



4TH ANNUAL

**HISPANIC FARMERS AND
AGRICULTURAL PROFESSIONALS
SYMPOSIUM** 2022

www.latinofarmersusa.com



from



Table of Contents

Welcome Message 2

Our Company 3

Symposium Program 4

Speaker Biographies 6

Farmer Resources 15

Check List for Farmers (English) 16

Lista para nuevos agricultores (Español) 17

Cultivar Learning Network 18

Our Team 19

Welcome Message

Welcome to the 2022 Hispanic Farmers and Agricultural Professionals Symposium! Notwithstanding the challenges of conducting face-to-face outreach and education, we continue to create opportunities for farmers to network, participate in learning forums, experience farm demonstrations, and introduce young, talented Hispanic professionals dedicated to conserving natural resources. In addition, the opportunity to virtually reach as many Hispanic farmers, professionals, and future Hispanic farmers and professionals as possible gives us a chance to continue building momentum, partnerships, and networks without “state borders.”

U.S. Hispanics account for 62 million individuals, nearly 20 percent of the U.S. population. As the Hispanic population becomes more prominent and complex, their preferences and perceptions are also changing. Therefore, encouraging and building strong conservation relationships with farmers and forest landowners can bring significant changes and benefits to our farming and agricultural legacy.



**Dr. H. Nolo Martinez &
Maya McElrath**

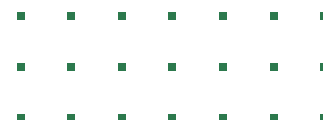
Co-Presidents of mano-Y-ola

The 4th Annual Hispanic Farmers and Agricultural Professionals Symposium celebrates U.S. agriculture, our influence, the land we love and cultivate, the natural resources we protect, our farmers, our workers, our scientists, young Hispanic professionals, and those who consume our produce. We have organized a comprehensive informational program that includes many experienced, talented, and resourceful speakers and panelists. The Symposium themes and topics include Hispanics in Agriculture: Demographic Characteristics, Climate-Smart Agriculture: Programs and Initiatives, Hispanic Farmers’ Families Agricultural Legacy, Student Internship Experience and Conservation Projects, Hispanic Forest Landownership Overview, a Silvopasture Field Demonstration, and a presentation of future events. I expect each of you will find one, two, or most of the subjects/themes relevant to your work, career, and perhaps learning objectives.

Thank you for joining us and taking the time to celebrate Hispanic Heritage Month.

Enjoy the Symposium and many successful crops to come,
Dr. H. Nolo Martinez & Maya McElrath

Our Company

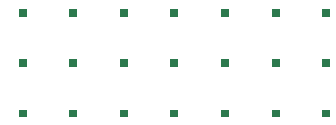


mano-Y-ola is a minority- and female-owned consulting firm based in North Carolina with team members and offices in Puerto Rico, Texas, Wisconsin, Colorado, Louisiana, and the Netherlands. The company (formerly known as Nolo Consulting, LLC) was founded by Dr. H. Nolo Martínez (“Nolo”) in 2009 and is co-owned by Nolo and Maya McElrath, who have 45 years of combined experience in the fields of leadership, education, family services, social work, and community development. mano-Y-ola’s team is diverse in background, ranging from team members with experience in civic engagement, administration, the arts, communication and advertising, social work and case management, education, international relations, business administration and law, agricultural business, and agronomy.

mano-Y-ola’s focus areas are early childhood education programs, minority and immigrant farmer communities, and leadership development. Consulting services and programs include designing and completing comprehensive community assessments, effective strategic planning, grant evaluation, planning, and implementing outreach and advocacy activities. The company’s mission is to help each individual professional love what they do.



Symposium Program



Friday, October 7, 2022

Simultaneous Interpretation: Angelica Schiavone, Full Circle Interpreting

Musician: Larry Bellorin

9:00 - 9:30 am **Opening Remarks / Mensajes de Apertura**

- Maya McElrath, Co-President, mano-Y-ola LLC
- Homer Wilkes, Under Secretary of Agriculture for Natural Resources and Environment, United States Department of Agriculture
- Louis Aspey, Associate Chief, USDA-NRCS

9:30 - 10:00 am **Hispanics in Agriculture: Demographic Characteristics / Hispanos en la agricultura: Características Demográficas**

- Maya McElrath & Dr. H. Nolo Martínez, Co-Presidents, mano-Y-ola LLC

10:00 - 10:30 am **Climate-Smart Agriculture: Programs and Initiatives / Inteligencia Climática en Agricultura: Programas e Iniciativas**

- Carlos Suarez, State Conservationist, USDA-NRCS, California
- Luis Cruz-Arroyo, State Conservationist, USDA-NRCS, Puerto Rico

10:30 - 11:30 am **Panel: Hispanic Farmers' Families Agricultural Legacy / Legado de Familias Hispanas en la Agricultura**

- **Moderator:** José Sánchez, Executive Director, Victus Puerto Rico
- The Espinosa Family, Puerto Rico - Carlos Sr., Sara, and Carlos, Dairy Farm
- The Sánchez-Santos Family, Florida - Ruben and Elide, Passion Fruit Farm
- The Guerrero Family, Louisiana - José, Nursery Farm

11:30 - 11:35 pm Break

11:35 - 12:10 am **mano-Y-ola Agricultural Conservation Internship / Pasantía de mano-Y-ola en Conservación Agrícola**

- **Moderator:** Patricia Morales, Program Manager, mano-Y-ola LLC
- James Marien, Soil Conservation Technician, USDA-NRCS, Louisiana
- Francisco Cima de Villa, Intern 2022, mano-Y-ola LLC
- Molly Hass, Agricultural Outreach Specialist, mano-Y-ola LLC
- Carlos Espinosa, Intern 2022, mano-Y-ola LLC

12:10 - 1:00 pm Lunch Break

12:20 - 12:40 pm **Student Presentations / Presentaciones de los Estudiantes**

- Interns, mano-Y-ola LLC
 - Natalia Canellas
 - Camila Muñiz
 - Caroline Sanabria
 - Joan Graniela

1:00 - 1:20 pm **mano-Y-ola Agricultural Conservation Internship Q&A / Pasantía de mano-Y-ola en Conservación Agrícola**

- **Moderator:** Javier Medina, Advisory Collective Member, Cultivar Learning Network
- Interns, mano-Y-ola LLC

1:20 - 1:45 pm **Hispanic Forest Landowners Enumeration Study / Estudio de Enumeración de Propietarios de Bosque Hispanos**

- Adrian Parrott, Outreach Specialist & Program Manager, & Dr. H. Nolo Martínez, mano-Y-ola LLC
- Delie Wilkins, Program Analyst, Endowment for Forestry and Communities

1:45 - 2:40 pm **Forestry Panel Presentations / Panel de Presentaciones Forestales**

- **Moderator:** Delie Wilkins, Program Analyst, Endowment for Forestry and Communities
- Amadou Diop, Outreach Liaison, U.S. Forest Service
- Sam Cook, Executive Director of Forest Assets, NC State University College of Natural Resources
- Kedren Dillard, SFLR Forest Landowner
- Arjun Durr, Director of Product Development, Family Forest Carbon Program American Forest Foundation

2:40 - 2:50 pm Break

2:50 - 3:50 pm **Silvopasture Field Demonstration / Silvopastura Demostración de Finca**

- Richard Kacir, State Conservationist, USDA-NRCS, Louisiana
- Dave Daigle, Farmer, Daigle Farms, Louisiana
- Rick Williams, State Forester, USDA-NRCS, Louisiana

3:50 - 4:20 pm **Future Outreach and Education Activities / Actividades de Divulgación y Educación en el Futuro**

- Adrian Parrott, Outreach Specialist & Program Manager, mano-Y-ola LLC

4:20 - 4:30 pm **Closing Remarks / Mensajes de Clausura**

- Dr. H. Nolo Martínez, Co-President, mano-Y-ola LLC

Speaker Biographies



Dr. Homer Wilkes

**Under Secretary of Agriculture for Natural Resources and Environment
United States Department of Agriculture**

Under Secretary Homer Wilkes was appointed by President Joe Biden and confirmed by the Senate in February of this year. His work spans more than 40 years, including his service as Director of the Gulf of Mexico Ecosystem Restoration Division after the 2010 BP oil spill. Wilkes has also served as acting Associate Chief of the USDA-Natural Resources Conservation Service in Washington, D.C. His USDA tenure includes State Conservationist for Mississippi and Chief Financial Officer for NRCS.

Under Secretary Wilkes served as a naval supply officer in the United States Navy Reserve for 23 years. A Mississippi native, he received his bachelor's degree, MBA, and doctoral degree in Urban Higher Education from Jackson State University.



Louis Aspey

**Associate Chief
USDA - Natural Resources Conservation Service**

As Associate Chief, Louis Aspey ensures that the Natural Resources Conservation Service (NRCS) conservation mission is carried out in line with the Chief's priorities and with an emphasis on doing what is best for the agency's customers. He provides national leadership and coordination across the following NRCS deputy areas: Programs, Soil Science and Resource Assessment, Science and Technology, and Management and Strategy.

Associate Chief Aspey has served in multiple leadership positions with NRCS and the U.S. Army Corps of Engineers during his 30-year career. Most recently, he served as Deputy Chief for Management and Strategy. In that position, he led the establishment of the Office of Urban Agriculture and Innovative Production. Before arriving at NRCS's National Headquarters, Aspey served as the State Conservationist in West Virginia. During his tenure, he, along with his staff and partners, addressed broad-scale flooding, water supply, and food resiliency challenges. Aspey, a native of southwestern Pennsylvania, is proud to be the first in his family to attend college.



Carlos Suarez

State Conservationist, California
USDA - Natural Resources Conservation Service

Carlos Suarez began his tenure as State Conservationist for USDA's Natural Resources Conservation Service (NRCS) in California in 2013. Suarez, a native of Puerto Rico, has first-hand knowledge of California's vast natural resources and resource challenges, having served as Deputy State Conservationist for California from 2005-2008. Suarez has also served as the NRCS State Conservationist for Florida. Earlier career positions included diverse roles in domestic and international locations, including Indiana, Nebraska, Pennsylvania, West Virginia, Wisconsin, Mexico, and Nicaragua. Suarez is married with three children.



Luis Cruz-Arroyo

State Conservationist, Puerto Rico
USDA - Natural Resources Conservation Service

Cruz-Arroyo is from Mayagüez, Puerto Rico, and graduated from the University of Puerto Rico with a bachelor's degree in Animal Science. He began his professional career at Pioneer Seedlings, and he provided consultation services for an environmental firm on by-product management for agricultural uses. In 2010, Cruz-Arroyo began his career with USDA-NRCS as a Soil Conservationist in Baldwin County, Alabama, and he continued his career as a District Conservationist in several counties in Alabama. Over the years, he has served as the Area Resource Conservationist in the West Area of Alabama, the chair of the Civil Rights Advisory Committee, Alabama's Hispanic Special Emphasis program manager, and the Southeastern Region representative for the National Organization of Professional Hispanic NRCS Employees. He was appointed as Alabama's StrikeForce Coordinator in 2016 as a collateral duty. He worked with other USDA agencies to coordinate outreach efforts to target and improve program participation in counties with persistent poverty.



José Sánchez

Executive Director
Victus Puerto Rico

José Sánchez is a board-certified lawyer with experience in civil law and administrative government processes. He has a bachelor's degree in Business Administration from the University of Puerto Rico, a Juris Doctor at Eugenio María de Hostos School of Law, and is finishing a master's degree in Public Administration from the Pontifical Catholic University of Puerto Rico's School of Law.

Currently, Sánchez is the Executive Director of Victus Puerto Rico's "Puerto Rico Prosperity Farmers Project," a project funded by the USDA Office of Partnerships and Public Engagement (OPPE). This project is helping local farmers obtain a legal title for their farms to receive help from multiple USDA agencies and providing them with valuable legal, entrepreneurship, and natural resources conservation training to help their agricultural businesses grow.

Sánchez has experience working with underserved farmers as a Hispanic Farmer Outreach Specialist for Nolo Consulting LLC (now mano-Y-ola LLC) where he led the Puerto Rico Outreach Program from 2018-2019 and taught the "Champions in Conservation Learning Network" Conservation module from 2019 to the present.



Carlos Espinosa Sr.

Farmer, Puerto Rico
Rancho Brisas - Ganadería Carlos Espinosa

Carlos Espinosa Avila is a third-generation dairy farmer with 29 years of experience in agriculture. Carlos's family has been in agriculture for 60 years and started with the cultivation of minor crops, cane sugar, and then dairy cattle. Growing up, he helped on the family dairy farm. He found his passion for agriculture when his studies began at the University of Puerto Rico in Utuado as a Livestock Industry major. Now working on his dairy farm for nearly 30 years, he looks forward to working on the farm next to his children, Carlos Samuel and Sara Teresa, keeping up with technological advances in agriculture and expanding production to cheese, butter, and more.



Elide Santos

Farmer, Florida
Dragon Fruit Nature Farms LLC

Elide Santos was born in Venezuela and was involved in the agricultural field at an early age since her grandparents were producers of coffee and cocoa. She traveled to the United States at the age of 18 after graduating from high school. Santos went to Florida Language Institute to learn English as a second language and graduated from Miami Dade College in International Marketing. She worked for Evergreen America Corporation for eight years and received her bachelor's degree in Psychology from Carlos Albizu University. In 2014 Santos was invited by her uncle, Ruben Sánchez, to join him in his agricultural journey. She gladly accepted the offer, and since then she has enjoyed working in the agricultural industry. She has been working in Florida as a dragon fruit producer and believes she can help those in her community struggling with diabetes and other conditions through the benefits of the dragon fruit.



Ruben Sánchez

Farmer, Florida
Dragon Fruit Nature Farms LLC

Ruben Sánchez was born in Venezuela. He was involved in the horse racing world his whole life because his father, who was born in Puerto Rico, was a jockey and trainer. Sánchez graduated from Escuela Nacional de Hacienda in Venezuela and had his own business as a custom broker for 40 years. He also dedicated part of these 40 years to the importation and breeding of horses. Due to the change of government in Venezuela, he moved to United States. Sánchez saw the opportunity to start a new adventure in agricultural business with a few of his friends and started the company, Dragon Fruit Nature Farms LLC. A couple years later, Sánchez's friends sold him their shares, and he invited his niece, Elide Santos, to join him and invest in the agricultural business.



José Rogelio Guerrero

Farmer, Louisiana
Roger's Plant Nursery

José Rogelio Guerrero was born in San Miguel de Allende Guanajuato, Mexico. He migrated to Central Louisiana in the United States when he was nine years old. José began working in the Nursery industry as a laborer and worked up to retail at the local nursery supplier. Jose now owns and operates Roger's Plant Nursery with his mother. He is a graduate of the Louisiana Central Farmer Training Program.



James Marien

Soil Conservation Technician, Louisiana
USDA - Natural Resources Conservation Service

James Marien (Jamie) is a Soil Conservation Technician with NRCS in Alexandria, Louisiana. He has 20 years of experience with the NRCS delivering conservation solutions to producers to improve farm health while preserving our natural resources. He often provides training to new field office employees with the survey, design, and implementation of conservation practices while serving producers of five parishes. Working for NRCS enables him to help protect natural resources and make agriculture sustainable for the next generation of farmers.



Arjun Durr

Director of Product Development
Family Forest Carbon Program, American Forest Foundation

Arjun Durr is the Director of Product Development at the American Forest Foundation. He leads the innovation and development of a range of products that harness the potential of carbon markets for reforestation and afforestation across the U.S. Southeast. Durr is a serial entrepreneur with a demonstrated history of businesses in the sustainable health and wellness food space in India and has fundraised for and developed the initiatives of social entrepreneurs around the world in his former role as the Associate Director of Partnership Management at Ashoka.



Delie Wilkens

Program Analyst
Endowment for Forestry and Communities

Prior to joining the Endowment, Delie Wilkens worked as a research fellow with the U.S. Forest Service Southern Research Station on several projects related to sustainable forestry initiatives. She holds a Master of Science degree from Virginia Tech in Forest Resources and an undergraduate degree in Anthropology & Geography from Appalachian State University. Wilkens also served as an Agriculture & Forestry Extensionist in Paraguay during her Peace Corps service.



Amadou Diop

Outreach Liaison
USDA - U.S. Forest Service

Amadou Diop is with the Cooperative Forestry Unit of the Deputy Regional Forester for State and Private Forestry in the Southern Region office in Atlanta, Georgia. Diop's duties include performing natural resource program coordination and liaison functions, as well as providing region-wide technical assistance and resources for forestry issues related to outreach to historically underserved communities and individuals.

Diop has over 20 years of experience in forestry, mainly working in the Southeast with non-industrial private landowners including small and historically underserved landowners. Diop previously worked for the National Wildlife Federation (NWF) as the Senior Forestry Program Manager, where he was responsible for leading NWF's Longleaf Pine and Southern Forest Restoration program. Before joining NWF, Diop was the Forestry Program Director for the Federation of Southern Cooperatives. Diop is a Tuskegee University graduate.



Sam Cook

Executive Director of Forest Assets
North Carolina State University College of Natural Resources

Since 2016, Sam Cook has served as the Executive Director of Forest Assets for the North Carolina State University College of Natural Resources and is the Vice President of the Natural Resources Foundation. As Executive Director of Forestry Assets, he oversees 10 forest properties that support research and generate more than \$3 million annually for the college. Cook also served on the North Carolina State University College of Natural Resources Foundation Board of Directors.

Cook is passionate about promoting diversity and inclusion, mentoring students, and expanding educational opportunities for underrepresented populations. He co-manages the Forester of the Future Program, a partnership between the College of Natural Resources, Tuskegee University, and Resource Management Service, LLC, which offers an accelerated graduate degree program to students from underrepresented groups who are interested in pursuing forestry careers. Cook and his wife, Sherry, also established the Sam and Sherry Lynn Cook Fund for Outreach and Support for Diversity in the college to support the recruitment of forestry students from underrepresented groups.



Kedren Dillard

Forest Landowner
Sustainable Forestry and African American Land Retention Network

Kedren Dillard is an Executive Committee member with Shipley Associates. As Senior Vice President of Client Success, Dillard oversees business development and consulting, training, strategy, and partnerships for Shipley's Mid-Atlantic region. Prior to Shipley, Dillard worked in Global Talent Acquisition for Bloomberg LP where she recruited and hired senior leaders in various critical areas of business. Earlier in her tenure at Bloomberg, she led Federal Sales for BGOV (Bloomberg Government) in Washington, D.C. Since 2019, Dillard has served on the Board of Trustees with the American Forest Foundation (AFF). She is currently an Executive Committee member and serves on the Policy and Government Relations and Family Forest Carbon working teams. In May of 2021, Dillard testified before the U.S. Senate Committee on Agriculture, Nutrition, and Forestry in support of the Rural Forests Markets Act – legislation supporting family forest owners' access to carbon markets. She is also a board member for Dovetail Partners, a non-profit environmental think tank based in Minneapolis, Minnesota.



Richard Kacir

State Conservationist, Louisiana
USDA - Natural Resources Conservation Service

Richard “Chad” Kacir has been a State Conservationist for the NRCS in Alexandria, Louisiana, since 2019. He is a native of Victoria, Texas, and graduated from Texas Tech University in 1986 with a degree in Agricultural Economics. Kacir worked in the private sector and ran a successful cow-calf operation that ultimately introduced him to the NRCS. He has worked for the NRCS since 2002, starting as a Soil Conservationist in two locations in South Texas. Kacir served four years as a District Conservationist in Oahu, Hawaii, and eight years as Assistant State Conservationist -Field Operations in Oklahoma. He has also been the Acting State Conservationist in South Dakota as a Management Analyst in the Office of the Regional Conservationist.



Dave Daigle

Farmer
Daigle Farms, Louisiana

Dave Daigle raises cattle in southwestern Louisiana. Since 1982 he has used prescribed grazing on native grassland/savannah to maintain the prairie and improve soil health. In addition, he grazes native longleaf pine habitat with Bradford cattle on the open savannah. Daigle Farms was recognized as a 2011 regional Environmental Stewardship Award Program (ESAP) winner during the 2011 Cattle Industry Summer Conference in Kissimmee, Florida.

Daigle is a national, state, and local conservation leader. He serves as the south-central regional chair of the National Association of Conservation Districts (NACD), chair of the Calcasieu Soil and Water Conservation District (SWCD) Board, president of the Louisiana Association of Conservation Districts, and member of the Louisiana Soil and Water Conservation Commission. He also serves as a board member for many other national and state-level agricultural and conservation organizations.



Rick Williams

State Forester, Louisiana
USDA - Natural Resources Conservation Service

Rick Williams is the State Forester for the Natural Resources Conservation Service in Louisiana where he provides technical information regarding forestry in an integrated way that services the needs of NRCS line officers, field staff, landowners, and conservation partners. Williams has also worked in forestry extension/education and as a forester for private industry. His career has taken him through several southern states including Arkansas, Florida, and Texas.

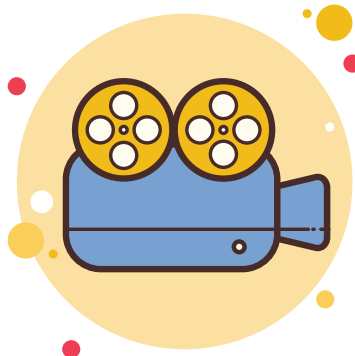
Williams has worked with forest landowners and logging contractors throughout his career to provide them information regarding the management and use of their forested lands. For the past few years, he has worked with the Louisiana Forestry Association, Trailblazers RC&D, and the Logging Council regarding best management practices and streamside management zones, particularly as they relate to timber harvesting.

Williams has a master's degree in Forestry from the University of Missouri and a PhD in Forest Economics and Management from Texas A&M University. He is active with the Louisiana Forestry Association and the Society of American Foresters.

Farmer Resources



Conservation at Work Series



"Explore all our different conservation methods used by producers around the country. You can filter the results by one or more types of conservation concern."

USDA Farmers.gov, *Conservation at Work*.
<https://www.farmers.gov/conservation/conservation-at-work>

Climate-Smart Agriculture and Forestry Resources



"Are you interested in climate-smart solutions for your agricultural or forestry operation? USDA offers voluntary programs and services to help you build soil health, sequester carbon, reduce greenhouse gas emissions, enhance productivity and commodity marketability, and mitigate the impacts of climate change while building resilience to strengthen your operation."

USDA Farmers.gov, *Climate-Smart Agriculture and Forestry Resources*.
<https://www.farmers.gov/conservation/climate-smart#>

Checklist for New Farmers

This brief summary is intended to acquaint you with some of the common first considerations. You should research your local, State, and Federal requirements fully and make the best decisions for your farm or ranch business in accordance with your priorities.

Planning

- Secure farm business location(s) (purchase, rent, or lease).
- Complete farm planning process (production, marketing, and financial plans).
- Select and develop farm products and/or services.

Advice

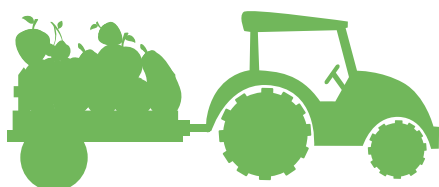
- Review your farm business plans with an advisor.
- Research what resources might be available to support your business and vision.

Education

- Attend field days, workshops, courses, or formal education programs to build necessary skills to ensure you can successfully produce your selected farm products and/or services.

Funding

- Secure necessary financing (farm capitalization and operating); establish credit with key suppliers.



Set Up Your Business

- Establish farm legal structure (e.g., sole proprietorship, partnership, corporation, cooperative).
- Register your farm business and get a farm number; obtain business certificate.
- Obtain tax identification numbers for the farm business:
 - Sales Tax
 - Employer's Tax
- Acquire necessary permits, licenses, and certifications; prepare to comply with all relevant regulations:
 - Local
 - State
 - Federal
- Purchase necessary insurance (e.g., liability, health, life, crop, property, workers' compensation).
- Establish farm work plan; hire and schedule farm labor.

Other Key Considerations

- Establish farm management team and job descriptions (e.g., family members and partners, employees, lawyer, accountant, other consultant services).
- Open farm business bank account(s).
- Set up farm business office; obtain necessary supplies and equipment.
- Set up farm bookkeeping and recordkeeping systems.
- Establish farm policies (personnel, safety, visitor).
- Establish distribution channels/markets for farm products.
- Produce promotional and advertising material.

Lista para nuevos agricultores

Este breve resumen tiene la intención de familiarizarlo con algunas de las primeras consideraciones básicas. Debe investigar los requisitos locales, estatales y federales a cuidadosamente y tomar las mejores decisiones para su negocio de finca o rancho, de acuerdo con sus prioridades.

Planificación

- Asegure la localización(es) y dirección(es) de los negocios agrícolas (compra, alquiler o arrendamiento).
- Complete el plan y el proceso de su negocio agrícola (producción, comercialización y planes financieros).
- Seleccione y desarrolle productos y / o servicios agrícolas.

Consejo

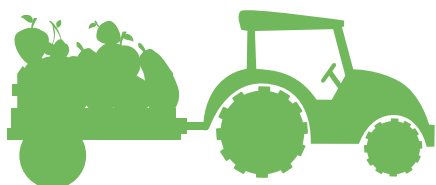
- Revise sus planes de negocios agrícolas con un asesor.
- Investigue qué recursos podrían estar disponibles para ayudar su negocio y visión.

Educación

- Asista a los días de campo, talleres, cursos o programas de educación formal para desarrollar las habilidades necesarias para garantizar que pueda producir con éxito los productos y / o servicios agrícolas seleccionados.

Fondos

- Asegure el financiamiento necesario (capitalización y operación de la granja); establecer crédito con proveedores o suplidores que sean claves a su empresa agrícola.



Configure/constituya su negocio

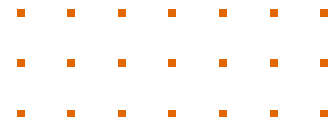
- Establecer la estructura legal de la granja o finca (por ejemplo, propiedad única, sociedad, corporación, cooperativa).
- Registre su negocio agrícola y obtenga un número de granja o finca; obtener certificado comercial
- Obtenga números de identificación fiscal para el negocio agrícola:
 - Impuesto de venta
 - Impuesto del empleador
- Adquirir los permisos, licencias y certificaciones necesarios; Prepárese para cumplir con todas las regulaciones relevantes:
 - Local
 - Estado
 - Federal
- Compre el seguro necesario (por ejemplo, responsabilidad civil, salud, vida, cultivo, propiedad, compensación de trabajadores).
- Establecer un plan de trabajo agrícola; contratar y programar mano de obra agrícola.

Otras consideraciones claves

- Establecer el equipo de administración de la granja y las descripciones de trabajo para cada uno (por ejemplo, miembros de la familia y socios, empleados, abogado, contador, otros servicios de consultoría).
- Abrir cuentas bancarias de negocios agrícolas.
- Establecer una oficina de negocios agrícolas; obtener los suministros y equipos necesarios.
- Establecer sistemas de contabilidad y mantenimiento de registros agrícolas.
- Establecer políticas agrícolas (personal, seguridad, visitante).
- Establecer canales de distribución / mercados para productos agrícolas.
- Producir material promocional y publicitario.

Cultivar Learning Network (CLN)

Store & Talent Development



CLN Store

Coming Soon!



Visit our [CLN Store](#) to purchase:

Conservation within Your Reach

Conservation within Your Reach: an illustrated book created by mano-Y-ola to share natural resources conservation practices to allow the general public to grasp basic concepts and implement them in their spheres of influence.

Ms. Bee and the Five Senses

Ms. Bee and the Five Senses: a coloring book to teach children about natural resources by encouraging them to use their five senses to learn about their environments.

* Proceeds will go to fund CLN Advisory Collective projects.

Discover Internships Available



Visit our [website](#) to learn about our:

Travel Internship: where Hispanic agricultural students get the opportunity to gain real-world, professional experience in NRCS field offices across the United States.

Virtual Internship: where students receive training in natural resources conservation and agribusiness as well as coaching in leadership and professionalism, and then implement what they have learned on a local farm in Puerto Rico.

OUR TEAM

mano-Y-ola's values define the culture we encourage, the standards we expect, and the principles that strengthen our team efforts. Please visit our website to learn more about our team members and past interns.



Dr. H. Nolo Martínez
Co-President



Maya McElrath
Co-President



Patricia Morales
Program Manager



Danielle Luchtenburg
Vice President of
Programs



Molly Hass
Agricultural
Development
Specialist



Afra Koopman
Evaluation Specialist



Adrian Parrot
Program Manager &
Outreach Specialist



Jessica Roqueburg
Education Content
Specialist



Honor Rackley
Data Systems
Specialist

OUTREACH SPECIALISTS & ASSOCIATES



José Sánchez



Pedro Ayala



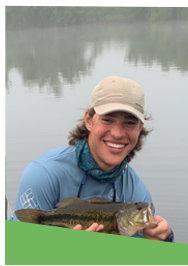
Ricardo Lanzó



Sara Espinosa

CULTIVAR LEARNING NETWORK (CLN)

PARTICIPANTS



Francisco Cima
De Villa



Carlos Espinosa



Caroline Sanabria



Natalia Canellas

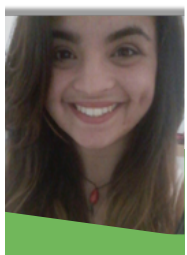


Camila Muñiz

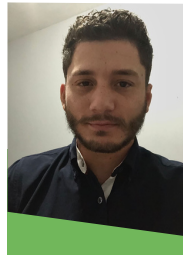


Joan Graniella

ADVISORY COUNCIL



Mariemines Ortiz



Javier Medina



Luis Pratts



“With the growth of Hispanic farmers, including women farmers, across the United States, policies and programs must adapt to work with minority communities and culturally unique farmers. Focusing on Hispanic climate-smart commodities outreach increases economic opportunities and land value for all U.S. farmers and landowners. Farm demonstrations can help raise awareness among Hispanic farmers and landowners, educate leaders, provoke conversations, and create community changes.”

- Dr. H. Nolo Martínez, Co-President, mano-Y-ola LLC





mano.y.ola Partners

- Acción Hispana/Qué Pasa
- Bien-Estar Agrícola LLC
- Farm Services Agency
- Fundación Santa Elena de la Sabana Inc.
- National Hispanic Professional Organization of NRCS Employees (NOPHNRCSE)
- Natural Resources and Conservation Service (NRCS)
- Praedictus Climate Solutions, Inc.
- Soil and Water Outcomes Fund
- U.S. Endowment for Forestry and Communities
- U.S. Forest Service
- Victus Puerto Rico Inc.

Let's be social



@mano_y_ola



@manoyolallc