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97555

**Reverse Farmer-to-Farmer Pilot Project Final Report  
Submitted to  
Agricultural Cooperative Development International in  
Compliance with Sub-Grant No. FAO-0705-G-00-4055-00  
Prepared and Submitted by  
Winrock International Institute for Agricultural Development**

BHR/PVC

Project No.: 938-0705

Prepared by Winrock International under a Sub-grant with ACDI

Grant No. FAO-0705-G-00-4055-00

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## Executive Summary

This is the final Reverse Farmer-to-Farmer (RFTF) report submitted by Winrock International. What is not contained in this report is the final financial report for the project. That report will be submitted, as requested by Anne DeAngelo from ACDI, to ACDI on or prior to the 27th of November, 1995.

The RFTF project followed the project implementation plan submitted June 26, 1995. To date ten RFTF participants have been mobilized, participated in group and individualized training processes and returned to their respective countries.

Although documented in the participants responses to the survey provided by ACDI what is of particular significance and deserves mention is the extremely positive feedback received from trainers, escorts, translators, field staff and participants regarding the outcome of the pilot project. All indications point to a highly successful and worthwhile project.

In summary the Reverse FTF program has been a success. Responses to the questionnaire indicate all participants were well satisfied with all logistical arrangements and training programs. Participants described the training as having a positive impact on their professional capabilities with regard to management, operations and decision making processes. Participants also indicated they would be able to put into practice a great deal of what they learned and would share their experiences and knowledge with other colleagues.

The following report provides information on financial expenditures (through 10/30/95), project progress, participant selection, expected impact, training program descriptions and compiled survey responses.

### Financial Report

The following financial report (Exhibit 1) covers expenditures submitted as of October 30, 1995. Expenditures processed after that date will be submitted to ACDI on or before November 27, 1995.

### Exhibit 1

Winrock International Reverse Farmer-to-Farmer Pilot Project Budget

Budget Category	Budget Allocation	Expenses Billed as of 9/31/95	Expenses Billed as of 10/31/95	Balance
Salaries U.S. & NIS	\$ 5,350.00	\$ 4,618.00	\$ 4,877.00	\$ 473.00
Fringe Benefits	\$ 1,605.00	\$ 2,060.00	\$ 2,088.00	\$ (483.00)
Interpreters/Escorts	\$ 24,000.00	\$ 17,115.00	\$ 24,993.00	\$ (993).00
Travel and Per Diem	\$ 71,275.00	\$ 14,713.00	\$ 32,127.00	\$ 39,148.00
Training	\$ 23,600.00	\$ 18,043.00	\$ 19,103.00	\$ 4,497.00
Other Direct Costs	\$ 3,474.00	\$ 1,171.00	\$ 1,851.00	\$ 1,623.00
Indirect Costs	\$ 26,982.00	\$ 15,698.00	\$ 24,125.00	\$ 2,857.00
Total	\$ 156,286.00	\$ 73,418.00	\$ 109,166.00	\$ 48,598.00

The undersigned hereby certifies:

that to the best of my knowledge and belief this report is correct and complete and all outlays and unliquidated obligations are for the purposes set forth in the Sub-Grant.

the amounts shown above as expenditures are true, and duly supported by evidence of disbursements and/or other appropriate documentation.

any additional supporting information ACIDI, AID or their duly authorized representative(s) may reasonably require will be furnished by Sub-Grantee upon request.

the said expenditures were affected in accordance with the terms of the Sub-Grant and its amendments relating to AID Grant No. FAO-0705-G-00-4055-00; and

appropriate refund will be promptly made to ACIDI and/or to AID in the event that any cost claimed or disbursements made later to prove to be non-reimbursable under the terms of the aforesaid Sub-Grant.

By: *Thomas L. ...*  
Title: *RFFR Manager*  
Date: *11/14/95*

### Progress Report

All participant training activity was initiated during the fourth quarter. The participants arrived in two groups, one group of four and one of six. The first group arrived on the 11th of August and the second group on the 20th of September. The groups consisted of eight men and two women from the following countries: Tajikistan (2), Turkmenistan (1), Kyrgyz Republic (1), Ukraine (2) and Russia (4).

Initially nine participants were programmed. However, after the first group was debriefed it was decided, from participant feedback, a four week training period was too long. Participants mentioned training was intense and felt that a shorter period would be as valuable. Subsequently, the second group's training processes were shortened to approximately three weeks. This allowed for a tenth participant to take part in the program.

### Future Goals

- All billing will be submitted on or prior to November 27, 1995

### Training Report

The implementation methodology employed for this project linked the participants with the Farmer-to-Farmer volunteers they hosted and worked with in their respective countries. This approach was employed as the former volunteers, all experts in their fields, had previously established professional and personal relations with the participants, knew their training ne

and how to best address them in a given period of time. It is also important to point out that insight into the development of training processes for the participants was also solicited from volunteers and experts that did not participate directly in the training.

Training for the first group of four participants began with their arrival August 11th. The group, composed primarily of post harvest processors in decision making positions in private processing facilities, spent the first week of training at Winrock International visiting various processing facilities in Arkansas. The participants then departed for individualized training with the former Farmer-to-Farmer volunteers.

The following is a description of the participants group training, justification for selection, expected impact and individual training process for each of the participants in the first group.

**REVERSE FARMER-TO-FARMER (GROUP ONE)  
PARTICIPANT TRAINING SCHEDULE**

Saturday, August 12

11:40 p.m. Participants arrive at Little Rock airport on Delta Flight #793  
Glenna Howell and Iouri Zama will meet the visitors.

Sunday, August 13

Free day resang exploring Petite Jean Mountain.

Monday, August 14

8:00 - 8:30 Breakfast in the Dining Room with David Norman and Tom Green

8:30 - 9:15 Winrock Video and Tour of Winrock facilities with Darrell Wallace

9:30 - 10:30 Prepare for overnight trip to Stuttgart, Arkansas for tour of Riceland Industries

11:00 Depart for Morrilton, AR for check cashing/bank experience. Lunch enroute to Stuttgart  
\*Participants were issued per diem checks, discussed budgeting their money over the length of the training, cashed their checks at the local bank and discussed US banking/lending business with bank personnel.

Tuesday, August 15

9:00 - 12:00 Tour Riceland Farms Stuttgart, AR  
\*Riceland is the largest rice producers cooperative in US. Participants toured the plant and fields discussing all aspects of production, harvest, processing and packaging as well as various aspects of being a cooperative member.

2:00-3:00 Tour Stuttgart Agricultural Museum  
\*Museum exhibits depict the impact of grain (rice, soybeans, etc.) on the development of agriculture in the US.

Wednesday, August 16

8:30 Depart for Atkins, AR to tour Green Bay Packing Company  
\*Participants toured pickle processing facility and observed process from arrival of raw product through the various stages of grading, quality control, processing, sanitation, labeling, packaging, transportation, etc. and had an

open discussion with plant managers on contract growing, negotiations and other product acquisition topics.

12:30 - 1:30 Lunch

2:00 Depart for Rose Creek Community, AR for tour of Barbara Brixey's broiler chicken farm

3:00 Tour of Slaty Crossing Community for tour of Gary and Belinda Adaire's breeder chicken farm  
\*The two chicken producers are contract growers for Tyson Industries. Participants observed production practices and discussed contractual agreements between Tysons and the producers, and vertical integration of the farming industry. This tour provided valuable background information for upcoming tours of Tysons slaughter and packing facilities.

4:30 Depart for Petit Jean Mountain

6:00 Dinner at David Norman's home

#### Thursday, August 17

10:00 - 11:30 Tour of Tyson Slaughter Plant in Dardanelle, AR  
\*Participants observed all aspects of a state-of-the-art slaughter facility including: processing line organization, sanitation procedures, quality control methods, human resource management, etc. and carried on an open discussion with plant managers.

11:30 - 12:30 Lunch

1:00 - 3:00 Tour Tyson Tyler Road Frozen Processing Plant in Russellville, AR  
\*Participants observed all aspects of a state-of-the-art poultry processing and packaging facility, sanitation procedures, quality control methods, packing materials, labeling, preparation for transportation, sampled cooked products, etc. and had an open discussion with plant managers including the effect of consumer demand with regard to packaging materials, container size and volumes.

3:00 Tour of Lock & Dam  
\*Discussion of Arkansas river transportation facilities and impact on agriculture input and product transportation and distribution.

5:00 Dinner in Russellville, AR

Friday, August 18

- 9:00 Depart for Heifer Project International (HPI)  
\*Participants observed livestock production facility and how HPI promotes livestock production in various countries around the world.
- 12:00 Lunch in Morrilton
- 2:00 Conway County Agricultural Extension Agent - William Nelson  
\*Participants discussed USDA agriculture extension program, how it is administered, what resources it provides and its impact on farming in the US.

Saturday, August 19

- 10:00 - 12:00 Atkins Cattle and Livestock Sale  
\*Participants observed an auction of livestock by small-scale farmers from pre-screening of livestock through actual sale and payment for animals. Participants also participated in a discussion with the sale barn owner and auction manager on how auctions can be utilized for acquisition of raw product.

Sunday, August 20

- 8:00 Breakfast and prepare for departure.

The following is a description of the participants, justification for selection, expected impact and training process for each of the participants in the first group.

**Name:** Mr. Charie Aldashev

**Current Position:** Chairman of Danow Business Association (NGO)

**Country/Oblast:** Turkmenistan

**Gender:** Male

**Training site:** Listed below

**Beginning and ending dates of training:** August 11-September 6, 1995

**Purpose of training:** Provide participant with knowledge on aspects of organizational management, extension principles and agribusiness

**Type of Training Activities:** Listed below

**Past Positions and Education:** Graduated Ashkabd Institute of Languages with Russian specialty. Taught Russian in Ashkabd and Danow until 1990. From 1990 to 1992 worked as Chairman of the Council of Deputies in Danow. From 1992 to 1993 he worked as the director for a meat processing facility in Danow. From 1993 to the present he works as the chairman of the Danow Business Association. He also consults to the Danow Governor on agricultural issues.

## **Justification**

Private farmers are increasing in large numbers as former state land continues to be leased. Government officials argue that the rate of land reform from state to private management must be kept low as the first independent farmers learn what it means "to be private". Independent farming experience is generally restricted to the farming of 0.6 hectare of private land allowed by law. Most quasi-private or private farmers are unable or unwilling to move forward in their operations and are waiting for financial assistance from the government or some other form of guidance as to how they can approach the myriad of problems facing them. Knowledge of farming in the traditional western sense is not available and few farmers understand the concepts of private farming from purchasing inputs to distributions of output and planning for the years to come. The financial requirements of production at a profit level have yet to be fully impressed on the new farming population. In the absence of effective government programs, newly independent private farmers will have great difficulty learning both the technical aspects as well as the financial aspects of privatized farming.

Winrock worked with Mr. Aldashev and the Danow Business Association on an association building project. The volunteers were very pleased with the activity and, like Winrock FTF/Turkmenistan, believe that only through supporting non-governmental organizations, who in turn are supporting private businessmen at the local level, can FTF make a difference.

## **Expected Impact**

The Danow Business Association (DBA) has agreed to address these problems and recognize that western farm management practices and techniques must be taught if private farmers are to increase production and expand operations. Unlike other Central Asian Republics, Turkmenistan has almost no private or state supported organizations for the transfer of free market management principles. Unable to turn to the government to obtain the core of information needed for training and association development, the DBA has hosted two FTF volunteers. The DBA is in its infancy and needs assistance in developing its organizational structure. It has been recognized that the potential for the Association to stimulate economic growth within the District is high and that Mr. Aldashev's participation in this program is an essential element to long-term growth and development of the area.

Through Mr. Aldashev's training and exposure to U.S. businesses and business associations it is expected that he will return with the necessary foundation to appropriately construct an extension program to successfully meet the needs of the newly emerging free market thinking in his region.

## **Training Process**

After his training program at Winrock, Aldashev traveled to Springfield IL where he was met by training sponsor and former FTF volunteer, Dr. Brian Sager. He stayed in the dormitory lodging at the Illinois State Fair in Springfield on August 17, 18 and 19 visiting with Fair extension officials and private businessmen.

Aldashev then traveled to the University of Illinois, McHenry County College in Crystal Lake, Illinois for meetings with University business administration staff. He then met with Chamber of Commerce and Extension officers in and around the surrounding areas. His training included exposure to concepts of credit and realities of international assistance, the process

for developing strategic business plans including estimates start-up costs, organizations approaches to private business, business planning procedures, credit and production technology.

Aldeshev then traveled to Bellingham, Washington where they were met by Jeff and Nancy Nichols, former FTF volunteers and State agriculture extension officials. Aldeshev's extensive training with the Nichols included principals of extension and strategies for developing an extension system in Turmenistan. He also met with groups of cooperative members and discussed cooperative development, laws, charters, etc. and integrating farmer's cooperatives into the efforts of the Danow Business Association.

**Name: Mr. Adyl Sydykov**

**Country/Oblast: Kyrgyz Republic/Naryn**

**Gender: Male**

**Training site: Morrilton Arkansas and Lander, Wyoming at Valley Locker Meat Processing Plant and yet to be confirmed**

**Beginning and Ending Dates of Training: Arrive in Little Rock 8/13**

**Purpose of training: Provide participant with knowledge on the management and operation of small-scale meat processing and packing plant.**

**Type of Training Activities: Listed below**

### **Justification**

The Soviet system, dominant in Kyrgyz Republic for 70 years, has controlled all aspects of production from production planning to inputs and equipment. The development of a private economy is resulting in a new generation of businessmen who are now responsible for managing their operations as never before. Most quasi-private or private managers are unable or unwilling to move forward in their operations and are either waiting for financial assistance from the government or for some other form of guidance as to how they can approach the myriad of problems facing them. The former system's inability to provide basic management training is resulting in either overly cautious managers or extremely reckless ones.

Mr. Adyl Sydykov is the brother of Bolotbek Asanbokov, owner of a newly privatized farm presently raising cattle, sheep, horses and goats. The farm possesses numerous farm equipment as well as a 35 ton refrigerated storehouse and a newly constructed building dedicated for a small-scale meat processing facility. The family also manages three outlets for their agricultural produce. Two FTF volunteers have worked with the family in the design of the processing facility and identification of necessary equipment. They also assisted in the application process for a meat and hide processing equipment loan from Mercy Corps. The loan has been granted.

Mr. Sydykov is an emerging leader of private farmers in his region; his challenge is to make his farm profitable in order to demonstrate the viability of private farming (from the state subsidy and procurement system). To do this he must produce quality value-added products and market them for a profit locally and nationally. This translates into managing his

enterprise to compete in an increasingly market-oriented economy as well as determine which products are the most profitable.

### **Expected Impact**

Given the potential for a successful enterprise that would serve as a model for newly established enterprises in the region, the family and farm's stature in the region and the lack of opportunities for training in enterprise management and operations, Winrock FTF/Turkmenistan staff believe Mr. Sydykov is the ideal candidate to participate in this project. He is a leader in the development of a market oriented enterprise and his training in the US will assist in realizing his goals to produce a variety of value-added products and to place the enterprise in a unique marketing position.

Farmer-to-Farmer volunteers have identified this business venture to be a viable and profitable undertaking that has addressed all the issues of raw material, labor, electricity, water, and waste disposal, processing, refrigeration, and sale of finished product. It is expected this farm will be a positive example of privatization and free market thinking, a model for teaching farmers more efficient and cost effective production practices, and an information center for the next generation of free market agriculturists.

### **Training Process**

After his group training at Winrock, Sydykov traveled to Denver Colorado where he was trained by Gary Mines, a private meat processor and former FTF volunteer. Sydykov's training included meat processing, sausage making, sanitation, animal health, business operations, economics and utilization of human resources.

Attached (Appendix I) is the training schedule from Mr. Mines.

Two individuals, Aliev Nosir & Ishonboboev Abdullo, from KONIBODOM Enterprises (GM: Aliev Gaffor), Tajikistan were selected for this project. The enterprise has been a recipient of several FTF volunteers and the general manager has visited the US on a COCRAN fellowship, during which time he was also hosted by returned FTF volunteers.

Name: Mr. Ishonboboev Abdullo, Chief Engineer, KONIBODOM Enterprises

Country/Oblast: Tajikistan/Leninabad

Gender: Male

Training Sites: Listed Below

Purpose of training: Provide participant with knowledge on food processing technology and machinery including dehydration of fruits.

Beginning and ending dates of training: August 11-September 7, 1995

Type of Training Activities: See below

Education: Technical School, Food Technology

Years with Konibodom: 25

Mr. Aiev Nosir, Head of International Relations, KONIBODOM Enterprises

Country/Oblast: Tajikistan/Leninabad

Gender: Male

Training sites: Listed below

Beginning and ending dates of training: August 11-September 7, 1995

Purpose of training: Provide participant with knowledge on purchasing of raw materials, storage, advertising, packaging, sales and marketing principles

Type of Training Activities: Purchasing of raw materials, storage, advertising, packaging (cans and bottles), sales, and marketing in general.

Education: Construction Engineer, Polytechnical Institute

Years with Konibodom: 3

### **Justification**

In the corporate structure, Mr. Abdullo reports directly to Mr. Gaffor. Mr. Nosir reports to the Commercial Director, who in turn reports to Mr. Gaffor. The concept was that Mr. Abdullo would be trained in food processing and acquainted with the new machinery and technology that is available while Mr. Nosir would be trained in all aspects before and after the actual processing itself. Mr. Gaffor is trying to create a management structure that will be knowledgeable of the entire corporation.

For their training it was decided universities/consultants with links to large food processing companies producing and marketing in retail pack, possibly in California or the South, would be ideal because products that the Konibodom is dealing with are: tomatoes, peaches, apricots, apples, grapes, pears, cucumbers, peppers and cabbage. The first three are the most important. Apples may be a problem in the same location, but again, it is the first three that are critical.

The Konibodom has been well analyzed by two teams of FTF volunteers. The main problems are old equipment, inadequate quality control, incorrect can and bottle sizes for the retail market, and poor labeling. Other problems and recommendations can be seen in the Volunteer Reports.

It was also decided that growing technology was not important for this training. It is very important that he see how contracts with growers in the US are written, negotiated, etc. Gaffor also mentioned he would like the two gentlemen to travel together and be trained at the same location.

### **Expected Impact**

The upgrading of processing facilities and the development of new crops for processing will create export opportunities and greatly develop the agricultural sector in this region. This training will help facilitate the privatization of the processing sector by encouraging export marketing, generating hard currency and possibly developing joint-ventures in the Kojand region.

Exposure to processing procedures and techniques used in the US will provide a valuable insight into producing a wholesome, consistent, quality product that can be marketed domestically and overseas.

### **Training Process**

After their training program at Winrock, these two gentlemen traveled to Reading, Pennsylvania. Training sponsor and former FTF volunteer Edward Leh, met them at the airport and accompanied them to Penn State University for intensive training in contracting, marketing, etc. for one week. The following week, Mr. Leh will provide intensive training focusing on the mechanical aspects of the processing of tomatoes, peaches, apples, pears, cucumbers, peppers and cabbage with hands-on training in two processing plants. Mr. Leh also covered the importance of maintenance and preventative maintenance of the plant and equipment and visited several plants with them.

See Appendix 2 for Leh's training report.

Week four was spent at the University of Georgia, Athens GA. Drs. Florkowski and Prussia, former FTF volunteers, provided training on quality control, USDA standards and documentation for the domestic industry and import/export markets, raw product acquisition, brokering, merchandising, promotion, packaging, labeling and transportation. The participants also toured vegetable and fruit processing plants.

An article about these two gentlemen and the RFTF project appeared in the Winrock October FTF newsletter (Appendix 2B)

### **REVERSE FARMER-TO-FARMER PARTICIPANT TRAINING SCHEDULE (GROUP TWO)**

Training for the second group began with their arrival on September 20th. This group was composed, primarily of smaller private sector producers. These progressive individuals are market oriented and are presently operating successful small-scale enterprises. They were chosen as leaders in their areas of agriculture and communities. All employ value added strategies and desired to improve their business skills as well as production practices. This group spent less time at Winrock than the first group departing for their individualized training on September 23rd.

The following is a description of the participants group training, justification for selection, expected impact and individual training process for each of the participants in the second group.

#### Wednesday, September 20

7:35 p.m. Participants arrived at Little Rock on Delta Flight 1593  
Glenna Howell and Sergei Goodenco met and greeted visitors

Thursday, September 21

- 8:00 - 8:30 Breakfast in Dining Room with David Norman and Tom Green
- 9:00 - 9:30 Welcome by Dr. Earl Kellogg, Vice President of Winrock
- 10:00 - 10:30 Video and Tour of Winrock Facilities
- 10:30 - 12:00 Tour of Petit Jean Mountain's private small-scale farms and discussions with farm owners.
- 12:00 - 1:00 Lunch in Dining Room
- 1:00 - 2:30 Rest and Relaxation at Motel
- 2:30 To Bank and Shopping in Morrilton, AR  
\*Participants were issued per diem checks, discussed budgeting their money over the length of the training, cashed their checks at the local bank and discussed US banking/lending business with bank personnel.

Friday, September 22

- 8: - 8:30 Breakfast in the Dining Room
- 9:00 Depart for Agricenter International in Memphis, TN  
\*Participants were hosted and received a tour from the Agricenter director. The Center has numerous on-going field validation trials, demonstrations of farm equipment from all major producers, State and local extension offices, National Weather Center agricultural data collection and numerous other exhibits.

Return to Little Rock and overnight at Wilson Inn. Depart for various training programs on 9/23.

The following is a description of the participants, justification for selection, expected impact and training process for each of the participants in the second group.

**Name: Mr. Alexander Valentinocitch Bodrov**

Country/Oblast: Russia/172073 Tver Region, Torjhok District

Gender: Male

Beginning and Ending Dates of Training: September 20-October 10, 1995

Training site: Listed below

Purpose of Training: Improvement in production and business aspects of goat production enterprise

Type of Training Activities: Listed below

### **Justification**

Mr. Bodrov is a progressive private goat farmer. He was a candidate for soil sciences who gave up his work at a scientific institute to farm full-time. He and his wife, Nadezdha, have been engaged in full-time goat farming for two and a half years, having registered with the local government as private farmers in 1992. Bodrov was born in 1950 and his wife in 1949. Nadezhda Bodrov is co-owner of the farm and co-manages the farm. They own 8 hectares of pastures and rent an additional 142 hectares of pasture. The primary farm enterprise is raising Saanen goats and selling goat dairy products. The Bodrovs are enterprising and market-oriented. They currently have 30 head of Saanen goats and their plan is to have a pure-bred Saanen stud farm.

Mr. Bodrov was one of the hosts for a Farmer-to-Farmer goat assignment in November, 1994 and was a co-host for an additional Farmer-to-Farmer goat assignment in May, 1995. Winrock Farmer-to-Farmer/Russia have been working closely with three goat farmers: Mrs. Tamara Brusova, Mr. Sergey Lebedev, and Mr. Alexander Bodrov. Of the three, Mr. Bodrov is the most technically sophisticated. The other two agree that Mr. Bodrov should travel to the US and obtain information for his colleague farmers and for the regional and national goat associations that we are trying to assist.

### **Expected Impact**

There are few opportunities for goat producers to be trained in the great variety of subjects involved in successful goat production. The current source of training is through goat owners who have met with some success and who are willing to share their observations and experience. Given Mr. Bodrov's close ties with other goat farmers and the respect he commands, we believe he will be able to take advantage of the opportunity a stay in the US presents and will work hard to share this information with his colleagues. He will gain valuable knowledge on the fundamental issues and constraints in goat production enterprises. We expect his training in the U.S. will make him a catalyst in the promotion of goat production, free market enterprise and the benefits of a collaborative approach to agricultural production.

### **Training Process**

After their group training at Winrock, Mr. Alexander Valentinovich Bodrov traveled to Washington, Maine and was hosted by Ms. Pixie Day former FTF volunteer and the Heart of Maine Dairy Goat Association. His training consisted of all aspects of goat production, value added strategies for goat products, marketing, sales, organic farming techniques, and small business/ enterprise operation.

Attached is an outline of his training program and newspaper article on his visit. (Appendix 3)

**Name: Mr. Sergey Khriapchenkov**

Country/Oblast: Russia/ Nizhny Novgorod 603093

Gender: Male

Beginning and Ending Dates of Training: September 20-October 12, 1995

Training site: Listed below

Purpose of Training: Improvement in production and business aspects of beekeeping enterprise

Type of Training Activities: Listed below

### **Justification**

During the Soviet period Russian beekeepers were relatively independent compared to the collective state farmers. Beekeepers were allowed to solve problems themselves and they were familiar with the concept of production as a response to supply and demand. The main problem facing these farmers was both the lack of communication with agricultural scientists and access to international expertise in beekeeping. Subsequently, beekeepers have had to work with antiquated methods and inefficient technologies in all aspects of bee culture, harvest and post harvest processing and packaging.

Mr. Sergey Khriapchenkov is a private farmer who has been in business for about 5 years. He has 4 hectares of his own land, and 70 bee hives. He makes agreements with other farmers and farms to place his hives on their land. He sells honey, bee pollen, and wax to a poultry factory and on the open market. His business has been quite profitable. His goal is to expand to 500 bee colonies, for which he has local support from the poultry factory and other farmers. Mr. Khriapchenkov was a ship-builder before he turned to bee-farming, he is self-educated in bee farming and bee product production. He hosted two Farmer-to-Farmer volunteers last year who found him quite knowledgeable and well-read on apiculture.

### **Expected Impact**

The main impact of Mr. Khriapchenkov's visit will be improved beekeeping, leading to the development of more productive, western style beekeeping farms which serve as an example for other beekeepers in the region. He will also be exposed to modern extraction, processing and packaging techniques and will receive training in marketing. He is willing to pass this information on to other beekeepers who in turn will develop their own beekeeping and marketing strategies appropriate for their enterprises.

Mr. Khriapchenkov hosted two FTF volunteers last fall. His apiary was also visited by Robin Lewis, a recognized leader in apiculture among private producers in the Nizhny Novgorod Oblast. We believe he will share the information he gains from his training in the U.S. with the Association of Private Farmers and local bee associations in his Oblast. Mr. Khriapchenkov is an active member of the Association of Beekeepers of Nizhny Novgorod Oblast and is authorized to establish business contacts with American companies which produce and sell beekeeping equipment and implements.

### **Training Process**

Mr. Khriapenchenkov traveled to Little Rock Arkansas where he was met by Mr. Charles Shipp, former FTF volunteer and beekeeper. Mr. Khriapenchenkov's training included; participating in the American Bee Conference in Athens GA where he met with researchers and industry personnel, visits to numerous small and large-scale beekeeping operations and migratory keepers with the State bee inspector, presentations at local schools and the State Plant Board on beekeeping in Russia, tours of honey processing plants and spent a day at the Small Business Development Center discussing his enterprise operations and marketing.

Attached is an outline of his training program (Appendix 4)

**Name: Ms. Nina Kovalchuk**

Country/Oblast: Ukraine/Lutsk

Gender: Female

Beginning and Ending Dates of Training: September 20-October 12, 1995

Training site: Listed below

Purpose of Training: Gain knowledge on the operation of women's business groups and commodity trading in a free market economy

Type of Training Activities: Listed below

### **Justification**

Mrs. Kovalchuk is an agricultural commodity trader and entrepreneur (President, Consortium for Women in Agribusiness, Lutsk, and President, "NIKA" Trading Company). She owns and manages several enterprises including a flax processing plant and a food importing contract with business partners from Czechia. She is a savvy business woman who is actively seeking commodity trading contracts with female farmers and female heads of state farms.

She also is one of the key members and guiding spirit of the Consortium for women in Agribusiness. This is a group of about nine women involved in agriculture as producers, state farm managers (now privatized) and government officials working at the regional ministry of agriculture. This group of women is working together as a support group and to support other female entrepreneurs. They also have social welfare goals and would like to begin either a school for gifted children or perhaps a summer camp/resort for children at a nearby location.

Kolvalchuk recently hosted two volunteers on a joint CNAA/Winrock volunteer project. The Winrock volunteer, Sharon Bailey, worked with Kolvalchuk and the Agribusiness Consortium on their articles of incorporation, on their mission and activities. She also worked with Kolvalchuk on her business plan and tried to give support to the other Consortium members on the same topic.

### **Expected Impact**

Kolvalchuk is a person that has good intuitive understanding of business and commodity trading. She will benefit greatly from seeing how other individual commodity traders work.

both outside and within the exchange environment. Her goal is to promote female farmers by selling their commodities. Her exposure to the world of commodity trading would be of great financial benefit to other farmers (she is not limited to female producers and farm managers; these are her primary targets).

As a key figure in the promotion of agriculture businesses for female entrepreneurs she is an ideal figure to empower other, women and men, by passing on knowledge gained during her training in the U.S.

### **Training Process**

After the group training at Winrock, Ms. Kovalchuk traveled to Dover, Arkansas where she was hosted by former FTF volunteer Sharon Bailey. Ms. Kovalchuk met with numerous women's organizations from business and professional to informal clubs. She received training in commodity trading and made many professional contacts. She was exposed to agriculture production methods and how these enterprises conduct independent/direct marketing and sales.

An outline of her training schedule appears in **Appendix 5**.

### **Mr. Michael Krapivko**

Country/Oblast: Ukraine/Kiev-127, Geroev Oborony

Gender: Male

Beginning and Ending Dates of Training: September 20-October 12, 1995

Training site: Listed below

Purpose of Training: Knowledge in methods of collection of agriculture statistics

Type of Training Activities: Listed below

### **Justification**

Mr. Krapivko is in charge of the Department of Information and Record at the Institute for Agricultural Economics (Institute for Agrarian Economy), an important think-tank for agricultural policy. He is in charge of a major project to create a computer-based agricultural information system that will link agricultural ministries to agricultural institutes, and regional offices.

Mr. Krapivko has hosted two Farmer-to-Farmer volunteers who have helped think through the mechanics of a computer-based agricultural information service and its corresponding links to an agricultural extension service.

Mr. Krapivko's visit to the U.S. will have a strong influence the direction and shape of the proposed agricultural extension service and agricultural information service. In his own words:

"The Ukrainian government is taking decisive measures on the transitions to a market economy. The Ukrainian government is addressing questions of land and property ownership

for farmers, supporting new farmers and farmers groups. New government acts on free price formation on most agricultural products, implementation of whole-sale markets, commodity exchanges and legislation of the retail market have been adopted.

Reforms addressing governmental management of the agricultural sector, price regulation, agricultural subsidies, licenses, and the development of an agricultural information service are anticipated.

It is very important to implement an effective system of socioeconomic monitoring in the agricultural sector including systematic data collection in order to properly forecast agricultural trends for decision making.

The US Department of Agriculture has a long experience with the implementation of statistical services, economic research and consulting. The USDA also has experience in providing information to other governmental entities. The USDA can help the Ukraine reform its agricultural information system."

### **Expected Impact**

Collective and newly privatized farms have a dire need for information to enable them to make informed and timely decisions as Ukraine moves into a market economy. The Ukraine has highly trained agriculturists who have few channels or vehicles to communicate with farmers. The existing agricultural institutions and universities also lack a method to deal with requests for information from farmers.

Mr. Krapivko's training will expose him to the design and operation of the USDA's information system. This will enable him to develop the necessary linkages between the existing providers and users of information into a country-wide agricultural information network. This effort will ultimately improve the effectiveness of private farming and marketing operations, enhance production potential of the farms, decrease post harvest losses, and help increase the profitability of the farm's enterprises.

### **Training Process**

Krapivko received intensive training in multi-sectoral (natural resource and environment, grains, livestock, statistics/analysis, extension, marketing, etc.) aspects of agriculture data collection and dissemination at levels ranging from national (USDA) to State (IOWA) to local farmers. This information was linked to training on computer system and software design for developing a systematic data collection in order to properly forecast agricultural trends for decision making in the Ukraine.

Attached (Appendix 6) is Krapivko's training schedule.

The following two participants, Mr. Ivan Korovko and Dr. Zoya Bannova, traveled together and received the same training processes.

**Name: Dr. Zoya Bannova**

**Country/Oblast: Russia/ Pskov**

**Gender: Female**

**Beginning and Ending Dates of Training: September 20-October 12, 1995**

**Training site: Listed below**

**Purpose of Training: Knowledge in organic farming and certification processes**

**Type of Training Activities: Listed Below**

### **Justification**

Russian agriculture is undergoing a conversion from administrative agriculture to market-oriented agriculture. As a result of this conversion, farmers are facing extremely high prices for inorganic fertilizers and chemicals, a lack of highly effective/low toxicity inputs for pest and disease control and a lack ecologically sound equipment on the Russian agriculture market. The structure of the former Soviet Agro-industrial complex resulted in the location of factories very close to agriculture land. Public awareness of the transfer of industrial pollutants and agricultural contaminants into food production systems is increasing and there is a growing demand for food produced under safer and more pure conditions.

Dr. Bannova is an agricultural scientist and works as a local representative for EkoNiva, Ltd., at present the only organic certification organization that has international recognition.

Dr. Bannova was first contacted by David Mulholland during his volunteer project and then worked closely with volunteers Kitty and John Cipher during their project with Mr. Ivan Korovko on organic dairy processing and marketing.

In her training she will be learning more about the organic certification process in the U.S. and the relationship between certification agencies, marketing cooperatives, and individual farmer-producers.

### **Expected Impact**

Dr. Bannova is knowledgeable about organic dairy production and agriculture. She is in a position where her work with farmers can have a positive impact beyond an individual farmer. She has the respect and organizational skills to assist farmers in a functional marketing association and to provide technical support in obtaining and maintaining organic certification. She also has the potential, interest, and capacity to establish another independent organic certification organization which would compete with EkoNiva but as a nonprofit organization.

Given her knowledge base and the demand for organic certification among private farms (which is substantial and growing because of export potentials with other European countries) we feel she would benefit greatly from visits to a farmer's association, an organic dairy certification organization and various organic certification agencies in the U.S. She is the ideal person to pass this knowledge on to others in this emerging industry.

**Name: Mr. Ivan Korovko**

**Country/Oblast: Russia/ Pskov**

**Gender: Male**

**Beginning and Ending Dates of Training: September 20-October 12, 1995**

**Training site: Winrock International, sites identified below**

**Purpose of Training: Knowledge in organic dairy production**

**Type of Training Activities: Listed below**

Russian agriculture is undergoing a conversion from administrative agriculture to market-oriented agriculture. As a result of this conversion, farmers are facing extremely high prices for inorganic fertilizers and chemicals, a lack of highly effective/low toxicity inputs for pest and disease control and lack of ecologically sound production equipment on the Russian agriculture market. The structure of the former Soviet Agro-industrial complex resulted in the location of factories very close to agriculture land. Public awareness of the transfer of industrial pollutants, and agricultural contaminants into food production systems is increasing and there is a growing demand for food produced under safer and more pure conditions.

Mr. Ivan Korovko is the chair of a joint stock association which was a former collective farm, now operated as a private farm. His farm will be producing organic dairy products. Korovko recently hosted two teams of Winrock FTF volunteers.

The farm has identified several restaurants, plus their own cafes, in St. Petersburg and Moscow, interested in buying certified organic beef. There is a significant value added to this product and the farmers want to add other products to this line as well. After identifying this significant demand for certified organic beef, Mr. Korovko's private farm has initiated collaboration with a number of neighboring farms and is exploring the idea of a farm cooperative to meet the demands for their products.

#### **Expected Impact**

Korovko is a respected and well-known person in Nevel, his community, and the local farmers. He is proactive and market-oriented. He has several small outlets he is developing to sell the farm's products as well as menu items in his cafe. For his cafe he was able to rent space in exchange for providing meals to a local school on a daily basis.

Mr. Korovko's knowledge about dairy farming is adequate, however he needs to see how organic dairy farms operate in the U.S. to understand more about sanitation issues, cow/calf systems, and wintering of calves. He will also learn about farmer marketing cooperatives. Given his popularity in his community and his own interests, the volunteers who worked with him felt that he would be able to share his information with many farmers in the region and pull together a marketing association at the very least.

Korovko and Bannova, participant 5, work well together and have a positive professional relationship. We are programming their training so that they have some time together with the Kiefers on their farm and then separate for other visits and training. It is our belief that

this professional relationship will be greatly enhanced as a result of this visit and the synergistic effects will be of great value for a wide range of beneficiaries in the future.

### **Training Process**

The two participants traveled to Madison Wisconsin where they were met and hosted by John and Kirby Kiefer, former FTF volunteers. They received in-depth training in numerous aspects of organic agriculture production and value added strategies. They attended meetings with organic producers' organizations and also received training and were licensed as independent organic inspectors through the Independent Organic Inspectors Association.

Attached as **Appendix 7** is their training schedule and report on the organic livestock and process inspector training.

## SURVEY RESPONSES

**Note: Due to the RPTF participants recent departure dates responses to the follow-up questionnaires were not returned in time to be included in the final report. Winrock will forward the raw responses to those surveys to any interested party in the future.**

**Also, responses to open-ended questions have been transcribed exactly as they appeared on the questionnaire.**

### Question 1

Did your implementing agency provide adequate logistics and management support to make your trip worthwhile and to maximize opportunities for you in the US? If not, how might it be adjusted?

- 1.) Yes, good technical and organizational preparation and organization of the trip in terms of time utilization and the ability to maximize benefits from our trip to the USA
- 2.) Yes, good technical and organizational preparation of the trip justifying the amount of invested time
- 3.) Yes
- 4.) Yes
- 5.) Yes, all was splendid
- 6.) Yes, I saw everything I hoped for
- 7.) Yes
- 8.) Yes
- 9.) Yes
- 10.) Yes

### Discussion

The responses to this open-ended question indicate all respondents were satisfied with their logistical support and training programs. No comments on adjustments were made.

### Question 2

(Note: Responses to Questions 2, 4 and 7 have been evaluated by deriving the arithmetical mean of the ranked responses by the following method; category ranking/frequency of response. Using this method a lower score indicates a greater benefit.)

How useful was the experience? What do you believe to be of greatest benefit as a result of your training? (if more than one please rank)

Participant	1	2	3	4	5	6	7	8	9	10	Ranking ÷ # of Responses	Arithmetical mean	Percent Relative Agency
Enhanced professional capability	2	1	1	2	1	1	3	2	1	1	15/10	1.75	2.5%
Career advancement/better job opportunities	2						4				6/2	3	5%
Increased self esteem/prestige	3	5		4	2	3	5	1	2	5	30/9	3.3	22.5%
Professional contacts/linkages	1	4		1	3	2	2	3	3	2	21/9	2.3	22.5%
Observing market economy at work		3	3	3	4		1			3	17/6	2.8	15%
Other	4	6	2							4	16/6	4	10%

**F. continued**

- 1.) The most useful was learning about the processing technologies and marketing in plants and companies in the USA and learning about quality control and standards
- 2.) This experience has been very useful to me in terms of canning technology and organization (efficiency) of vegetable and fruit processing
- 3.) Opportunity to learn about other nonprofit cooperative organizations that do not exist in my home country, and their organization and activities
- 4, 5, 6, 7, 8, 9 ) No further comments
- 10.) Opportunity to study information system at all levels; from USDA to farmers

**Discussion**

Responses to this question can be divided into two groups. Those responses with a mean score below 2.9 and those above. Categories with scores below 2.9, A, D and E, account for 63 percent of the responses and infer the greatest amount of benefit.

Respondents ranked "enhanced professional capability" as the greatest benefit they received. This score is supported by the responses listed in category F "other" which are directly related to enhanced professional capability. Professional contacts and linkages was rated

second. This rating, and the third ranked category "observing a market economy at work" are interpreted as a result of the participants being hosted by former FTT volunteers and the "hands-on" training they all had with other professionals in their respective fields. This may not have been the case if the participants were trained in a large group.

The fourth ranked response, "career advancement/better job opportunities" is considered an outlier with only five percent relative frequency of response. Increased self esteem ranked fifth although it did receive a relatively large frequency of response. The category "other" ranked last however as mentioned above the responses supported the first ranked response.

**Question 3**

How much of what you saw/learned in the training program do you believe you will be able to put into practice in your present job/position?

Participant	1	2	3	4	5	6	7	8	9	10	Frequency of Responses	Percent
1-3											0	0
4-6											0	0
over 6	X	X	X	X	X	X	X	X	X	X	10	100%

**Discussion**

Response to this question indicates all participants' training programs were well focused with respect to their individual needs.

**Question 4**  
 How do you envision applying what you observed/learned in training to your organization/job.

Participant	1	2	3	4	5	6	7	8	9	10	Ranking ÷ # of Responses	Arithmetical mean	Percent Relative Frequency
Management of a project, office decision or company	1	1	4	2		1	1	3		1	14/8	1.75	22%
Initiation of new projects or services			3	1	1	3	5	1		3	17/7	2.4	19%
Improved operational procedures, programs or services	2		2		2	2	2		3	4	17/7	2.4	19%
Influence or make policy			5	3			3	2		2	17/6	2.8	17%
Train others, on-the-job-trainings, etc.)			1		3	4	4		1	6	19/6	3.2	17%
Participate in research services										5	5/1	5	3%
Not returning to a specific organization/job											0	0	0%
Others	3										3/1	3	3%

H.) Organization in the company marketing services on a higher level

**Discussion**

Responses (mean =2.6) to this question indicate the impact of the training on the participants will, in general, influence their decision making processes. The relative frequency of response indicates application of knowledge gained will be applied across the first five categories. These categories are, essentially, managerial and operational. This distribution is in keeping with the goals of the project as the nature of the training is short term and in-depth technical training not feasible. In a relatively short period of time advantages/differences in enterprise management made through exposure to day-to-day business management and operations, and free market thinking become obvious and make sense especially when they reinforce the knowledge the IFTF volunteers disseminated while working with the participants in their own countries.

**Question 5**

How many US organizations/individuals do you plan to maintain contact with as a result of your training program?

Participant	1	2	3	4	5	6	7	8	9	10	Frequency Responses	Percent
1-3		X		X							2	20%
4-6	X		X			X	X				4	40%
over 6					X			X	X	X	4	40%

**Discussion**

Responses to this question indicate participants plan on maintaining contact with US organizations/individuals.

**Question 6**

With how many colleagues will you share the knowledge gained as a result of your training program? (check one)

Participant	1	2	3	4	5	6	7	8	9	10	Frequency of Responses	Percent
none											0	0%
1-10	X	X									2	20%
11-25											0	0%
26-50				X						X	2	20%
over 50			X		X	X	X	X	X		6	60%

**Discussion**

Responses to this question indicate all participants are in positions and willing to share their knowledge. One of the criteria for the participants' selection was their ability to disseminate knowledge gained and, subsequently, expand the impact of the program through a multiplier effect. This is also positive exposure for the ITF program.

**Question 7**

In what ways will you be able to effect policy changes as a result of your training program?

	Input into Decisions	Make Decisions	Implement Decisions	Analyze Decisions
Organizational	2,3,4,6,9,10	3,4,6,8,10	1,3,4,6,9,10	3,4,6,7,9,10
Community/city	3,6,8,9	3,6,7	3,6,7,9	3,6,9
Regional	3,6,8,9,10	3,6,10	3,6,7,9,10	3,6,9,10
National	3,5,6,10	3,5,10	3,5,10	3,5,8,9,10

Note: The numerals correspond to the responses of the 10 individual participants

The table below illustrates the frequency of responses per category and frequency of cumulative responses.

	Input into Decisions	Make Decisions	Implement Decisions	Analyze Decisions	Cumulative Responses
Organizational	6	5	6	6	23
Community/city	4	3	4	3	14
Regional	5	3	5	4	17
National	4	3	3	5	15
Cumulative Responses	19	14	18	18	

**Discussion**

Responses to this question support findings from question four regarding the impact of the program on the operational and managerial decision making process, especially on an organizational level. Responses, although fairly evenly distributed, also indicate slightly greater impact on policy changes on a regional level.

#### Question 8

Did the training program meet your expectations and program objectives? Please explain, how might the program be improved.

- 1.) The program met expectations in the area of agricultural products processing, quality and product standardization. The training was intense.
- 2.) Learning program about vegetable and fruit processing met my expectations
- 3.) Yes, it met my expectations. The program should be 15 days in length.
- 4.) Yes, this program met my expectations and I reached the goals I set for myself.
- 6.) Yes I saw everything I needed and hoped for
- 7.) It was a very well executed program. I learned so much. My host was excellent personally, socially and in training me in the free market economy and my role in the Ukraine. I made important decisions here.
- 8.) I was very well received by all trainers and the training exceeded my expectations.
- 9.) Yes I am very happy with the effort that went in to the training and with what I learned.
- 10.) Yes, no changes

#### Discussion

The only comments of significance were responses regarding length, too long, and intensity. These comments led to a shorted training period for the second group.

#### Question 9

- 1.) Thank you comment
- 2.) Thank you comment
- 3.) Have all materials translated before participants arrive
- 4.) No comment
- 5.) Thank you comment
- 6.) No comment
- 7.) No comment
- 8.) Thank you comment
- 9.) Thank you comment
- 10.) Thank you comment

The only comment of significance here regarded the translation of materials in advance. Although many materials were translated in advance not all materials in need of translation by participants can be identified in advance.

### Summary

In summary the Reverse FTF program has been a success. Responses to the questionnaire indicate all participants were well satisfied with all logistical arrangements and training programs. Participants described the training as having a positive impact on their professional capabilities with regard to management, operations and decision making processes. Participants also indicated they would be able to put into practice a great deal of what they learned and would share their experiences and knowledge with other colleagues.

**APPENDIX I**

Sept. 3, 1995

Mr. Thomas Greene  
Associate Program Manager  
Winrock International  
Petit Jean Mountain  
Route 3, Box 367  
Morrilton, Arkansas  
72110-9537

501-727-5435

Dear Tom,

Well, the project is complete. The logistics were such that I made minor changes in the plan, but Adyl certainly received intense training in meat processing, business, economics, sanitation, animal health, utilization of human resources, and even a few politics were included.

The first three days were spent in Sterling in a multi-line meat processing plant. This plant, R & R Quality Foods, did custom processing, retail sales, wholesale marketing, and sausage making. It is under USDA Federal Inspection, and all hours it is open, a Federal inspector is present. Invaluable training was given during this time to Adyl.

We were unable to access the University of Wyoming, but I was able to cover animal health and sanitation with back-up from the Federal Inspector in Sterling. In Laramie, we were able to meet with a nephew that is only 24 years old, but already he owns six Subway Sandwich Shops, and a bagel business worth just shy of one million dollars. We discussed business in principle, how to think about your acceptance into the community, hired help, etc.

The Sterling plant was too diversified to make money, and the owner was hurting financially, his place was hard to clean, and he had an enormous amount of equipment. Adyl was over whelmed until he went into my plant and saw a focused operation that was simple, efficient, and very similar to what I designed in Kyrgyzstan.

While he was in my area, we visited:

- The biggest Soda Ash plant in the world

- U.S. Senator Craig Thomas who happens to chair the subcommittee on affairs involving Asia and the Pacific Rim

- A very knowledgeable Professor, Dr. Ted Anderson, an instructor at Western Wyoming Community College (I sit on the board of trustees at that institution)

- Various grocery stores to observe packaging and retail sales methodology

- My meat processing plant

In addition to all of this, I intensely schooled him on focus, separation of business, (don't have one drag down another, etc.), economics, product flow, sanitation, cleanliness, etc., etc., etc.

I think that he was very weary of the push by the time he left, but opportunity only knocks once. I bypassed their custom of getting to know each other for several days, and by the time we left the airport, we were into the program. I hope he isn't disgusted by the pressure. We did take some time to go mule riding, picnicking and touring.

There is one little problem, and I don't know what to do about it. He stated that he now plans on sending me an equipment list. I am to obtain this equipment in Germany, arrange to truck it to Kyrgyzstan, and get it operational. This is probably a two to three month project. I informed him that while I was honored to visit Kyrgyzstan, and furthermore I was more than happy to be allowed to return their hospitality, I will be unable to continue spending time unless my time starts to represent ownership. He was appalled by the idea. Ioun explained that friends were friends, but business was business. I had consumed some six to seven weeks of my time to date. Had I been working, I would have generated living money. I don't think he understands that I don't have the where-with-all to continue consulting out of the goodness of my heart.

I have a feeling that this notion rained on his parade, and possibly it is the demise of the project. Perhaps you can offer suggestions. Possibly he accepted my stance and plans to continue, but failed to inform me. I currently don't know what he is thinking.

He desperately needs the equipment operational, but I think that he wants to continue the free ride. If he reveals his thoughts to either you or George Bergman, please notify me. My time will soon be running short this fall, and I won't be available until spring or summer.

Also, please inform George as to the dilemma.

Adyl went home with a camcorder, VCR, tapes, medicine, and gifts.

I have had fun on the project. Please stay in touch.

Yours Truly,

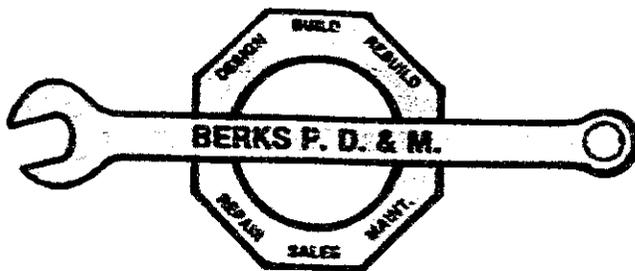


Gary L. Mines

**APPENDIX 2**

US. (215) 921-2010  
RES. (215) 926-1992  
FAX (215) 921-2240

EDWARD F. LEH, P.E.  
PRESIDENT



**BERKS PLANT DESIGN & MAINTENANCE, INC.**  
4700 Fifth Street, Reading, PA 19560

WINROCK INTERNATIONAL  
Rt. #3, Box 376  
Morrilton, Ark. 72110-9537

Aug. 31, 95

Attn. Mr. Thomas Green

Re: Visitation By Mr. Aliev and Mr. Ishonbobev

Listed below are the plants we visited and activities we provided for the above mentioned people. The translator Mr. Raymond Kzishchyunas accompanied us everywhere and did an excellent job.

Tues. 8/22 Met Mr. Aliev and Mr. Ishonbobev at the Reading airport, took them to the motel and checked them in and allowed them to refresh themselves then took them to dinner.

Wed. 8/23 Visited the Kutztown Produce Auction which is located in Kutztown, Pa. This operation is an auction of produce supplied by approx. 600 individual farms and auctioned off in lots to various buyers from canneries, large super-markets, individual owned stores, farm markets and individuals.

We then went to the Furman Canning Co. located Northumberland, Pa. A family owned co. and the largest canner of tomatoes in the east. Here we showed them the entire process from receiving, grading, contracting, cleaning, sorting, processing, canning, cooking, labeling, casing and storing of tomatoes.

We then returned to Reading for dinner and a visit in their rooms to discuss the days events.

Thur. 8/24 Visited Grouse Hunt Foods (WOS WIT ) located Hometown, PA. a private owned co. canning very high quality fruits, vegetables, jellies and sauces in glass jars.

We then went to Yeunling Brewery a family owned brewery the oldest in the United States. Founded 1839 at its present location and still operating there today. They saw how different beers are made, controlled, blended and bottled.

Returned to Reading for dinner and took them shopping for a while.

Fri. 8/25 Had planned to go to Millville NJ but trip had to cancel due to people unable to meet us. We then went to Sunnsweet Co-Op canners a high speed bottler of juices and beverages. They were able to see prune juice being bottled in 32 oz. glass at 450 bpm. and Snapple at 600 bpm. This plant is very modern and operates at a very high efficiency with very few people. This was very impressive to them because of the few people producing such large volume.

We had to call it a day so we took the men shopping and sight seeing and then to dinner.

Sat. We spent all day shopping, sight seeing and took them to the Dureya Hill climb auto race in Reading. This is classic auto race from the city of Reading to the top of Mt. Penn.

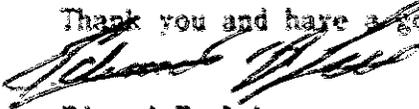
Sun. 8/27 Shopping, sight seeing and airport. I bought there lunch at the airport which has a special Hot Wings and imported beers.

I believe they learned and observed alot from these visits. We also spent several sessions in my plant going over machinery specs. pricing, how parts are acquired. how machines are rebuilt, various types of plastic packaging etc.

I did enjoy their input into our meetings as to their expectations of what they can do and how far they have to go to catch up with our technology. I think up to this time they did not believe everything they had been told or at least did not have a good understanding.

My only down side that I have is the pay from Winrock. My regular fee to Cos. is \$500 per day plus all expenses. Spending 6 days and evenings for \$500 does not seem adequate compensation.

Thank you and have a good day.



Edward F. Leh

cc.

Mr. David Norman

Ms. Vicki Lynn

**APPENDIX 2B**

# Farmer-to-Farmer Exchanges Aid Tajik Entrepreneurs



In a remote former Soviet republic, innovative entrepreneurs are adopting the cutting edge business practices of American industry. They constantly seek ways to obtain a competitive advantage with new markets, products, and changes in production. They offer workers opportunities to upgrade skills, share decision-making responsibilities, and work for continuous improvement.

At Konibodom Enterprises, a food processing plant in northern Tajikistan, the former state collective workers have purchased the factory and run it themselves according to free market principles. The workers receive payments based upon company profits. "Before 1989, no one wanted to be a leader, so we were losing money and personnel," says Ishonboboev Abdullo, the plant's chief engineer who visited the U.S. under a Reverse Farmer-to-Farmer pilot project funded by the U.S. Agency for International Development. "Now, 1,200 people are the owners and everyone wants to work. We have reduced wastes and improved quality dramatically."

According to Abdullo, the plant, which makes jams, juices, sauces, and dried fruit, was founded in 1928 with technical assistance from California fruit processing specialists. It moved to its present location during WWII. In 1988, the factory was bankrupt but the collective workers and plant director rented the facility to keep it going. Since the plant was purchased in 1992, it has become a model of private enterprise in a country with few examples to follow on the bumpy path to a market economy.

Prior to independence, raw cotton and other agricultural products were shipped north to Russia and the Ukraine for further processing. Within the Soviet command economy, Tajikistan focused on cotton production and never developed significant



*Ishonboboev Abdullo and Aliev Nosir visited U.S. food processing plants with the Reverse Farmer-to-Farmer Program.*

manufacturing or agribusiness sectors, but cotton exports paid for necessary food imports.

Since the dissolution of the Soviet Union, businesses are free to trade in world markets, but most products and packaging are not up to international standards. As a result, Konibodom still sells most of its goods to Russia and Kazakhstan, countries with similarly troubled economies.

---

**Now, 1,200 people are the owners and everyone wants to work. We have reduced wastes and improved quality dramatically.**

To help overcome these obstacles, Farmer-to-Farmer has sponsored three assignments to support Konibodom in the difficult process of economic restructuring. During volunteer assignments in May and October 1994, Albert Darpino and Edward Leh suggested techniques to improve processing, both with and without new equipment, and helped Konibodom develop a business plan which can be used to solicit investors and apply for business loans.

Darpino is a retired executive from Williston, Florida, with over 20 years experience in the food industry. He was the director of operations for American Original Company and supervised three food processing plants. Leh is the president of Berks Plant Design & Maintenance, a processing and packaging machinery company in Temple,

Pennsylvania. The company reconditions packaging and processing machinery and installs packaging lines.

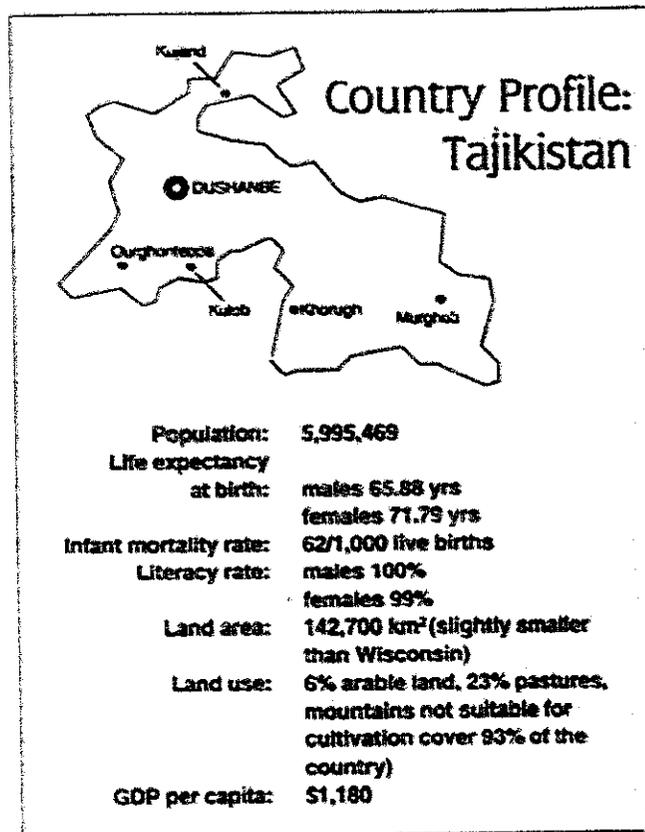
Problems are many. "Everything is being sold as fast as possible to Russia for trading purposes. The factories have not had enough sugar to be at full capacity during the fruit processing season. The population as a whole does not have sugar. The nation's banking system has collapsed, preventing any loans for new equipment or updating their operations," reported Darpino after the second assignment. "Their fruits and vegetables are good, but the preparation and packaging is not. If they could just meet the world's standards, they could get hard currency."

Darpino and Leh provided suggestions for increasing the efficiency and sanitation of food processing operations. For tomato processing, they outlined the steps needed to alter canning equipment and procedures which currently risk lead poisoning for consumers. They also explained that heating the glass jars before filling would significantly decrease jar breakage.

The volunteers explained U.S. procedures for grading raw products, which improves finished product quality and decreases costs, because the plant doesn't pay for inferior goods. They also recommended that the plant install equipment to concentrate juices. Products could be concentrated and stored during harvest season and then processed throughout the year. In 1994, Leh worked with Konibodom's general manager again when he visited U.S. food processors under a USAID-funded Cochran fellowship.

Abdullo and Konibodom's head of international relations, Aliev Nosir, visited American food processing plants to learn more about advanced food processing machinery and to study American marketing techniques, including the role of packaging in meeting consumer demand.

"We sat down and made specifications for used equipment to process vinegar, ketchup, and individual packages of dried fruit," said Leh, who hosted Nosir during his recent visit. "Packaging is their biggest obstacle. With better packaging, they could get higher prices, improve sanitation, and sell a lot more to Moscow and other major cities where people are attuned to western-style packaging." Nosir was particularly interested in Tetra Pak containers, laminated paper boxes which are cheaper to ship than glass or cans. "The sanitation in American plants is very sophisticated and you don't have shortages," said Nosir.



Tajiks are proud of their products ("Our juices are delicious," says Abdullo), but they recognize there is much room for improvement. In the U.S., consumers take for granted that we will have variety, including choices in container size, from individual servings to bulk quantities. "In the U.S., I have seen products packed in different sizes right at the processing line," said Nosir. Under a command economy, consumers lacked such choices.

"The economic situation has changed radically," says Nosir. "Life is more difficult after separation from the Soviet Union, but we have the spirit of transformation. Since obtaining our own currency in May, things are already improving. It's very beneficial to see firsthand how people work; how they do things here."

Darpino agrees that "the people-to-people element extremely important because you and they are at the same level. Walking through the plant, discussing each line and machine on a one-to-one basis really works."

Like many of Farmer-to-Farmer's volunteers, he is contributing important expertise during his retirement. "It's better than just spending your time cutting the lawn," concludes Darpino. ▲

**APPENDIX 3**

5



## *Sleighbell Farm*

*Superior Saanen Specialist*

RURAL ROUTE  
WASHINGTON, MAINE 04574

207-645-2533

### Alex's Itinerary:

- Sept. 23- Arrival at Portland Jetport- met by delegation from Heart of Maine Dairy Goat Assoc. Home to Sleighbell Farm to meet goats and get acquainted. Watch milking procedures and cheesemaking
- Sept. 24- All day at Common Ground Fair- livestock, crafts, agricultural and building skills, tools, etc.
- Sept. 25- Visit Mystique dairy goat farm in A.M. Complete tour including Nubian goats, milking parlor, cheesemaking facilities and sampling, marketing and use of computer for making sales lists and illustrated material. Visit to Squire Tarbox Inn at noon. Complete tour of goat quarters, cheesemaking operation, and dinner illustrating use of goat products in their bed and breakfast facility.
- Sept. 26- Visit Tansy Hill Goat Farm in AM. Great Pyrrenes guard dogs and disbudding demonstration. Lunch with a group of goat breeders. Visit Atlantic Antibodies in afternoon- human serum is processed from blood drawn from goats- over 400 animals
- Sept. 27- Meeting with Samantha Smith's mother in front of the Maine State Library in A.M. Press present. Visit with Dr. Hottentot in afternoon- surgeon who has been to Russia and contributed generously when I went to Russia. He had requested to meet Alex.:
- Sept. 28- Farmers Market in Rockland- Alex did some shopping in the adjacent Mall. Delivery of cheese to local Market (specialty) Alex saw other goat cheeses being displayed. Tour along Maine coast and picnic lunch at Owl's Head Lighthouse. Visit to goat farm in Tenants Harbor in afternoon. Emphasis on organic farming at this farm.
- Sept. 29 Visit to another organic farmer who raises sheep and Great Pyrrenes dogs. Visit to State lab and talk with federal vet
- Sept 30- Pot Luck lunch with host club and presentations
- Oct 1+2- Fryeburg Fair- best goat show in state and 2nd best Fair in N.E.
- Oct. 3- Alex's day trip to Boston by Grayhound unattended
- Oct. 4- Trip to Alpine goat breeder's who utilizes goat novelties and products in the shop adjoining her farm. inspection of her new milking parlor and cheese room. Lunch at my daughter's and tour of Bar Harbor area. Visit Seal Cove Bed & Breakfast who utilizes their goat cheese in their menu.
- Oct. 4- Visit to Tramp's rest- Homesteader operation with Saan-



*Sleighbell Farm*  
*Superior Saanen Specialist*

RURAL ROUTE  
WASHINGTON MAINE 04574

207-845-2533

- en and Oberhasli goats in A.M.  
Visit Appleton Creamery in afternoon for tour of farm and cheese making with a cookout following.
- Oct. 5: Visit to WindsorVet Clinic in A.M. to get bilingual health certificate for the buck Alex is taking home with him  
Church supper for Alex in P.M.
- Sept. 7- Augusta Farmer's Market in A.M.  
Visit to large goat cheesemaking facility in afternoon
- Sept. 8- A.I. Clinic in A.M.  
Lunch at the farm of a young 4H breeder and tour of farm  
Visit to home of a goat milk soap maker in afternoon.
- Oct. 9- Lobster dinner on the coast hosted by an elderly couple who have been to Russia and wish to host Alex
- Oct. 10- Sendoff at the airport by group of breeders
- Hi Tom- Late at night and very tired when I got this typed-  
please forgive any errors

*Pipie*

P.S. Alex survived Boston but was glad to get back  
to the farm

# Russian Goat Farmer Tours Maine



STAFF PHOTO BY JOHN R. WIGGINS

Alex Bodrov of Russia and Pixie Day of Washington, Me., whom he calls his American mother, visited Mayra Donnell's herd of Saanens, La Manchas, and Nubians on Verona Island on Sunday.

By JOHN R. WIGGINS

VERONA—In 1992, Alex Bodrov quit his job as professor of physics at Moscow Technical University and went back to the land. Today he is a goat farmer in Tchapuschevo, a village of five people, and works 650 acres, some of it leased.

Alex, 47, came to Maine on Sept. 21 to spend 19 days touring goat farms here to learn about breeding, marketing, and milk production. On Sunday, he visited Mayra Donnell on Verona, who has a successful business making soap from goat's milk. Donnell markets her soap under the name Mayari. She also wholesales it to private labels in Kansas and California.

Alex was accompanied by Pixie Day of Washington, Me.

"I sent him a kid two years ago," Day said. "He wrote a letter to the National Breeders Newsletter asking about Saanens, the only breed they have in Russia.

"I just knew I had to send him a goat. He had lived in Moscow all his life, and he has been farming only three and a half years. He is very happy at it and works very hard. He and his wife have built a machine shop, a sawmill, a house, a woodshed, a barn for the goats, a hay barn, and a separate facility for the rams. They have put in electricity and hot and cold running water. They raise sheep, poultry, pigs, and goats. They hope eventually to market cheese and milk."

Bodrov, whose English is very limited, confirmed Day's description of his activities by nodding.

"I came here because Pixie is my American mother. She is my teacher in goat-keeping. She has many friends who have been very pleasant to me and are willing to show me what I want to see and what I want to know.

He finds Maine very beautiful, not unlike his part of Russia. "Maybe it is because we have a similar climate, only we don't have the ocean," he said.

Bodrov's trip was sponsored by Winrocks International, which is backed by the Rockefeller Foundation.



Amy Rawe

Alex Bodrov, a Russian goat farmer, visited the goat farms of Charles Hopkins in Lincolnville and Caitlin and Brad Hunter in Appleton this past week. Bodrov's trip was sponsored by Winrock International's Farmer to Farmer Program, offering him the chance to gather information to take back to fellow farmers in Russia. During his two-week stay, Bodrov visited several goat cheesemakers, the Common Ground and Fryeburg Fairs, a goat's milk soapmaker, farmers' markets, and many goat farms statewide. At the Hunter's farm, he toured the cheesemaking operation and was heard to say, "Maine very pleasure good people!"

**APPENDIX 4**

## Summation of Sergei Trip in the USA

I met Sergei on the early afternoon of September 24th. On the following day we drove to Athens, Georgia for the American Bee Conference hosted in part by the University of Georgia. The Conference was comprised of bee researchers and scientists from government and academia in the US, Canada, and Mexico. The conference lasted two days September 25th and 26th.

On the 28th we drove to Jonesboro to meet with a number of large scale commercial beekeepers. This was perhaps one of the most important aspects of the trip because it was Sergei's main desire to see large scale bee operations in America. On the 28th we visited two of the largest honey producers in the state (the Coy, and Mason) bee operations respectively. The following day we visited two additional sites in the area. On Friday, the 29th we met Ed Levi, state bee inspector at his apiary sites west of Jonesboro. We extracted approximately 1,000 lbs of honey from Ed's colonies and took them to Ed's honey house in Mountain View for processing. That evening we attended a gathering at a local restaurant. The following morning we toured the Blanchard Caverns before heading back to the Little Rock. That afternoon, we attended the Central Arkansas Beekeepers Bar B Que in Sherwood.

On Sunday 10/1 was a free day. Monday, October 2nd we toured the Fisher Honey Company. Later that day we went gift shopping to local malls and shopping centers.

Tuesday, October 3rd we visited Ridgeroad Middle school in North Little Rock and Dunbar Middle School in Little Rock. During the course of the day we spoke to 8 classes totalling approximately 250 students. Sergei talked about his observations of life in USA as well as how he started in keeping bees. We were warmly received at both locations.

Wednesday, October 4th we visited and toured the state plant board at the invitation of Ed Levi. Later that morning we spoke at the Little Rock Garden Club on the importance of bees in gardening. We concluded by having lunch and answering questions with the Garden Club members.

Thursday, October 5th we met Tom Green of Winrock and went to the Small Business Development Center where we met with the Asst Director, Laura Fine on the types of activities and resources that are available to small businesses. We later had lunch and concluded the day with sightseeing.

Friday, October 6th was a free day. We drove to Russellville to meet Sharon Bailey. Sergei remained with her entourage for a day and evening of festivities.

Saturday, October 7th I met Sergei at the airport as agreed upon and we bid our farewells before he embarked on his journey home.

## **Recommendations to Sergei Private Flora Farm**

1. Develop a local marketing strategy for honey and other bee products
2. Secure a vendor booth at the town square as one potential marketing source.
3. Expansion of production to coincide with sales. Possible expansion of numbers of bee colonies by next spring.
4. Read and evaluate all materials given by Small Business Development Center on advertising, marketing, cash flows etc.
5. Secure subscription of an American (or western) small business publication and one of the leading bee journals
6. Continued contact with Charles Shipp, Ed Levi and Winrock for additional resources.
7. Develop literature, brochures and flyers for the populace on the various bee products. This will be an excellent marketing tool.
8. Gradual investment in automated production facilities for honey and pollen processing.
9. Continued liason with Roy Company and other Russian companies with similar product lines that are committed to privatization.

**APPENDIX 5**

Nina's Schedule and mileage while in U.S.

Day 1- Sept. 20 Winrock : Slept

21 Toured Petit Jean Farm

Went to bank, Wal-Mart in Morrilton

Day 2- Sept. 22 Winrock West Memphis, Arkansas

Agri-educational Center and Farmer's Market

Day 3- Sept. 23 Moreland, Arkansas Sharon Bailey's house  
(Beginning mileage 026076.0)

Went to North Little Rock to Sharon's  
daughter's home for catfish dinner. Gary, Sarah, Bradley and  
Shannon Clark 112 Sugar Maple Drive

Sherwood, Ar. 70120

Went to McCain Mall for training in Marketing and Advertising  
techniques

Went to I Max Theater, to see, To Fly (309 miles)

Day 4- Sept. 24 First Baptist Church in Russellville (26385)

Service and Sunday school and Potluck luncheon

Price Chopper Grocery store for training in food

processing, advertising, and merchandising.

Stop at Hastings Video store for movie rental

Was a guest in Conway at the home of Robert and

Vierlone Beck for a lovely dinner. (135mi)

#36 Haley Circle Conway, AR.72032

Day 5-Monday, September 25, 1995 (26520)

Met Richard Johnson and Mary Taylor of E.G. Edwards

& Sons (This is a stock broker and money management firm)

Learned of trading on the American stock exchange by computer

and satellite, history of American economy. Lunch at China Dragon

Rest before going to Marie Smither's home where Sharon presented a program about Russia to her Sunday School class. Slides, visual aids, lecture. I spoke about the Ukraine and the objectives of my visit to the U.S. (40 miles)

Marie Smithers 1123 Mourning Dove

P.O. Box 1024 Russellville, Ar. 72811 Tele: 968-3813

Day 6, Sept. 26, 1995 (26560)

Post office

Guest at Pope County, Family, Community, Education Annual Meeting. (FCE has been changed to Home Extension Club) Program was on breast cancer, self examination, cervical cancer and women's health care. Willie Oates (Known locally as the hat lady) and a young woman from the American Cancer Society, presented a wonderful skit on Breast Self Examination. Modine Bowden, President of the FCE, took us home to rest while Sharon went to teach her class. She is going to give me the name of the State FCE Leader and perhaps we can work out a way to have a group of women like this formed in the Ukraine. I made Borsh and eggplant casserole. (15)

Day 7, Sept. 27, 1995 (26575)

Met with Chris Denton an international manufacturing trader for lunch at Cagles Mill. Tried to make a deal for flax and wood flooring. When I told him I did not have the money up front he seemed to lose interest. He is going to check the market for buyers and get back to me.

Arkansas Tech University, International dept. Lyn

Vanderhill. She gave me information on SOROS foundation, IEP Programs, requirements and regulations for university entry in U.S.

St. Mary's Hospital, Russellville. Tour given by Sharon Edgell of the Woman's Center. Labor rooms, nursery, cancer treatment and chemotherapy areas.

Wal-Mart and strip shopping mall for different exposure and comparison to marketing and sales techniques. Purchased a few things. Towels, slippers, shoes, clothing. (40)

Day 8 Sept. 28, 1995 (26615)

Slept late. Went to Wayne Poultry Processing Plant in Danville, Ar. to tour chicken processing plant. They process about 150,000 chickens a day. From the farm to the package crated for shipping, takes only 15 minutes!

Observed Sharon teaching G.E.D. class to plant employees. Went to Camden Ar. Spent the night at the home of Jerry and Carol Henderson at 112 Ouachita 525

Harmony Grove, Ar 71701 (418)

Day 9. Sept. 29, 1995 (27033)

Toured Harmony Grove Elementary School and spoke with two classes.

Went to McGee where Jerry has his accounting office. Ate lunch at small hospital.

Toured McGee Rice drying facility and followed a truck full through sampling, weighing, and storage.

Toured McGee Co-Operative cotton Gin

Went to the River port

Ate a sea food dinner with frog legs, shrimp, catfish and various other foods.

Day 10, Sept. 30, 1995 (27033)

Relaxed with family at their lovely two story log home.

Went to the Tate Barn Sale. This is the annual fund raiser of the Business and Professional Women's Club. People make crafts and bring them here. They set up booths and sell their crafts. I was interviewed by the newspaper and met with the leaders of the club. They told me the United States has pulled out of Russia because the people there would not "do anything". They had sent a team over to set up an office and start a branch of the organization. But ultimately the groups they gathered for Business and Professional Women, only wanted them to do the work and to fund them. They felt the Russian work ethics and the co-dependent attitude of the women were too immature to form a lasting seed organization.

Went to the home of a crafter of eggs. Interesting artist.

Katy Williams 2113 Hwy. 4 W Camden, Ar. Tele: 837-1524  
In the evening we relaxed and I rode a horse for the first time. Jerry's son Rick helped me. (60)

Day 11, October 1, 1995 Sunday (27099)

Rick and his three daughters, Stacey, Nichole, and Aaron did not spend the night, but Carol's daughter Peggy and her two children, Ashley and Nicholas, did. Rick had forgotten his wallet, so Sharon said she would stop on the way to Little Rock at his home to return it to him. I met his wife Marsha, who had dinner ready for us when we got there. Filet Mignon on the grill. Went sightseeing in Little Rock. Toured Rick's office. He is a step away from being Vice-President of Shelter Insurance company. Rode the elevator up the Excelsior Hotel. Walked the riverfront. Saw the old Governors mansion. Went into the

Capitol Bldg. Ate at Spaghetti Warehouse by the river. They invited us to spend the night at their house and we did. Soaked in the hottub in the guest room. (210)

Day 12, October 2, 1995 Monday (27309)

A.M. Management training with Rick Henderson  
Talked about policy and personnel and hiring and firing procedures, as well as productive management styles. He gave me literature on training. I learned a lot and he helped me with specifics.

Picked up Video for Winrock.

Park Plaza Mall to participate in the success of the free market economy. (Better known as Shopping) Met the bee keeper. Sergei Khriapchenkov and Sharon invited him to attend the Global Fest Banquet Friday night at Arkansas Tech University in Russellville.

Stopped at Hastings for videos for interpreter and at Wal-Mart for developed pictures. They made a mistake and I got someone else's pictures. (115)

Day 13, Oct. 3 Tuesday (27425)

Sharon dropped me and Sergei off at the strip mall in Russellville when she went to work and I shopped till I dropped. In the evening Glenna Howell came and we watched the video of the Ukraine. I presented her one as a gift to Winrock. (20)

Day 14, October 4, Wednesday (27444)

We had no plans so I looked over the map of Arkansas and the United States. I repacked. Thought of translations I wanted Sergei to do, I organized my papers and did the survey that Winrock requested. These little things don't seem like much, but

it took all day. Cris Denton did not return the call. It was nice to have a free day.

Day 15, October 5 Thursday (27444)

We thought of things we needed to do and did them yesterday and last night. Today we stayed home and repacked everything. Chris Denton called and took me to lunch. Sharon worked. Still nothing solid. He showed us around Russellville, Mayor's home and where wealthy people live. In the evening we went into town to check on my pictures and to exchange some things I bought. (19)

Day 16, October 6, Friday (27469)

Charles Ship, another Winrock volunteer brought the beekeeper here to attend Global Fest. It is an International Festival fund raiser for the foreign language department of Arkansas Tech University. A Ukrainian dance troupe performed. I spoke with one of the leaders. They were all Canadians and only the leader spoke Ukrainian. We saw Karen Osborn and Vicki Limbird from Winrock there. It was a great experience. In the evening we went to a cowboy dance place in Russellville and had a great time. (45)

Day 17, October 7, Saturday (27514)

Training on Sharon's computer.

In AM had a nice breakfast. Went to airport, but not without stopping for the bee-keeper to shop in Conway's Wal-Mart Supercenter. (180)

Ending Mileage (27694.0)

Beginning Mileage (26076.0)

-----  
1,618.0 mi'

**APPENDIX 6**

PROGRAM FOR MICHAEL KRAPIVO  
VISIT TO WASHINGTON, DC. SEPTEMBER 23--OCTOBER 3  
Contact: William Liefert, Economic Research Service/USDA  
Phone: 202-219-0656; Fax: 202-219-0942

Saturday, Sept. 23: Arrival in Washington

Monday, Sept. 25: Meetings at ERS/USDA, 1301 New York Ave., NW

- 9:30: Organization and mission of ERS and USDA (Fred Nelson, Room 637e)
- 11:00: Data collection and use within the Commercial Agriculture Division (Ed Overton, Room 732e)
- 12:15: Lunch
- 2:00: Data dissemination (Jim Horsfield, Room 118)
- 3:30: Publications Service (Lindsay Mann, Room 237b)

Tuesday, Sept. 26: Meetings at ERS/USDA

- 9:30: Data collection and use within the Natural Resources and Environment Division (Bob Reinsel, Room 528c)
- 11:00: Data collection and use in study of the grain sector (Pete Riley, Room 1034b)
- 12:15: Lunch
- 2:30: Data collection and use in study of the livestock sector (Shayle Shagan, 724c)
- 3:30: Visit to ERS Publications Room (Room 110)

Wednesday, Sept. 27

Morning: Meetings at National Agricultural Statistics Service of USDA (contact: Paul Blackwood, Room 4112, USDA South Building, phone: 720-4505; meetings begin at 9:30)

Afternoon: Meetings at USDA Extension Service (contact: Michael McGirr, Room 3438, USDA South Building, phone: 720-3801; meetings begin at 1:30)

Thursday, Sept. 28

Meetings at Agricultural Marketing Service of USDA (contact: Terry Long, Room 2503, USDA South Building, phone: 720-2175; meetings begin at 9:30)

Friday, Sept. 29

- 9:30: Jim Fraha, Vice President and Director of Planning  
U.S. Wheat Associates  
1620 I St. NW, Suite 801  
Phone: 463-0999

**Winrock International Farmer-to-Farmer Program  
Midwest Agribusiness Trade Research and Information Center (MATRIC)  
Iowa State University  
Training Program  
September 23-October 10, 1995**

Mikhail F. Krapivko, Head of the Department of Information and Records  
Institute of Agrarian Economy, Ukraine

**Iowa State University, Ames, Iowa**

**Tuesday, October 3**

- 12:17 p.m.      Arrival at Des Moines, Iowa, International Airport from Minneapolis. Northwest Airlines flight #735K. Met by Lori Dooley, Program Manager, MATRIC, and Kate Pokorny, Program Specialist, MATRIC, Iowa State University (An interpreter will be provided throughout the program at Iowa State University)
- 12:45-1:45      Lunch: Crystal Tree Restaurant  
Place: 6111 Fleur Drive, Des Moines  
Telephone: 515-287-2032  
Accompanied by: Lori Dooley and Kate Pokorny
- 2:00-3:45      Meet with Howard Holden, Deputy State Statistician, Iowa Agricultural Statistics Service, National Agricultural Statistics Service, U.S. Department of Agriculture (USDA). Topic: State/national agricultural data collection, analysis, and dissemination  
Place: 210 Walnut Street, 833 Federal Building, Des Moines  
Telephone: 515-284-4148  
Fax: 515-284-4342  
Accompanied by: Lori Dooley and Kate Pokorny
- 4:00-5:00      Meet with Mike Erwin, National Meat Reporting Supervisor, Agricultural Marketing Service Livestock and Seed Division, Market News Branch, USDA. Topic: State/national agricultural data collection, analysis, and dissemination  
Place: 210 Walnut Street, 767 Federal Building, Des Moines  
Telephone: 515-284-4460  
Fax: 515-284-4231  
Accompanied by: Lori Dooley and Kate Pokorny
- 6:00              Check-in at the hotel  
Place: Holiday Inn Gateway Center Hotel  
P.O. Box X  
US 30 and Iowa State Center Exit  
Ames, Iowa 50014  
Telephone: 515-292-8600  
Fax: 515-268-2224
- 6:30              Evening activities to be determined.

11:30: Bob Kohlmeier, Executive Vice-President  
World Perspectives, Inc.  
1150 18th St., NW, Suite 275  
Phone: 785-3345

3:00: J.B. Penn, President  
Sparks Companies Inc.  
6708 Whittier Ave.  
McLean, VA 22101  
Phone: 703-734-8788

Saturday, Sept. 30  
& Sunday Oct. 1: Free days

Monday, Oct. 2: Meetings at ERS/USDA with members of Europe Branch and  
Former USSR Unit (Room 628; meetings begin at 9:30)

Tuesday, Oct. 3: Departure for Iowa

56

Wednesday, October 4

8:00-9:15 a.m. Meet with Dr. John Lawrence, Assistant Professor, Department of Economics-Agriculture. Topic: Livestock market structure; market information

Place: 468 Heady Hall

Telephone: 515-294-6290

Fax: 515-294-1700

Accompanied by: Kate Pokorny

9:15-10:15

Meet with Doug Cooper, Producer, and Jane Schwartz, Extension Communication Services. Topic: Extension communication services (market news radio broadcasts by Extension at 9:30 and 10:00)

Place: 468 Heady Hall

Telephone: 515-294-6275 or 294-5753

Fax: 515-294-1700

Accompanied by: Kate Pokorny

10:30-11:45

Meet with Wendy Wintersteen, Interim Associate Dean-Industry Programs, and Interim Director, ISU Extension to Agriculture, Iowa State University. Topic: Overview of extension to agriculture at Iowa State University

Place: 108 Curtiss

Telephone: 515-294-7801

Fax: 515-294-8084

Accompanied by: Lori Dooley and Kate Pokorny

12:00-1:00 pm

Lunch: Cardinal Room

Place: Memorial Union

Telephone: 515-294-4662

Accompanied by: Lori Dooley and Kate Pokorny

1:15-2:45

Meet with Duane Skow, former State Statistician (retired), Iowa Agricultural Statistics Service, National Agricultural Statistics Service, U.S. Department of Agriculture, and former Director, Bureau of Statistics, Iowa Department of Agriculture and Land Stewardship. Topic: State/national agricultural data collection, analysis, and dissemination

Place: 568 Heady Hall

Duane Skow home telephone: 515-289-2694

Accompanied by: Kate Pokorny

3:00-4:30

Meet with Darnell Smith, Executive Manager, Food and Agricultural Policy Research Institute (FAPRI), Center for Agricultural and Rural Development (CARD), Iowa State University. Topic: Agricultural data processing, policy analysis and outlook; description of core analytical components and methods

Place: 568 Heady Hall

Telephone: 515-294-1184

Fax: 515-294-6336

Accompanied by: Kate Pokorny

Wednesday, October 4 (cont.)

4:30-5:30

Meet with Stanley Johnson, Director, Center for Agricultural and Rural  
Development (CARD); C. F. Curtiss Distinguished Professor of Agriculture

Place: 578F Heady Hall

Telephone: 515-294-3133

Fax: 515-294-6336

Accompanied by: Kate Pokorny

5:30

Return to hotel. Evening activities to be determined.

**Thursday, October 5**

7:45 a.m.

Depart hotel

8:00-9:30

Meet with Regis Voss, Professor, Department of Agronomy-Extension. Topic:  
Agronomy extension services and visit to ISU lab

Place: 2104 Agronomy

Telephone: 515-294-1923

Fax: 515-294-9985

Accompanied by: Kate Pokorny

9:45-11:45

Meet with Food and Agricultural Policy Research Institute (FAPRI). Topic:  
Breakout sessions with individual researchers and analysts

Place: 578 Heady Hall

Telephone: 515-294-1184

Fax: 515-294-6336

Accompanied by: Kate Pokorny

12:00-1:00 pm

Lunch: Cardinal Room

Place: Memorial Union

Telephone: 515-294-4662

Accompanied by: Kate Pokorny

1:00-2:50

Meet with Extension Communication Services:

Barbara Woods, Assistant to the Vice Provost for Extension; Chair, Department  
Communication Systems

Telephone: 515-294-9610

Fax: 515-294-7767

Deborah Coates/Brian Webster, Co-Managers, Extension Computer Support  
Jeanne Wiebke, Assistant Support Specialist, Software Services, Extension  
Computer Support

Telephone: 515-294-8658

Fax: 515-294-7842

Topic: Extension communication services; extension computer system

Place: 110 Engineering Extension Service Building, Haber Road

Accompanied by: Lori Dooley and Kate Pokorny

3:00-4:00

Meet with Jim Trow, Manager, Extension Distribution

Topic: Extension publications distribution

Place: 119 Printing and Publications Building, Kooser Drive

Telephone: 515-294-5247

Fax: 515-294-2945

Accompanied by: Lori Dooley and Kate Pokorny

**Thursday, October 5 (cont.)**

**4:10-5:00**

Meet with Paul Lustgraaf, Systems Analyst, Iowa State University Computation Center. Topic: Tour of computation center and follow-up to Lustgraaf visit to Ukraine

Place: 265 Durham Center

Telephone: 515-294-0324

Fax: 515-294-1717

Accompanied by: Kate Pokorny

**5:10-5:30**

Meet with Gene Lieb, Manager, CARD Computer Support Division, and Scot Daughettee, Systems Analyst, The Principal Financial Group (former Senior Data Systems Analyst, CARD). Topic: Tour of CARD Computer Support Division

Place: 62B Heady Hall

Telephone: Gene Lieb: 515-294-8122

Scot Daughettee: 515-247-0124

**6:00**

Dinner meeting with Scot Daughettee. Topic: Follow-up to Daughettee visit to Ukraine

Place: Hickory Park Restaurant

Telephone: 515-232-8940

Accompanied by: Kate Pokorny

Return to hotel.

Friday, October 6

7:00 a.m.

Depart hotel

8:00-9:00

Meeting with Darryl Jahn, Director of Communications, Iowa Farm Bureau Federation. Topic: Producer association data collection, analysis, and dissemination

Place: 5400 University Avenue, West Des Moines

Telephone: 515-225-5408 (direct) and 515-225-5400 (general)

Fax: 515-225-5419

Accompanied by: Kate Pokorny

9:15-10:30

Meet with Rich Degner, Associate Executive Director, Iowa Pork Producers Association. Topic: Producer association data collection, analysis, and dissemination

Place: 1636 NW 114th Street, Clive

Telephone: 515-225-7675

Fax: 515-225-0563

Accompanied by: Kate Pokorny

10:45-1:00 p.m.

Meeting and lunch with Steve Murphy, Vice President for Marketing and Operations, Broadcast Partners. Topic: Private sector data collection, analysis, and dissemination

Place: 11275 Aurora Avenue, Urbandale

Telephone: 515-254-2000

Fax: 515-221-2054

Accompanied by: Kate Pokorny

2:00-3:45

Meeting with Duane Bennink, State Coordinator, Iowa Farm Business Association. Topic: Farm accounting/record keeping

Place: 226 SE 16th Street

Telephone: 515-233-5802

Fax: 515-233-5803

Accompanied by: Lori Dooley and Kate Pokorny

4:00-5:00

Meet with David Acker, Director, International Agriculture Programs, College of Agriculture. Topic:

Place: 568 Heady Hall

Telephone: 294-8454

Accompanied by: Lori Dooley, Kate Pokorny, Victor Udin

5:00

Return to hotel. Evening activities to be determined.

**Saturday, October 7**

9:30 a.m. Depart hotel

10:30-12:30 p.m. Attend livestock auction

Place: Tama

Telephone: 515-484-3465

Accompanied by: Kate Pokorny

12:30-1:30 Lunch

2:30-3:00 Driving tour: Iowa State University campus

5:00-9:00 Shopping/other activities to be determined

**Sunday, October 8**

9:30 a.m. Depart hotel

10:00-11:00 Brunch: Elwell's Chefs Inn Restaurant

Place: Ames

Telephone: 515-292-4454

Accompanied by: Lori Dooley and Kate Pokorny

11:00 Depart for sightseeing tour of Des Moines

Place: Iowa State Capitol Building

Botanical Center

Others to be determined

Accompanied by: Kate Pokorny

**Monday, October 9**

7:30 a.m. Depart hotel

9:30-11:00 Meet with Phil Hufferd, Iowa State University Extension Farm Management Specialist. Topic: County Extension operations (Phil Hufferd has participated in Iowa State University programs in Ukraine)  
Place: Benton County Extension Office  
808-West 9th, Vinton  
Telephone/fax: 319-472-4739  
Accompanied by: Kate Pokorny

12:00-1:00 p.m. Lunch with John Brannaman, Director of Agribusiness Operations, Amana Farm and Phil Hufferd (John Brannaman has participated in Iowa State University programs in Ukraine)  
Place: Colony Inn Restaurant  
Main Amana Colony  
Telephone: 319-622-6270  
Accompanied by: Lori Dooley and Kate Pokorny

1:30-4:30 Meet with John Brannaman and Phil Hufferd; tour Amana Farm. Topic: Private sector supplier and user of agricultural information  
Place: Amana Farm  
High Amana Colony  
Telephone: 319-622-7556  
Fax: 319-622-6273  
Accompanied by: Lori Dooley and Kate Pokorny

6:30 Return to hotel

7:00 Dinner at the Broiler Restaurant  
Place: 6008 W Lincoln Way, Ames  
Telephone: 515-292-2516  
Attending:  
David Topel, Dean, College of Agriculture  
Stanley Johnson, Director, Center for Agricultural and Rural Development  
C. F. Curtiss Distinguished Professor of Agriculture  
David Acker, Director, International Agriculture Programs, College of Agriculture  
Jerald DeWitt, Extension Entomologist  
Dermot Hayes, Associate Professor of Economics; Leader, Trade and Agricultural Policy Division, CARD  
Lori Dooley, MATRIC Project Manager  
Kate Pokorny, Project Specialist/Interpreter, MATRIC

**Tuesday, October 10**

- 7:30-8:45 a.m. Meeting with Stanley Johnson; William Meyers, Associate Director, Center for Agricultural and Rural Development; Dave Acker; Jerry DeWitt; and Lori Dooley.  
Topic: Program wrap-up, future interests/activities  
Place: 568 Heady Hall  
Telephone: 515-292-1184  
Accompanied by: Kate Pokorny
- 9:00-9:45 Check out of hotel; depart for Des Moines  
Accompanied by: Lori Dooley and Kate Pokorny
- 10:30 Pick up materials from Howard Holden's office
- 11:00-11:50 Lunch: Crystal Tree Restaurant  
Place: 6111 Fleur Drive, Des Moines  
Telephone: 515-287-2032  
Accompanied by: Lori Dooley and Kate Pokorny
- 12:00 Check in at Des Moines airport
- 12:52 p.m. Depart for Ukraine. Northwest Airlines flight #1053K

**APPENDIX 7**

<sup>Bannova</sup>  
Zoya Bonova and <sup>orocto</sup>Ivan Karovko

Sept. 23

Arrival in Madison, Wisconsin  
 Tour of Farmer's Market around Madison's Capital Building  
 Met with longtime organic vegetable and herb growers, Harold and Karla Kruse  
 Brief tour of University of Wisconsin-Madison Campus including  
 UW Book Store for Russian/English dictionaries  
 Discussed itinerary

Sept. 24

Observed operations on our organic dairy farm

Sept. 25

International Crane Foundation, Baraboo, Wisconsin  
 Met with Russian and American biologists and conservationists:  
 Jim Harris, Marshall Case, Elena Smirenski from ICF  
 Dr. Robert Horwitch, Community Conservation Consultant  
 Tanya Konovalova, Russia  
 Discussed relationships between organic agriculture and habitat preservation in Russia

Sept. 26

National Farmers Organization, Sauk City, Wisconsin  
 Met with Rick Avila, Regional Coordinator, NFO, Midwest Region  
 Toured NFO milk reloading facility, NFO Beef and Hog Collection Point  
 Toured Sauk City Salvage Yard, McFarlane's Farm Implement  
 Visited several dairy farms with an artificial inseminator  
 Two hour discussion on dairy farming and organic agriculture in Russia at  
 the Sauk County National Farmer's Organization

Sept. 27 & 28

Successful completion of Independent Organic Inspectors Association  
 Process Inspector Training provided by IOIA's Jim Riddle  
 Toured Elm Grove organic yogurt processing facility

Sept. 29

Toured Sauk Prairie Memorial Hospital  
 Newspaper Interview with Sauk Prairie Paper  
 Presentation on life in Russia to Tower Rock School  
 River Valley Veterinary Clinic  
 Dr. John Schmeller and Dr. Mark Miller to discuss at length selenium deficiency, retained  
 placenta and related nutritional issues, pneumonia in calves and the use of calf hatches,  
 and chronic mastitis in cattle. Devised a trial of selenium supplementation

MEMO TO: Kitty Kiefer  
FROM: Jim Riddle, IOIA Training Coordinator  
RE: Zoia Bannova and Ivan Krakov's Inspector Training  
Date: September 5, 1995

IOIA ORGANIC PROCESS INSPECTOR TRAINING AGENDA  
Instructor: Jim Riddle

*Day 1: Wednesday, September 27, 1995, 9:00-5:00 pm*

Material covered: Conducting a Processing Facility Inspection  
OCIA Processing Standards/Affidavits  
IOIA Processing Inspection Narrative Report Guide  
Audit Trail for Organic Processors  
Audit Trail Inspection Tips

I anticipate that all day will be necessary to fully cover these topics, given that we will be using a translator. We can continue in the evening if necessary. If any translating can be done prior to the training, the following is a list in order of priority for translation:

1. IOIA's Organic Inspection Manual, pages 86-89, Conducting a Processing Facility Inspection
2. IOIA's Organic Inspection Manual, pages 110-114, Processing Inspection Narrative Report Guide
3. IOIA's Organic Inspection Manual, pages 90-93, Audit Trail for Organic Processors
4. IOIA's Organic Inspection Manual, page 98, Audit Trail Inspection Tips

I understand that OCIA's Standards are already in Russian. Does that include the Process Standards?

*Day 2: Thursday, September 28, 1995, 9:00-5:00 pm*

Material covered: Organic Inspection Field Trips to Elm Grove Dairy (tentative) and local meat locker plant  
Debriefing from field trips - Questions  
IOIA Process Worksheet  
IOIA Organic Process Inspector Essay Test

The worksheet is written but will be discussed as a group as the worksheet is filled out. The essay test is also written but by oneself. Grading of tests will be done by the instructor at the time the tests are completed. All written material may be done in Russian.

Both the worksheet and test will be similar to those used for previous IOIA Inspector Training courses. Both Zoia and Ivan could qualify for IOIA Certificates of Completion. A certificate

will be issued at the end of the course, provided their test scores are at least 75%. For the Livestock course, Ivan would get a Certificate of Attendance, since he has not had IOIA's Farm Inspector Training previously.

I have not confirmed the date with Elm Grove Dairy but the initial conversations indicated the date should be okay. I understand that you will be arranging the visit to the meat locker.

Instructors for both the Livestock and Process Inspector Training Courses will be paid \$300.00 per day plus expenses for the actual course. Preparation and follow-up time is included in this fee. IOIA also requires an attendance fee of \$20.00 per participant for a total of \$40.00 for Ivan and Zoia.

This is an interesting assignment for both Joyce and me. We look forward to seeing Zoia again and meeting you and Ivan Krakov.

Sincerely,

Jim Riddle  
IOIA Training Coordinator

ORGANIC LIVESTOCK AND PROCESS

INSPECTOR TRAINING

WINROCK INTERNATIONAL INSTITUTE

FOR AGRICULTURAL DEVELOPMENT

FARMER-TO-FARMER PROGRAM

JOYCE E. FORD AND JIM RIDDLE

OCTOBER 1995

# ORGANIC LIVESTOCK AND PROCESS INSPECTOR TRAINING

## Introduction

Please refer to Winrock report by Kathryn Murphy-Kiefer and John H. Kiefer on "The Survival of Dairy Farming in the Nevil Raion, Pskov Oblast, Russia" and David Milholland's "Marketing Organic Products and Ideas in Russia and Abroad" for background information. The Kiefers were responsible for 2 Russians, Zoya Bannova and Ivan Korovko, to visit the United States, especially the Wisconsin dairy area, to widen their knowledge base of dairy farming, organic dairy farming, dairy processing, and equipment. The Independent Organic Inspectors Association (IOIA) was contacted to provide organic inspector training in the areas of organic livestock (dairy, beef, poultry, eggs, sheep, etc.) and processing (especially dairy processing). IOIA is the only organization at this time providing consistent, quality training to organic inspectors worldwide. Our main office is located in Winona, Minnesota, about 150 miles from the Kiefer's organic dairy farm.

IOIA has previously worked with EkoNiva, Yuri Vasykov and other EkoNiva staff members by providing an organic farm inspector training at their Nemchinovka offices outside Moscow in the Fall of 1994 in cooperation with VOCA, another farmer-to-farmer exchange program. EkoNiva is the only organic certification agency currently operating in Russia. Jim Riddle and Joyce Ford were the instructors for this 10-day course which included both classroom and on-the-farm instruction. A report of this course was provided to Kathryn Kiefer.

The course in Russia included approximately 10-12 people identified by EkoNiva as potential organic inspectors. Zoya Bannova was one of the individuals who took this course and, thus, was ideally suited to continue her education during her visit to the U.S. The Organic Livestock Inspection course is regarded as advanced training for farm inspectors. Neither the Livestock or Process Inspector course material was provided in the first EkoNiva inspector training.

It is essential in the development of organic farming and process systems in Russia that as many individuals as possible have an understanding of organic standards as generally accepted worldwide so that EkoNiva is accepted as a credible certification agency. This is important for EkoNiva-certified products to be exported. Farmers and processors need to understand how to change their operations to be consistent with international organic standards as well. It is important to note that livestock standards are in the process of being developed internationally at this time, and the experiences in Russia can help with this development. Many certification agencies do not have well-defined livestock standards for organic management at this time. Indeed, the USDA is still developing the set of rules for national organic standards for livestock production.

## Organic Process Inspector Training Course

Jim Riddle was the instructor for the organic process inspector training course given on September September 27-28, 1995. A copy of the curriculum is attached to this report. The curriculum followed IOIA's accepted organic process inspector training courses, which included

instruction on inspector ethics, how to conduct a processing facility inspection, organic standards and paperwork, writing the narrative report for a process inspection and audit trail requirements for organic processors. The actual inspection areas include verifying product flow, equipment used, sanitation of equipment and facility, sourcing and verification of certified organic ingredients, management's understanding and commitment to organic standards, audit trail, pest management, transportation of incoming and outgoing organic products, sources and uses of water, processing aids, quality assurance, storage equipment and facilities, packaging, waste management and other permits/inspections.

The basic tool used in the course is IOIA's Organic Inspection Manual which provides detailed instruction in the areas of certification process, organic farm inspection, organic livestock inspection, organic process inspection, and inspector ethics. A portion of this text, i.e., *Conducting A Processing Facility Inspection*, were translated into Russian prior to the course. These translations helped both Zoya and Ivan understand the material more readily, ask better questions, and utilize the limited time better. We would like to thank all those involved in the Russian translation of all material used in this course. EkoNiva's organic standards for processing were provided for Jim Riddle in English, and were analyzed point by point during the course. A translator was used during all aspects of the course.

The first day of the course covered the classroom material and included review of preparation for the inspection, what an inspector does during an actual inspection, a review of organic standards and inspector ethics and what is to be included in an inspector's narrative report. On the second day, Jim had arranged a tour at Elm Grove Dairy facility, which produces organic and conventional yogurt and sour cream products. Zoya and Ivan asked questions and took notes during the tour as if it were a real process inspection. Upon return to the classroom, Jim, Zoya and Ivan discussed the field trip and worked together to complete a field trip inspection worksheet. The course concluded with a written exam, which is the same exam that is used at other IOIA courses. Zoya scored a 93% and Ivan scored a 91% on the exam. The course was exhausting, but also very stimulating. It was obvious that both Zoya and Ivan learned a great deal during the course, and will return to Russia better prepared to work as organic process inspectors and to contribute to the advancement of organic farming and processing methods in their homeland.

### **Organic Livestock Inspector Training Course**

This portion of IOIA's inspector training was held October 2-3. The instructor was Joyce Ford who has performed many dairy inspections in the area and was an instructor at IOIA's first Organic Livestock Inspector Training held in Minneapolis, Minnesota in April, 1995. A copy of the curriculum is attached. On the first day, Joyce reviewed step-by-step the areas that are to be inspected at a livestock operation, detailing background information as to why these areas are important and what common problems are. It is important to remember that all aspects of a farm inspection are included in a livestock inspection, but these areas were not specifically covered during this training course. Zoya had already received this portion of the course in Russia.

Again, pertinent portions of IOIA's Organic Inspection Manual had been translated into Russian prior to the course. This greatly facilitated review of the material and led to a greater understanding by the participants, as they could read in Russian as Joyce reviewed in English. The translator was

intimately involved with the many discussions as the two-day course evolved. In addition, OCIA standards for livestock production had been translated to Russian.

Areas to be actually inspected include condition and source of animals, source and storage of feed, water sources and testing, housing, animal health management, (including parasites), manure management, milk handling, sanitation, handling for slaughter issues, record keeping requirements, marketing, farmer's commitment to organic management and understanding of organic standards. Also discussed were investigative clues for the inspector to observe to help assess these areas in compliance with organic standards. The Organic Crop Improvement Association's (OCIA) organic livestock standards were used for the course, as these are fairly well defined and had been translated into Russian prior to this course.

Because of possible rain the next day, the afternoon was spent touring John Kiefer's farm to simulate an actual inspection. Zoya and Ivan had divided specific areas that they were responsible for, in order to get actual experience in asking the appropriate questions during the inspection process. Joyce provided back-up in case specific questions were missed and assessment on their understanding of the material and ability to ascertain what is important to the inspector. Areas inspected included the pastures, buffers, buildings, dairy barn and milkhouse, feed storage, equipment, and cows/heifers. Since the Keifer's also have chickens for eggs, we included that as part of the tour. We attempted to include other livestock besides dairy as part of the discussion, even though dairy was the area Ivan was most interested in. Written information was also provided on the inspection of other types of livestock for slaughter and egg production. Again, our translator was extremely valuable in this exercise, as neither John Kiefer nor Joyce Ford speak Russian.

After dinner, we continued to discuss issues in an informal setting until the hour got too late. The next day, Tuesday, Oct. 3, we went back into the classroom situation to discuss the inspection tour, answer additional questions, review Kiefer's herd health records and other audit trail, and complete the organic livestock inspection worksheet which is required for completion of the course. This worksheet simulates the type of material necessary for writing an actual narrative inspection report. After lunch, we started a comparison of OCIA, EkoNiva and the International Federation of Organic Agricultural Movement's (IFOAM) organic standards, so Ivan and Zoya had a clear understanding of various rules. We were able to complete about half of this area of study before it was time to take the essay test at 3:30 pm. As Zoya and Ivan completed their tests, Joyce graded the test with our translator and either Zoya or Ivan for additional questions of clarification. Zoya Bannova received a score of 93.1% while Ivan Korovko received a score of 100%. I was very impressed on Ivan's grasp of the material. We continued to discuss organic issues throughout dinner until 8:00 pm.

Both Zoya Bannova and Ivan Korovko received IOIA Certificates of Completion for the Organic Livestock and Process Inspector Courses along with an IOIA inspector's cap.

#### Assessment

1. Both Zoya and Ivan worked extremely hard to cover the material presented during the short period of time. As is always the case at our inspector trainings, there was not enough time to cover

every issue that an organic inspector may come across, particularly in the use of materials or products. Continuing their education in areas such as the understanding organic standards (whether it be organic farm, livestock or process), would be extremely important in this time of rapidly changing standards and increasing amounts of research to help formulate standards. Particularly Zoya, who is a practicing inspector for EkoNiva, would benefit from continued inspector trainings, especially individual apprenticeship with an experienced inspector. Apprenticeships are an integral part of the professional inspector training expected of inspectors in the United States and internationally. We would encourage any of EkoNiva's inspectors to receive further training. We have included a list of IOIA's upcoming 1996 inspector trainings for Winrock.

2. In addition, sharing this newly gained knowledge with other EkoNiva inspectors and other interested and pertinent people would be of great benefit to the budding Russian organic production movement. Zoya and Ivan are the only two people in Russia who have had the livestock and process inspector training, with the exception of Yuri Vasykov, EkoNiva director, who attended IOIA's Farm and Process Inspector Training in Florida in January, 1994. Ivan Korovko is an experienced dairy farmer/manager and can be extremely helpful in educating other individuals in organic management techniques, organic standards and certification, as his own knowledge base grows. This training has provided another link in this education chain. Zoya has already had IOIA's organic farm inspector training. With this additional professional inspector training, she literally is the only person in Russia with this comprehensive training. She is also a teacher by profession, making her a person well suited to help train others in the foreseeable future.

3. During the livestock inspector course, we learned that 62% of the dairy cows in Ivan Korovko's herd have problems with retained placentas. This problem forces them to use antibiotics to prevent infection at birthing. Regular use of antibiotics in this fashion is discouraged and may disqualify a farm from being certified organic by OCLA and possibly by EkoNiva. Thus, this particular problem is a stumbling block to the organic certification of the Korovko operation. See Keifer's report in particular. The answer to this problem may be as simple as providing selenium as a feed supplement to the herd. Lack of selenium is cited as a common cause of retained placentas. It would be extremely beneficial to this dairy herd, and to the future of organic dairying in Russia, if assistance can be provided in sourcing selenium for herd use. Ivan also discussed the use of baking soda as a feed supplement that he feels has decreased retained placentas to about 50% through its use.

4. One of the greatest benefits to Ivan and Zoya's visit was the time to talk together. Although they have been working together for some time, both individuals are quite busy. When they had the opportunity to discuss their individual goals, they both realized that they have quite similar goals of working towards organic production and processing. We cannot underestimate the value of this experience for both Zoya and Ivan.

5. We discussed with John and Kathryn other activities to round out their visit to the United States. On the schedule were a visit to OCLA's Wisconsin office with Dave Engel. In addition, it was felt that seeing as many organic dairy farm and dairy farms in general would be extremely helpful. An added bonus was the Dairy World Exposition taking place in Madison would have the latest information in dairy technology gathered together in one place.