



# THE DIRT

## **AGFORESTRY AWARDED \$250,000 GRANT FROM AG DEPT.**

The grant is titled, "Retooling Leadership Development for Future Generations In Natural Resources" and looks at AgForestry, an experiential leadership program, to ensure it meets future leaders based on their generational needs. Ignoring this significant shift, natural resource industries would slowly lose upcoming generations of leaders and managers.

The Agriculture and Forestry Education Foundation provides a well-established, well-respected leadership program for Washington State; "We cultivate leaders in agriculture, forestry, and natural resources." Branded as the "AgForestry" mentioning you're a graduate helps open doors. To date, over 1,000 participants from the agriculture, fisheries and forestry industry have graduated: over 60% are from agriculture. But there is a generational shift in the natural resources industries. The attraction to "stay on the farm" or even in the community is waning. Changes are impacting all natural resource industries, their workforce, the marketplace, and the ballot box. This impacts who leads and makes decisions that impact the future of Washington's natural resource industries. After 44 years of cultivating leaders, and with participant and funder input, AgForestry has identified the need for a comprehensive evaluation of the curriculum and delivery methods.

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## **GRANT FROM AG DEPT. CONTINUED...**

The three-year, \$250,000 grant runs from October 2022 to September 2025 and allows a contract with Laura Greenhaw, a researcher and Assistant Professor at the University of Florida at Gainesville, an expert in experiential and academic adult education, to evaluate the current curriculum. She will also conduct a literature review on curriculum evaluations including delivery methods and measurable outcomes of adult leadership development programs in agriculture and natural resources. Stakeholders will be invited to participate. There will be formalized focus groups with industry leaders from around the state and nation to identify what is needed from and expected of program graduates. Dr. Greenhaw will analyze and interpret all data to inform curriculum revision and development and then work with program staff of AgForestry to establish a work plan to implement new/updated curriculum. The work includes institutionalizing an annual evaluation of the program.

The grant is part of the Washington State Department of Ag's Specialty Crop Block Grant program.

## **CLASS 43**

Last week Class 43 met in Sunnyside for the second seminar in Module 3: Leadership and Systems Thinking.

The seminar kicked off with a class check-In. While no seminars are held over the summer, class participants provided feedback to each of their classmates and gathered feedback from other stakeholders through a 360 assessment. Class members shared the impact of peer feedback they received over the summer, and how that influences them at work and in life. The Leadership Challenge curriculum provides a foundation for implementing changes based on peer feedback, and perspective for their in-seminar learning opportunities, tying together the industry-focused learning and concepts presented in earlier modules.

The class gained perspective on the importance of family-run businesses and collaboration time with J&K Dairy (owned and operated by Karen (Class 43) and Jason Sheehan). During the tour, a representative from the Department of Ecology illustrated how critical collaboration is in changing the social landscape of agriculture. "Collaboration and Innovation" emerged as themes of the seminar.

Collaboration was emphasized throughout the place-based learning at Natural Selection Farms, Newhouse Farms, and Yakima Chief hops. New to this seminar, the class learned about infrastructure that is critical to both community safety and the agriculture supply chain from the Department of Transportation.

AgForestry alumni contributed to learning throughout the seminar, including a reception at Varietal Brewing in Sunnyside. AgForestry is grateful for the alumni and partners who made the learning opportunities in the seminar possible.

## CLASS 44

The leadership journey begins for Class 44 in Pullman on October 12. This month class members are completing their Leadership Practices Inventory 360 Assessment and have started reading The Leadership Challenge in preparation for their first seminar.

Vicki Christiansen (Class 12), Retired Chief of the US Forest Service, will be the first to speak to the class. Vicki's talk is titled "Your Own Unique Leadership Journey-Being Values Based and Purpose Driven."

Thanks to WSU for hosting Class 44's first seminar!

## BOARD UPDATES BYLAWS

Based on a recommendation from the Nominating Committee, the Board voted to decrease the size of the board from a minimum of 13 and a maximum of 21 to a minimum of nine and a maximum of 15. Additionally, the board voted to revamp the officer structure to eliminate the second vice chair position making officers a standard format of Chair, Vice Chair, Secretary and Treasurer.

## BOARD ELECTION: FOUR NEW, FIVE INCUMBENTS

The Nominating Committee, including the past chair and a representative from each of the six areas, sought candidates that would diversity the board in terms of area represented, skill and experience, natural resources background and in particular their "sphere of influence".

Candidates include:



**Lon Inaba** is the General Manager of Yakama Nation Farms, Wapato and a third-generation family farmer from the Yakima Valley.



**Brian C. Sayler** is VP & General Manager, Northwest Timberlands Division of Green Diamond Resource Company, Shelton



**Leo Garcia** was the Director and Lead Faculty, Horticulture Professor, Sustainable Agriculture and Resource Systems and the Hispanic Orchard Employee Education Programs until retirement last fall.

## **BOARD ELECTION CONTINUED...**



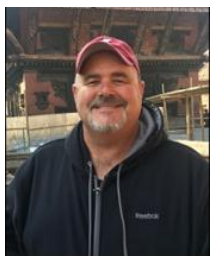
**Patti Case** is retired after over 30 years with Green Diamond Resource Company where she focused on governmental, regulatory and community relations strategy in nine states.



**Mark Wieseler** owns and operates Flying W. Farms in Mesa.



**Carol Piening** is retired after over 30 years with the State of Washington, where she worked for the Departments of Natural Resources, Ecology, and Fish and Wildlife.



**Dennis Swinger, Jr.** is Vice President of Franz Farms Ltd. in Lind, a dryland and Irrigated operation.



**Michael Broeckel** grew up in a small dryland farming community in southeastern Washington with a career in banking.



**Justin S. Hall** is Executive Director for the Nisqually River Foundation.

## **ANNUAL MEETING PRESENTED BY BOARD MEMBERS**

Join the Board of Directors on Wednesday, September 28, from 11 am – 12:30 pm for the AgForestry Annual Meeting. Click [here](#) to register. Each Board member will share a portion of the strategic plan including transitioning from seminars to modules. New board members will be announced and a round of applause to Lori Stonecipher who leaves the board after nine years.



## UPCOMING EVENTS

- **Thurs., Oct. 13 – 5-7 pm – Ensminger Pavilion, WSU Pullman (Class 44)**
  - Thank you, CAHNRS of Washington State University for hosting!
- **Weds., Oct. 19 – 5:30-6:30 pm – Columbia Land Trust, Vancouver (Class 44)**
  - Thank you, Columbia Land Trust for hosting!
- **WEBINAR – Depolarizing Conversation About Race with Braver Angels**
- **Thurs., Nov. 3 – 5:30-7 pm – University of Washington, Spokane (Class 44)**
  - Thank you, Catherine Brazil (19) and UW for hosting!
- **Thurs., Dec. 1 – 5:30-7 – Norwood Wine Bar, Wenatchee (Class 44)**
- **Thurs., Dec. 8 – 5:30-7 – Reininger Winery, Walla Walla (Class 43)**
  - Thank you, Kelly Tucker (19) for hosting. Thank you, Sarah McClure (31), Lori Stonecipher (34), and Sharla Wagoner for providing appetizers.

## WHAT WE'RE READING



Hannah Poush  
Program Director

“Leadership on the Line” by Ronald Heifetz and Marty Linsky

Leadership is lonely. Its messy. And it can be risky, both personally and professionally. But it is also deeply rewarding, exciting, and filled with passion and purpose. Heifetz and Linsky differentiate two types of challenges: adaptive and technical. Technical challenges can be solved by the knowledge that already exists within an organization. Adaptive challenges require new learning from all and a process of learning together toward solutions. It is in this adaptive realm of leadership that we put ourselves “on the line.”

This book is filled with tactics and encouragement for those of us traveling this vulnerable path.

## THANK YOU TO OUR SUPPORTERS!

Bill (4) & Judy Boyes  
Blayde (24) & Nicky Fry  
Brett (24) & Lisa Bishop  
Brian (38) & Megan Baumann  
Brian (39) & Julia Looper  
Department of Natural Resources  
Faviola Barbosa  
Gareth (40) & Emily Waugh

Green Diamond Resource Company  
Jean (39) & Alan Frost  
Joel Wachs (35)  
Labbeemint, Inc.  
Matt (36) & Erin Kloes  
Mel (34) & Rex Calloway  
Randy (40) & Seneca Burke  
Travis (33) & Alicia Keatley  
Tristan (32) & Joelle Klesick



## **VISION**

To positively impact and enrich lives and communities in Washington State to meet challenges faced by agriculture, forestry, and natural resources.

## **MISSION**

We cultivate leaders in agriculture, forestry, and natural resources who communicate, collaborate, inspire, and serve.

## **POSITIONING STATEMENT**

We cultivate leaders in agriculture, forestry, and natural resources.

## **VALUES**

Collaboration, Integrity, Respect, Service, Personal Growth

**Agriculture and Forestry Education Foundation**

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