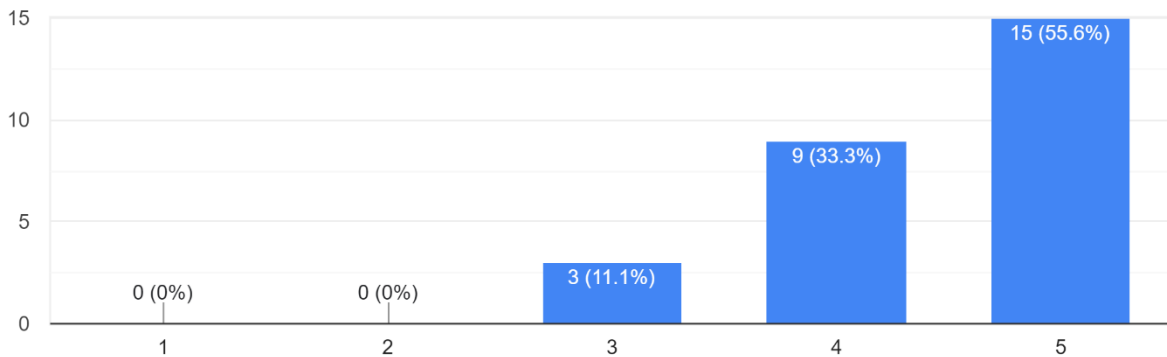


## November 9-10, 2022 UMRBA Multi-Benefit Conservation Practice Workshop – Survey Results

A summary of the post workshop survey is listed below.  
The full responses are listed in the appendix for questions 2-4 and 10.

**1) Overall, how useful was the November 9-10, 2022 workshop to you (1 = not very useful and 5 = extremely useful)? (27 responses)**



**2) What did you like about the workshop?**

Workshop length
Workshop size
Sharing success stories
Networking and new connections
Long presentations
Breakout groups discussion
Diversity of participants
Workshop format and structure

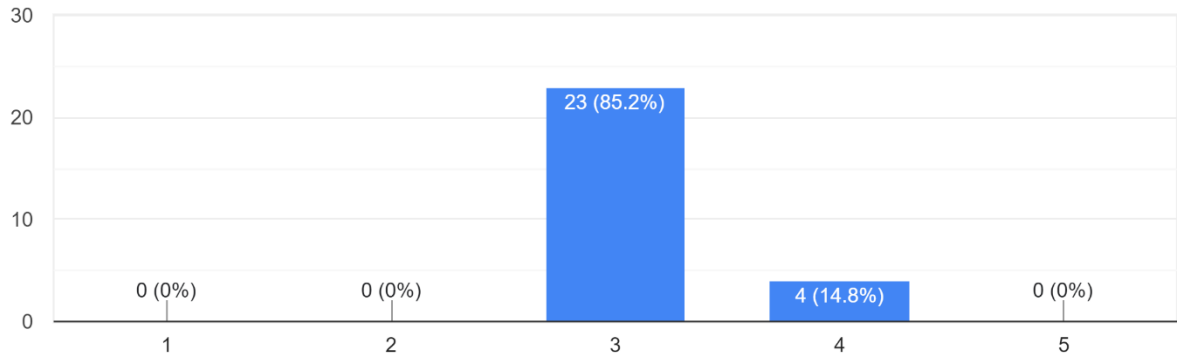
**3) Please share one or two items you learned at the workshop that you are taking back to your organization/agency.**

Batch and Build fiscal agent model
CaRPE tool
Grow More Training
Field to Market financial innovation tools
Need for broader collaboration e.g., public private partnerships
Better access to a centralized database of projects
New outreach strategies
Social science presentations

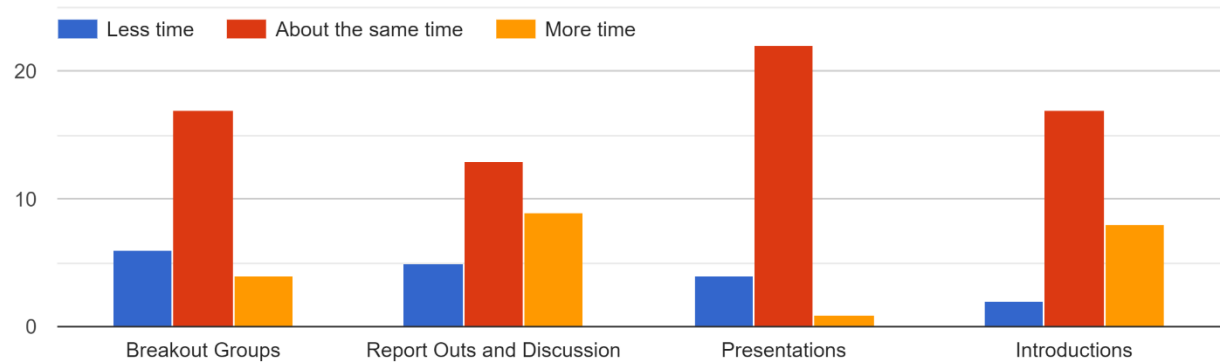
**4) What topics related to conservation practices with multiple benefits would you like to see covered in the second workshop?**

More on messaging and communications
How do we achieve real transformation that will benefit our resources, climate and what actionable things needs to happen to move the needle (e.g., policy, funding, and collaboration)?
Capacity building and education
Multipurpose drainage management from Minnesota
Innovative wetland work from Iowa
Successes and failures of farm bill programs
Private supply chain programs
Municipality-agriculture partnerships and the watershed approach
How to help land managers and policy makers quantify multi-benefits and tradeoffs between water quality and climate mitigation practices
Feature multi-cropping systems especially perennial ground cover
The disparity between mass benefits versus field level benefits
Streamline government engagement
How consumer good companies have multiple sustainability projects with multiple partners and how they develop those strategies
Federal financial programs and/or understanding the fine print on farm programs
Understand the farm's goals and fix problems versus more specific programs: how to align the way we approach conservation with the funding opportunities out there that want specific metrics before engaging the farm
Methods for building effective public-private partnerships without excessive administrative or overhead costs (i.e., without too many "middleman" organizations getting in the way)
Alternative sources of cost share funding (other than the NRCS)
Incorporation of more research/science presentations from each of the states
Perspectives from agency staff on how each state influences stakeholders, programs, etc.
How to leverage existing programs (state, federal, NGO) for more efficient outcomes
Mississippi River Restoration and Resilience Initiative
More success stories like Swanson's Batch and Build presentation
How can we make all this less complicated and easier to communicate at the local level?
Wildlife habitat on agricultural landscapes
Precision conservation
Intersections of different purposes/landscapes that we can install a specific conservation practice to maximize its multiple benefits
Who will be farming in the next 10-50 years and who will own farmland. How can this group of conservation professionals contribute to a more equitable farming system and provide resources for emerging farmers (especially BIPOC and immigrant farmers)?
Continued collaboration between practitioners/scholars and across disciplinary boundaries
Go over the practices at a more in-depth level
The value of holding water on the landscape for flood mitigation.
Water storage, including wetland restorations, impoundments, in-field and edge-of-field practices
Silvopasture and other agro-forestry methods
Grazing innovations
Environmental outcomes of stacked conservation practices

**5) Please rate the pace of the day (1 = too slow and 5 = too fast). (27 Responses)**



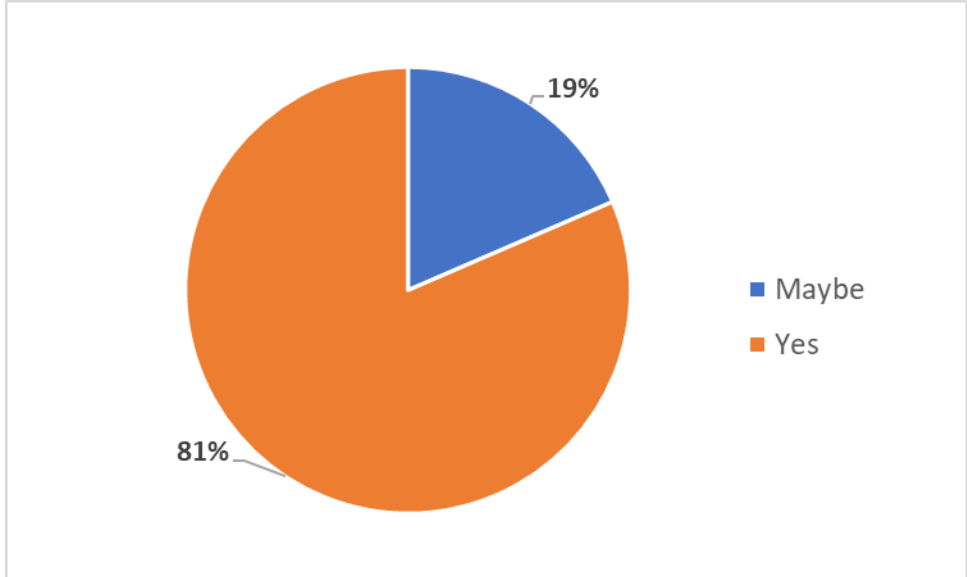
**6) For each of the following workshop elements, do you think the second workshop should have less time, about the same time, or more time devoted to each.**



**7) Are there individuals and/or organizations/agencies that were not present at the workshop that you would like to see at the second workshop in 2023? Please list those names/organizations.**

State associations of conservation districts
Illinois Sustainable Agriculture Partnership
University of Minnesota, Green Lands Blue Waters MN Office for Soil Health (U of MN Water Resources Center)
Pheasants Forever Precision Agronomists
Conservation agronomists
More farmer organizations - not just conservation, and more research organizations
Sharing our Roots
MN Office for Soil Health (housed in University of Minnesota Water Resources Center)
Organizations and people who supply funding and information for these practices

**8) Do you think you will attend the second workshop in 2023? (27 Responses)**



**9) Are you aware of any conferences, workshops, or meetings scheduled for the fall/winter of 2023? Please provide dates or conference names (e.g., the American Society of Agronomy annual conference).**

Practical Farmers of Iowa Annual Conference, late January 2023
Corn Soy Expo, Wisconsin, early February 2023
Commodity Classic, mid March 2023
Regenerative Agriculture and Food Systems Summit, late March 2023
Farm Progress Shows, late August 2023
MN Water Resources Conference, mid October 2023
MN BWSR Academy, late October 2023
Illinois Nutrient Loss Reduction Strategy Annual Meeting, early November 2023
Cover Crop Conference, Wisconsin, November 2023
Discovery Farms Conference, Wisconsin, mid-December 2023

**10) Please share additional comments to help us make the next workshop of maximum value to you.**

More networking opportunities
Better venue with onsite dinner and bar
Less breakout group time (about 15 minutes less)
Brief introductions
Whiteboards to collect action items throughout the workshop
Focus next workshop on the action items each attendee will take with them from the workshop to implement
Improved break out group facilitation
Shorter presentations
Site visits and tours before the workshop begins

Less facilitation in breakout groups for more free flowing conversations
Provide lunch for free
Have groups work on an idea during the next workshop
Move beyond having the same conversation
Bigger screen size in the meeting room
Hire a woman or BIPOC facilitator
No phone policy in the meeting room
Additional group discussion to follow up and synthesize results from individual groups may be beneficial

## Appendix

Full responses provided in the post workshop survey are below for questions 2-4 and 10.

### 2) What did you like about the workshop? (28 Responses)

Having the same breakout groups throughout allowed for deeper conversations.
I really appreciated the structure. Good length for presenters, then breakouts to talk about it all. Good content too!
Truly enjoyed the overall format. The option to hear about a topic and then have small breakout discussions was spot on.
The size of the conference, and the experience level of the speakers were great.
Long presentations and long discussion
small, focused group. all the "key players" present and interesting in engaging.
The number and diversity of attendees. Focus on multi-benefit practices and problem solving.
I loved the information presented and then having a clear and focused way to dive deep...great format.
Loved hearing about all the issues and solutions, and networking with hands on folks.
The people in attendance were the right ones for some real quality discussions in our small group. Nice mix of on-farm, scientists, and more policy/partnership people. I liked the high level topics as well- economic, communication, research.
I enjoyed hearing perspectives from public agency staff outside Iowa
Length of time - 1.5 days seemed perfect. Having a list of registered attendees sent out prior to the meeting was also very helpful and not something I receive from many other conferences. Having the breakout sessions was also unique and something I really appreciated - there is often not enough time to talk to fellow attendees during conferences so having those small group sessions was very valuable.
The opportunity to connect in person with professionals working in the same sphere, especially those who I have interacted with only virtually before. Also, I appreciated the size of it - not too big and overwhelming, great for networking and creating a comfy space for discussion.
Hearing about work being accomplished in other states and networking with others who I normally do not have an opportunity to network with.
It was a great networking event.
Information exchange with colleagues
I think the location was great. Being in close proximity to the River we're working on was a nice touch. Getting to visit the Arch was a bonus. I liked the duration of the conference and feel the number of attendees struck a good balance between being inclusive enough to get the necessary diverse representation while being exclusive enough to keep the number of people from being overwhelming. The content of the presentations was relevant and interesting and provided a good basis for and backdrop to the group breakout conversation. I really liked the interaction facilitated through the breakouts. It was very helpful to hear the perspective of people working in other states and addressing issues from very different angles.
Visiting with people informally and meeting new people who are central to this topic; Also I thought the format was good - combination of presentations and discussion time.

I appreciated the networking aspect of the workshop the most, and wish there was more time for that designed into the workshop during the day. I also enjoyed the research presentations and learning.
Presentations were very good - there were a lot of new and interesting ideas to me. I also liked the breakout sessions. There was a lot of good conversation and it was nice to be able to get to know who everyone was in the breakout groups and what kind of projects they focused on.
I enjoyed the presentations followed by smaller group discussions.
The small attendance list, opportunities to connect with other folks working in this space, the interdisciplinary/multi-state speaker list.
I liked the variety regions and backgrounds of the attendees. I though it was very useful to have people from all different parts of conservation organizations present and able to connect with.
Ability to network. Small group discussions.
I liked the format - present and then discuss. i also liked that we stayed in the same breakout groups.
small enough to make connections, and a lot of valuable presentations. Good balance of listening and sharing.
Sharing of successful programs and projects
I was overall pleased with the content and representation among agencies, academics, and implementers in the field. In my current role it wasn't quite as applicable as I would have thought, but still was worthwhile to attend since it was so close.

**3) Please share one or two items you learned at the workshop that you are taking back to your organization/agency. (27 Responses)**

Fiscal agent model for conservation funding; AFTs CARPE tool
John Swanson's presentation was exactly the type of information that will move us forward! Loved it.
I don't think I could just select one or two, Everything shared and gained will be useful!
Interested in the Field to Market Financial Innovations to Accelerate Sus. Ag: Blueprints for the Value Chain
Carpe tool
need for broader collaboration; better access to a centralized "database" of projects
The Grow More training from NWF, the Batch and Build approach, the MN groundwater certification and FMBM program
I want to use the CARPE tool! I will also take the advice of having field days that are advertised as issues-based vs. practice-based
How to form novel partnerships and collaborations.
Stacked practice handbook could be useful in appeal to funders, batch and build technique, also ideas on funding off N rates used and MRTN
Public/private partnerships aren't as common as I thought they were and the Illinois Farm Bureau is apparently much more progressive than Iowa Farm Bureau.
New outreach strategies. Information about other programs/practices other stakeholders are employing to get practices on the ground.
The names of people I'd like to follow up with to contribute to the programs I work on; tools to incorporate into my programming (e.g., CaRPE)
The Polk County Iowa approach to single agent funding
The batch and build concept is amazing. It's cool to see how they've removed a lot of barriers for the landowners to do conservation.

Iowa has free well testing. Period. This was eye-opening news to me. I have already shared the information presented by Dr. Wald and Dr. Reimer regarding social barriers and behavioral change.
comet tool should be more widely used; the need to simplify our findings, tools, approaches; batch and build success story
CaRPE Tool, ACPF, and Batch & Build model
Dara Wald's presentation was one of the most interesting to me along with Adam Reimer. It's so important to consider psycho-social aspects of decision making, and she provided both higher level and very practical information on how to effectively communicate about conservation.
I really appreciated the communication information sharing section and I learned a lot.
I was not familiar with efforts to create conservation agronomist positions within industry groups. I think this is an interesting opportunity!
I think the biggest thing that I will take back is the number of tools currently out, and those being updated and developed to make conservation practices and their benefits more definable.
A bit more about carbon programs.
Even though John Swanson is local for me, I learned alot about the batch and build that he led that we can apply to our own batch and build work.
a higher level of detail and nuance on the COMET suite of tools; effective communications strategies
How to utilize the batch and build model for in-field conservation practices.
First item comes from the last presentation from Iowa where it's obvious that commitment and time is needed to gain producer trust and one-on-one relationships. Also, the "design-build" or integrated structural model can work for NPS project implementation and be successful at the county level. Also, the idea that carbon capture and credits is such a big deal for industries and the types of projects and infrastructure that are currently in place for it.

**4) What topics related to conservation practices with multiple benefits would you like to see covered in the second workshop? (27 Responses)**

More about messaging and communications
How do we actually achieve real transformation that will benefit our resources, climate. What actionable things (policy? funding? collaboration?) needs to happen to move the needle? Tough one!
Capacity Building, Education and system changes needed
Multipurpose drainage management from Minnesota and innovative wetland work from Iowa.
Farm bill programs- successes and failures. Private supply chain programs
explore the muni-ag partnerships and watershed approach more. How to leverage funds and expertise to get more done.
how to help land managers and policy makers quantify multi-benefits and tradeoffs between water quality and climate mitigation practices.
I'd like to see multicropping systems especially perennial ground covers featured
How to streamline funding, government engagement, and the disparity between mass benefits versus field level benefits.
How consumer good companies have multiple sustainability projects with multiple partners and how they develop those strategies. Federal financial programs and/or understanding the fine print on farm programs- when that fine print has become a barrier or not. Ended feeling like conflicting suggestions in the communication and financial sections- understand the farm's goals and fix problems vs more specific programs- how to align the way we should approach conservation with the funding opportunities/grant out there that want specific metrics before engaging the farm ever.



Alternative sources of cost share funding (other than the NRCS) and methods for building effective public-private partnerships without excessive administrative or overhead costs (i.e. without too many "middleman" organizations getting in the way).
Incorporation of more research/science presentations - e.g. maybe hear from researchers from each of the states. I'd also be interested to hear from agency staff and maybe understand the context of each state and how it influences stakeholders/programs/etc.
How to leverage existing programs (state, federal, NGO) for more efficient outcomes
How to scale up adoption.
Mississippi River Restoration and Resilience Initiative. More success stories similar to John Swanson's presentation might be useful and inspirational.
How can we make all this less complicated and easier to communicate at the local level?
Wildlife habitat on ag landscape, precision conservation. I personally did not understand the purpose of the phrase "conservation practices with multiple benefits," because all conservation practices have more than just one benefit. I think the focus should be not what practices are considered conservation practices with multiple benefits, but the intersections of different purposes/landscapes that we can install a specific conservation practice to maximize its multiple benefits.
It would be good to consider the future of farming - who will be farming in the next 10-50 years and who will own farmland. How can this group of conservation professionals contribute to a more equitable farming system and provide resources for emerging farmers (especially BIPOC and immigrant farmers)?
I'd like to see opportunities for continued collaboration between practitioners/scholars and across disciplinary boundaries (e.g., social science, agronomy, ecology)
I think it is important to go over the practices at a more in-depth level. I think we kind of missed out on the practices themselves and moved much further past them without really going into what they do, how they do it, and what goes into implementing them from both a landowner/farmer perspective, as well as the other parties and organizations involved.
Habitat
The value of holding water on the landscape for flood mitigation. Major floods are billion dollar disasters and we don't think enough about prevention upstream - which many of our practices help with.
Water storage, including wetland restorations, impoundments, in-field and edge-of-field practices; silvopasture and other agro-forestry methods; grazing innovations
Environmental outcomes of stacked conservation practices.
I think the topics were good and perhaps revisiting some of the success stories and approaches might be good.

**10) What topics related to conservation practices with multiple benefits would you like to see covered in the second workshop? (20 Responses)**

It was really great. Wish there was a bit more social networking opportunities. Probably as easy as picking a venue that has on-site dinner, bar area. Hard to get out and about in St. Louis and once we were back to the hotel, only real option was to go to our rooms.
Keep up the great work. Truly enjoyed this workshop!
I mentioned less time in the breakout groups, I don't think there needs to be a dramatic reduction but knocking off 15 minutes from each would give more time for networking or additional speakers.
Would have been nice to mix the breakout groups to be able to interact with more people. Otherwise, great event!

<p>really well done. Brief intros (in place of a presentation?) at the start would be great. Having whiteboards up to collect "action items" throughout the conference, then have people sign on to work on them as interested would be fun. Want more of a platform to build community and partnerships then act on them.</p>
<p>breakout group facilitation could be improved, the questions were great, but we didn't have a structure or flow to the conversation, a few folks did a lot of talking, the focus meandered and didn't feel productive, regardless it was a very interesting group of people to sit and chat with.</p>
<p>I thought this was great. Thanks for the strong efforts in making this workshop happen.</p>
<p>We need lots more time to meet each other and talk. It would also be great to mix up the breakout groups as ours ran out of ideas!</p>
<p>Some of the presentations were a little slow paced or had more time than they needed to get a very specific topic shared. I could see shortening these a little maybe Ted Talk style with 10 minutes or so-detailed but skipping some of the recap at moments and including more to accommodate a wider topography.</p>
<p>In general, I'm not a fan of "facilitated" workshops because they are intellectually extractive in nature and generally exhausting after travel and poor sleep in an unfamiliar place. No matter how polite the facilitators are, they always push and push to get ideas and content and at some point, conversation ceases to be genuine and instead trends towards satisfying the facilitator's requirements. It would have been nice to just be allowed to have genuine conversations in the breakout groups that are allowed to flow freely. Additionally, if you invite non-government folks, please realize that not all of us have access to per diem meal reimbursements. At the next workshop, consider providing lunch and refreshments throughout the experience at no cost to the attendees. "Re-fueling" stations with coffee, tea, and snacks/fruit are a nice touch as well and help to prevent mid-day slumps so we can power through breakout group sessions. We had access to some packaged snacks on the second day, which was certainly very nice.</p>
<p>I'm not sure how doable this is with a group of folks with differing programmatic priorities, but it would be great to actually work on something together that could lead to post-workshop progress or new efforts. Also, regarding the question of doing introductions of the whole group, I'm in the camp that doesn't find that valuable. They often take too long and it becomes hard to pay attention or remember everyone. I guess I'm more hands-off about introductions and would prefer to just let people meet each other more organically. Anyway, that's my opinion for the consideration table. Thanks for hosting this! I enjoyed it.</p>
<p>Like most of these conferences that focus on this topic, the conversation is still the same: how do we get farmers/landowners to adopt all of these practices? What are the barriers? How do we overcome the barriers? We all agree we need more people and more money and more outreach and more financial/technical assistance. Finding ways to move beyond this conversation would be helpful.</p>
<p>The breakouts were very valuable and the facilitation was great. Additional group discussion to follow up and synthesize results from individual groups may be beneficial. I would be willing to commit to a third day if it means additional opportunity for more frequent or longer breaks and more opportunity to interact with other attendees.</p>
<p>It would be good to focus this next workshop on the action items each attendee will take with them from the workshop to implement in their state. And to allow time to hear from each other on what we will do with the information being shared. There is certainly value to having more awareness of the multiple benefits concept, but would also help to have action items.</p>
<p>It was sad and distracting to see so many people on their phone during the presentations. I understand that many of us are busy and have obligations, but it would be nice to have a no phone policy in the conference room.</p>

It would be great if UMRBA could hire a woman/BIPOC facilitator
Having some sort of brief introduction for all participants to be able to put faces with names. It might also be beneficial to mix up the small groups so you aren't talking to the same people, though there are benefits to keeping the groups the same.
Better AV / screen size. Did not like the location in St Louis. Really appreciated the breakfast in proximity to the meeting space - I met a lot of new people over breakfast.
As I mentioned in the wrap-up discussion, some site visits/tours would be nice if feasible. Lots of interesting urban and per-urban ag and stormwater practices around the metro.
As usual, you and Kirsten did a group job with organization, logistics, agenda, and planning. The facilitation was also good and seemed to keep things moving along well so that UMRBA staff could participate and be a part of the event. Keep those things going!