

Young Agrarians x Farmers for Climate Solutions

Farm Resilience Mentorship (FaRM) Program: Advanced Nitrogen Management Overview

October 2022

Mentors

Qualities:

- Actively farming OR engaged in agricultural training/extension
- Experience growing canola
- Medium-large scale row/field cropper
- Strong understanding of the nitrogen cycle and soil science
- Ability to communicate complex processes (e.g. denitrification, volatilization) in an engaging, accessible way
- Familiar with both synthetic and organic nitrogen amendments
- Believes in the importance of climate-friendly agricultural practices and is keen to share that with others
- Has experience as an educator, facilitator, and/or mentor OR characteristics that would make them a good educator/mentor (e.g. listening & communication skills, patience, etc.)
- Has connections to local farmers and is well-respected in the community
- Comfortable with basic computer technology (e.g. Zoom, PowerPoint, etc.) Young Agrarians can support with this.
- Willing to teach and support a diverse group of farmers

Time Commitment: approximately 60 hours over the course of one year (with most of those being in the fall/winter months), minimum one year commitment with option to extend

Compensation: \$50/hour, for a total of \$3000 (paid in 2 installments)

We would also like to prioritize mentors from the following **equity-deserving groups:** *young farmers, women farmers, farmers with disabilities, Black farmers, Indigenous farmers and food providers, farmers of colour, small-scale farmers, 2SLGBTQ+ farmers, and new Canadian farmers*

Course Background

Curriculum Developers: Climate Smart Soils (CSS)

Target Audience: Conventional or organic medium-large scale row crop and field crop farmers who want to implement climate-friendly nitrogen management practices into their operations

Cohort Size: 10 participants

Number of Cohorts: 2 (one in early December, one in January)

Format (courses will be entirely virtual in 2022/23):

- asynchronous learning materials

- 5 hours of live workshops (per cohort)
- 12 monthly 1 hr check ins (online and/or in-person)
- 1:1 follow-up support

Project Timeline for Mentors

Task	Date	Time Commitment (hours)
Contract signing & onboarding	Summer/Fall	1
Review curriculum materials	Summer/Fall	4-6
Training on how to deliver curriculum with CSS & FCS	November/December	5
Prep for first round of live workshops	November/December	2
Deliver first round of live workshops	Early December	5
Prep for second round of live workshops	January	2
Deliver second round of live workshops	January	5
Provide feedback to CSS on curriculum	December/January	1
Returning mentors: Participate in “refresher” course with CSS to receive curriculum updates	January 2023	1
1:1 follow-up sessions with participants	January-December 2023	20 (1 hour per participant)
Facilitate monthly check ins with participants	January-December 2023	12 (12 x 1 hour sessions)
TOTAL		60

FAQs

Do I need to be a nitrogen management expert?

No! As long as you have some hands-on experience with using nitrogen amendments, you do not need to know everything there is to know about nitrogen management. Climate Smart Soils will

provide you with all of the information and training you need to feel equipped to teach the curriculum. Young Agrarians is available to provide additional support as needed throughout the program. One of the intended outcomes of this program is that Mentors will benefit from the information provided in this course about nitrogen management too.

Do I need to be a medium-large scale row/field cropper?

The curriculum is focused on nitrogen management in the context of medium-large scale row and field operations. Mentors and participants who meet these criteria will get the most out of this program. CSS also recommends that Mentors in Western Canada have *experience growing canola* in order to best support participants.

Do I need to be certified organic?

No. The curriculum can be applied to conventional or organic systems, and anything in between. In order to best support participants, we are looking for Mentors who are familiar with nitrogen management in both the conventional and organic contexts (this does not mean you need to have farmed both conventionally and organically, but that you have a basic understanding of nitrogen amendments in both systems).

What exactly does the one-on-one follow up support with participants entail?

As a Mentor you will provide *each participant* with one hour of one-on-one support after the live workshops to help them develop and implement their nitrogen management plan. This can be in the form of text, phone, video call, email, or in person conversations. Some participants may require less than one hour of support, in which case you can reallocate this time to other participants who may require slightly more support, *for an average of 1 hour per participant*. This one-on-one support can happen anytime in 2023 and is up to Mentors and participants to coordinate.

What is a Monthly Check In?

A Monthly Check In is a meeting space that fosters learning, knowledge sharing and support among peers. As a Mentor, you will host monthly gatherings on Zoom that will be open to participants from both rounds of workshops. These gatherings are meant to be informal spaces where participants can troubleshoot, get feedback, commiserate, celebrate, etc. The discussions will be largely driven by the needs of participants. Mentors will host 12 gatherings (one per month for one year). In-person gatherings are also an option.