

CARLY: Mentoring the next generation of agrarian leaders...

There are few challenges more daunting at this moment in time than encouraging the next generation of leaders in conservation and ranching. Even more challenging is creating the opportunities that these future leaders need in order to learn from mentors and put their new knowledge to work.



Society faces a double bind: just when we need to confront a crescendo of global issues, including climate change, we face the additional challenge of decreased interest in nature and agriculture among today's youth. Not only has the population of farmers and ranchers dwindled to 2% of the total population (down from 40% in 1920), new research shows decreasing participation since the 1990s in outdoor pastimes, including hunting, fishing, and camping, particularly by young people.

This raises a very important question: *who's going to pick up this vital work when the current generation of farmers, ranchers and conservationists retires?*

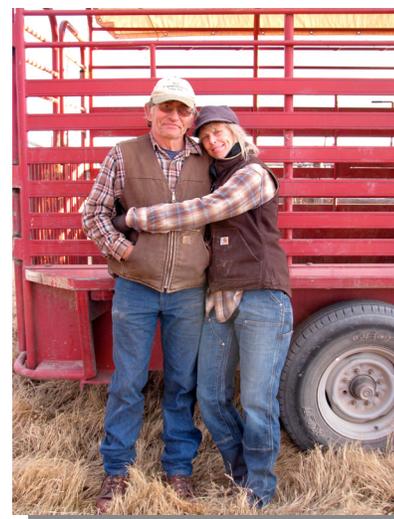
There is an urgent need, therefore, to create **apprentice opportunities** for the next generation of conservation and agrarian leaders. Today's young adults (and young-at-heart) need on-the-ground opportunities to train with successful practitioners so that vital, experience-based knowledge can be transferred to a new generation of pathfinders.

For the past thirteen years, The Quivira Coalition has been a leader in conservation, land and riparian restoration, monitoring, outreach, and education. We have built a strong network of relationships with ranchers, farmers, conservationists, consultants, and others involved with agriculture, business, and land conservation across the West. This network, combined with our organizational strengths, and our conservation focus, makes us uniquely positioned to implement a ranch apprentice leadership program.

CARLY – *Conservation and Ranching Leadership and Youth* - is a leadership development program. We aim to strike a balance of mentorship activities and self-directed initiatives, with ample opportunities given to attend workshops, classes, and conferences that support Apprentice learning.

CARLY RANCH APPRENTICESHIP: The CARLY Ranch Apprentice position is targeted at young people who have a sincere commitment to employment and life in sustainable agriculture. We seek applicants who are willing and able to make a 1-2 year commitment to a mentoring program that offers experiential training in all aspects of a sustainable and resilient agricultural enterprise.

Aspects of the curriculum include animal husbandry, range health monitoring, pasture rotation planning, herding, road restoration and maintenance, range infrastructure maintenance, marketing grass-finished beef, business planning, and low-stress livestock handling. In addition, the curriculum includes a series of professional development opportunities. Apprentices emerge from the program with tangible skills, both technical and interpersonal, that are essential for successful employment as a ranch/land manager.



George Whitten & Julie Sullivan, CARLY Mentors at San Juan Ranch, CO

EARLY SUCCESSES: In spring 2009, The Quivira Coalition and San Juan Ranch, a sustainable ranching operation in the San Luis Valley of CO, partnered to launch the first iteration of the CARLY Ranch Apprentice Program. We had 58 inquiries for the position, and ultimately hired Amber Reed, an extraordinary young woman from Leadville, Colorado.

Amber began her twelve-month Apprenticeship on April 1st, 2009, and has had a very successful experience. In her six-month progress report she writes: "I am dividing my learning into thirds: practical skills, management, and on-the-ground application. This division also suits my learning style. I like to observe how/why something is done, practice with someone, and then complete the task on my own." In addition to acquiring all of the basic ranch skills, Amber has successfully completed her CARLY Capstone Project - an element of the CARLY program intended to strengthen leadership skills. She spent the last year immersed in the logistics of creating a label, logo, website, as well as a local farmer's market presence for San Juan Ranch beef. As Amber prepares to move on from her Apprentice experience, she feels equipped to face the challenges of managing her own operation.



Amber Reed, 1st CARLY Ranch Apprentice

Following on Amber's success, The Quivira Coalition and San Juan Ranch have hired a second CARLY Ranch Apprentice. On December 1, 2009, Sam Ryerson from Red Lodge, Montana began his year-long Apprenticeship. Sam came to the Apprentice program with a solid background in basic ranch skills, but was looking for an opportunity to mentor with a ranch where he could sharpen his understanding of the business end of a profitable and sustainable ranch operation.



Sam Ryerson, 2nd CARLY Ranch Apprentice

NEXT STEPS: In 2010 we aim to place three new CARLY Ranch Apprentices on the ground at ranches around the Southwest. Cooperating ranches include the San Juan Ranch (Saguache, CO), the Chico Basin Ranch (Colorado Springs, CO), and the 47 Ranch (McNeal, AZ). All three of these ranches are managed in a sustainable model, and have demonstrated a genuine desire to mentor the next generation of agrarian leaders.



Dennis Moroney, CARLY Mentor at the 47 Ranch, AZ

ITEM	COST
Apprentice Stipend (including payroll taxes)	\$12,000
Apprentice Training Opportunities	\$2,000
Apprentice Travel	\$1,000
Apprentice Materials and Supplies	\$500
Host Ranch Administration and Supplies	\$5,500
Quivira Coalition Program Administration	\$3,000
Quivira Coalition "CARLY Growth Fund"	\$2,000
TOTAL	\$26,000

CARLY Budget

The cost of putting one Apprentice on the ground for one year is \$26,000. With each \$26,000 that we raise, the host ranch will match those funds at a 1:1 level with room, board, and intensive instruction/mentorship time. The figures in this budget represent our best understanding of the true costs associated with the program after our pilot year. It is important to The Quivira Coalition that we provide our Apprentices with a living wage, as well as fairly acknowledge our partner ranches for the extraordinary time, effort, and resources that they contribute as teachers in our program.