



Emerging Farmers' Working Group

Legislative Report



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Introduction

Agriculture has been and continues to be a foundation for Minnesota’s economy. Minnesota ranks fifth in the nation in terms of agricultural production, and there are over 430,000 agricultural related jobs in the state. Minnesota has 68,500 farms covering 25.5 million acres. Agriculture also plays a large role in Minnesota’s culture and heritage, and many Minnesotans feel connected to agriculture even if they themselves have no formal role in the industry.

However, the agricultural opportunity is not equally available to all Minnesotans. The history of land ownership in the state has been affected by the Homestead Act (1862), Bonanza Farms (1875), and well documented racial bias in US Department of Agriculture grant and loan programs (*Keepseagle v. Vilsack, Pigford v. Glickman*). These, along with many other programs and institutions which gave preference to white, male farmers, have created the agricultural landscape that we see today. As one indicator, the population of Minnesota is 84.1% white, while principle operators of Minnesota farms are 99.16% white (Table 1).

Race	Percent of Minnesota Population	Percent of Minnesota Farmers
Hispanic/Latino	5.5%	0.58%
American Indian/Alaska Native	1.4%	0.16%
Asian	5.1%	0.36%
African-American/Black	6.8%	0.03%
Native Hawaiian/Pacific Islander	0.1%	0.02%
White	84.1%	99.16%
Multiracial	2.5%	0.26%

Table 1. Source: 2017 Census of Agriculture

This report reflects the urgent need in the State to address the future of farming. With the average age of a Minnesota farmer at 56 years old, farm transition and succession planning are critically important for the future of the sector. Within this large-scale land transfer is an opportunity to create pathways for building wealth in historically underserved communities within Minnesota. To understand this opportunity, the Minnesota Department of Agriculture (MDA) held a series of listening sessions in the Fall of 2019 on the topic of Emerging Farmers. The term ‘Emerging Farmers’ encompasses a number of historically underserved communities including women, veterans, persons with disabilities, Native American/Alaska Native, communities of color, young and beginning farmers, LGBTQ+ farmers and more (see [Who is an Emerging Farmer?](#)).

There were a number of themes present in all the listening sessions. Barriers to emerging farmers include access to land, the cost of health insurance, discrimination and racism, educational and training opportunities, and profitability of small to mid-size operations.

Identifying solutions to overcome these barriers should be a priority, because of the significant role that agriculture plays in Minnesota’s economy. Ensuring robust pathways to agricultural careers, whether on farm or in service-provider roles, is crucial.

Who is an Emerging Farmer?

Previous work has been done on barriers facing young and beginning farmers, immigrant farmers, and other specific groups within the farming population. The focus on “emerging” farmers is relatively new. The term reflects the diversity and intersectionality of farmers, and the way that barriers affect multiple communities at the same time. For example, a young, African-American woman interested in farming will likely face a number of systemic barriers, many of which may be similar, and some different, than an older, non-English speaking male immigrant. Using the term “emerging” farmer helps to frame the conversation around the shared experiences of many communities within the conversation.

“Emerging” refers to something that is starting to exist, or something which is just beginning to be noticed. In this regard, Emerging Farmers encompasses both those individuals who are entirely new to farming as well as those individuals who have been farming for generations but were outside the scope of traditional state and Federal agricultural support programs.

Race	Number of Farmers in Minnesota
Young	11,520
Hispanic/Latino	651
American Indian/Alaska Native	180
Asian	399
Black	39
Native Hawaiian/Pacific Islander	22
White	110,824
Multiracial	296
Total	111,760

Table 2. Source: 2017 Census of Agriculture

The Emerging Farmers Working Group was initiated by a legislative request (MINN. STAT. 17.055), “No later than February 1, 2020, the commissioner of agriculture must report recommendations to the legislative committees and divisions with jurisdiction over agriculture finance regarding how best to cultivate and support emerging farmers, with priority given to emerging farmers who are women, veterans, persons with disabilities, American Indian or Alaskan Native, and members of communities of color.”

These five priority areas (women, veterans, persons with disabilities, American Indian or Alaskan Native, and members of communities of color) are given special attention in this

report, but the definition of Emerging farmer expanded throughout the listening sessions. Additional thoughts about who is an emerging farmer are included in Table 3.

Identity	Practices	Values
<ul style="list-style-type: none"> • Young • Unrelated to a farmer/no inherited land • Limited capital • Tech Savvy • Urban/Suburban based • Queer/LGBTQ+ 	<ul style="list-style-type: none"> • Vegetables • Regenerative/sustainable practices • Moving toward another kind of production • Direct marketing • Urban Agriculture • Indigenous and culturally relevant crops • Specialty Crops • Indoor agriculture 	<ul style="list-style-type: none"> • Passionate about farming • Care for the land • Change the system for the better • Solutions based • Food sovereignty & food justice based

Table 3. Selected answers to the question, “Who is an Emerging Farmer?” from the listening sessions.

While this work centers on the experience of emerging farmers, the recommendations and insights will benefit all farmers in Minnesota. Established farmers have a significant role to play in advocating for, and providing mentorship to, emerging farmers. Equity and justice in the agricultural system improves the overall sector and can create a more robust and resilient economy for all Minnesotans. Land ownership and agricultural professions are a key pathway to building inter-generational wealth, both within family units and within communities. Opening pathways for emerging farmers can also revitalize rural communities and increase economic activities in Greater Minnesota. Initiatives around equality, equity, and justice are outside of the scope of this report, but there are many resources available on these topics (see Figure 1).

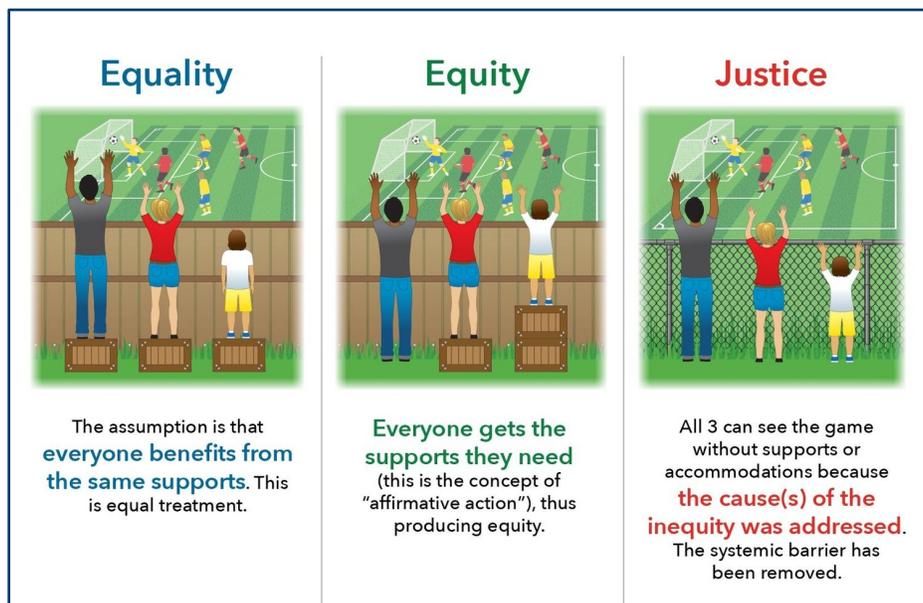


Figure 1. From *Young Nonprofit Professionals Network of the Twin Cities*

This report includes an overview of Minnesota’s farmer demographics, a description of the process used in the Emerging Farmers listening session, further information about specific categories within the term ‘emerging farmers,’ a summary of the key barriers identified in the listening sessions, and a compilation of recommendations taken from the listening sessions and surveys.

Background

The Emerging Farmers’ Working Group (EFWG) was initiated by a legislative request in 2019 and signed into law on May 15, 2020 (Laws of Minnesota 2020, chapter 89, article 4, section 2):

“No later than February 1, 2020, the commissioner of agriculture must report recommendations to the legislative committees and divisions with jurisdiction over agriculture finance regarding how best to cultivate and support emerging farmers, with priority given to emerging farmers who are women, veterans, persons with disabilities, American Indian or Alaskan Native, and members of communities of color.”

To accomplish this, the MDA held a series of six listening sessions around the state including in St. Paul, Marshall, Duluth, St. Cloud, Crookston and Rochester. An online feedback form was also developed to gain insights from those unable to attend the listening sessions in person. A [detailed report](#) on the findings of the listening sessions was prepared and is available through the Minnesota Legislative Reference Library.

“To advise the commissioner and legislature regarding the development and implementation of programs and initiatives that support emerging farmers in this state, the commissioner must periodically convene a working group consisting, to the extent possible, of persons who are, and organizations that represent, farmers or aspiring farmers who are women, veterans, persons with disabilities, American Indian or Alaskan Natives, members of a community of color, young, and urban, and any other emerging farmers as determined by the commissioner. No later than January 15 each year, the commissioner must update the chairs and ranking minority members of the legislative committees and divisions with jurisdiction over agriculture regarding the working group’s activities and recommendations.”

The EFWG was signed into law on May 15, 2020. This report is a summary of the action taken since then to establish the working group.

Learnings from the First Year

Agency wide engagement

The EFWG is intended to provide guidance to the commissioner of agriculture on the development and implementation of programs and initiatives. There are currently seventeen

existing advisory groups to the MDA (listed in Appendix A). These advisory groups have varying levels of formality, with some adopting bylaws, elections, and voting procedures and others set up as informal groups that provide ad hoc feedback to programs. Each of these groups is associated with one specific *program area* of the MDA. There is not an existing *agency wide* stakeholder group with the purpose of providing feedback across all divisions of the agency; the Emerging Farmers' Working Group will be the first of its kind.

This fact presented challenges in the initial approach to establishing the working group. While other advisory councils had clear directive, the EFWG's scope is large enough that it is difficult to assess how where to begin. Simply learning the functions and structures of each MDA division could take a year of study, much less asking for targeted feedback on program and policy design and implementation.

The EFWG may challenge the MDA to work more effectively across divisions internally. As is true for many large institutions, MDA's stakeholders, policies, practices, outreach and engagement activities are siloed by division or even within each division by program area. This can lead to difficulty in collaboration and communication within MDA, often causing frustration by external stakeholders who feel they get different answers from different MDA programs, or that they cannot get a full picture from any one department staffer.

Nothing about us without us

An internal group of MDA staff across three divisions and with a variety of professional expertise ranging from outreach and communication to planning and policy met throughout the summer to identify strategies for establishing the working group in a manner that would set the group up for success. The group grounded this work the principle of "nothing about us without us," an idea elevated by South African disability rights activist James Charlton.¹ The guiding principle is that people affected by policies and decision making should be involved in the creation of that policy and those decisions.

In the context of the Emerging Farmers' Working Group this meant thinking critically about how to meaningfully establish a group for historically underrepresented communities within the Agency that had historically underrepresented these groups. A lack of trust between these communities and the MDA, and more broadly government institutions, made the development and design of the working group vital. Agency staff felt that it was important for emerging farmers to feel ownership over this group; that it would not be a group about emerging farmers but rather that emerging farmers would develop the structure, practices, and policies of how the group approaches this work. Key issues discussed were:

¹ Charlton, J.I. (2020). *Nothing About Us Without Us: Disability oppression and empowerment*. University of California Press.

- Scheduling of meetings to allow for non-traditional work hours that many emerging farmers may hold. Many of the advisory boards in existence within MDA are made up of professional staff from farm service organizations who are able to use work hours (9 a.m. – 5 p.m., Monday through Friday) to attend meetings. Emerging farmers may have employment with non-agriculture related establishments and may be using personal time to attend meetings. Finding a time that was available for all and allowing for flexibility in scheduling was identified as an important item to resolve. The frequency of the meetings was also discussed.
- The creation of bylaws, or the rules by which the group will conduct itself, are viewed as a way to empower the members of the EFWG. Proposed bylaws were adapted from the Department of Human Services Cultural and Ethnic Communities Leadership Council and are open to amendments during the first months of the working group being established. Some agency staff felt that a steering committee of emerging farmers could have been selected to develop bylaws and other infrastructure for the working group. The MDA Produce Safety Advisory Group had used this approach when they developed their program and were a model for the proposal. Though this approach was not utilized, it remains important to include in this report because it reflects the various approaches to engagement that were considered.
- Engaging a facilitator to assist in guiding the EFWG was identified as a key need by the internal organizing committee. Facilitation can help in many ways, including ensuring that all voices are heard and that the priorities of the working group and the MDA as host are balanced.
- Holding the working group meetings in English only is challenging for an initiative which intends to extend and expand the reach of MDA engagement to include English-as-a-learned-language or non-English speakers. While other online platforms have simultaneous translation (for example, Zoom has built in transcription in English and Spanish), the WebEx platform does not. Budget for simultaneous interpretation or for the translation of documents was not included for the EFWG.
- A final concern was about how to extend the outreach for recruiting members of the EFWG. The MDA's existing outreach channels are mostly directed at traditional agricultural media and news outlets. Getting beyond that core audience is necessary and vital to bring in new voices to the MDA through the EFWG.

Summer 2020

The EFWG was signed into law on May 15, 2020. The events of the summer of 2020 impacted the development of the EFWG. Two months earlier, the state had gone into lockdown due to the COVID-19 pandemic. The burden of the pandemic fell acutely on the same communities that the EFWG serves: women, veterans, persons with disabilities, American Indian/Alaskan Native, and communities of color. These communities were impacted by unemployment, lack of childcare, illness, and/or food insecurity, and have continued to be affected throughout the pandemic (at the time of this writing, the pandemic is reaching its third peak).

On May 25, 2020, George Floyd was killed by a Minneapolis police officer while three other officers stood by. The eight minute and 46 second recording of the killing was shared widely on social media, sparking an immediate and urgent response within communities in the Twin Cities, nationally and around the world. The uprising led many companies, organizations, and institutions to acknowledge their own role in creating, perpetuating, and benefiting from systemic racism. These organizations included Minnesota-based companies like General Mills, Land O'Lakes, and Cargill, the University of Minnesota, Farm Bureau, Farmers Union, and the National Association of State Departments of Agriculture. Many partners, both internal and external, have cited the EFWG as an important way to address systemic racism and institutional barriers in Minnesota agriculture.

There was lengthy discussion within the internal organizing group about the scope of the work for the EFWG and the readiness for change within the agency in response to feedback from the EFWG. By creating this group, there is a need to acknowledge that these voices have been historically left out of the conversation. Why, how, and by whom these communities have been excluded are all questions worthy of reflection.

Promise to the public

The internal organizing staff used the International Association for Public Participation (IAP2)'s spectrum of participation as a guide to understand how internal and external partners viewed the role of the EFWG (Appendix B). Some partners see this working group as a promise of comprehensive rebuilding of the MDA policies and programs to address structural inequities (IAP2 empower). Others see the group as a way to get the word out about existing programs and services that MDA already offers (IAP2 inform). Without a clear and defined promise to the public, there is a possibility for frustration and alienation in the future.

Investing in the work

The Emerging Farmers' Working Group legislation did not include a budget line, and internal funds were not initially designated specifically for the EFWG. Additionally, there were no dedicated staff within MDA whose position included the EFWG.

In the future, funding should be dedicated for the following initiatives:

Paying for expertise: There is a growing understanding that advisory groups that rely on the time and lived experiences of underrepresented communities should pay those participants for their time and expertise. Like consulting fees for expert input, these payments reflect the value of the person's insights, and shows that the host organization sees the input from these advisors as having value worth investing in.

Engaging a facilitator: As discussed in the previous section, an external facilitator was identified as a need by the internal organizing committee. The facilitator helps with guiding the discussion, identifying key themes, and bringing all voices into the conversation. The facilitator

can also assist with setting the agendas, developing a governance structure, and responding to feedback from stakeholders.

Staffing: The EFWG does not currently exist in any MDA employee position descriptions. The lead staff for the first year of the group was able to contribute on an ad hoc basis but going forward there will likely be a need for a more formal staff role, or multiple staff roles. Currently the primary responsibility for the working group sits with the Assistant Commissioner. A dedicated program staff should be assigned for logistics, outreach and communication, and analysis and developing a workplan based on the recommendations of the working group. Multiple staff could be assigned responsibilities, which would also embed the EFWG throughout the department in each division.

Process

The internal organizing committee, with direction from the Assistant Commissioner, developed an online application form for the EFWG. The online form included general contact information and three short answer questions for applicants to fill out (see Appendix C). The application form was open from August 31, 2020 through October 2, 2020. Outreach efforts included a press release from MDA, social media posts through the MDA Twitter and Facebook accounts, external partners' email newsletters, a video from Lt. Governor Flannagan, and many calls with stakeholder groups from both MDA staff and leadership. The working group received 101 applications. Applications came in from every part of the state, and included a wide range of demographics including age, race, ethnicity, farming practices, professional experience, LGBTQ+, and gender.

The applications were reviewed by a committee which included MDA Commissioner Thom Petersen, Deputy Commissioner Andrea Vaubel, Assistant Commissioner Patrice Bailey, Tribal Liaison Shannon Kesner, Ariel Kagan, and Dakota County Technical College Associate Vice President of Diversity and Inclusion Michael Birchard. The selection process was designed to ensure geographical, racial, gender and generational diversity, along with specific targeted populations from the legislative language.

Seventeen applicants were selected for the inaugural Emerging Farmers' Working Group. They are listed below (see also Appendix D).

Inaugural Emerging Farmers' Working Group members

- Gina Aguilar, Hennepin County
- Hannah Bernhardt, Pine County
- Elizabeth Bryant, Rice County
- Naima Dhore, Ramsey County
- Jessika Greendeer, Washington County
- Janssen Hang, Dakota County

- Denise King, Anoka County
- Lucas Kruse, Blue Earth County
- Erika Legros, Carlton County
- Moses Momanyi, Isanti County
- Hindolo Pokawa, Hennepin County
- Emily Reno, Otter Tail County
- Sai Thao, Dakota County
- Miah Ulysse, Ramsey County
- Michael Walgrave, Rock County
- Kaitlyn Walsh, Carlton County
- Shelly Woods, Sibley County

The first meeting of the working group was held on November 6, 2020 from 1:00 – 3:00 p.m. on WebEx. Michael Birchard was engaged as an external facilitator to guide the meeting. The agenda of the first meeting is included in Appendix E. The primary purpose of the first meeting was to introduce the members of the working group to each other and to the MDA staff and facilitator, and to lay the groundwork for future meetings.

Internal funding was identified to compensate the working group members for their time and expertise. Working group members who choose to receive the payment will be compensated with \$30 per meeting. These are not ongoing funds, and so future funding sources will need to be developed. The facilitator is currently being paid out of a gift account with donations that were made available from a number of agricultural groups in the state (see Appendix F for a list of donating organizations).

On the horizon

The Emerging Farmers’ Working Group has been meeting monthly, with the exception of two months per year. The working group members will identify topics to discuss and issues to work on. MDA will provide support and technical assistance to the group. The groups’ process will be developed with assistance from the facilitator. Topics may include AGRI grants, Overview of MDA and budget, State Ethnic Councils, Rural Finance Authority rules and offerings, communications, and the development of recommendations for policies and programs.

Recommendations

There are many opportunities to support and cultivate emerging farmers in the State. The following recommendations are a starting place for these efforts to begin. Creating vibrant communities for emerging farmers to create successful careers in agriculture will take ongoing attention.

We recommend:

- Amend current language for Emerging Farmer Working Group for the ability to also accept private resources. Fund the Emerging Farmers' Working Group with appropriate levels to ensure the groups' success.
- Create budget for translation and bilingual services.
- Fund a dedicated position for community engagement within the MDA.
- Establish a one-stop shop for resources for emerging farmers, which includes training resources, grants and funding opportunities, and other materials. One model is the [Starting a Food Business Roadmap](#), hosted by the MDA and developed in partnership with community organizations and businesses.
- Classify agriculture more broadly for apprenticeship eligible professions.
- Address health insurance costs and student loan debt for emerging farmers.
- Support equity and inclusivity training in farming communities to strengthen connections between current farmers and emerging farmers.
- Create specific grant opportunities for emerging farmers that assist with establishing a farm business, rather than improving or expanding an existing farm business. Consider higher percentages of cost-sharing, and/or longer loan terms for emerging farmer groups.
- Implement advanced payment options for grant funding for emerging farmers, based on the USDA Natural Resources Conservation Service (NRCS) [Environmental Quality Incentives Program \(EQIP\)](#). This NRCS program allows for practice payments in advance of implementation of practices for historically underserved producers.
- Provide trainings to farm service providers that help reduce barriers for emerging farmers, including equity and implicit bias training, and alternative models of agriculture (regenerative, direct-marketing, perennial etc.).
- Provide funding for farm service providers to translate materials and trainings.
- Dedicate further attention to the history of land ownership and farming in Minnesota. University research on the cultural and social history of agriculture in the state would provide context for emerging farmers and the communities in which they live.
- Advance Farm-to-School/Institution initiatives as a market development tool for emerging farmers.
- Articulate a vision for agriculture in Minnesota that encompasses emerging farmers and small/midsize farming businesses.
- Work to reframe the story of farming as an opportunity for underserved communities. Market the stories of emerging farmers to show examples of how farming can be practiced.

Appendix A: Existing MDA advisory groups and task forces

- Agricultural Chemical Response and Reimbursement Account (ACRRA) Board
- Association of MN Emergency Managers
- Bioeconomy Coalition (external to state)
- Dairy Research, Teaching, and Consumer Education Authority
- Department of Administration Fleet Committee
- Farm Safety Working Group
- Food Safety and Defense Task Force
- Grain Advisory Group
- Industrial Hemp Advisory Group
- Minnesota Ag in The Classroom
- Minnesota Agricultural Water Quality Certification Program Advisory Committee
- MN Gypsy Moth Program Advisory Committee
- MN Noxious Weed Advisory Committee
- New Markets Advisory Committee
- Produce Safety Advisory Group
- Seed Program Advisory Group

Appendix B: IAP2 Public Participation Spectrum

Government Role	Inform	Consult	Involve	Collaborate	Empower
Public Participation Goal	To provide the public with balanced and objective information to assist them in understanding the problems, alternatives and/or solutions.	To obtain public feedback on analysis, alternatives and/or decision.	To work directly with the public throughout the process to ensure that public issues and concerns are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision-making in the hands of the public.
Promise to the Public	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and issues are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for direct advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.
Example Tools	<ul style="list-style-type: none"> • Fact sheets • Websites • Open houses 	<ul style="list-style-type: none"> • Public comment • Focus groups • Surveys • Public meetings 	<ul style="list-style-type: none"> • Workshops • Deliberate polling 	<ul style="list-style-type: none"> • Citizen Advisory committees • Consensus building • Participatory Decision-making 	<ul style="list-style-type: none"> • Citizen juries • Ballots • Delegated Decisions

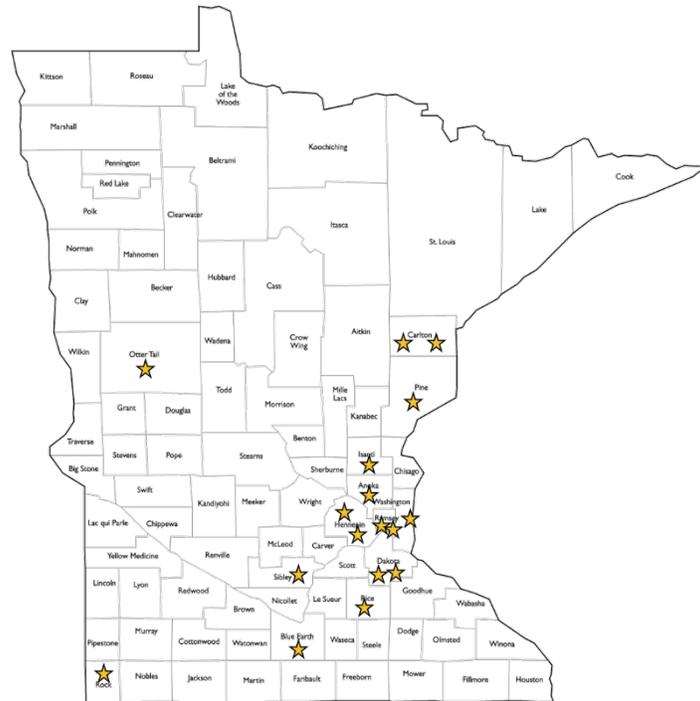
Table 4. Source: International Association for Public Participation

Appendix C: Emerging Farmers Working Group Application

Please submit the following information:

- First Name:
- Last Name:
- Phone number:
- County:
- Email address:
- What is your preferred language?
- What is the best day for you to meet?
 - Monday
 - Tuesday
 - Wednesday
 - Thursday
 - Friday
- What time of day is best for you to meet?
 - Mornings (8 a.m. - 12:00 noon)
 - Afternoons (12:00 noon - 5:00 p.m.)
 - Evenings (after 5:00 p.m.)
- Did you attend any of the Emerging Farmer Listening Sessions in the Fall of 2019?
 - Yes
 - No
- Do you identify as any of the following (Check all that apply):
 - Woman
 - Veteran
 - Person with a disability(ies)
 - American Indian or Alaskan Native
 - Member of a community of color
 - Young
 - Urban
 - Other
- Do you consider yourself (Check all that apply):
 - A farmer/producer/grower
 - An aspiring farmer/producer/grower
 - A member or staff person of an organization that supports emerging farmers
 - Other
- Why do you want to be a part of the Emerging Farmers' Working Group?
- What experiences and/or skills would you bring to the work of the Emerging Farmers' Working Group?
- Is there anything else you'd like to share with us?

Appendix D: Emerging Farmers' Working Group Members



Gina Aguilar, Hennepin County

Moses Momanyi, Isanti County

Hannah Bernhardt, Pine County

Hindolo Pokawa, Hennepin County

Elizabeth Bryant, Rice County

Emily Reno, Otter Tail County

Naima Dhore, Ramsey County

Sai Thao, Dakota County

Jessika Greendeer, Washington County

Miah Ulysse, Ramsey County

Janssen Hang, Dakota County

Michael Walgrave, Rock County

Denise King, Anoka County

Kaitlyn Walsh, Carlton County

Lucas Kruse, Blue Earth County

Shelly Woods, Sibley County

Erika Legros, Carlton County

Appendix E: November Meeting Agenda



Emerging Farmers Working Group November 6, 2020 Meeting

1:00 p.m. to 3:00 p.m.
Webex Video Conference

Agenda

1:00 p.m.
Call to Order
Assistant Commissioner Patrice Bailey

1:02 p.m.
Land acknowledgement and grounding in the space, time and work of this initiative
Elder Gerry Huerth

1:10 p.m.
Welcome from MDA Commissioner
Commissioner Thom Petersen

1:15 p.m.
Presentation
Lt. Governor Peggy Flanagan

1:20 p.m.
Presentation
Chief Inclusion Officer Chris Taylor

1:30 p.m.
Introduction by Committee Members
All 17 Committee Members

2:00 p.m.
Thank you and Expectations to Committee
Michael Birchard, facilitator

2:15 p.m.
Discussion of Bylaws
Michael Birchard, Ariel Kagan

2:30 p.m.
Upcoming Meeting Logistics Discussion
Michael Birchard

2:40 p.m.
Open for Member Discussion
Michael Birchard

2:50 p.m.
Open for Public Comment
Questions/Concerns submitted through WebEx chat

3:00 p.m.
Meeting Adjourned
Assistant Commissioner Bailey

Appendix F: Donating Organizations

- Sustainable Farming Association of Minnesota
- Renewing the Countryside
- Minnesota Farmers Union
- The Food Group

Appendix G: Existing Resources for Emerging Farmers

Note: These were gathered from Listening Session surveys and are not a comprehensive list of resources.

Federal

USDA Beginning Farmers and Ranchers Loan
USDA Farm Service Agency (FSA)
USDA Local and Regional Food Sector Toolkits and Handbooks
USDA Natural Resources Conservation Service (NRCS) Environmental Quality Incentive Program (EQIP)
USDA New Farmers Website
USDA Rural Development
USDA Urban Agriculture Tool Kit

State

Aggie Bond Beginning Farmer Loan Program
Beginning Farmer Tax Credit
Board of Water and Soil Resources
Dual-Training Pipeline (MN Department of Labor and Industry)
FarmLink
Farm to School (MN Department of Education)
Farm to School (MN Department of Health)
MDA Grants
MDA Agricultural Growth, Research, and Innovation Program
Farm Business Management Scholarships
Livestock Investment Grant
MDA New Markets Program
Sustainable Agriculture Demonstration Grant
Value-Added Grant
MDA FarmLink
Minnesota Grown
Starting a Food Business Roadmap
Workplace Safety Consultation (MN Department of Labor and Industry)

Non-Government Resources

Agua Gorda Cooperative
AURI
Big River Farms
Black Family Land Trust

Blue Zones
Carpenter Nature Center
Clean Energy Resource Teams
Compeer Financial Emerging Markets, Local Food & Non-Traditional Ag
Dairy Grazing Apprenticeship
Dream of Wild Health
Driftless Grown
Emerging Farmers Conference
Farm at the Arb
Farm Commons
Farmer Veteran Coalition
Farmers' Legal Action Group
Farmland Access Hub
Food Animal Concerns Trust
Grow and Farmer Fund
Hmong American Farmers Association
Hmong American Partnership
Holistic Management
Iroquois Valley Farmland REIT
Lake Superior College Eco-Entrepreneurship Program
Land Access Workshops
Land Stewardship Project
Local Food Advisory Committee (MISA)
Main Street Project (Northfield)
Midwest Sustainable Ag Working Group
Minnesota Institute for Sustainable Agriculture (MISA) Sustag Newsletter
Minnesota Organic & Sustainable Education Service
Minnesota State Horticultural Society
Minnesota Dairy Initiative
Minnesota Farm Bureau
Minnesota Farmers Union
Minnesota Farmers Union-New Leader Academy
Minnesota State Agricultural Centers of Excellence
Midwest Organic & Sustainable Education Services (MOSES)
National Center for Appropriate Technology-ATTRA Sustainable Agriculture Program
National Farmers Union-Beginning Farmer Institute
National Sustainable Agriculture Coalition
Northeast Farmers of Color Land Trust
Northern Growers & Markets Conference
No-Till Growers