

Filling in the Gaps

Developing a Farmer Training Pipeline for
Metropolitan NYC and Mid and Upper
Hudson Valley Farmers with Special
Emphasis on Socially Disadvantaged and
Veteran Communities

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Who are we serving?

Socially Disadvantaged and Veteran Communities in the Metropolitan NYC and Mid and Upper Hudson Valley

Pipeline of **Explorers, Planners, Start-up** and **Enterprise**

- Members of the immigrant, African-American and Latino communities
- 0-7 years of farming experience
- Farmers currently farming
- Veterans
- Formerly incarcerated individuals



Key Approaches

- **Outreach** through partners with strong ties to target communities
- **Resource creation** for stage-specific and disadvantaged groups
- **Are You Ready to Farm** introductory workshops
- **Farm Beginnings Whole Farm Planning Course** in NYC and HVF
- **Specialized trainings**
- **Mentorships**
- **Technical Assistance**
 - Access to Capital
 - Marketing Support
 - Land identification & Lease Creation



Working with Minority Communities

Multicultural training of trainers - What we've learned from 14 years of identifying, educating, and supporting immigrant farmers to start their own farms in the NYC region.

- Targeted Outreach
- Hiring Bi-lingual Staff
- Building Trusting Relationships
- Understanding Learning Norms
- Continued Support and Engagement
- Providing Meaningful Opportunities



Visual Toolkit

SECTION 1: Goal Setting & Assessment

Meet Sam and Juanita!



SAM AND JUANITA HAVE A FARM DREAM

They want to start a farm together and hope that this farm will support them as their primary occupation, now and in the future. They feel ready to get started, but are overwhelmed by the decisions before them. In order to start their farm they decide to create a Whole Farm Plan, which will help them make decisions that match their own values and goals, environmental sustainability, financial stability, and community.



When you see this icon, remember to complete the corresponding assignment!

FARM DREAM



We will review the Farm Beginnings Whole Farm Planning curriculum alongside Sam and Juanita to see how one farm couple can start the process of turning their **FARM DREAM** into a **PLAN OF ACTION**.



BEFORE YOU BEGIN: SKILLS ASSESSMENT



- What are your skills in **PRODUCTION / MARKETING / BUSINESS**?
- Note skills you have now, those you could reasonably gain, and those to hire for.
- An accurate **skills assessment** will help you start to shape key learning goals for your action plan.



TODAY

The badges pictured at the bottom right hand corner of each section represent **KEY LEARNING GOALS**. At the end of each section there will be a place for your own notes, a list of corresponding assignments, and a place to list next steps you will take to further define your time line. You will gain a badge and move on to the next section once you complete the lesson and the associated assignments.

KEY LEARNING GOALS



LAND ASSESSMENT GUIDELINES

Consider these factors when you see a potential piece of land for your farm business. Think about how you will use what is present and get what is currently missing.



SAM & JUANITA

"We visited the property we were interested in after a **HEAVY RAIN, TESTED SOIL SAMPLES** and had **CORNELL COOPERATIVE EXTENSION** come out before signing our lease."

AREA

- Acreage and boundaries
- Arable Land available
- Regional Infrastructure

CLIMATE

- Microclimate
- Hardiness zone

HISTORY OF LAND USE

PHYSICAL PROPERTIES

- Soils
- Slopes
- Property borders and neighbors
- Water availability
- Vegetation

BUILDINGS & STRUCTURES

- Housing
- Barns
- Greenhouse
- Fencing
- Equipment sheds
- Farm stand

EQUIPMENT

ACCESS/ PROXIMITY TO MARKETS

LAND OWNER & CONTRACT

- Property easements



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SECTION 4: Business Foundations

Business Foundations

BEGINNING FARMER CAPITAL OPTIONS

There are a wide range of capital options available to beginning farmers. Below are examples of six loans commonly used and a breakdown of how they compare with one another.

	INTEREST RATE (Low to High)	ELIGIBILITY REQUIREMENTS (Low to High)	FLEXIBILITY OF LOAN USE (Low to High)	TERM (Short to Long)	LOAN AMOUNTS (Low to High)
USDA FARM OWNERSHIP LOAN	%	✓✓✓	⊙	❖❖❖	\$ \$ \$
USDA FARM OPERATING LOAN	%	✓✓✓	⊙⊙⊙	❖❖	\$ \$ \$
USDA MICROCREDIT LOAN	%	✓	⊙⊙	❖❖	\$ \$
FARM CREDIT FARM START LOAN	% %	✓✓✓	⊙⊙	❖❖	\$ \$
CROWDLENDING		✓	⊙⊙⊙	❖❖	\$
COMMERCIAL BANK LOAN	% % %	✓✓✓	⊙⊙⊙	❖❖❖	\$ \$ \$



INTEREST RATES

Interest rates influence how much extra you will need to pay on top of the amount you borrowed. Lower interest loans mean less payment over time.



ELIGIBILITY REQUIREMENTS

Eligibility rates can vary. Loans with high eligibility requirements might require that you have a certain credit score, have matching funds, or have a certain amount of previous working experience. Investigate the specifics.



FLEXIBILITY OF LOAN USE

Certain loans have very specific guidelines that dictate what they can be used for, such as land purchase, infrastructure development, or yearly operating costs. Other loans are more flexible and can be used for a wider range of projects.



TERM

The amount of time you have to repay varies from loan to loan and borrower to borrower. The length of your loan term will dictate your payment schedule and payment amount.



LOAN AMOUNT
The amount of money you will be able to borrow varies between different loans. Certain loans offer high amounts of capital, and others offer less.



GRANTS ARE NON-REPAYABLE FUNDS OFTEN OFFERED BY THE GOVERNMENT, NON-PROFITS, OR PRIVATE FOUNDATIONS TO AN INDIVIDUAL AGRICULTURAL BUSINESS. AGRICULTURAL GRANTS EXIST FOR A WIDE RANGE OF FARM-BASED PROJECTS, INCLUDING DEVELOPING VALUE ADDED PRODUCTS, BUILDING FARMING INFRASTRUCTURE, AND DEVELOPING NEW FARMING PRACTICES

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Partners and Collaborators

- Rachel Schneider, *HVFLC* - Project Director
- Christopher Wayne, *GrowNYC* -Co-Project Director
- Dr. Jed Tucker, *Bard Prison Initiative* - Program Coordinator for Community Garden Internship Program
- Karen Washington and Lorrie Clevenger, *Rise & Root Farm and BUGS (Black Urban Growers)*

By the end of the project ...

- 120 participants take introductory workshops and receive an assessment of their skills. 30 will work with staff to develop personal learning plans.
- 6 facilitators trained in Insight Garden Curriculum and deliver sessions to 30 formerly incarcerated individuals who work in community gardens.
- 90 Black and Latino farmers receive specialized farm immersion programming that includes a one day sessions on whole farm planning
- 30 veterans receive specialized farm immersion programming and offered entry into introductory/advanced programs
- 120 farmers take advanced whole farm planning training
- 36 farmers receive personal year long mentoring from farmers/experts of their choice
- 12 farmers are placed on their first leased land and are followed for one year of their lease with the landowner

Keep in touch!



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