

## **S1. A list of website references for cited Practical Farmers of Iowa activities and outputs**

1. Latino Engagement Program: <https://practicalfarmers.org/programs/agricultores-latinos/>
2. On-farm research program involving workable field days:  
<https://practicalfarmers.org/2024/04/putting-soil-to-the-test/>
3. Participant satisfaction with Cooperators' Program experience:  
  
(page 5 of 2022 report) [https://practicalfarmers.b-cdn.net/wp-content/uploads/2023/07/PFI2022\\_CooperatorsProgram\\_Report\\_FINAL\\_ForWeb.pdf](https://practicalfarmers.b-cdn.net/wp-content/uploads/2023/07/PFI2022_CooperatorsProgram_Report_FINAL_ForWeb.pdf)  
  
(pages 10-11 of 2023 report) [https://practicalfarmers.org/wp-content/uploads/2024/03/PFI2023\\_AnnualReport\\_FINAL\\_forWeb.pdf](https://practicalfarmers.org/wp-content/uploads/2024/03/PFI2023_AnnualReport_FINAL_forWeb.pdf)
4. The publicly available report presenting farmer cooperator's data from the 2022 on-farm research nitrogen rate trials: <https://practicalfarmers.org/research/can-we-reduce-n-rates-and-improve-roi/>
5. Dick and Sharon Thompson's on-farm research results that inspired university trials:  
<https://practicalfarmers.org/programs/farmer-led-research/thompson-agriculture-alternatives/>
6. Practical Farmers of Iowa commitment to diversity:  
<https://practicalfarmers.org/about/broadening-our-big-tent/>

*We believe that a rich tapestry of farm types, sizes, practices and philosophies creates a more resilient and inclusive agricultural landscape. We also believe that a "big tent" filled with people of diverse backgrounds and perspectives enriches our understanding and broadens our impact.*

7. Comparison of Practical Farmers of Iowa membership numbers and operating budget

Practical Farmers of Iowa: 9,152 members, \$11M/year

Iowa Soybean Association: 6,700 members, \$53M/year

### **Sources accessed 15 May 2025:**

<https://www.iasoybeans.com/membership/farmer-membership>

<https://practicalfarmers.org/2025/03/2024-annual-report/>

<https://projects.propublica.org/nonprofits/organizations/>

## **S2: Two examples of blended farmer compensation packages used by a non-profit and university team, respectively**

### **Example 1: Practical Farmers of Iowa, On-Farm Cooperators' Program compensation package as of 2024**

#### **Granting source:**

Various

#### **Activity:**

Implement on-farm research trial with four replicates; provide data during implementation, conducting, and upon completion to Practical Farmers of Iowa

#### **Compensation:**

##### *Monetary*

- Stipend (\$1,000) for completion of on-farm trial, regardless of size of trial. This value is constantly revaluated with the input of farmers to ensure it is fair
- Stipend for hosting field day open to the public (\$600) and reimbursement (up to \$600) of expenses such as food, beverages, tables, portable toilet, etc. with encouragement to source locally

##### *Professional development support*

- Farmers receive free registration for a two-day cooperators' meeting wherein program results are shared and themes for the following year's trials are proposed
- Three meals and one night of lodging during meeting

##### *Knowledge sharing*

- Publicly available, personalized report summarizing trial results

#### **References:**

Cooperator's Program. Practical Farmers of Iowa Website.

<https://practicalfarmers.org/programs/farmer-led-research/cooperators-program/>. Accessed May 2024.

### **Example 2: Basche and Carter (2019-2022) compensation package**

#### **Granting source:**

North Central Regional Sustainable Agriculture Research and Education partnership grant

#### **Activity:**

In this grant-funded project, titled "Partnering in conservation: Engaging women farmland owners and their tenants in collaborative conservation planning", researchers partnered with working farms whose landowners were interested in or actively pursuing diversification, conservation, and sustainability with a senior undergraduate course. Landowners and their tenants were interviewed at the beginning of the project to learn about their goals and challenges with a specific emphasis on conservation. Senior students visited the farms to learn about the

farms, as well as the goals and challenges, and worked to create management plans over the course of the semester, through the supervision of their instructor (a co-PI of the project). Interviews were conducted by the research team following this phase of the project. This was done with the intent to expose future agriculture professionals to the complexities of landowner-tenant relationships as well as to support the partners in new conservation goals.

### **Compensation:**

#### *Monetary*

- Stipend of \$75/month over the course of one year, for all farmer and landowner participants, representing a total of \$900 per participant. The year of compensation represented the majority of the time requested of participants (approximately mid-2019 through mid-2020)

#### *Professional development support*

- Funds for the landowner participants to attend a regional agricultural conference where results of the project were presented, budgeted at approximately \$600 per participant\*

#### *Knowledge sharing*

- Reimbursement for mileage for all participants to attend the final student presentation of farm management plans
- Ideas and research presented by the students that was intended to support goals and challenges of both landowners and tenants

\*Reimbursement of expenses for each landowner to attend the annual Women in Agriculture Conference in Kearney, NE in February 2020. Example of expenses are as follows: \$125 registration fee, \$100 mileage reimbursement, 1 night hotel for \$150, and \$150 meal reimbursement = \$525/person

### **References:**

Basche, Andrea, and Angie Carter. "Training future agriculture professionals in landowner-tenant conservation decision-making." *Natural Sciences Education* 50.1 (2021): e20035.

"Partnering in Conservation: Engaging Women Farmland Owners and Their Tenants in Collaborative Conservation Planning". Final report for ONC19-052.  
<https://projects.sare.org/project-reports/onc19-052/>



Name:

Trial Title:

How would you rate your overall change in knowledge from conducting this trial?

No change    Some change    Moderate change    Large change    Very large change

☐    ☐    ☐    ☐    ☐

Please explain.

How likely are you to implement changes to your farm based on your trial's findings?

Not likely    Slightly likely    Fairly likely    Likely    Very likely    Don't know

☐    ☐    ☐    ☐    ☐    ☐

Please explain.

Think back to your reasons for conducting this trial in the first place. How satisfied are you that the trial was designed to address those reasons? (i.e., the treatments you applied, the data you collected, etc. were appropriate for answering your question[s].)

Not satisfied    Slightly satisfied    Fairly satisfied    Satisfied    Very satisfied

☐    ☐    ☐    ☐    ☐

Please explain.

How helpful was this trial in identifying techniques for increasing the financial viability for your farm?

Not helpful   Slightly helpful   Fairly helpful   Helpful   Very helpful

☐☐☐☐☐

How helpful was this trial in discovering time-saving practices to improve work-life balance on your farm?

Not helpful   Slightly helpful   Fairly helpful   Helpful   Very helpful

☐☐☐☐☐

Please select your level of agreement with the following: "I made new observations or have new ideas to explore on my farm after conducting this trial." (NOTE: These may or may not be directly tied to the trial's findings.)

Don't agree   Slightly agree   Fairly agree   Agree   Strongly agree

☐☐☐☐☐

Please explain.

What was the most valuable aspect of conducting this trial, for you?

What changes could be made to improve on-farm research trials in the future?

How likely are you to refer participating in PFI research trials to a friend or other farmers?

Not likely



Slightly likely



Fairly likely



Likely



Very likely



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