Center's farm and food justice events. For the last few years she has cultivated a deeper relationship with seeds and the land through her traditional indigenous culture. She believes that through a harmonic relationship with nature, we can begin to restore equilibrium, as individuals, and as a human collective.

Dan Dalton

Dan manages educational programming, member outreach, and research coordination for PASA in western Pennsylvania. He also leads the Diversified Vegetable Apprenticeship program. He holds a master's degree in international development from the University of Pittsburgh with a major in development planning and environmental sustainability, which he focused on agriculture and rural development. Dan has worked as an agronomist, advising farmers on how to manage their soils more sustainably, as a vegetable grower, and as an educator teaching agroecology.

Holly Rippon-Butler

The Land Access Program Director with the National Young Farmers Coalition, where she works with policy makers and land trusts to increase land access opportunities for the next generation of farmers. She has co-authored a guidebook for farmers on partnering with a land trust to access land; helped lead the development of Young Farmers'; Finding Farmland Calculator and online course; and organized a series of trainings for conservation professionals around the country on innovative affordable farmland protection strategies. In addition to her work with the Coalition, she remains involved with her family's third-generation dairy and beef farm in Upstate New York.

Ginger Turner

The Food Hub Program Manager at New Entry Sustainable Farming Project. The New Entry Food Hub aggregates produce from 15 beginning and immigrant farmers in eastern MA and distributes through a CSA program and Food Access partnerships. As CSA memberships have declined she is looking to institutional and wholesale markets to fill the gap.

Robin Chanin

Robin Chanin is the co-founder and executive director of Global Growers Network, a Georgia-based nonprofit social enterprise that creates pathways for talented farmers to contribute their agricultural skills to our local food system through a network of farms and gardens around metro Atlanta. Global Growers is especially known for their work with international farmers who came to this country as legal refugees. By providing farmers and community growers with an ecosystem of support, Robin's work with Global Growers is strengthening the local economy and culture. Robin serves on the Board of Directors and Executive Committee of The Common Market Georgia, a mission-driven food distributor and social enterprise. Robin also provides technical assistance to agriculture projects around the country through the National Incubator Farmer Training Initiative and serves on the Advisory Board of the Southern Sustainable Agriculture Research and Education program.

Session II

Tuesday Nov. 5th
10:45-12:15 pm

Incubator Track - How Equity Shapes

Groundswell Center for Local Food & Farming

Natalie Hughes & Alexas Esposito

This is a presentation, discussing how Groundswell Center has instituted a organization-wide Equity Statement and Policy. Through a process of assessment, evaluation and system of accountability, it will be discussed how and why an Equity Policy is an important step in dismantling systemic racism in an agricultural organization.

Apprentice Track - Lessons Learned from the Diversified Vegetable Apprenticeship Program

Dan Dalton

Since 2015 PASA has been working to develop a formalized, registered apprenticeship for vegetable farm management. In 2019 the Diversified Vegetable Apprenticeship (DVA) Program was registered with the state of Pennsylvania and began its first season supporting apprentices and master growers on farms around the state. Join DVA Program Manager Dan Dalton to hear about lessons learned throughout the program's development, registration, and first year of operation!

Resource Showcase - What Does Policy Have to Do With it? Advocating for Farm Viability

Holly Rippon-Butler

To build a world in which farming is profitable, equitable, and can be sustained, we must change the policies that shape it. Policy has the power to uplift or oppress, to serve or cause harm, and many existing policies are ripe for change. In this session, we will discuss the importance of policy advocacy for farm viability, share how the National Young Farmers Coalition engages farmers in advocacy, and provide tools for organizing in your community. We will give an overview of advocacy campaigns around the country that address key issues for farmers—including and access and workforce development—and brainstorm with those in the room about needed local, state, and federal policy change.

World Cafe - Marketing Support for Beginning Farmers - What's Next Beyond Direct Markets?

Ginger Turner, Kevin Cody, and Robin Chanin

As CSA sales have stagnated we ask ourselves, "What next?" Join us for an open discussion on strategies, marketing tools, and finding new markets for beginning farmers.

Daniel Bowser

Daniel Bowser has worked with the Global Greens program at Lutheran Services in Iowa for the past five years. He managed the community gardening program for four years, which connects former refugees to gardening opportunities in the Des Moines area. He now manages the Global Greens aggregated CSA. Under his leadership, the aggregated CSA has grown from 18 members in 2016 to nearly 200 members in 2019. Bowser has a Bachelor of Arts degree in Mathematics and Economics from Central College.

Zachary Couture

Couture has been with LSI Global Greens since 2013. Zachary is currently the Land and Production Specialist and is responsible for management of the incubator farm and providing production education for farmers. He was recently recognized as an AgLeader in Service by Iowa's Secretary of Agriculture and holds a Bachelor's degree from Northwestern College.

Laura Paine

Laura Paine is program director for Dairy Grazing Apprenticeship (DGA), the first in the nation registered formal Apprenticeship in agriculture. Laura has been involved in agriculture education and research in a variety of roles for more than 25 years. For eight years, she served as Grazing & Organic Agriculture Specialist for the Wisconsin Department of Agriculture, Trade and Consumer Protection, assisting producers in developing and marketing organic and grass-fed products. She has done grazing research and education at UW-Madison and worked for seven years as an Extension agent in Columbia County, WI.

Spencer Fenniman

Spencer Fenniman is the farm manager at Hawthorne Valley Farm, a 900 acre diversified farm in Columbia County, NY. Hawthorne Valley Farm is part of the Hawthorne Valley Association, a diverse non-profit organization committed to the renewal of soil, society and self by integrating agriculture, education and art. Spencer has been growing crops and raising livestock using biodynamic production practices for the past 12 years.

Brian Moyer

Brian Moyer and his family have dairy farmed for more than 30 years, the last 18 of which have been in the Towanda, PA area. He became a DGA Master in 2016 to bring his son Joseph through the Apprenticeship. He is now training Joseph's wife Catherine, and also serving as a regional Education Coordinator in northern Pennsylvania.

Fay Benson

After 20 years as a dairy farmer, Fay sold his organically certified dairy herd in 2003 to work with Cornell's Extension service as the Small Farm Program's Small Dairy Specialist. In 2015, he became DGA's New York Education Coordinator. In his work he facilitates the NY Organic Dairy Task Force which is a group that has been meeting twice a year since 2006, and includes farmers, processors, certifiers, and educators.

Suzanna Denison

Denison is a passionate advocate for farmland access and preservation and grew up on a conventional vegetable farm in Maine, which transitioned to organic in the 1990s. Off-farm, she directed the Western North Carolina (WNC) FarmLink program, which was a partnership facilitating successful relationships between farmers looking for land to farm, and landowners aspiring to keep their farm and forest land in agriculture. At American Farmland Trust, she currently serves as the Program Manager and a Land Access Trainer for the Farms for the Next Generation national initiative.

Session III

Tuesday Nov. 5th
1:30-3:00 pm

Incubator Track - Incubator-Managed Markets: Evaluating Capacity, Resources, and Record-Keeping Strategies

Daniel Bowser & Zachary Couture

LSI Global Greens has managed a farmers' market exclusively for refugee program participants since 2014 and a Community Supported Agriculture (CSA) since 2016. Attendees will learn about the capacity needed to start a program-managed farmers' market and/or Community Supported Agriculture (CSA) program, and how programs and farmers can take advantage of food assistance programs (EBT, Double Up Food Bucks, WIC/Seniors Farmers' Market Nutrition Program) and review the record-keeping tools used to track attendance and sales.

Apprentice Track - Why Farmers Mentor

Laura Paine, Fay Benson, Brian Moyer and Spencer Fenniman
Since 2010, Dairy Grazing Apprenticeship has approved over 170 dairy farmers to train Apprentices. This panel discussion will explore why farmers choose to mentor aspiring farmers, what characteristics are needed to be a good mentor, and how we can foster those characteristics in our farmer-trainers.

Resource Showcase - Introduction to the Land Access Trainer Curriculum with Adaptations for Farm Viability

Suzanna Denison & Katie Painter

In this workshop, you will be introduced to the American Farmland Trust Land Access Trainer (LAT) Curriculum, which is skills-based and addresses three paths to land access: leasing, purchasing and receiving land through inheritance or gift, as well as finding and assessing land with an introduction to the basic financial skills land seekers need to make informed land access decisions. Using examples from the LAT Curriculum, participants will learn about the process of an English-language learners adaptation of the curriculum in order to demonstrate how to translate land access resources and allow for greater accessibility for diverse audiences.

World Cafe - Attracting Beginning Farmers to Rural Communities

Heather Freidrich, Julie Dawson and Alyson Earl

Rural communities often have ample farmland access, more affordable housing, and opportunities for beginning farmers to learn from experienced mentors and producers, yet, it can be challenging to attract qualified applicants to our programs in more rural or isolated communities. We will brainstorm together and share strategies and tips to help attract new farmers to rural communities where there is plenty of fresh air and opportunity for innovation and local economic development.

Katie Painter

Painter is the full-time project coordinator for Global Gardens Refugee Agriculture Program at the Idaho Office for Refugees. She manages two incubator farms in Boise and connects refugees with the land, resources and training they need to garden or to begin farm businesses. She also works with a Native American group on the Duck Valley reservation to grow food in gardens and hoop houses and to begin a farmers' market on the reservation.

Heather Freidrich

Heather Friedrich is a program manager in the Horticulture Department at the University of Arkansas. She has been involved in various programs to support the Northwest Arkansas food system from organic production research to facilitating an alliance of NWA farmers market managers and recently, developing the Center for Food and Farm System Entrepreneurship. The CFFSE was created to develop the next generation of farmer through education, including their two programs, an on-farm apprenticeship program (launching Jan 2020) and experiential learning farm school (launching 2021).

Julie Dawson

Julie Dawson is an Associate Professor in the Department of Horticulture at the University of Wisconsin-Madison. She leads the Seed to Kitchen Collaboration (SKC) with other plant breeders, local farmers and chefs. Research topics include season extension methods, organic vegetable variety trials and the use of genetic diversity in plant breeding programs. Extension efforts include resources for farmers conducting on-farm research and training programs for beginning vegetable farmers.

Alyson Earl

Alyson Earl grew up on a 100-acre farm in rural New York State. Her grandparents showed her ways to garden that were based on robust soil health. After graduating from Cornell University, Alyson spent years wandering through many towns and jobs honing her skills and looking for a way and a place where she could work to facilitate positive changes in our food system. In 2015, Alyson found such a place. She was hired to lead the Horn Farm Center for Agricultural Education 'from concept to impact'-to create a farming model based on soil health, biodiversity, and mutually beneficial relationships.

Rowan Steele

Krysik is completing his fifth year with Windy City Harvest and ninth season farming. He currently is the WCH Apprenticeship Instructor, and formally the WCH Incubator coordinator, and a crew leader in the WCH transitional job program; Harvest Corps. Outside of this role, he is co-chair of Advocates for Urban Agriculture, a Chicago organization and coalition of members and organizations advocating and supporting local food in Chicago.

Beth LaShell

Beth LaShell works for Fort Lewis College (FLC) in Durango, CO. After serving as an instructor in the Agriculture and Biology Department for 17 years, she became the Coordinator of the Old Fort at Hesperus. She and her colleagues have created a farmer-training continuum that begins with 150 hour internship opportunity (1 acre), progresses to a Farmer in Training program (2 acres) for those that need more experience and finally the Old Fort Market Garden Incubator program (6.5 acre) which serves as an alternative entry point for new farmers to develop an independent business.

Incubator Track - Incubator Equipment and Infrastructure Management

Rowan Steele, Beth LaShell, and Aaron Newton

One of the biggest logistical challenges of running a farm incubator is equitably and effectively managing shared resources. This session will explore a variety of tools and techniques for protecting equipment and infrastructure, while making them readily available to beginning farmers. These include clear expectation setting, creating a thorough Farmer's Manual, drafting standard operating procedures, and fostering community accountability, among others.

Apprentice Track - How Does it All Fit? Juggling the Education/Work Balance

Julie Sullivan

A common concern of mentors is how they'll fit education into an already full schedule running their farm or ranch. In this workshop we'll share questions and strategies that foster the co-creation, by learner and mentor, of education on working farms, including identifying 'teachable moments', built-in learning and focused instruction, and consider what factors in program design, mentors and learners create effective educational workplaces for programs.

Resource Showcase - Online Learning for Strategies for Beginning Farmers

Paul Krisik and Lawrence Riley

Come learn about the Windy City Harvest programs and how we introduce and train people with different backgrounds about local food and agriculture.

World Cafe - Advanced Apprentice - Land Trusts Role in New Farmer Incubation

Chris Link

The SAHC conserves unique plant and animal habitat, clean water, farmland, scenic beauty, and places for people to enjoy outdoor recreation in the mountains of Tennessee and North Carolina. Chris will discuss land trust's role in New Farmer Incubation. Come share how your programs interact with land conservation entities and ways to engage land trusts in farmer success.

Aaron Newton

Newton is a food advocate born and raised in Concord, NC. He works for Steward, the world's first crowdfarming platform, enabling people to invest in sustainable farms. Aaron is the coauthor of *A Nation of Farmers: Defeating the Food Crisis on American Soil* from New Society Publishers 2009. Aaron earned a bachelor's degree in Landscape Architecture from the College of Design at North Carolina State University. Aaron serves on the Executive Steering Committee for the Children WIN – Wellness Initiative Network for Atrium Health Care System Northeast.

Julie Sullivan

Julie currently oversees mentor training and support, as well as contributing to program design and apprentice support. She and her husband have been mentors with the program for 10 years, and own and manage their 3rd -generation, certified organic, cow/calf-to-finish cattle ranch in the San Luis Valley of Colorado. For a decade, Julie was faculty for the field-based Audubon Expedition Institute at Lesley University Environmental Studies and Environmental Education program, and has taught workshops for Colorado State University, Colorado College, Adams State University, Fort Lewis College, Stone Barns Center for Food and Agriculture, and the Western Colorado Food and Farm Forum, among others.

Chris Link

Chris is the Community Farm Manager at Southern Appalachian Highlands Conservancy (SAHC). Chris manages the operations on the Community Farm, working to grow the infrastructure and the Beginning Farmer Incubator Program. Originally from the eastern shore of Maryland, he holds a degree in planning & landscape architecture from Clemson University. Previously, Chris farmed on a year-round CSA community land trust farm in New England and a small, bio-intensive farm in Bostic, NC.

Gary Matterson

Matterson works for Farm Credit's trade association in Washington, DC as Senior Vice President, Beginning Farmer Programs and Outreach. This includes policy work on local foods, sustainable agriculture, and direct-to-consumer agriculture. For thirty years Gary was a small farmer raising greenhouse wholesale cut flowers marketed in the Northeast and beef cattle for local sales. He has served on numerous boards of directors including Farm Credit, the Boston Flower Exchange, and many non-profits.

Gaelle Janvier

Janvier is the Head of Strategic Development at The Market Gardener. She has studied environmental design, urban planning and international project management. She has actively contributed to the urban agriculture project of roof gardens, an initiative that encourages citizen participation in the development of new community, edible, and green spaces. In recent years, Gaelle has coordinated and participated in food security projects in African and Latin American countries.

Suleyka Montpetit

Suleyka Montpetit, Executive director of Market Gardener, is a creative catalyst, web creator and entrepreneur based in Montreal, Canada. She is passionate about helping conscious leaders spread their message through the web. After working with JM for over two years, they have partnered up to craft a high-quality online program to further human-scale ecological food production around the world.

Session V

Wednesday Nov. 6th
3:30-5:00 am

Incubator Track - Business Planning and Record

Keeping- How do you get Farmers to do it?

Gary Matteson

This session shows how to use the Business Health Assessment survey with farmer clients to find out how well they understand the financial tools and practices you know they need. We will discuss how to use the Farm and Ranch Business Health Assessment and related Business Readiness Assessment and curriculum guide to develop a business training curriculum, as a pre-or post-assessment for trainees, as a self-assessment for trainers, and to help trainees set goals and develop an action plan.

Apprentice Track - Bridging the Generations

Laura Paine and Julie Sullivan

Differences between you and your learner: This workshop will provide an overview of the four living adult generations: the GI Generation, Baby Boomers, Generation X, and Millennials and how events and broad societal changes have shaped generational characteristics such as attitudes toward money and work. Through interactive discussion, the workshop will identify how some of these generalizations may influence the mentor-learner relationship as well as how individual personality styles interact with generational influences.

Resource Showcase - Online Learning Strategies for Beginning Farmers

Gaelle Janvier and Suleyka Montpetit

In this workshop, Gaelle will present the opportunities for online courses to fill gaps in helping beginning farmers acquire technical skills, methodologies and tools to succeed, as well as discuss the limitations of online learning environments. She will share conclusions based on the last two years of running The Market Gardener's Master class, our online course that has now served over a thousand beginning farmers in 56 countries as well discuss how online learning communities can be used to support and accelerate the small-scale regenerative agriculture movement.

World Cafe - Exploring Best Practices for Post-Incubator/Post-Apprenticeship Support – What's Next beyond the Incubator / Apprenticeship program?

Aaron Newton and Rowan Steele

Many incubator and apprenticeship programs support producers in the start-up phase of their business. Once producers establish their new farms or ranches post-apprenticeship or post-incubator program, ongoing technical assistance and support is needed particularly in the early years following a transition to farm/ranch business ownership. Most businesses fail to make it past five years (only 47.5% of beginning farms survive after 5 years) because of lack of economic viability/profits, lack of access to capital, etc. We will explore how can we best support new farmers once they leave the nest.

Dayna-Joy Chin

Dayna-Joy Chin is a child of the Diaspora via Jamaica and the Bronx. She is an educator, coach, facilitator, and consultant based in New York City. Dayna-Joy currently works as an educational consultant and Equity Specialist with Bank Street College of Education in New York City. She has experience with various aspects of educational programming and management as a history teacher, instructional coach, and Program Director. Dayna-Joy has created and facilitated curriculum addressing racial identity development, culturally responsive teaching practices, and diversity and equity in a variety of contexts. Her facilitation practice is grounded in multi-partial facilitation strategies which use dialogue to balance social power. Dayna-Joy graduated from Brown University with a BA in Africana Studies and BA Human Development in Education, and holds a Masters in Teaching in Social Studies Education from Georgia State University.

Ashleigh Eubanks

Eubanks is an organizer and facilitator and space keeper. She currently works as the Food Justice Program Manager at RiseBoro Community Partnership. Her responsibilities include food systems education, supporting local co op development, building cross-movement solidarity and fostering local leadership. She realized food and land sovereignty as an entry point for politicization and mobilization of people across communities after attending Soul Fire Farm's immersion program in 2014. She has been active in the food justice movement ever since. Ashleigh was recognized as Ebony Magazine's Power 100 in 2013 and by in 2018 as Brooklyn Magazine's Class of 30 Under 30.

Thank you to the donors who made this happen.



Wednesday Nov. 6th

9:00-10:30 am

Soul Fire Farm Diversity, Equity and Inclusion Training

Uprooting Racism in the Food System

Dayna-Joy Chin and Ashleigh Eubanks

In this workshop, participants will engage with a timeline that chronicles the history of racism and resistance that shape our food system. Participants will reflect on their personal histories and relationship to the food system given our identities and the work we are doing. We will look at Soul Fire Farm's model as a framework to "uprooting racism in the food system". Participants will have the option of sticking around for an open space session with us.



United States Department of Agriculture
National Institute of Food and Agriculture

USDA Beginning Farmer and Rancher
Development

Grant #2016-70017-25376

Conference Map

Workshop Locations

Incubator Track:

Ithaca/Cayuga Conference Room

Apprentice Track:

Seneca Conference Room

Resource Showcase:

Skaneateles Conference Room

World Café:

Owasco Conference Room

Soul Fire Farm Diversity and

Inclusion Training:

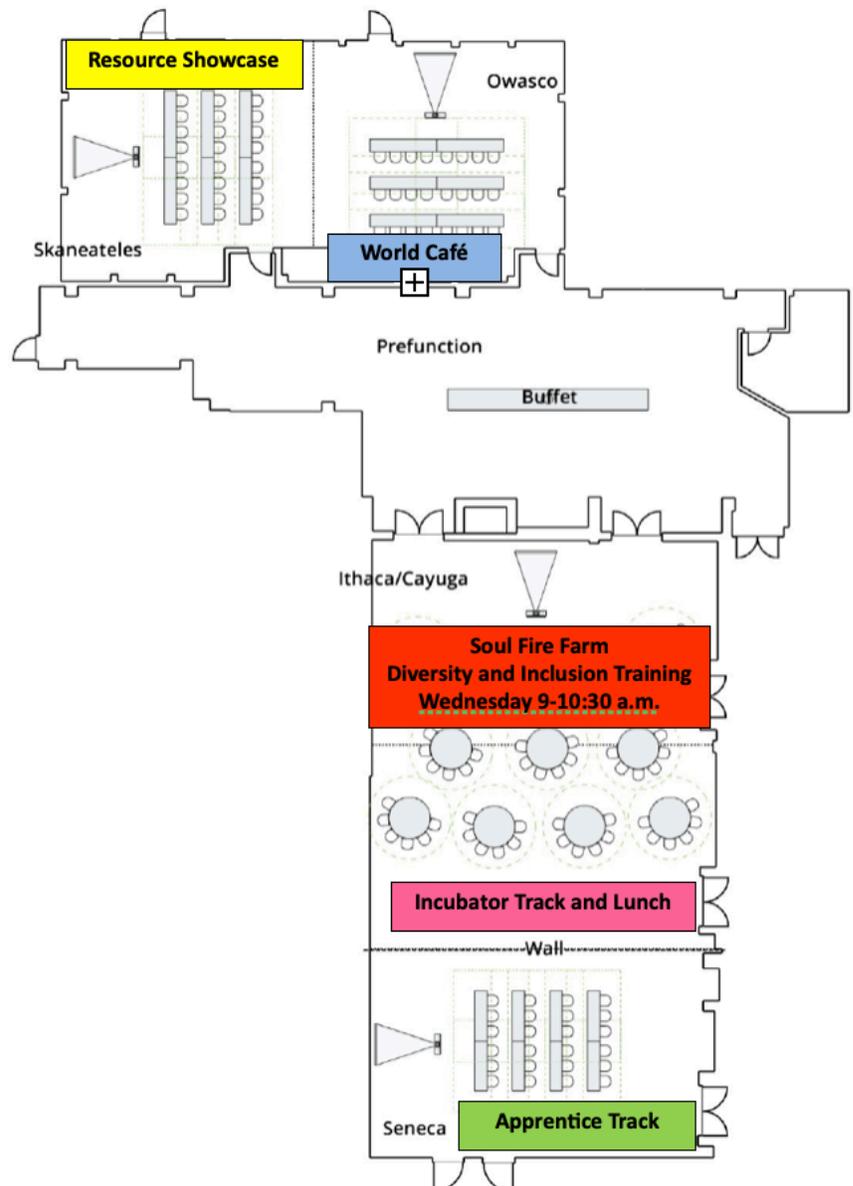
Ithaca/Cayuga Conference Room

Lunch:

Ithaca/Cayuga Conference Room

Closing Circle:

Ithaca/Cayuga Conference Room





Your TO DO List

- Join the NIFTI and AgALN Listserv
- Participate in Webinars
- Complete the Annual Survey
- Check out the Shared Framework for Evaluation
- Engage: Ask questions! Give Answers!
- Tell us what you want!

<https://nesfp.org/national-and-state-networks>



COMMITTED TO AMERICA'S FARMERS AND RURAL COMMUNITIES



At Farm Credit, we are dedicated to working in partnership with our customers, as we have for more than 100 years.