



# women AGRICULTURE

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# SURVEY

## 2017 Report

Attendee Survey Results  
Women in Agriculture Conference  
2013-2017

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# *Executive Summary*

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Women have always been an integral partner in the success of Nebraska agriculture. They have worked in roles that are often left undefined, yet vital to the health and well-being of their agricultural operation and to the agricultural community at large. As societal and economic changes have occurred, so have the roles of women producers within and beyond the farm or ranch operation.

Realizing the important role women have within the agricultural industry the University of Nebraska—Lincoln Extension Service, located within Institute of Agriculture and Natural Resources started the Nebraska Women in Agriculture (WIA) conference in 1985 to assist women in their agricultural businesses. To evaluate the effectiveness of the program and to determine if conference participants are utilizing information and skills gained through the conference, an evaluative study was conducted of 782 individuals who participated in the 2013, 2014, 2015, 2016 or 2017 WIA conferences. Based on the survey responses, key findings emerged:

- **Women self-identify as having multiple roles within their agricultural operation and industry.** Just over one-half (52%) of the respondents stated they were main partners and 13 percent stated they were single owners of their agricultural operation. Within the industry, 58 percent stated they were farmers, 36 percent ranchers and 25 as landowners only. Almost one-quarter (24%) are involved in agricultural services (i.e., FSA, Farm Credit, cooperatives). Only eight percent of the respondents identified themselves as a value-added business owner.
- **Women are interested in gaining more information about farm and ranch operations.** The highest rated reasons for attending the conference include: to know more about overall farm and ranch operations, to know more about financial or accounting practices, to improve skills in financial management, and networking with others.
- **WIA attendees are taking steps to manage their farm/ranch/business risks.** Changes made in record keeping practices are the most common change made by attendees. Almost two-thirds (64%) of farmers and 61 percent of ranchers have or are currently changing their record keeping practices. Just over one-half (55%) of farmers have or are currently changing their accounting/tax preparation practices and almost one-half (46%) have or are currently changing their budgeting practices. Many changes in legal management have also been made by attendees. Almost one-half (47%) of farmers have or are currently making changes to estate/transition plans. Just over four in ten (43%) farmers have or are currently making changes to their estate family succession plans. And, 44 percent of farmers have or are currently making changes to personal/family health or safety practices.

- **WIA is helping to create positive economic impacts for women agriculturalists.** Forty-five percent of farmers reported that changes made led to moderate and high impacts in profit for the farm or ranch, 54 percent had moderate or high impacts in effectiveness in business management and 47 percent in safety for family and employees. Value-added or rural business owners had the highest percentage of moderate to high impacts in the areas of increased use of agricultural networks and resources (60%), effectiveness in business management (60%), and value-added/alternative business activity (40%).
- **WIA is helping to create positive personal impacts for women agriculturalists.** Sixty-three percent of farmers reported moderate to high impacts in confidence in management of their operation and 62 percent had moderate to high impacts in family and/or business communication. Over one-half of farmers also reported moderate or high impacts in their role in farm/ranch business financial decisions (55%), their role in farm/ranch business management and production decisions (54%) and personal health and well-being (53%).

## Introduction

Women have always been an integral partner in the success of Nebraska agriculture. They have worked in roles that are often left undefined, yet vital to the health and well-being of their agricultural operation and to the agricultural community at large. As societal and economic changes have occurred, so have the roles of women producers within and beyond the farm or ranch operation.

The 2012 United States Census of Agriculture data shows that there were 969,672 women operators of farms and ranches nationwide, representing 30.5 percent of all U.S. farm operators counted. In addition, 288,264 of these women were classified as principal operators in the 2012 data.

In Nebraska, 2012 U.S. census data indicates there were 19,851 female operators of which 4,091 were classified as principal operators who work with 1,970,004 acres. The women represent 8.2 percent of all Nebraska principal operators\*.

*\*Operators are defined as a person who operates a farm, either doing the work or making day-to-day decisions. The operator may be the owner, a member of the owner's household, a hired manager, a tenant, a renter, or a sharecropper. Principal operators are defined as the person primarily responsible for the on-site, day-to-day operation of the farm or ranch business.*

Realizing the important role women have within the agricultural industry, the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska—Lincoln started the Nebraska Women in Agriculture (WIA) conference in 1985 to assist women in their agricultural businesses. First established by the late Deb Rood, WIA recently celebrated 32 years of providing educational conferences. The

WIA conference, hosted by IANR's Department of Agricultural Economics, has averaged over 325 women participants. Most attendees were women from Nebraska with additional visitors from Kansas, Colorado, Wyoming, South Dakota, Iowa and California.

The WIA conference is committed to providing educational opportunities for all Nebraska women interested in any aspect of agriculture. The learning is accomplished through conference keynote speakers, concurrent workshop sessions and networking with booth sponsors and other participants. Many women report that they take the information gained from the

*"To educate women involved in agriculture on relevant business management skills."*

■ *Mission Statement, Women in Agriculture*

conference back to their farm or ranch and review it with their partners. Together they evaluate and decide if they will implement any changes in their operation.

Each year, conference planners seek to provide educational topics that are timely, relevant and skill building. Workshop sessions may cover grain marketing, farm policy, government programs, crop and livestock management, computer records, financial planning, health, technology, employment and crop insurance. In addition, light humor, emotional well-being, and personal support is a mainstay theme throughout the conference to help isolated rural women reconnect with other women facing similar pressures and experiences.

## **Program Evaluation Need**

Post evaluations of the WIA conferences are completed immediately following each conference. These evaluations have provided information on changes in participant knowledge and skills, along with intentions to change behaviors as a result of newly acquired knowledge and skills. Post evaluations have also provided feedback on workshop content, speakers, and suggested topics for the next conference.

Demographics and information about the scale of their agricultural operation is also gathered. Session planners use the information to modify and adjust workshop topics, align marketing and promotional efforts and recruit conference sponsors.

To further determine if the intentions indicated by participants were acted upon, an evaluative study was conducted of 782 individuals who participated in the 2013, 2014, 2015, 2016 or 2017 WIA conferences. The objectives of the evaluative study were three-fold:

1. To learn what motivated women to attend the conference. Was it to seek knowledge, to build farm or ranch skills or to build personal skills?
2. To determine if the women have used their knowledge and skills gained from the conference and applied the information or skills on the farm or ranch, or applied the information to their personal lives. If so, were there any subsequent impacts?
3. To enhance the conference educational experience, and other potential educational opportunities, by discovering individual preferences and suggestions for improvement.

Survey participants were asked a series of questions about their roles within the

agricultural industry, the importance of reasons why they attended the conference or multiple conferences, what steps they took to improve or enhance their farm, ranch, or business operation and the results of these steps. They were also asked questions about their agricultural production and business operations as well as personal demographics. Survey participants were encouraged to provide qualitative responses to questions about impacts, suggestions and a final open space for general comments.

## **Methodology and Respondent Profile**

The initial survey roster was developed by utilizing a registration list of past WIA conference attendees in the years 2013, 2014, 2015, 2016 and 2017. Removal of invalid addresses and duplicate entries provided researchers with 782 names of potential survey respondents. This included individual conference attendees within and beyond Nebraska, including some male attendees.

A self-administered questionnaire was mailed in September and October 2017 to the 782 conference attendees. The 14-page questionnaire was also available for completion in an electronic format administered through SurveyMonkey™ online software. The UNL Institutional Review Board (IRB) approval was granted prior to beginning the evaluative survey. All IRB protocols were followed and anonymity of participants was ensured.

A 27.7% response rate (217 responses) was achieved using a modified total design method (Dillman, 1978). The sequence of steps used follows:

1. The questionnaire was mailed with an informal letter signed by the project director requesting participation in the study.



2. A reminder postcard was sent to the entire sample approximately ten days after the questionnaire had been sent.
3. Those who had not yet responded within approximately 20 days of the original mailing were sent a replacement questionnaire.

Table 1 shows demographic data from the evaluative study. The average age of conference participants was 53 years. Eighty percent were married and 54 percent had obtained an educational level of a bachelor's degree or higher. Forty percent of the respondents were 50 years or younger and 40 percent were older than 60 years.

<b>Table 1: Demographic Results of WIA Survey Respondents</b>	
	<b>Responses</b>
<b>Years attended conference:</b>	
Two or fewer	69%
Four or more	31%
<b>Agricultural Role (multiple roles):</b>	
Farmer	58%
Rancher	36%
Consultant	3%
Landowner only	25%
Value-added business owner	8%
Service provider	24%
<b>Farm/Ranch Role (multiple roles):</b>	
Single owner	13%
Main partner	52%
Farm/ranch employee	8%
Business manager	9%
Consultant	2%
Other	19%
Not involved in farm/ranch	15%
<b>Age:</b>	
40 or younger	26%
41-50	14%
51-60	20%
Over 60	40%
<b>Gender:</b>	
Female	98%
Male	2%
<b>Education:</b>	
High school diploma (or equiv.)	8%
Some college, no degree	18%
Associate degree	21%
Bachelor degree	37%
Graduate or prof. degree	17%
<b>Marital Status:</b>	
Married	80%
Never married	10%
Divorced/separated	5%
Widowed/widower	6%

When asked to self-identify their role(s) within the agricultural industry, 58 percent of the respondents indicated they were farmers and 36 percent were ranchers. Most of the respondents (69%) had attended one or two conferences over the past five years and 31 percent have attended three or more conferences. For statistical purposes, the results of this survey cannot be generalized to all Nebraska women agriculturalists, but to only those who participate in the WIA conferences.

## Survey Results

Previously, WIA planners gathered information from conference attendees through post conference evaluations and used the information to help with planning efforts for the following year. For this report, researchers wanted to know why individuals were attending the WIA conference, how their newly acquired knowledge and skills were used, and subsequent impacts on their farms, ranches and business operations.

## Topics of Importance

Most of the respondents (69%) have attended the conference one or two times during the past five years. Just under one-quarter (24%) have attended three or four times and eight percent have attended the conference all five years.

A list of topics developed from prior conference sessions was divided into three categories – to know more about the topic, to improve my farm/ranch skills, and to enhance my personal skills. Individuals were asked to rate how important each topic was for why they attended the conference. Table 2 provides the mean average for each topic, based on a five-point scale, where (1) indicated not important and (5) denoted most important.

The highest rated reasons for attending the conference include: to know more about overall farm and ranch operations, to know more about financial or accounting practices, to improve skills in financial management, and networking with others. Respondents rated to know more about new business opportunities as a slightly less important reason for attending the WIA conference. The complete ratings are provided in Appendix Table 1.

The results show that for some topics, the reasons the respondents attended the conference does vary by age. Gaining information about overall farm and ranch operations was rated as the most important reason for attending by 46 percent of all individuals. However, women under the age of 50 are more likely than women age 60 or older to rate this reason as most important (approximately 57% compared to 31%). To know more about health and well-being was most important for attendees age 51 to 60 (41% of this age group rated this reason as most important, compared to 12% of those age 40 or younger). Estate/ transition planning was more likely to be rated as most important by persons over the age of 50. A little more than one-half (54%) of women age 51 to 60 rated it as most important compared to 19 percent of women under 40 years of age. In addition, almost one-half (47%) of attendees over the age of 60 rated estate/transition planning as most important.

<b>Table 2: Why Respondents Attended Conference</b>	<b>Mean (5 pt scale)</b>
<b>To know more about: (n=206-211)</b>	
Overall farm and ranch operations	4.2
Production practices	3.7
Health and well-being	3.5
Regulatory and policy issues	3.7
Estate/transition planning	3.9
New business opportunities	3.3
Marketing traditional and alternative crops	3.5
Financial or accounting practices	4.0
<b>To improve my farm/ranch skills in: (n=204 - 207)</b>	
Financial management	4.0
Production records	3.7
Organization of overall operations	3.8
Computers, including use of software programs	3.7
<b>To enhance my personal skills in: (n=205 - 211)</b>	
Communicating/advocating for agriculture	3.9
Balancing farm and ranch life	3.6
Networking with others	4.0
Renewing commitment to farm/ranch	3.7

The lowest rated topic overall, new business opportunities, was significantly more important to women younger than 60 compared to women older than 60 years. Women age 41 to 60 are the age group most likely to rate improving skills in production records as being the most important reason for attending the conference. At least four in ten attendees in this age group rated this reason as most important, compared to 16 percent of attendees over the age of 60. Women age 41 to 50 are more likely than women of other ages to rate the importance of learning organization of overall operations as being the most important reason they attended the conference. Just over one-half (52%) of this age group rated this reason as most important.

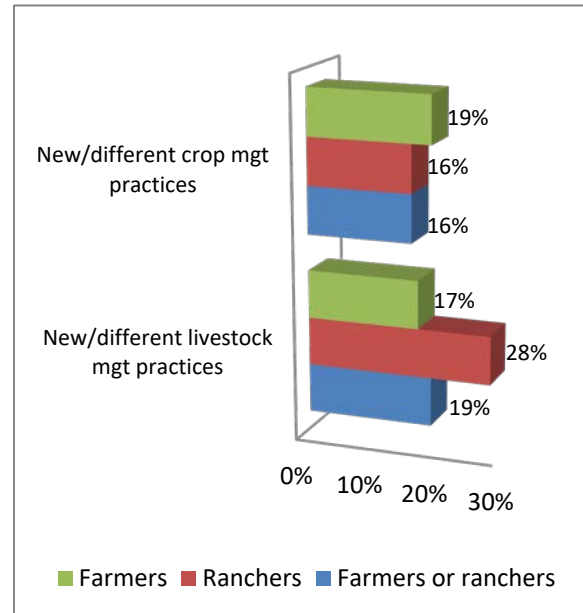
## Change in Practices

The need to better understand farm and ranch operations and fiscal management were the most instrumental topics in motivating individuals to attend the WIA conferences. Did this motivation continue to actual application of the knowledge and skills gained from the conference to their operations? To better understand how topics are used, individuals were asked to respond to specific practices that could be implemented in their operation to manage risks in the following areas: production, marketing, legal management, financial management, and human/personnel management. Individuals were to indicate the category that best described the steps they took to improve or enhance their operation as a result of participating in the WIA conference. The complete ratings for each category are listed in Appendix Table 2.

Since many of the WIA participants indicated they function in multiple agricultural roles, researchers examined practice changes by the following role categories: (a) farmers – 58 percent; (b) ranchers – 36 percent; (c) farmers or ranchers combined (F/R Combined) – 70 percent; (d) landowner only – 25 percent and (e) value-added business owners – 8 percent. These are not mutually exclusive categories - many respondents will be reflected in multiple roles.

Since attending the conference, 17 percent of the farmers, 28 percent of ranchers and 19 percent of the farmers or ranchers combined have modified or are currently modifying new or different livestock management practices (Figure 1). In addition, almost one-half (45%) of ranchers have started discussions about these changes with their partner(s).

Figure 1. Production Changes since Participating in the WIA Conference.



New or different crop management practices have been used or are currently being adopted by 19 percent of farmers, 16 percent of ranchers and 16 percent of farmers or ranchers combined.

One in three farmers have adopted or are currently adopting new or additional crop marketing tools (Figure 2). Furthermore, just over four in ten farmers (43%) have also started discussions about these changes with their partner(s). Almost one-quarter of ranchers have or are currently changing their crop marketing tools.

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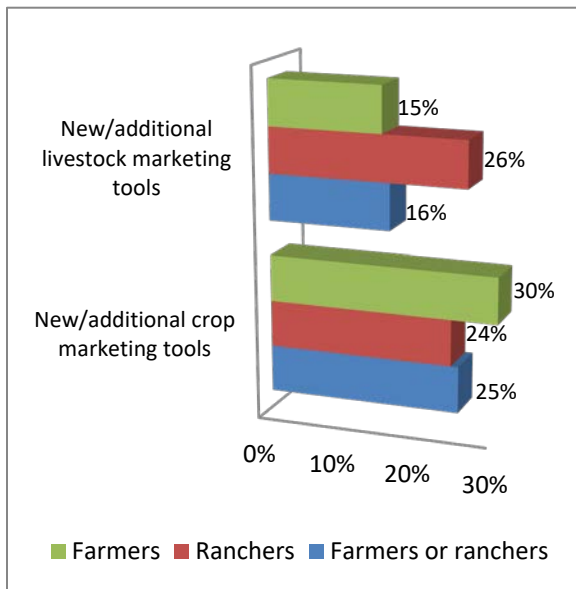
By learning about and using various marketing tools/contracts, I was able to increase our income 1-10% above previous years. I took over much of the day to day market watch and was able to alert my husband to potential market moves and what we should do.

- Survey Respondent

Just over one-quarter (26%) of ranchers are changing their livestock marketing tools. An additional one-half (50%) of ranchers have started discussion with partner(s) about changing their livestock marketing tools.

Many changes in legal management have been made by attendees. Almost one-half (47%) of farmers have made or are currently making changes to estate/transition plans

**Figure 2. Marketing Changes since Participating in the WIA Conference.**



(Figure 3). And, almost three in ten farmers (28%) have made or are currently making changes to their lease practices.

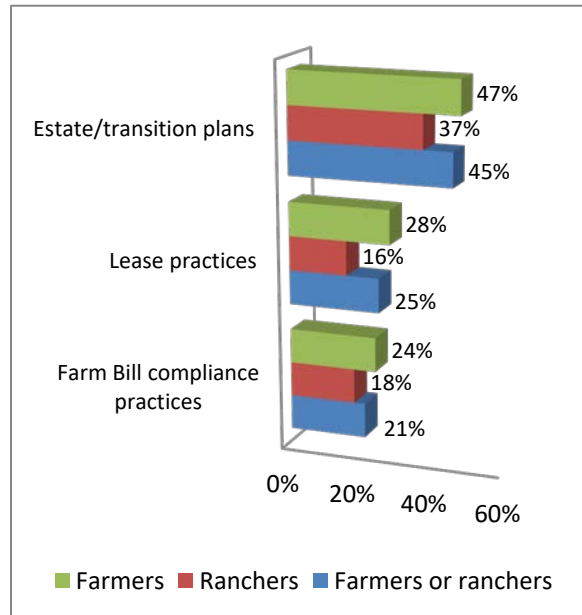
Set up corporation and an LLC to better manage our assets and operation. Utilize tax strategies.

The succession planning was a good and informative way to bring this discussion to the forefront for our family

- Survey Respondents

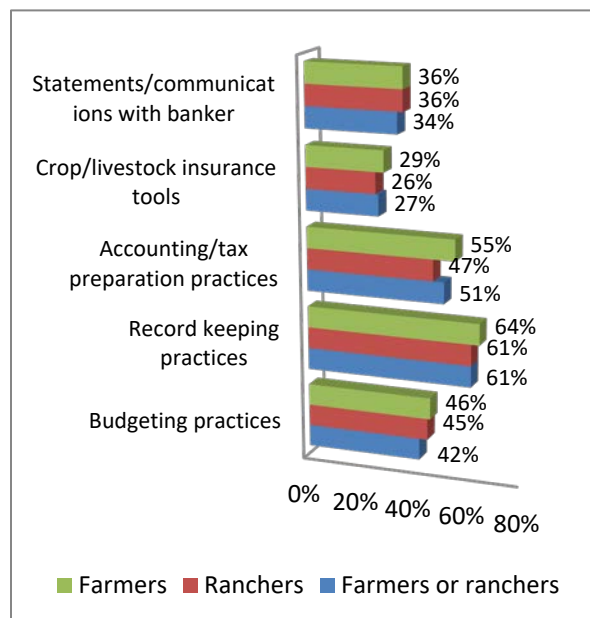
Changes made in record keeping practices are the most common change made by attendees (Figure 4). Almost two-thirds

**Figure 3. Legal Management Changes since Participating in the WIA Conference.**

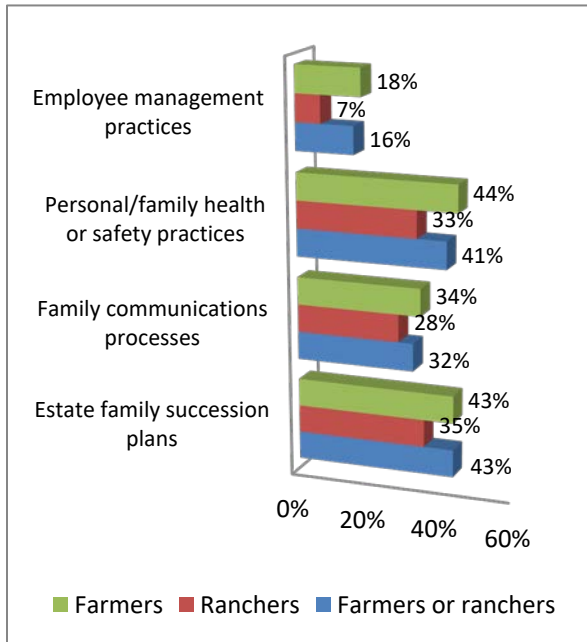


(64%) of farmers and 61 percent of ranchers have changed or are currently changing their record keeping practices. Just over one-half (55%) of farmers have changed or are currently changing their accounting/tax preparation practices and almost one-half (46%) have changed or are currently changing their budgeting practices.

**Figure 4. Financial Management Changes since Participating in the WIA Conference.**



**Figure 5. Human/Personnel Management Changes since Participating in the WIA Conference.**



The final category of change is in human/personnel management. Just over four in ten (43%) farmers have changed or are currently making changes to their estate family succession plans (Figure 5). And, 44 percent of farmers have changed or are currently

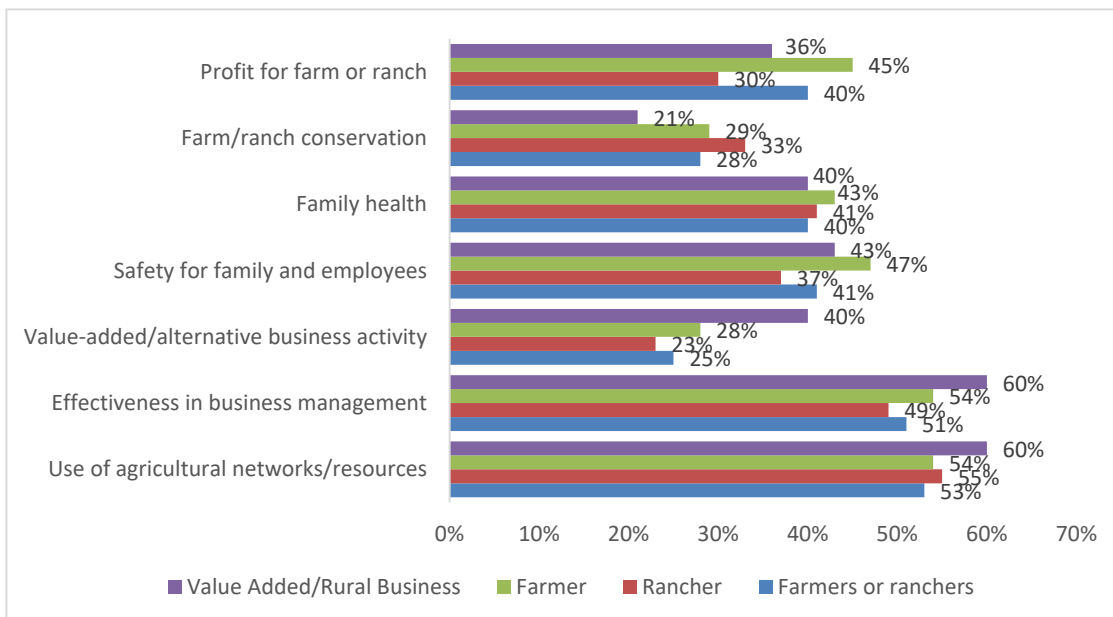
making changes to personal/family health or safety practices.

### *Impacts of Operational Changes*

To measure the impact of changes made in crop, livestock or business operations, respondents were asked to rate potential outcomes as having either a no, slight, moderate or high impact. They were also given the option of answering not applicable.

Respondents were asked, “As a result of your participation in the Women in Agriculture conference, how did the changes you made on the farm/ranch/business impact the following?” Figure 6 shows the proportion of respondents who indicated that the changes made on their farm, ranch or business led to either a moderate or high impact in each of the outcome categories. The chart shows the responses by the respondents’ self-identified roles. The complete ratings for each participant category are available in Appendix Table 3.

**Figure 6. Percentage of Respondents Indicating Changes Made on the Farm, Ranch or Business Led to Moderate and High Impacts for each Category.**



Forty-five percent of farmers reported that changes made led to moderate and high impacts in profit for the farm or ranch, 54 percent had moderate or high impacts in effectiveness in business management and 47 percent in safety for family and employees. Similar impacts were reported from the farmer or rancher combined category, 40 percent for increases in farm/ranch profitability and 51 percent in effectiveness in business management.

Value-added or rural business owners had the highest percentage of moderate to high impacts in the areas of increased use of agricultural networks and resources (60%), effectiveness in business management (60%), value-added/alternative business activity (40%), and family health (40%).

### Impacts of Personal Changes

To measure the impact of personal changes as a result of their participation in the WIA

Just by having a market plan saved us from doing something 'stupid' in fast moving markets. It's hard to put a dollar amount on this, but not having a plan or not understanding a contract meant we lost over a dollar per bushel one year.

- Survey Respondent

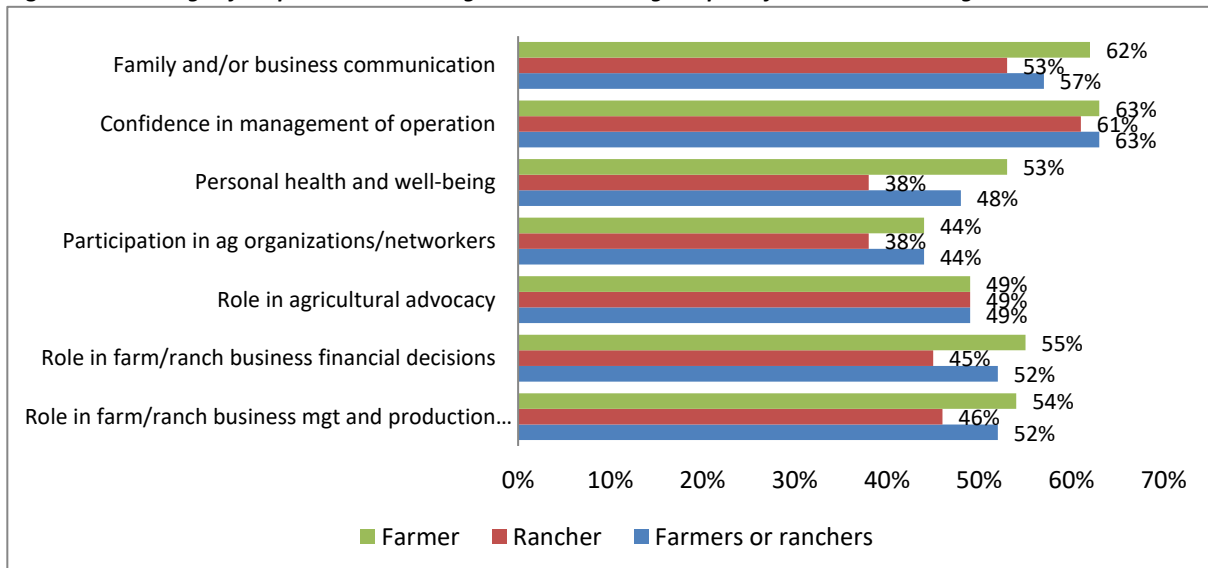
conference, respondents were asked to rate a potential outcome as having either a no, slight, moderate or high impact. They were also given the option of answering not applicable.

Respondents were asked, "As a result of your participation in the Women in Agriculture conferences, to what extent did the changes you made **personally**

impact the following?" Figure 7 shows the proportions of respondents who indicated that the outcome lead to either a moderate or high impact in their personal agricultural roles. The complete ratings for each participant category are available in Appendix Table 4.

The most impact reported was in the areas of confidence in management of operation and family and/or business communication. Sixty-three percent of farmers reported moderate to high impacts in confidence in management of their operation and 62 percent had moderate to high impacts in family and/or business communication.

Figure 7. Percentage of Respondents Indicating Moderate and High Impacts from Personal Changes.



Over one-half of farmers also reported moderate or high impacts in their role in farm/ranch business financial decisions (55%), their role in farm/ranch business management and production decisions (54%) and personal health and well-being (53%).

### *Risk Management Information Sources*

Conference attendees were asked where else they obtain information on risk management besides the WIA conference. Most attendees get their risk management information from USDA Farm Services Agency (61%) and University online websites/blogs (51%). Other sources include: Farm Credit Services (34%), agronomy/cooperative consultant (33%), veterinarian/livestock consultant (30%) and other (25%).

### *About the Enterprise*

Just over one-half of the attendees (52%) are a main partner in the operation (Figure 8). Fifteen percent are not involved in an operation, 13 percent are single owners, nine percent are business managers and eight percent are a farm or ranch employee. The attendees that are involved in a farm/ranch operation have been for an average of almost 30 years.

WIA conference attendees represent a number of Nebraska's livestock head and farm and ranch acres. To better understand the scope of WIA impacts, individuals were asked to provide the number of livestock head and acres that they farm or ranch. Forty-six percent of the survey respondents indicated they have livestock that they either own, lease, manage or consult and 66 percent reported owning, leasing, managing or consulting cropland, hay/pasture land or rangeland.

**Table 3: Farm/Ranch Property**

<b>Respondents own, lease, manage and consult...</b>	<b>Head:</b>
Beef	40,556
Dairy	82
Swine	6,200
Sheep & Goats	599
Poultry	823
Other	12,239
<b>Respondents own, lease, manage and consult...</b>	<b>Acres:</b>
Cropland	208,819
Hay/Pasture	53,824
Rangeland	149,121
Other	1,483

Over one-half (57%) of conference attendees involved in a farm or ranch operation report their gross farm/ranch sales in 2016 as \$250,000 or below. One-quarter (25%) had gross sales over \$500,000. Over one-half (54%) reported farm/ranch/agricultural business assets over \$1,000,000.

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Women in ag are no longer the extra partner or help. They are smart, savvy business owners. Very professional!  
*- Survey Respondent*

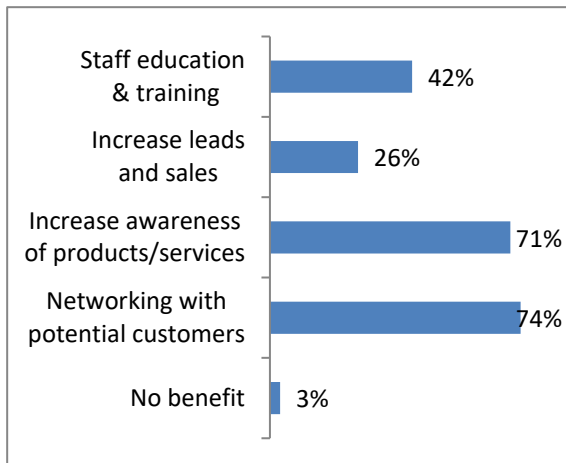
One-third (33%) of attendees involved in a farm or ranch operation have employment off the farm that provides health insurance coverage for themselves, and their family if applicable. Over one-half (53%) of those with off-farm employment said that health insurance coverage is the main reason for having that employment.

The education provided in the WIA conferences also affects multiple businesses started on and off the farm or ranch. Fifty-two individuals (27%) indicated that they operate one or more businesses. Forty-two percent of these businesses are full-time, 35 percent are part-time and 23 percent are seasonal.

## Sponsors/Exhibitors

Sponsors and exhibitors are also important attendees at the WIA conference. Seventeen percent of the survey respondents have sponsored the conference and/or purchased booths for the conference. Beyond personal impacts identified above, there are organizational benefits from WIA sponsorship (Figure 9). Besides the education and training opportunities (42%), most of these sponsors or exhibitors feel that

Figure 9. Conference Benefits to Sponsors and Exhibitors



the conference provides them with opportunities to increase awareness of their product and services (71%), networking with potential customers (74%) and increased leads and sales (26%).

## Looking forward

As the WIA conference planners look forward, attention to the personal and intangible aspects of the conference need to be considered. Survey respondent comments indicate that WIA is not just about skills learned and technology applied. It is also about supporting and affirming the women agriculturalists. It is about personal growth, instilling confidence and networking. When asked what has been the value of the WIA

conference, one respondent stated, “*Not only have I learned things, I’ve met beautiful ladies with same goals, concerns, interests who encourage me! It rejuvenates my soul!!*” Another participant shares the impact of the WIA conference, “*I feel more confident in my farm knowledge when I leave the conference.*”

## Conclusion

The Women in Agriculture survey results are a testament to the fulfillment of WIA’s mission -- to develop agricultural management skills by providing leadership, learning support, and networking. The WIA conference attendees learn and share the information gained through the various conference speakers and implement them as needed on their farms, ranches and businesses. However, the skills and knowledge are not enough to draw the attendees to the conference, nor to measure the entire scope of impacts. Just as important

I think its a great opportunity for women to learn about practices, changes in the industry, etc. There are so few times the women involved in a farm/ranch operation are recognized or have an event solely dedicated to them. Thank you for such a great event!

- Survey Respondent

to the lives of the participants is the networking and support they gain from each other while attending the conference, not just once but over time. Together, through the sharing and mentoring of lasting friendships, the WIA participants provide a nurturing and educational culture that equates to improved agricultural operations, enhanced personal well-being and a stronger agricultural community.



<b>Appendix Table 1: Level of Importance as to Why Respondents Attended Conference</b>					
		<b>% Ranked Most Important*</b>			
	<b>Mean</b>	<b>40 years or younger</b>	<b>41 – 50 years</b>	<b>51-60 years</b>	<b>60 years or older</b>
<b>To know more about: (n=206 - 211)</b>					
Overall farm and ranch operations*	4.2	57%	63%	50%	31%
Production practices	3.7	31%	44%	31%	18%
Health and well-being*	3.5	12%	12%	41%	19%
Regulatory and policy issues	3.7	21%	35%	18%	19%
Estate/transition planning *	3.9	19%	37%	54%	47%
New business opportunities*	3.3	21%	15%	25%	8%
Marketing traditional and alternative crops	3.5	21%	22%	31%	13%
Financial or accounting practices	4.0	42%	48%	44%	36%
<b>To improve my farm/ranch skills in: (n=204 - 207)</b>					
Financial management	4.0	48%	59%	47%	35%
Production records*	3.7	31%	48%	43%	16%
Organization of overall operations*	3.8	31%	52%	40%	17%
Computers, including use of software programs	3.7	24%	42%	44%	24%
<b>To enhance my personal skills in: (n=205 - 211)</b>					
Communicating/advocating for agriculture	3.9	37%	33%	36%	27%
Balancing farm and ranch life	3.6	33%	30%	33%	12%
Networking with others	4.0	35%	30%	60%	27%
Renewing commitment to farm/ranch	3.7	25%	33%	50%	22%
<b>* Statistically significant at the .05 level.</b>					

**Appendix Table 2: Resulting From the Conference - Actual and Anticipated Steps Taken to Improve or Enhance Operations.**

	<i>Not feasible for operation</i>	<i>Started discussion with partner(s)</i>	<i>Making changes</i>	<i>Made changes</i>	<i>Not applicable to operation</i>
<b>Production Changes:</b>					
	(n=193)				
New/different livestock mgt practices	9%	25%	10%	5%	52%
• Farmer	8%	29%	12%	5%	46%
• Rancher*	14%	45%	19%	9%	13%
• Farmer/Rancher Combined*	10%	31%	13%	6%	40%
• Landowner Only	9%	20%	4%	2%	65%
• Value-added/Rural Business	20%	33%	13%	7%	27%
New/different crop management practices	12%	35%	10%	4%	39%
• Farmer*	18%	46%	15%	4%	18%
• Rancher	14%	41%	11%	5%	30%
• Farmer/Rancher Combined*	16%	43%	13%	3%	25%
• Landowner Only	4%	33%	7%	4%	52%
• Value-added/Rural Business	15%	39%	8%	0%	39%
<b>Marketing Changes:</b>					
	(n=192)				
New/additional crop marketing tools	7%	29%	12%	8%	44%
• Farmer*	7%	43%	19%	11%	21%
• Rancher	9%	27%	15%	9%	39%
• Farmer/Rancher Combined*	7%	36%	15%	10%	31%
• Landowner Only*	4%	20%	7%	16%	53%
• Value-added/Rural Business*	0%	29%	14%	21%	36%
New/additional livestock marketing tools	4%	27%	7%	4%	58%
• Farmer	4%	29%	9%	6%	53%
• Rancher*	6%	50%	17%	9%	17%
• Farmer/Rancher Combined*	5%	33%	10%	6%	47%
• Landowner Only*	2%	16%	0%	7%	76%
• Value-added/Rural Business*	7%	47%	7%	7%	33%
<b>Legal Management Changes:</b>					
	(n=183)				
Farm Bill compliance practices	7%	33%	9%	8%	43%
• Farmer*	6%	40%	13%	11%	30%
• Rancher	10%	31%	13%	5%	42%
• Farmer/Rancher Combined*	8%	39%	12%	9%	32%
• Landowner Only	5%	34%	7%	7%	46%
• Value-added/Rural Business	0%	31%	8%	0%	62%
Lease practices	9%	32%	14%	9%	36%
• Farmer	8%	34%	17%	11%	30%
• Rancher*	16%	40%	13%	3%	27%
• Farmer/Rancher Combined*	11%	37%	16%	9%	28%
• Landowner Only	4%	36%	13%	20%	27%
• Value-added/Rural Business	0%	17%	25%	8%	50%
Estate/transition plans	3%	32%	21%	20%	24%
• Farmer	2%	34%	23%	24%	18%
• Rancher*	6%	43%	15%	22%	13%
• Farmer/Rancher Combined*	4%	37%	21%	24%	15%
• Landowner Only	2%	40%	20%	20%	18%
• Value-added/Rural Business	6%	38%	31%	13%	13%

**Appendix Table 2 (cont'd): Resulting From the Conference - Actual and Anticipated Steps Taken to Improve or Enhance Operations.**

	<i>Not feasible for operation</i>	<i>Started discussion with partner(s)</i>	<i>Making changes</i>	<i>Made changes</i>	<i>Not applicable to operation</i>
<b>Financial Management Changes:</b>	(n=188)				
Budgeting practices	8%	31%	26%	10%	25%
• Farmer*	6%	34%	33%	13%	14%
• Rancher*	6%	37%	37%	8%	12%
• Farmer/Rancher Combined*	7%	38%	31%	11%	13%
• Landowner Only	7%	30%	22%	11%	30%
• Value-added/Rural Business	21%	50%	21%	7%	0%
Record keeping practices	5%	22%	36%	15%	22%
• Farmer*	4%	23%	46%	18%	10%
• Rancher*	5%	29%	44%	17%	6%
• Farmer/Rancher Combined*	4%	26%	44%	17%	9%
• Landowner Only	4%	23%	26%	21%	26%
• Value-added/Rural Business	7%	53%	20%	20%	0%
Accounting/tax preparation practices	6%	26%	28%	15%	25%
• Farmer*	5%	28%	35%	20%	13%
• Rancher*	6%	36%	34%	13%	11%
• Farmer/Rancher Combined*	7%	30%	32%	19%	13%
• Landowner Only	2%	27%	27%	18%	27%
• Value-added/Rural Business	0%	43%	21%	21%	14%
Crop/livestock insurance tools	9%	27%	18%	4%	43%
• Farmer*	9%	38%	23%	6%	25%
• Rancher*	16%	34%	23%	3%	23%
• Farmer/Rancher Combined*	12%	35%	22%	5%	26%
• Landowner Only*	2%	18%	20%	2%	58%
• Value-added/Rural Business	8%	15%	23%	8%	46%
Statements/communications with banker	8%	24%	17%	11%	41%
• Farmer*	10%	28%	18%	18%	26%
• Rancher*	8%	32%	28%	8%	25%
• Farmer/Rancher Combined*	9%	29%	19%	15%	28%
• Landowner Only	7%	21%	11%	9%	52%
• Value-added/Rural Business	7%	21%	21%	0%	50%
<b>Human/Personnel Management Changes:</b>	(n=186)				
Estate family succession plans	3%	34%	21%	20%	22%
• Farmer	4%	36%	23%	20%	17%
• Rancher	5%	41%	25%	10%	20%
• Farmer/Rancher Combined*	5%	36%	24%	19%	16%
• Landowner Only	2%	27%	21%	36%	14%
• Value-added/Rural Business	7%	20%	40%	20%	13%
Family communications processes	4%	42%	20%	12%	22%
• Farmer	3%	48%	24%	10%	16%
• Rancher	7%	45%	20%	8%	20%
• Farmer/Rancher Combined*	5%	48%	22%	10%	15%
• Landowner Only	0%	37%	21%	21%	21%
• Value-added/Rural Business	13%	40%	20%	13%	13%
Personal/family health or safety practices	4%	37%	26%	10%	23%
• Farmer*	3%	39%	35%	9%	14%
• Rancher*	7%	48%	30%	3%	12%
• Farmer/Rancher Combined*	5%	41%	32%	9%	13%
• Landowner Only	0%	33%	21%	12%	33%
• Value-added/Rural Business	7%	43%	29%	7%	14%
Employee management practices	7%	20%	9%	5%	58%
• Farmer	7%	25%	12%	6%	50%
• Rancher*	17%	22%	5%	2%	55%
• Farmer/Rancher Combined*	9%	25%	11%	5%	50%
• Landowner Only	5%	16%	9%	2%	67%
• Value-added/Rural Business	21%	7%	7%	0%	64%

**Appendix Table 3: Degree of Impacts of Farm/Ranch/Business Changes Made. (n=191-195).**

	<i>No Impact</i>	<i>Slight Impact</i>	<i>Moderate Impact</i>	<i>High Impact</i>	<i>Not Applicable</i>
<b>Profit for the farm or ranch</b>	23%	28%	30%	5%	14%
• Farmer*	23%	27%	37%	8%	5%
• Rancher*	25%	41%	28%	2%	5%
• Farmer/Rancher Combined*	22%	34%	33%	7%	5%
• Landowner Only	32%	21%	39%	5%	5%
• Value-added/Rural Business	7%	36%	36%	0%	21%
<b>Farm/ranch conservation</b>	30%	26%	18%	9%	17%
• Farmer*	31%	32%	17%	12%	8%
• Rancher	30%	30%	17%	16%	8%
• Farmer/Rancher Combined*	31%	33%	17%	11%	8%
• Landowner Only	40%	27%	20%	4%	9%
• Value-added/Rural Business	43%	21%	14%	7%	14%
<b>Family health</b>	31%	23%	28%	8%	10%
• Farmer*	29%	25%	34%	9%	4%
• Rancher	31%	23%	36%	5%	5%
• Farmer/Rancher Combined*	29%	27%	32%	8%	4%
• Landowner Only	38%	26%	19%	6%	11%
• Value-added/Rural Business	40%	13%	27%	13%	7%
<b>Safety for family and employees</b>	28%	21%	28%	9%	14%
• Farmer*	23%	22%	34%	13%	8%
• Rancher	30%	28%	31%	6%	5%
• Farmer/Rancher Combined*	25%	25%	31%	10%	8%
• Landowner Only	36%	19%	26%	9%	11%
• Value-added/Rural Business	36%	14%	43%	0%	7%
<b>Value-added/alternative business activity</b>	41%	15%	15%	7%	22%
• Farmer	39%	16%	20%	8%	18%
• Rancher	47%	19%	18%	5%	11%
• Farmer/Rancher Combined*	42%	18%	18%	7%	15%
• Landowner Only	57%	15%	9%	7%	13%
• Value-added/rural business*	20%	33%	13%	27%	7%
<b>Effectiveness in business management</b>	20%	22%	25%	19%	14%
• Farmer*	16%	23%	28%	26%	6%
• Rancher	19%	27%	30%	19%	5%
• Farmer/Rancher Combined*	16%	27%	28%	23%	6%
• Landowner Only	28%	20%	28%	13%	11%
• Value-added/Rural Business	7%	27%	20%	40%	7%
<b>Use of agricultural networks/resources</b>	19%	20%	26%	25%	11%
• Farmer*	15%	25%	23%	31%	7%
• Rancher	22%	14%	37%	18%	10%
• Farmer/Rancher Combined*	16%	24%	27%	26%	7%
• Landowner Only	31%	16%	31%	13%	9%
• Value-added/Rural Business	13%	7%	40%	20%	20%

*\*Indicates statistically significant differences among the categories.*

**Appendix Table 4: Degree of Impacts of Personal Changes Made. (n=185-191).**

	<i>No Impact</i>	<i>Slight Impact</i>	<i>Moderate Impact</i>	<i>High Impact</i>	<i>Not Applicable</i>
<b>Role in farm/ranch business management and production decisions</b>	18%	27%	28%	18%	11%
• Farmer*	17%	28%	30%	24%	2%
• Rancher	18%	34%	30%	16%	2%
• Farmer/Rancher Combined*	16%	31%	31%	21%	2%
• Landowner Only	23%	25%	34%	16%	2%
• Value-added/Rural Business	14%	29%	43%	7%	7%
<b>Role in farm/ranch bus. fin. decisions</b>	20%	24%	25%	19%	12%
• Farmer*	19%	24%	30%	25%	3%
• Rancher	21%	32%	29%	16%	2%
• Farmer/Rancher Combined*	18%	29%	29%	23%	2%
• Landowner Only	29%	24%	22%	20%	4%
• Value-added/Rural Business	14%	36%	21%	21%	7%
<b>Role in agricultural advocacy</b>	20%	23%	29%	22%	6%
• Farmer	19%	26%	32%	17%	6%
• Rancher	20%	29%	27%	22%	2%
• Farmer/Rancher Combined	19%	29%	30%	19%	5%
• Service Provider	13%	20%	24%	35%	9%
• Value-added/Rural Business	0%	27%	40%	27%	7%
<b>Role as a service provider w/i your org.</b>	34%	18%	20%	14%	14%
• Service Provider*	16%	14%	34%	21%	16%
<b>Participation in ag org./networks</b>	27%	21%	26%	18%	9%
• Farmer	27%	22%	28%	16%	8%
• Rancher	27%	27%	30%	8%	8%
• Farmer/Rancher Combined*	26%	24%	30%	14%	6%
• Service Provider*	11%	16%	23%	34%	16%
• Value-added/Rural Business	31%	8%	31%	23%	8%
<b>Personal health and well-being</b>	20%	30%	32%	12%	5%
• Farmer*	18%	27%	41%	12%	2%
• Rancher*	20%	41%	31%	7%	2%
• Farmer/Rancher Combined*	19%	32%	38%	10%	2%
• Landowner Only	22%	27%	29%	16%	7%
• Value-added/Rural Business	13%	44%	38%	6%	0%
<b>Confidence in management of operation</b>	16%	19%	34%	20%	11%
• Farmer*	15%	19%	39%	24%	4%
• Rancher	13%	21%	42%	19%	5%
• Farmer/Rancher Combined*	14%	20%	41%	22%	4%
• Landowner Only	23%	19%	33%	21%	5%
• Value-added/Rural Business	14%	29%	43%	14%	0%
<b>Family and/or business communication</b>	14%	24%	37%	17%	8%
• Farmer*	12%	23%	42%	20%	3%
• Rancher	15%	31%	41%	12%	2%
• Farmer/Rancher Combined*	12%	28%	39%	18%	3%
• Landowner Only	20%	22%	36%	18%	4%
• Value-added/Rural Business	13%	25%	44%	13%	6%

**Appendix Table 5: Key Reasons for Overall Impression of the WIA Conference**

Always good information
always good information and good to meet new people
blizzard instead of reschedule conference continued w/o several presenters and no clear contingency plan
Classes were not in depth enough for today's changing agriculture. We want to learn about the upcoming. We do this for a living and it feels like classes are for beginners.
Comradery is great. Conference is well organized. Only reason for not a '7' is a few keynote speakers that were divisive.
Educational and fun.
Encouraging as young WIA to keep progressing in our efforts to be a part of agriculture
Enjoy the conference. Wish the workshops would repeat during the conference - I miss some I would like to attend - because I have to choose between two at the same time.
Enjoyed the speakers and subjects
Enjoyed the topics, venue, and the way it is organized
Excellent educational class - wide variety - very well presented. The networking with other women is fabulous!
Excellent sessions, excellent guest speakers, excellent food - fun seeing so many women together
first year 2017. Loved it! Well put together and offered a lot of different topics. I will be back!!
Friends - learn - new topics. Don't like it they moved it to Feb rather than Sept. We calf in Feb. Harder for me to come and others - my friends
genuine desire by WIA staff to provide education, fun and networking, quality and knowledge of speakers
Good sessions, didn't necessarily like one of the keynotes who I thought was too political and religious
Good sessions, good exhibits, interesting speakers, excellent keynote, good food
Good social event, lacks current technology and trends
Good speakers and pertinent topics
Good topics, good presenters, well organized event
Good variety of offered classes. Good main speakers
Great choice of sessions, friendship of other women, superb food
Great conference for farm women. Great workshops.
Great crowd, interactive audience
Great experience w/ wonderful speakers, subjects and hospitality
great information!
Great networking with the opportunity to meet a wide variety of agriculture women. Great speakers on a wide variety of topics. I work in agribusiness and always get something out the speakers that applies to either my personal life or work life.
Great programs. Great facilities. Last year my room was too far away, too many stairs, got lost. Food was awesome. Have beef!
great speakers - timely topics - just very well done! Breaks well-timed. Length of 'classes' just right.
Great speakers and great participants always part of this conference
Great speakers and opportunity for outreach by our ag center
Great speakers! Interesting topics.
Great speakers. Interesting topics.
Great time to network with other ag women. As a farmer I always appreciate what I learn at this conference.
Has great ideas for all areas so you can pick what fits for you
I always come home with great things to help with the farm
I always come home with new ideas and information

**Appendix Table 5: Key Reasons for Overall Impression of the WIA Conference**

I always enjoyed going to the WIA conference, but when the time of year changed, it became more and more difficult to be able to attend.

I always learn something to help my operation or others.

I always learned something I did not know before.

I believe this is a very valuable conference and there is always room for improvement!

I didn't score it any higher just because I work in the ag industry every day so some of the sessions are not of interest to me or too repetitive.

I enjoy learning new topics and speaking to other women about both ag, rural life, and personal issues. I also want to hear what the keynote speakers have to say.

I enjoy learning new topics and speaking to other women about both ag, rural life, and personal issues. I also want to hear what the keynote speakers have to say.

I enjoy seeing new products, new ideas in the farming operation, shopping, pampering, fun meals

I enjoy the fellowship of women farmers, housewives. It is encouraging to see so many young women. I am, we are, slowing down and downsizing so many of the workshops do not apply to me - I just like the positive fellowship and good speakers. RP Smith was a favorite. Tina Barrett very informative

I enjoy the sessions as I try to bring back some knowledge for our operation.

I enjoyed and learned many of the subjects offered. I also enjoyed meeting friends and other farm women.

I enjoyed the conference and learned a lot. I just wish some of the classes would have been offered more than once. Would like to learn more about farm equipment and farmers business network.

I enjoyed the people and all the information I gathered.

I enjoyed the sessions and atmosphere

I feel everyone knows their job whether it's just a helper or the pros. It's very welcoming.

I feel that sometimes there is more focus on farming than ranching.

I feel this conference gives out important information that is very useful on day to day living in the Ag. industry today.

I find that the WIA conference has something for people from all parts of the state and all ages.

I got great information.

I hadn't gone for a long time because of work, was impressed with the speakers. Unfortunately, the snowstorm kept me from returning the second day

I have learned something every year I've been to the conferences. I have made some very dear friends with women who are also active in farming.

I have only had the opportunity to attend 1. We tractor pull and my husband generally pulls in Louisville, KY over those dates.

I have truly enjoyed both years I have been to the conference. The people that I met and the knowledge that I received through this conference has been a great help to me as I continue to learn about agricultural issues every day.

I just did not think the whole conference pertains to my life as much since we have semi retired.

I like that it is all females, as sometimes asking questions in the presence of males is intimidating

I liked the fact that there were a lot of session topics to pick from

I liked the networking. There was an impressive number of attendees. Excellent topics.

I liked the September time frame better as winter and Commodity Classic seem to be issues. It seems like we have fewer high quality sessions to attend than in earlier years

I loved the workshops

I only attended once. Job I have didn't let me go to the others

I really enjoy meeting with and getting to know other farm women! I gain a lot with their knowledge exchanges!

**Appendix Table 5: Key Reasons for Overall Impression of the WIA Conference**

I really liked the marketing sessions that I went to and found them to be very valuable and I also found the radon/health sessions very informative.
I think it's a great event; I just haven't been able to go and sometimes can't find sessions I like.
I think there have been fantastic speakers the last 2 years.
I think WIA has always inspired and refreshed me as a farm wife and partner. I think I've attended 25 of the past 27 or 28 years of WIA! (Only because we were out of town)
I thought the conference was fabulous for a lot of years but now I am disappointed in it as doesn't fit much in my life at this age. I am 70 and really needing new interests. I know we are an aging sector and would like more relevant topics.
I was a student attending with NCTA
I was disappointed when prayer was omitted. I believe no one works closer to the Lord than a farmer and I also believe our nation is desperately in need of the Lord.
I was hoping for more information
I wish to be challenged more. If I am paying for an educational experience, I would like to see less female-interest subjects like hobbies, gardening, bees, etc. More marketing, grazing, rations, genetics and like for my mostly beef operation.
I would like it to be a bit more business partner than wife conference. However, I'm happy to be both!
I'm consistently pleasantly surprised!
information about ag related topics and topics for women involved in farming
Information is always relevant and timely. Allows women to netowrk and also relax and enjoy others' company
informative - I enjoy the info regarding ag policy and economics
Informative and interesting topics
Informative, well organized
It gave me knowledge to bring back to the farm and apply the information I gained.
It has been very informative. I wish I could take more classes. Great people!
It is a chance for women involved in agriculture to connect and learn from each other. It is also very fun!!
It is a great experience overall. I wish that there was more promotion in the rural towns to draw the women in between the late 20s - 40s. Would also be nice to have a speaker from rural Nebraska speak about a day on their operation. Also, it would be awesome if we could find a way to educate our local areas on the safe practices used by farmers/ranchers.
It is a great way to get new ideas and network with others.
It is always well organized and the workshops for the most part are very educational.
It is very nice to network with our agency as well as partners, producers and farmers. The knowledge from the breakout sessions are a wonderful way to gain information.
It provides valuable information to women who are in agriculture with their husband or on their own
It was a great place to meet women who have the same lifestyle, but some of the classes did not give me the info I was hoping for.
It was great to get together with the WIA and connect with others that I could relate to.
It was very educational. Would like to see some different classes or making sure the same 2 classes don't overlap 2 years in a row
It's a fantastic experience to network with others that share a interest in agriculture. It also provides great information about the current agricultural issues that help me in my job.
it's a great place to come and learn things applicable to the farming lifestyle
It's just not as good as it was years ago. There's a different age group and they like different things. I understand that.
Just a wonderful learning and chance to connect with other women who share many of the same life style events



**Appendix Table 5: Key Reasons for Overall Impression of the WIA Conference**

knowledge gained, entertainment, contacts made and affirmation
Learning a lot on certain topics
less informative than those presented by UNL Extension at the Mead Ctr in NE
Lots of networking opportunities
lots of workshops to help us in our area of work
Love the social and business interchanges with other ag women
Many topics covering many aspects of agriculture. Very organized.
Meeting other farm wives was great! Last year was 1st year attending and the keynote on transition planning was on point to events in my personal life
Met Kathy McHenry who set us up with trusts and life insurance to make more confident of our survival.
more in depth or acceled courses would be appreciated
Much of the programs do not pertain to me as we are retired but still manage our farms.
Networking with other producers - no variation in groups - we are all ag women - speaking the same language
networking, being updated on issues, laws, etc.
offered classes pertinent to my needs
pertains to farmers mainly, very little for ranch women
Positive is the program was chock full of info. Some presentations were better than others. Topics were well chosen.
Relations with other farm women
same sessions or similar ones. Mostly farm related
seems kind of like the same sessions every year
Seems like the material presented was very real world usable information for women producers.
sessions & interaction with other ag women
sessions and presenters have been very good and helpful
Since moving conference to early spring, information I go to the conference for (crop ins., tax planning tips, etc.) are no longer timely.
skill sessions help increase knowledge base
Some information becomes repetitive but that is understandable (I've been going for a long time). Great conference overall.
Some topics were very relevant to me, others were not. Overall, there were good opportunities to learn and expand ag knowledge; network
Speakers are very informative. This conference has topics that are technical and informative. Very little "fluff" and I like that.
The agenda is very pertinent to issues facing women involved in agricultural pursuits. It is extremely well organized and has a balance of serious and entertaining topics
The atmosphere was just very comfortable compared to other trainings/conferences. I believe that's because it was majority of women participants.
The Conference supplies workshops that are both meaningful, helpful, and fun!
The first year I attended the conference (2014), I had a very good experience. Everyone was very friendly. The presenters were very interesting and educational. However, the next year there was little difference in the types of presentations the next year. For this reason, I did not attend a third time.
The keynote speakers were especially interesting. Well organized.
The location accommodates very well. The presenters are very tangible. Sandy is special!

**Appendix Table 5: Key Reasons for Overall Impression of the WIA Conference**

The money is a problem with low grain prices, but its always good to get together with other wives, hear complaints of prices.
The only time I get to talk farming with other women.
The parts dealing with cattle and other live stock I am not dealing with in our farm operation..need to direct some info to the smaller farmer.
The program was very organized and covered so many different areas of the agricultural field that women are involved with.
The WIA conference focuses on timely topics about this ever changing industry.
The WIA conferences have provided a lot of found valuable information and resources that have proven useful in my work. The speakers have always been friendly and offered additional information and ways to get in touch after their classes. The experience, as a whole, was very pleasant and I enjoyed learning with and talking to women. It made for a very friendly environment.
The wide selection of topics, the variety of sponsors and prizes, the venue and guest speakers. I feel pampered. It's my vacation off the farm and I can feel proud to be a farm woman!
There are so many topics to learn. I married into the farm life, so this has been helpful.
There is always great information at WIA
There is many good speakers and topics presented, you leave with better knowledge
There was always a nice variety of sessions to attend but not enough time. Sometimes the speakers at the morning session were just for entertainment and I felt we could have skipped them and went straight to the sessions.
This conference is geared towards FARMERS! As a rancher, only 1/3 of the conference applies to ranchers! The only thing in common between farmers and ranchers is we both live in rural areas.
Thought topics related more towards ranching
to learn more
too many good workshops but do not repeat so cannot take them all - things are not as new as they used to be
Topics are relative. We are in need of updated information and the conference is a wonderful format, however - for many years I attended annually but have backed off to about every 3 years. For myself I find that is often enough.
Topics are relevant. Presenters are knowledgeable.
Usually very organized and fun while learning
Variety of pertinent topics covered. Speakers very knowledgeable. Facilities excellent. Food great. Fellowship.
Very educational and good fellowship with other women in agriculture
very educational!
very good presenters over a lot of up to date issues
Very impressed with all the helpful information
Very informative and I could come back home and share the info with my husband.
Very informative, great company, and great food
very informative, great fellowship
very organized, good topics
Very organized, informative
Very organized.
Very well organized and informative. Talked about subjects pertinent/relevant at the time.
Very well organized. Interesting topics. Great forum to come together with other women involved in agriculture.
was good, but just not as applicable to my interests as I had hoped

**Appendix Table 5: Key Reasons for Overall Impression of the WIA Conference**

We are retired and rent out our pivots. Most of the classes don't apply to me.
We need to keep young women interested in ag
weighing the workshop value vs. time/distance/expense
Well done! Food is great! Wonderful keynote speakers.
well organized, relevant topics, variety offered considers new and old farmers
Well planned, diverse topics, great for young farm women as well as seasonal farm women
WIA brings up to date topics that face our current agriculture economy to the forefront of various conversations.
WIA represents ag women and has many interesting workshops.
WIA was my first experience at a Women in Ag conference. I was impressed with the science evidence based practices presented as well as the factual useable information for our farms/ranches
Wish it was in September yet! Speakers need to be ag/farm minded! Repeats...
women gather for a great reason. Refresh on topics.
Women in Ag is motivational - keeps us going, many topics related to what I do is offered
workshops not repeated each day and more than once, because of 2 workshops running at the same time that was interested in attending
Would like to see information to help new female farmers to succeed. Web plans, bookwork, etc. - How to market NE grown products
Would like to see more about technology within agriculture.

**Appendix Table 6: Respondents Stated Value of the WIA Conference**

"learning"
a new understanding of rural agriculture
a place where everyone understands the problems and daily issues re farming and family balance.
As an ag advisor rather than a practitioner, the networking opportunities are important as is getting a general feel for what the issues women who are farmers and ranchers feel are most important.
Becoming aware that other face many of same issues we have.
Being aware of the diversity of agriculture
being with others with similar lives
Being with women who are involved in agriculture/knowing new ideas
Comradery with other women in ag
Difficult to measure, I look forward to attending and appreciate the variety of workshops.
educate me on software & financial management and updates on rules and regs
Encouragement and networking
Estate planning
Estate planning and development of QuickBooks for feedlot billing program
Estate planning, always things to learn
estate planning, fellowship, international travel
Estate planning, networking, promoting ag, law/regulation changes
Estate planning, pasture management, pesticide certification
Explanations of farm programs to share at home
Friendships made
Friendships!
friendships, renewing passion, support of my role in agriculture

**Appendix Table 6: Respondents Stated Value of the WIA Conference**

gaining insight to parts of ag I am not familiar with
Getting away from the kids and having a place to go connect with other WIA
Getting new ideas for farm and personal life
getting new information
Getting started is the best way to finish projects
Getting the knowledge of what's going on in the ag world and all the many changes.
Getting to know farm ladies and the very informative workshops
Getting to meet and share information with conference attendees.
good networking opportunity, learned about programs
Great experience
great networking, learning new tools
Great value, increases knowledge, new ideas
Great value. Not only have I learned things, I've met beautiful ladies with same goals, concerns, interests who encourage me! It rejuvenates my soul!!
Great!
Have been able to use what I learned in planning estate, marketing crops, leasing land.
Help in estate planning, networking
help me keep up with what is happening now. Ad work to keep the farm updated
Help me understand the transition from my father-in-law to my husband
Helped me get a good understanding of the farmland owned by my mother 3 yrs before and 1 yr after her death.
honestly, socializing with other women in ag, getting ideas from them in their farm/ranch lives
Hoped to get info about LLCs and trusts for passing farm to future generations
I always learn something, talk to old friends, enjoy being with women of similar interests
I feel every conference I attend I have gained knowledge.
I feel more confident in my farm knowledge when I leave the conference.
I find it important to our operation to help with bookkeeping, finances, regulation just to name a few.
I get to visit with others in agriculture.
I go to spend a couple of days away from home and meet old friends and make new friends. Some workshops inform me.
I got a lot out of it. Just haven't been able to attend again due to other commitments.
I learned so many things that I felt confident in relaying to the "men" of the operation
I learned something each session and made new friends with problems like us. Made new friends each time.
I really enjoyed the networking and listening to keynote speakers. Learning new ways to advocate for agriculture is always very beneficial to me.
I received a great value of information on estate planning. Opened my eyes to what could happen if there is no estate planning.
I see great value in networking with other women involved in agriculture operations, which I had been able to do at the conference. There is also great value in introducing new ideas, which can create a broad discussion within a group.
I was at the 2017 conference with Dr. Hanson. I truly enjoyed the seminars he gave on succession planning and how it will affect the farm. I have been able to bring that information home and get my husband to sit his parents down to have the conversation of what happens when they pass.

**Appendix Table 6: Respondents Stated Value of the WIA Conference**

I was not a part of farming when I inherited land so need help (or tips) on farming so I (we) do not lose land.
I work for an ag based company. A lot of the topics discussed, help to understand what our customer base needs.
In the past 5 years, not much. Sorry.
increased knowledge, better record keeping
increased my knowledge of bookkeeping and programs available
info, networking, social
information - crop ins, estates, bookkeeping
information , networking
Information and updates about the farm bill and ever-changing policies
Inspiration - professional women
Interacting with other farm women. Learning resources to help with various farm jobs.
It gives rural farmers a chance to share ideas, problems and solutions.
It has been a chance to learn more about things that apply to our farming situation.
It has been a couple years since I went but was wanting information for my folks and brother to help the farm/ranch operation.
It has been a great networking tool for me. I have met so many people that have helped me to grow and learn.
It has been a great value - hard to put a \$ figure on the experience and education I have received by attending.
It has helped me to reach out to other producers and find out what/why has helped them on their operations.
It has shown me how important it is to educate the general public about agriculture.
It has taught me a lot
It introduces me to new topics I haven't thought about before and to new, immediately applicable, practices.
It is a good way to connect with others in the industry.
It makes me feel like what I do is important.
It used to be helpful. At this stage in life I don't get involved in the operation.
It was fun, and I would do it again, but can't say that anything I learned from last year improved our lifestyle.
It was great to network with other "rancher wives"
I've only miss a few times all the years. Record keeping, estate planning, communications
Keeping up to date on a variety of topics. Well rounded topics
Keeps me in touch with other women in agriculture
knowing that women can have a bigger hand in the business, whether or not you are physically involved.
Knowledge is valuable.
Learning
Learning about farm bill, regulations, and marketing predictions.
learning commodity marketing, learning better record keeping, meeting other women
Learning experience
Learning from a multitude of people with different experiences and operations. People in agriculture don't normally share with one another, from what I've found, specifics about production. It's good to learn about what others have experienced.
Learning how to produce farm reports, my husband can use and for us to take to banker

**Appendix Table 6: Respondents Stated Value of the WIA Conference**

Learning many things over the years
Learning new organization tips for the office, ag policy, ag marketing, new crop insurance products, etc.
Learning skills essential for the success of our farming/ranching operation.
Learning to market our production in good and bad times.
learning ways I can help be the most helpful ranch wife
Made friends. Learned about wills and estate planning
Make connections with fellow ag wives. Increase efficiencies and knowledge. Excellent value
Management
Meeting other people like myself. Finding apps that can help in specific operations, industry changes and transition
Meeting other women
Meeting people, networking. An almost all-woman conference is unique and refreshing - love it!
Much general knowledge has been gained and in general - visiting with many others - hearing about their operations
My husband loves it when I bring back new ideas! Makes us a stronger team.
Networking
Networking - making new friends, hearing their stories
Networking and keeping up with policy issues and other current information
Networking with other ag women, keep informed on ag topics
Networking with other women in ag and enhancing my knowledge in agriculture
Networking with others in the industry.
networking with others, just knowing we all face the same issues
Networking! So many supportive role models to keep in contact with
networking, education
networking, estate transitioning, farm management
New information
outreach opportunity and networking
Overall farm operations
passing bills that protect ranchers w/ taxes and value of property
People I have made connections with as well as the seminars given
Picked up new ideas on how to help communication on our farm
probably more in my younger days - went to a number 10+ years ago
Provided women an opportunity to learn more about sustainable agriculture
Refreshing
Remarkable value in networking and education. WIA gave me the incentive to apply to/and accepted in the Nebraska LEAD program.
Renewed positivity in agriculture
Ron Hansen was fantastic last year. I learned a lot from him.
social event
Some of it has been interesting and I learned about some of the presenters, but I haven't gained a lot that I can put to use.
Some women who were in the audience are well informed about farming operations

**Appendix Table 6: Respondents Stated Value of the WIA Conference**

Spending time with other ladies in ag
The biggest take away for me so far has always been the record keeping and insurance. The speakers have also been mostly very good.
The featured speakers are my reason for attending. (and adding a friend or two!)
The information provided. Very useful
The internal relationships you build from year to year attending and the knowledge you gain to take back to work and home use.
The tax law updates have been especially helpful. Also cost reduction strategies, etc. This helps both our operation and those we work with.
The value consists of refreshed and renewed ideas (thoughts, emotions) for the ag industry. Companionship too with those with similar experiences and feelings
The value has been in networking as well as opening my eyes to new opportunities for Nebraska farms and the women involved with those farms.
The value of the WIA conference is being able to network with others and get informed about ag-related things.
The vast knowledge of information that you receive each year from not only the conference but also from the many ladies you get to visit and meet throughout the conference.
The WIA conference addressed the challenges facing producers - marketing, low prices for commodities, consumer buying, etc. Addressing the challenges was of great value.
There are so many skills required of the farm/ranch wife, owner, operator. Its great to see so many things offered to help. But as a vendor its nice to network w/ women.
There has been so much that I have brought home. Very useful
Things like - soc sec/medicare atty, info on Y & B tax savings, flex leases
Thousands of dollars in knowledge of bookkeeping practices and a renewed sense of purpose in agriculture.
Time for myself, to come with childhood friend and we have farming in common - good speakers
Time to concentrate on things I don't understand and to be a more workable partner with my husband.
To be able to interact with farmers/ranchers from across Nebraska
to enjoy being with others in the same kind of life I am used to
To get a way, talk with other farm wives dealing with bankers in Nebraska Laws keep expenses down
To get my think tank wheels turning
To learn more about marketing and financial management of our farming and ranching operations, and to meet with wonderful ag-women.
Unable to put monetary value
Very valuable for mental health. Have used the knowledge gained from various workshops. Estate planning was very very valuable.
Was a great experience that I was very fortunate to attend.
We are older and I especially liked the estate transition planning but didn't get to the second session the next day
We had done work on children taking over our farm, but was good to know we had covered bases.

**Appendix Table 7: Changes made to Reduce Production Risks**

Added multi-peril crop insurance
alfalfa/brome hay field replace w/ native grass mix
Began turning acres into CRP programs and computerized all records
By learning about and using various marketing tools/contracts, I was able to increase our income 1-10% above previous years. I took over much of the day to day market watch and was able to alert my husband to potential market moves and what we should do.
Changed crop insurance plan but now rent farm ground out.
changes have been made as a result of attending field days in NE and MO. Also attending Farmer's Natl annual meeting in LaVista, NE
Do not use a marketing firm... just watch markets and compare ourselves to past years.... No more money spent to others when we can do the same thing.
Encourage cover crops and soil health with renters.
financial and bookkeeping skill improvement, not sure on dollars saved but in our recent IRS audit they had NO findings, not one!
Have talked about utilizing more mobile options for cattle
I bring home ideas. We have 2 sons that make most of the decisions now.
I cannot say money was saved
Instituting cover crop rotation. Provide discussions and resources within cow/calf management.
Keeping a more focused eye on marketing and financial outlays for equipment. Sorry, I don't have a \$\$ amount.
My husband makes the decisions.
PRF insurance to protect pastureland from financial risk due to drought.
range management
Rent - cash, share, flex - began discussions
started a Purina program with our cow/calf operation and love it!
trying to get all our renters to use precision ag for more measurable outcomes, inputs, etc.
Turned livestock over to child, redid lease on cropland
We add production insurance this year. Not sure of insurance benefit received yet on our hailed fields.
we have implemented different marketing strategies. will see how things go in the future.
We seriously looked at production insurance on calves this year, but too expensive and would've not paid us any this year.
Went to cash rent



**Appendix Table 8: Changes Made to Reduce Marketing Risks**

Cash rent vs crop share
developed marketing plan
discussed with barn owner ways to improve marketing
Ensure we sell calves at 45 days weaned. We'd like to maybe sell online when we have a few more cattle.
Figured break-even and started marketing from that point a 1,000 bu at a time so ended up with a good average instead of doing a lot of bushels at once and trying to hit the "high". Ended up with a much better average price.
Gained insight on basic understanding as well as resources available for crop marketing
I learned to use the options futures market to protect the price from wide futures swings or to enhance small moves. I learned charting to help us read which way the markets might move and market accordingly. Earning even a few thousand per year helped us a lot during the lean years in the 80s.
Implemented insurance on cattle.
new ideas always help with risk management and using the futures market
No specifics to give without going back to records.
started hedging
Talked about updating cattle working equipment; did begin changing the pens
they do a lot of networking with other people
this actually will be first year with changes.
UNL cow/calf record keeping (computer program)
will cash rent next year

**Appendix Table 9: Changes Made to Reduce Legal Risks**

actually lost \$ myself by turning land over to children
addressed estate/transition plans with family
Although, I've found all the information helpful, I can't pinpoint changes that I've personally made in our operation. I'm really happy that I can explore more options with confidence. I plan on using a lot of what I've learned. Specifically, lease practices. Learning about different agreements was very helpful to our operation.
Becoming an LLC and separating income and expenses from one business to another.
Changed from will to trust with addition of grandchildren
changed lease practice
Clarified we are still doing well with the above. Use data from WIA to support what we are doing.
did an estate plan
Did estate planning living trust
estate planning
Estate planning in effect - formed an LLC
Huge impact with the new farm bill in 2015.
insurance
Just by having a market plan saved us from doing something 'stupid' in fast moving markets. It's hard to put a dollar amount on this, but not having a plan or not understanding a contract meant we lost over a dollar per bushel one year.
Lease in writing, and we really need a will or trust set up
made will
now have a written pasture lease vs. verbal. Have a transition plan.

### Appendix Table 9: Changes Made to Reduce Legal Risks

Set up corporation and an LLC to better manage our assets and operation. Utilize tax strategies
Started estate planning discussions with family.
Talked about how our families will begin to transition
Tried to talk with landowners about more realistic rental terms, based on UNL data. Both have terminated leases as a result. Not helpful.
updated trust
We are in the process of setting up trusts to other managing practices to pass farming onto soon.
We do have a legal estate (trust) in place but needs to be updated
We encourage my in-laws to start and continue the discussion of their estate plan.
We moved some land into a Limited Partnership with children, and made new will.
working on the new changes

### Appendix Table 10: Changes Made to Reduce Financial Risks

balance sheet understanding
better record keeping
Crop insurance information saved our operation \$\$ on premiums.
discontinued CPA tax preparation
for statements send to business \$200 interest 6%. Interest not told interest was taken out of account before banker and farmer account got monies to banker
Have formed an LLC
Have split input costs further to analyze #s. Trying to get renters to use some cost saving measures.
I learned Quicken for our farm books. We use a CPA also.
I went to a accounting session to try to learn of a better finance computer program. I already do more than the presenter talked about doing.
increased skill and organizing of records
Just join ARC group for marketing grain
Keep a very detailed list of expenses/budgeting on Quicken that I prepare for our budgeting and send to our accountant. Did change up some hail insurance options.
Learned about record keeping for farm programs to ask better questions of crop-share partners
now using Quicken
One of the biggest was hiring Nebraska Farm Business to take over our accounting practices. It kept us up to date on our spending and income. Also made us aware of what had to be done for tax purposes. We weren't always up on the various tax laws and changes. This saved us well over a couple of thousand dollars per year.
So far, we kept a firm handle on our budgeting and financial practices. There were a few things I learned about changes in record keeping (i.e. recording and writing off operational supplies vs. assets) that I've adopted in our production and tax preparation practices.
Started taking a set amount for living expenses into a separate account
To reduce our financial risks we didn't buy any land in the last 10 years or so.
We use FSA programs - all we qualify for. NRCS programs would be a good add - we are learning about them and they are very beneficial and different.
went to cash rent
Working on taking paper documents to an all online practice

**Appendix Table 11: Changes Made to Reduce Human/Personnel Risks**

<p>??? keeping areas cleaned and safe for truckers to service trucks and trailers. ??? hoses present around grain bins / for fires and a rope at top of bin.</p>
<p>Discussed a will and estate planning.</p>
<p>Estate plan in place (guided mother-in-law with information gained last year)</p>
<p>Family communication is an ongoing issue. WIA materials refresh the discussion each year.</p>
<p>Farm equipment needs: and bank notes are not covering them, so more repairs put into equipment</p>
<p>Have begun to add extra stairs to tractors to create an easier climb. Have begun to change cattle pens to be more user friendly. Need to understand more on how to talk with family about "yelling etc." especially around animals when they need to be calm.</p>
<p>I married into a farm family. Discussions have been started on what will happen with the next generation of farm family.</p>
<p>I see the need for increased education on personal protection equipment as well as women's health insurance</p>
<p>Learned how to turn on/off or engage/disengage implements</p>
<p>mostly being able to implement better communication practices with family saved us all time and money</p>
<p>Partner does not tolerate talking change, transition, etc.</p>
<p>planning meetings with employees, learning how to treat business different from family life</p>
<p>Putting in shields over open augers saved us the heartaches of potentially fatal or maiming accidents. Wearing filter masks while working with stored grains helped with lung problems that were starting to develop. This could save medical expenses that would be needed and financially crippling.</p>
<p>sorted through info needed from brother and other crop-share partner</p>
<p>talking to family - making transition plans</p>
<p>The company/operation was well established when I was first involved. We have not made a lot of changes. However, after learning more about safety we've made changes in some of our practices.</p>
<p>we have incorporated</p>
<p>We have no employees and starting working with an estate planner I met at Power Farm show in Lincoln a few years ago.</p>
<p>We have talked a lot and learned enough to continue exploring options for transition and safety practices</p>
<p>Working on employee handbook.</p>

**Appendix Table 12: Respondents Share the *Greatest Impact* the WIA Conference had on Themselves or Their Operation**

1) No till farming when possible; 2) I really appreciated the workshop on HSUS and feel like everyone should be aware; 3) Enforces things you know and makes you more confident.
Accounting and record keeping training
Applying the information toward getting my property ready for major changes in the future. Passing on to family a well taken care of property
As a landowner only I find the conference helps me understand farming better and various issues dealing with ag.
Awareness of the importance of ag advocacy
bookkeeping, tax planning, estate planning
Communicating with other women about their practices and passions. Would like to see more hands on sessions
communication
communication between generations
Confidence and interest in agriculture with ag advocacy and leadership
Confidence to play a larger role in the family farm w/ existing and new knowledge as well as promoting ag with my community and beyond.
Current subjects, current issues discussed and many women from large to small operations to discuss that with.
Dr. Ron Hanson is an outstanding speaker and family farm/ranch advocate. His message is noteworthy no matter what your situation is. I would love to hear him again!
During the snow storm year, Jo Beck presented a "Horse Psychology" and as a rancher using horses it was a valuable presentation. Since very few ranchers come to the WIA though I doubt the presentations would shift towards ranchers so I chose to not spend \$300+ to attend (gas, room and registration).
Each of the keynote speakers emphasized an important aspect of farm life. Jolene Brown - relieve stress and bring renewal, Trent Loos - passion to promote agriculture, Ron Hanson - protect your farm/ranch legacy!
Easter Seal Agribility contact
Estate family succession plans
Estate planning
Estate planning
estate planning
Estate planning
Estate planning, legacy and communication towards retirement planning for the older generation so we (younger generation) can make better informed decisions for future planning and equipment investments
estate planning, marketing
Estate planning, succession planning
Estate planning/ push to discuss
Everything I learn gives me a little more confidence that I can keep this farm going.
exposure to widely varying viewpoints that differ from other organizations (ag related). Traditional ag is almost adversarial to organic/alternative ag, which is regrettable.
Extending networks
Family estate succession plans
Family transition of the farm

**Appendix Table 12: Respondents Share the *Greatest Impact* the WIA Conference had on Themselves or Their Operation**

Farm transition discussing as a result of attending w/ another generation woman within farming operation
Feel much more confident about farm issues when speaking publicly
financial bookkeeping
financial classes that helped me understand it more i.e., tax planning and Quicken
For me personally it was the Ag Trax workshops. I still use some of the work sheets to keep track of production, etc.
gained knowledge about a variety
getting along with family and transitioning
Happy talks about farming. and when there one feels special. no vacation, no outing
Having a better networking system.
Having outside professionals validate current policies and procedures, etc. within a family business is vital. Family sometimes ignore/discredit family. Bringing professional information from outside sources is so important.
Hearing that others have the same concerns!
I always learn something. It has taught me I'm not alone. All farm women have issues to deal with. I've always worked side by side w/ my husband, handle the books and have a say in purchases and management.
I don't have an operation but have an acreage and love bringing home information or more knowledge in how we can manage our acreage for the better of the future for our children's children.
I enjoy speakers that have a positive outlook and can help you become more positive. Motivational speakers
I have gained knowledge to help me manage the farming operation in order to continue to farm.
I haven't been in the last 3 years, but during the first 20 years I attended, I learned lots and used much in our operation, financial, tax and management!
I lacked confidence when I first started farming. I didn't grow up farming and this helped me gain a broader perspective of agriculture. I would say I'm more confident in my decision making.
I really enjoyed - genomic discussions. What is coming in the markets and how to protect yourself against losses. Transition discussion got our family started.
I was young and hadn't started my own business yet when I attended the conference many many years ago.
I'm not really involved anymore
In 2016 the main speaker helped me realize it's important to look at the family time and make time.
Income tax seminars, estate planning
increases my personal knowledge about ag
It is such a great conference to be with and talk with other women who know exactly what you're going through - mentally and financially.
It's been several years since I attended so don't think I can come up with an answer for this.
I've always thought of our ranching as just "what we do" or "who we are" but now it feels like a business, a profession, it's real!
Just getting conversations going regarding estate planning
Just the opportunity to network with others in the ag/prof industry
keep up to date on policy and govt. changes
keeping better records and using those records for financial planning
Knowing that you are not alone and many others have the same issues

**Appendix Table 12: Respondents Share the *Greatest Impact* the WIA Conference had on Themselves or Their Operation**

knowledge about the farm bill
Last year's sessions on family transitions/succession planning. I no longer live on a farm and was there as a presenter/exhibitor but my parents were in the process of passing on the family farm. The timing was great.
Learning about advocacy
learning about family roles and inheritance
learning different options
Learning more ways to advocate for agriculture.
learning new ideas for advocating agriculture
Learning that there are many ways to achieve goals, networking with others
marketing
marketing
marketing, estate planning, records keeping
Marketing...so much so that I taught it to many women over the years.
meeting other women in ag
My favorites are the agronomy-type breakout sessions. I'm more of an asset to our operation after these refresher courses and its always beneficial to learn of new threats to our crops.
My time at WIA is relaxing and educational. Wouldn't want to ever miss!
Net working with other women on all issues and even those not brought into the conference
Networking
networking
networking
Networking and being more informed. Learn of different opportunities to grow in agriculture
Networking with fellow ag producers/wives
Networking with other farmers.
Networking with other women/support
new ideas
Nothing. I quit going because it was not applicable to my role or operation.
Offers support network
Opened discussion with renter
Opportunity to reach large #'s of motivated women farmers
overall knowledge
Peg Brune workshops and the succession workshops Ron Hansen, Jolene Brown
Personally, I enjoyed trying the yoga class. I remain disappointed that farming is primarily a man's field because of the large machinery that necessitates mechanical skill, numerous tools adn physical strength. If women are married to farmers, they can participate more readily in the operation than can single women. However, my observation is that they generally don't.
Positive: Knowing other women encounter some of the same challenges I do, and meeting them. Negative: Knowing that other women have done this their whole lives and know what they are doing, the language, everything. Realizing most of the time I am a fish out of water trying to understand everything.
Production insurance, estate planning
Putting a face to names of people who write UNL reports and give Extension presentations.

**Appendix Table 12: Respondents Share the *Greatest Impact* the WIA Conference had on Themselves or Their Operation**

Record keep when I first come to WIA, now its estate planning.
Record Keeping
record keeping and organizing financials
Resource usage, communication
sessions/classes on record keeping
Speaking out more for ag advocacy; evolving into new technology
Starting to plan for the future
Succession planning
support of my role in agriculture since so few of my friends have a full time on farm job, I need the support and ongoing training specific to my type of work
the "book keeping" sessions
The affirmation that I, as a woman, have a voice
the comradery of seeing other women involved in ag - the urban (and even small town) women just don't 'get it' - that I would rather sit w/ the men in a gathering and talk about ag
The diversity of subjects covered matches the operation
the estate/financial planning sessions, the interaction with other women of ag
the financial and marketing
the financial bookkeeping records and marketing strategies
The greater impact for me was estate transition planning
The greatest impact on me was hearing everyone's story that I communicated with about how they run their operation.
The greatest impact on me was the mental confidence boost to be around others/women in ag. The greatest impact on our operation was/has been the communication tools and conversation starters to elevate the family into farming smarter. It may not have changed anything now but the seeds have been planted for future change when needed.
the importance of estate planning
The information available and the different workshops.
The marketing programs and estate planning.
The marketing workshops.
The mental health segment benefited me the most. I suffer from anxiety and depression and it has given me new ways to cope.
The networking with other women participants.
The QuickBooks sessions
The speakers or interactions with people who have been in my shoes and encouraging me or giving me advice...communication
The succession planning was a good and informative way to bring this discussion to the forefront for our family.
The succession planning with Dr. Hanson.
The support for farm women and their roles on the farm
The topics on communication and family
The woman from Strategic Legal Advisors spoke - made me aware of different ways to set up estate and transition planning. Motivated me to take steps to get ours set up. She had several great suggestions.
Things I can share with customers: flex lease, living budgets

**Appendix Table 12: Respondents Share the *Greatest Impact* the WIA Conference had on Themselves or Their Operation**

Transitioning to next generation
understand the farm programs
Understanding farm programs and required reporting so I could find out info my brother was loathe to provide.
Understanding government policies
Understanding.
Up to date information on all aspects of farming as "yesterday" is not "today".
using the resources that are available to us
Visiting with the ladies from various types of farming operations. Very good workshops on various topics are also helpful.
When you are so involved in the farm it is so hard to look at it from an outsider's point of view and that makes it easier to set back and have a laugh at all the livestock things that happened. When first married, I taught school and then after having 2 kids we adopted twin boys 4 yrs old who had never been on a farm. So life was always full of surprises!
Women in ag are no longer the extra partner or help. They are smart, savvy business owners. Very professional!

**Appendix Table 13: Suggestions to Improve the Conference or Learning Experience**

a bit more time btw sessions
Ability to register for one day rather than full conference which may not meet needs
After attending for 20+ years, have not attended the last two years. Did not find any new session to attend. Winding down to retirement.
Always include at least one session on alternative type of enterprise that could be developed to improve a farm's bottom line
As a widow some helpful hints on basic repair and maintenance of fences, waterers
As operations grow, discussing Human Resource issues/regulations and/or sharing ideas for employee benefits - vacations days, sick days, health, disability insurance
Ask Mother Nature to hold off on sending snow and ice!! :)
Beginners course on the basics of farm/crop books/mgt. How to be involved as an advocate for safe environmental farming practice. To combat the non-gmo/organic market
Break out sessions on saving money, trading services, etc.
bus tours
Can't think of any at this time.
cash rent responsibilities of landowner and tenant
Continue as is but maybe advance some areas a little such as finance and record keeping.
Continue with the latest technical/scientific information that would most impact the "typical" farm or ranch.
Could it be moved to a Friday and Saturday? only because I have a off farm job that doesn't allow me to attend on Thurs
Could you utilize the new Innovation Campus for the conference?
Crop insurance; accounting for small farmers; choosing "new" farmer when previous one retires; new technology available
don't have during tax/calving/blizzard time
Each time has been a great experience, I cannot think of anything to improve it.



**Appendix Table 13: Suggestions to Improve the Conference or Learning Experience**

Empowering women to participate and be more hands-on on the farm
Excel spreadsheets basics; DNA good idea or not? (livestock); Quickbooks to help crop cost/acre or Bu #s; enterprise development
family relations, finding myself as a woman
fast recipes for when in field
Feasibility of technology for crops and livestock
Financial preparation, break-even knowledge
For me, I haven't been able to attend with an interference with my job.
Harder material, sessions Too basic or introductory now
have another day so we can take the class we miss or have CD to purchase of all class. (please record each class.) I would like to take many but there is a limit.
Have in September - I can't come in February - run workshops more often
Have multiple record keeping and bookkeeping workshops to demonstrate the different software options available
Have the keynote speakers who talk about ag advocacy not "put down" the "other side." I've lived on a farm and then not as an adult. I see both sides and don't like to be pigeon-holed in one group or another. Maybe other attendees feel the same way.
Having gotten to retirement age since WIA started, maybe more of the aging subjects be revived; health, accepting and coping with aging. Many of us are the aging and have to have help that was given to our parents.
Having take home materials is very helpful. Possible having more information on upcoming education opportunities for those who can't be at WIA (i.e., some of the guys we work with)
How to get out of family farm corporation without having to pay capital gains tax. Speaker: Ken Morgan, CPA, Seward, NE
I don't know if it would ever happen, but I would like to see a "Couples Conference" I work side by side my husband each day and the one thing I wished when I returned home from the 2016 conference was, I wish my husband could have heard the main speaker first hand. I also find that for the "men" they don't take the time to go listen to some of the important things like estate planning or balancing the Farm and the Family Life. Some of the new software programs would be helpful also. Such as the tractors use X software for GPS tracking and then the guys don't know how to use the information once it comes in from harvest or even spraying records. These companies need to do training for the Bookkeeper or the person keeping the records. It's hard to find this training at a dealership.
I feel some of the workshops could go into more depth on the subjects.
I feel you focus on info for the younger women starting out which is a great help to them.
I have none at this time
I have none at this time
I haven't been in so long I don't know
I love the classes dealing with the home front...meal planning, sleep, etc.
I may be the minority, but I AM the farmer...not the farmer's wife. I could care less about Zumba or crafts etc. I want to know the latest fertilizer systems and tools for planting or what programs the farm bill has changed or are upcoming. What GPS systems are the best value for the \$. Or how to modernize old equipment to work with new technology.
I really get the most from the day to day needs like the bookkeeping and the computer use more in the direction of what we are facing everyday financially.

**Appendix Table 13: Suggestions to Improve the Conference or Learning Experience**

I still think there is room for a beginners marketing session...not every woman who comes knows how to do this especially when she comes to the operation as a non-farming person. The university speaker better have the skills to teach a beginners session and not assume that everyone knows what a put is or a HTA contract is, etc. WIA has helped many ag women over the years, but new ones are always coming in who haven't a clue. Find someone from FSA who can actually explain all the initials and programs available, what records do they need and who can sign the paperwork.
I think that ya'll have been doing an excellent job and keeping the conference interesting and keeping a variety of classes to fit everyone.
I think you do a GREAT job. I just wish I could attend more of the conferences.
I'd have liked more of a social hour in the later evening. Zumba isn't really a good way to make connections.
If participants are ok with sharing a directory of personal contact info, it would encourage continued interaction between conferences.
In addition to the 'business' side of ag, include some educational sessions on family and homemaking topics, all of us have family and homes we live with and in and they can be just another level of stress when we need to be doing things there too
It became too expensive for me to continue participating.
IT has to include men since they are the farmers
It might be interesting to give everyone a table assignment at lunches and such. I went alone and sat in the back pretty much by myself so I didn't meet many people.
It would be nice if you would have an estate plan every session so you could get to one without so many people needing to go for two.
Keep bringing new topics. Sometimes the topics repeat year to year and new topics are good for those of us that try to attend regularly.
Keep doing what you do!
keep it up!!
keep the communication/ag advocacy front and center; maintain the great speakers about 'agvocacy'
Keep up the good work with good leaders and guest speakers
learning about businesses like farmers business network and learning more about new technology in seed and in equipment
learning about the future of agriculture and government. How to leave it to your family
LI\ike it the way it is. Continue to have a variety of sessions for various ages and interests.
Make sure enough handouts for every class member. Instruct class members to keep personal conversations outside so that everyone can concentrate on speaker.
Maybe a get-to-know you exercise to learn more about individuals general operation (Cattle, Row Crop, Pigs, etc.), where they're from, 2nd gen farmers, etc.
Maybe advertise more. I never knew about WIA until 5 years ago.
modern technology
More booths - variety, continue the "fun" classes
more estate and transition planning, alternative ag practices, round table discussions
More hands on sessions for creating better practices
more in-depth topics and/or longer sessions?
More information on alternative ag - sheep, goats, greenhouses, farmers markets, honey - any small scale ag
more networking sessions before/after workshops

**Appendix Table 13: Suggestions to Improve the Conference or Learning Experience**

more on new farm bill
more overall health information would be a great benefit for all attendees to gain more knowledge in how they can keep themselves healthy not just their land
More programs based on ranching and I would come back to attending.
More representation from advocacy groups...opportunity to create peer groups by location/farm size/role within agriculture for additional communication throughout the year.
More safety, health and wellness seminars
More variety in workshops.
Move it back to early fall so some of the workshops would be more timely - crop insurance, tax planning, etc.
Move the time of the conference back to fall
My suggestion would be to keep the material real, hands-on information that can help women have a more meaningful role in their farming operations. I got a sense that women in attendance were really after that kind of information.
Need to attract more younger generation of farm wives.
Never forget your "beginners" they need as much help and education as your seasoned farm/ranch women.
New different items or classes and having them presented several times
None. great conference
offer classes more than once - found that I could of attend all the classes I wanted
Perhaps more information about bills passed by our lawmakers that will affect our management and what we can do to keep informed
please increase sessions of book keeping, records should be kept current and available at any given time (this is hard to do if "working" farm, too!)
provision for severe weather
Quick Books
Relevant topics. Think out of the box
retirement finances
Small business/value added; brainstorm session w/ grant awarders to vet pie-in-the-sky ideas for loopholes/suggestions, etc. Focus groups on this topic meet once/day?
Something geared more towards the younger/beginner ranch wives. Balancing helping your husband and little kids!
take a break from transition/succession planning
This is difficult because of the wide spread in ages attending the conference and the many varied backgrounds and farming operations. The way it is now makes it possible for every age and background to gain information and confidence.
To learn more about estate succession plans
Topics that could benefit future participants would possibly be climate change--less household waste, no till, cover crops, green energy (e.g. solar); antibiotic use--when its appropriate for people/animals.
Transformational leadership presentation requiring interaction and journaling of personal thoughts
Transition of assets, inheritance planning
UNL has a guy (Jim Jansen) that gave a short class on "Understanding Available Marketing Tools: Future Markets and LPR insurance." It was VERY GOOD! It covered cash, futures, basis and put options and he made it so anyone could understand.
update programs to match actual current ag practices

**Appendix Table 13: Suggestions to Improve the Conference or Learning Experience**

Varied breakout sessions. Booths of various organizations need to be open more for us to explore!
Variety of topics - the same things get repetitive! Maybe include tours? Have you considered rotating the location?
Very well managed. Keep up the good work.
You get great information, but husband needs to be there to hear also. He is the main decision maker in our operation. It is hard to try to explain everything you learned to him.

**Appendix Table 14: Suggestions for a WIA Conference Session or Workshop Offered**

(women are sometimes afraid to talk to our doctors and don't know where to go) women's health - specifically contacting Eva Dawson an occupational therapist in Grand Island. She has opened her own business 'Eva Dawson Therapy Services.' She works with women, men and children with digestive, bladder, pre and post partum, chronic pain, sleep, diet, stress issues. I've met her for lymphedema 4 yrs ago. My son seen for digestive issues. She's remarkable!
?? how does depreciation work when it comes to taxes.
1) An accountant to speak on the diff. types of depreciation, leasing vs. owning, etc. 2) Biosecurity issues - at what point does a "family farm" get big enough that we need to be concerned for our livestock and their health 3) Farm Bill explanation and updates
1) Women in prominent leadership roles. 2) Innovative cooperatives 3) Women entrepreneurs/women-run businesses
1) workmen's comp protection 2) identity theft
a fun craft workshop
A panel of different ladies in the industry would be educational.
Accounting/record keeping/financials; yoga
advertising and marketing on the web, computer safety and maintenance, banking needs and financing
Advocate for farmers/ranchers, How can farm wives/husbands support each other in the agricultural life
Aging subjects - health, accepting and coping with aging; current topics of interest of various topics
Agribile workshop, drone workshop
Agronomy - what's new in weeds, insects, pesticides, seed technology (especially the names and what they mean). Farm Bill outlook, Technology! So many companies want to aggregate your data. Who are they and what do they do?
anything about sustainability, how to handle questions from non-producers about the impact of ag on the environment and about the ethical treatment of animals, nutritional value of crops (for human consumption), expected climate change impact and adaptation techniques
anything about sustainability, how to handle questions from non-producers about the impact of ag on the environment and about the ethical treatment of animals, nutritional value of crops (for human consumption), expected climate change impact and adaptation techniques
Anything listed above, a session on how to discuss conservation issues with producers.
As I am older, I enjoy some of the cooking and fun activities as we are close to retirement.
ATV safety, bookwork, more sessions on cattle topics
balancing farm wife/life and family/home
Basic marketing
Basic repair how to's

**Appendix Table 14: Suggestions for a WIA Conference Session or Workshop Offered**

beef management, feedlot type information
Beef marketing to China, etc.
Biodiversity on ranches, record keeping and its application to value added products
Bookkeeping, taxes, cash flows, problems on family farm between members
BQA certification, tour of slaughter/process/fabrication facility
Bring the Pioneer Woman Dee Drummond. That would be amazing!!!
cash flow, ag law, soil health, farm values - rental rates - lease provisions, new tax bill if passes: effects, computer ed, herbicide resistance, crop ins
cash rent responsibilities of landowner and tenant
Classes on dealing with the home front...meal planning, sleep, and like topics
Communication among families especially partnerships and corporations. What to do when the wife is out of the picture - fear of breaking up the farm by in-laws etc.
computer
creating and keeping an office efficiently organized
Crop insurance - enterprise vs. not; welding; truck driving; working 24/7 with your spouse and maintaining your marriage
crop insurance, marketing of commodities
Crop management
Dealing with need for forgiveness and starting anew when operation has been handed down a generation but maybe not fairly but you still have to be involved with other family members. This is not a problem for me but I know 2 different families for whom it is.
Different alternative enterprises that could be implemented on a farm
Different cropping ideas
Employee's How to retain them and at what cost. Family Business - Fair Payroll based on production an responsibility. I would like the guys to sit in on this. Software idea's that work with Quickbooks. Like Tagging
enjoy personal learning
estate and transition planning
estate planning
Estate planning; landscaping ideas; continuing ed for older people
Estate taxes, helping young farm families understand 4H for their children. Understand where our crops go and how they are made into our food
Estate/business planning, Human Resource information
Exchange programs - youth
family farm divisions, health, labels, exercise, cooking - prime rib/brisket
Farmers business network, seed technology, equipment technology
Farmer's Market (hobby farm options) including legal requirements and food safety; poultry
Farming has changed so much. GPS has had a big impact on things you never thought it would. We have been married 50 years and all those years engaged in farming and livestock!
Farming with multiple families!
Financials - understanding them, preparing them, managing them
first aid on the farm

**Appendix Table 14: Suggestions for a WIA Conference Session or Workshop Offered**

Forming cooperatives of diversification, forming ag airbnb - best way to tell ag story getting them to experience on 1:1 basis
Genetics of beef, crop production in the sand, computer software record keeping
goal setting - personal and farming/ranching communicating among generations - traditionalist, boomers, x'ers, millennials
Grain bin safety (different grain handling systems, retro-fitting for safety, etc.); How to safely get kids involved/interested in ag business
Health insurance - why don't we have a farmers group?; Integrating technology on older equipment/tractors; How to utilize irrigation probe data; Tools for old men and weak women (new gate latches, tip and tricks when you're not strong enough); How to handle situations as a women in a man's world (business transactions and being treated unfairly - sticking up for yourself)
Health workshops of any kind (ex., there was a really good breast cancer session one year)
How big equipment hinder women's role in farming
How icloud can help and what risks it causes for loss or breach of data
How to communicate with a stubborn farmer (husband) to allow more participation
How to connect w/ college-based researchers for value-added ag ideas/grant proposals
How to cut land tax
How to handle hunting leases - rules, etc.
How to track grain inventory; how to keep detailed swine production records; what to put in a lunchbox at harvest for healthy meals
Husband - wife conflicts and cooperation in transitioning
I could learn more about commodities marketing.
I feel the information provided with these subjects such as crop insurance, the farm programs, and financial business is of high interest.
I find that Common Ground does an excellent job advocating for agriculture. I would like to hear more about their efforts and techniques.
I have always wanted one on grain storage - how long it takes to dry down - like 18% moisture, is it better to leave the fan on in rainy weather or should it be shut off. The best way to control rodents, etc.
I have rented my farm house and corrals and tenants are upgrading pens and tanks, etc. I need to learn about the expenses I can claim for taxes. Session to address this would be helpful.
I liked the landscape and cooking for crews/harvest
I think at least one Nebraska tourism session is good. Even farmers need to take a vacation and where to go whether camping or sightseeing makes no difference. But we need to know where to go. One or two on health, both physical and mental is necessary. Estate planning cannot be emphasized enough. Bring the computer lab...I heard a lot of women say they couldn't get in. They may not think to write that down in the overall reviews, but they do talk around the dinner tables. I'm not really fond of Annie's Project, but maybe it could be part of some of the sessions offered in some way. Better descriptions of what each session offers would be helpful. Sometimes, what it says isn't exactly what is offered. The topic leaders need to make it clear and concise what they are going to talk about.
Insurances are so high - \$9000 per year. Special taxes too high also farm land taxes
Jim Jansen - UNL; Marketing - How to get that niche market; what's out there - NCBA, R Calf, CBA and how do they help; NRCS programs - rehabbing ranches - trees and cost share
Keep it simple - marketing using cash only. Any workshop helping to organize office - especially grain incentives. Financial ratios - are they helpful and how to figure them easily
leadership, communication, organizational skills, home and outdoor decorating
legislation

**Appendix Table 14: Suggestions for a WIA Conference Session or Workshop Offered**

Legislative issues and their possible effect on agriculture
Love Jolene Brown! Enjoy topics about farm relationships and estate planning
marketing Angus (registered) starting up. Crop insurance - what's really needed? AI introduction
Marketing! knowing when to sell and what it's based on
Maybe bring in more stuff geared towards the fertilizer/chemicals aspects of farming.
More bookkeeping programs, practices, etc.
More fun topics like dog training (oh yes that would be for ranchers with lots of cattle), horse care, training, etc. Present health issues with GMOs!
More on recordkeeping, with and without computers, financial and production. Gardening/local grown foods and preservation of what is grown. Advocating for what we do so others understand.
More stress management sessions
n/a
New irrigation processes - beyond pivot and flood - plusses and minuses
New opportunities in retirement. I need new challenges!
Newest research on saving irrigation water; finding labor for help on ranches and farms
No till farming, preservation of the microorganisms in the soil
non-vocational activities, time management, creative - down-time pursuits
offer more technology seminars in regards to the farmer. How technology plays a large role in a farmer's operation
other ways to provide for the farm, bee keeping, laying hen information
Property tax reduction. Fund schools by sales and income tax.
Quick Books - record keeping for accountant ready, sale of equip., etc.
Quickbooks, CattleXpert, Health insurance for small business
Record keeping is of on going interest to me.
Renting land to family. How to make it work for both parties.
Safety - new equipment possibility available, Update on laws/regulations, China market - how to catch the possible benefits, Livestock diseases
Safety for farm families, health and wellness, mental health
self-help - tailgate recipes - farm bill info
Sessions on the market prices on it affects farmers/ranchers
sheep - wool
some you've had: kid safety on farm, grandparenting, prepare for retirement
Steps to take for expanding business, different ways passing the farm on to the next generation
Technology changes within agriculture. Keep crop insurance and farm bill updates.
The important role livestock has to farms/ranches and communities. But I'm biased. :-)
Time management for WIA
Trade laws and current legislation and affects to producers. Women's health within agriculture
Transitioning to retirement - medicare and SS
Use of social media to promote on-farm supplemental income
We are an organic farm. So perhaps a little more topics that would be helpful to that subject.

**Appendix Table 14: Suggestions for a WIA Conference Session or Workshop Offered**

web page development; Facebook for business?; Cattle marketing strategies; Yoga for flexibility, etc.
While we only had 20 plus people at the session we presented, I was impressed with the detailed questions people were asking. We will return again if we are asked - Nebraska FSA
Wish you would have advance commodity marketing classes. Plus more livestock marketing insurance classes
workshops/breakouts and/or presentations relating to either being a non-resident owner or being the tenant of non-resident owner
World view marketing How other countries grow, sell, and use their commodities U.S. International relationships with other countries Why pinkeye in cattle is becoming more prevalent and harder to treat How to background calves for better overall feedlot performance Musk Thistle control Palmer Amarith(sp?)/dicamba issues Calving in sync with nature/economic benefits Fenceline weaning Rotational grazing improvements Cedar tree control-why, how, and importance Control burns - benefits, how

**Appendix Table 15: Other Sources for Obtaining Risk Management Information**

accountant
accountant, AgWest
Ag. connections
banker
broker, accountant, attorney
Cargill rep
CPA/attorney
Extension
Extension office
Extension office
Extension Service workshops
Farm Bureau
farm magazines and brokers who deal in crop/livestock futures
farm publications, marketing consultant
feed nutritionist
govt websites
Hertz farm mgt
industry providers
Insurance agent
insurance agents
Insurance options (last survivor - estate) Ag West
LRP Insurance, PFG Insurance, Feedlot manager
magazines
magazines, Drovers, Angus, Midwest Messenger
many farm magazines and visiting with other farmers
marketing firms



**Appendix Table 15: Other Sources for Obtaining Risk Management Information**

my accountant
not information, walking in dark
NRCS
NRSD
online forums, magazines, websites
other local seminars
our lawyer
paid ag newsletters
paid consultants
publications/Internet
purina rep
Reading Farm magazines
University workshops and info meetings
UNL Annie's Project
UNL Extension field days and Farmer's National
UNL ranch tour, range beef cow symposium
websites, seminars
Women Involved in Farm Economics (WIFE)

**Appendix Table 16: Types of Respondent Nonfarm/Ranch Business Products or Services**

ag mgt
AKC breeder
AVW seeds
backgrounding calves
bookkeeping services
buy taxes
clothing alterations
craft fairs
custom haying
custom haying
custom planting/harvesting
direct beef sales to family and friends
Dog boarding
electrical service and repair
electrician/bookkeeper
fiber art and related sales
freelance artist
grain bin sales

**Appendix Table 16: Types of Respondent Nonfarm/Ranch Business Products or Services**

haul hay
hay
hay grinding - comm
health and fitness coach
honey
independent trucking
Livestock processing
manufacturing ag equipment
own and run greenhouses
painter
painter, decorator
photography
photography
rental house
sale barn
seed rep
seed sales
sell corn and beans
swathing and baling
Thirty One
Thirty One Gifts
trucking
trucking - hauling breeding gilts
trucking ag products
trucking co.
Agricultural Construction fencing noxious weed management
carwash
CPA
custom farming/drilling
dog training
fall/winter cows on stalks
Freelance ag journalist
I work full time off farm as a nurse.
local trucking
Photographer
show coordinator
tree trimming
egg sales/Farmer Market/custom beef
gift shop
property management

**Appendix Table 17: Additional End of Survey Comments**

A great place to go for women to understand we are very important in the business
Bad time of year - calving season - cannot attend easily. Meeting is farming oriented, not ranching oriented.
Choices of answers didn't always fit my situation. My husband handles the day to day running of the operation (hay & beef cows). I pay the bills and do the bookkeeping and also work full time in town. My husband also has a small pest control business that I tried account for in the survey wouldn't take the info. We own our ranch but also have half ownership of the farm I grew up on in Platte County which is rented out. I was unable to give you # of acres of different types of ground so did put in 0s to get through the survey.
Due to weather, how about holding WIA at a different time of year. I never know and sometimes I don't register to attend because of snow and ice.
Error on off farm business - requested a numeric answer We engage in ag and commercial concrete construction and steel fabrication
I can't wait to attend conference #2!
I don't know how old this is, but I wish to respond because my mother always thought highly of your programs and looked forward to them. I wanted to let you know that due to medical issues, she will not be participating in your survey. Please remove her from your list as it is very doubtful she will again participate. Again, THANK YOU for having this program, I hope it continues well into the future!
I enjoy attending the workshops. The motivation/comical speakers are good. I enjoy some of the workshops and new practices such as bee keeping. I enjoy the fellowship w/ other ag women and like to learn new ways to inform non-ag people about where their food comes from and about crops. I do Ag in Classroom and visit our local school with books and give a talk about our farming and we usually do a little project that is interactive and fun.
I have not attended WIA annually. I wanted to but it felt like if I went 2 years in a row I was getting the same info, same speakers as Norfolk WIA conference. I want to have fun but I also want to take something new away every time. Even if it's hand on how to plumb fertilizer fittings like kids at pre-school! Businesses - I want to know where I can find stuff! Real stuff for the farm, not candles or farmer t-shirts. Online shopping etc.
I haven't been able to attend the last several years. We travel out of country with a group for winter trip and has been held same time as our trip...disappointing. I miss attending! I love Women in Ag!
I know there are some women who really like to have their husbands along, but from past experience, men tend to restrict the openness of questions from the women. Nothing against the men, it's just that they tend to put the brakes on open discussion among women. I guess that makes me sexist, but I can see where some of the farm wives get a bit uncomfortable when they are trying to understand a concept but don't want to ask for clarification in front of a man who 'clearly understands' all of it, but wouldn't ask if he didn't. It is after all, Women in Agriculture.
I love WIA!
I think its a great opportunity for women to learn about practices, changes in the industry, etc. There are so few times the women involved in a farm/ranch operation are recognized or have an event solely dedicated to them. Thank you for such a great event!
I would like to see health insurance seminars. I would like to see the local coops and banks sponsor women to attend conference.
Is the 'Women in Ag' type conference at Northeast Comm. College in Norfolk a stand-alone or could it be combined w/ the UNL group/plans. There seems to be a lot of overlap w/ speakers, presenters, classes, etc. and holding 2 conferences in 2 different areas of the state (closer to me) could be a positive thing.
I've enjoyed many years of WIA from the beginning. My interest in attendance now is not there. I still have interest but am busy with other things now. This is a tremendous program that has been well attended for many years. I attended faithfully until the last 3 years. Much success as you continue.
Looking forward to next conference!
offer class CD. Record each class and information for each.

**Appendix Table 17: Additional End of Survey Comments**

Please keep it up!
Please send info about booth opportunities for Feb. '18. Essential You Aesthetics Health and Wellness, 13643 W Sargent Rd Beatrice NE 68310 ( <i>personal information omitted</i> )
Practical farmers of Iowa is a more useful group for women than is WIA.
Programs most helpful: marketing, new farm bill, USDA programs, knowledge of farm/city relations (what city kids and adults know about the farm)
Quick Books program
Quit asking questions as farm/ranch. Ask the question for a farmer AND ask the question for a rancher. I resent being called a farmer. I do NOT tear up the ground to grow my crop. My crop is grass! There is a HUGE difference in a farmer and a rancher! The only thing we have in common is we both usually live in the country. I will never spend that kind of \$\$ weekend to attend WIA. I bet if someone were to get a conference together in Western NE say at North Platte and base it on things ranchers deal with and some fun/funny ranch things it would be a hit! The last couple years I attended the WIA, I heavily commented on gearing things towards the ranch life, but the numbers are not there to make the change.
Really enjoy WIA. A good place to get ideas and great fellowship. Just seeing a smiling face and know that person understands the ups and downs in our way of life makes me feel a part of something big! Wished I would have known of WIA years ago. It will be 5th year in 2018.
Thank you for all your hard work and your dedication to keeping this conference going.
The information I gather at WIA is used by our business and those we work with. Some of our renters don't do well with continuing education so the information I bring to the table is very important. Thanks for the great conferences!
These questions may be more for the younger set. I'm passed doing a lot of the info presented. At 60+ I better have a plan prepared. I did enjoy the update. I found it interesting and my daughter was very impressed.
This is such a worthwhile conference. Thanks to all who make it possible!
This questionnaire was difficult to fill out, at least with any level of accuracy. Family health issues have prevented me from attending the last few years. How can I remember how much impact a conference I attended four years ago had on my operation, much less quantify a dollar amount? Suffice it to say the conference is an excellent tool for women to learn new material and refresh in old knowledge, in a format that is geared toward women. We tend to think differently and value different aspects of our operations than men do, such as communication and family dynamics. I appreciate learning in a less intimidating environment. I see things that my husband misses and he values my judgement. That's why WIA is vital. We are stronger as a team.
To help clarify some of my answers, my husband and I have started a cow/calf operation. I also work for a feedlot as an accountant.
Try and keep cost of convention low. I couldn't come last year. Crop prices so low felt money had to be used on other things on farm.
We do not have a computer so naturally many of the workshops do not apply to us. The special speakers for each conference are interesting and very good - if you can hear them! The one outstanding speaker - and there have been many - but I really appreciated R.P. Smith - he spoke just following the twin towers tragedy. The one I least enjoyed was impersonation of Elvis!! One thing I do not like is crude language or crude jokes!
We need to lobby the state for property tax reduction. We need to fund schools with a sales and income tax. Farmers would gladly pay income tax but they have to pay property tax even if they don't make a profit. Land is the farmer's 401K and we pay taxes on it every year. The majority of people have a 401K and only pay tax when they take it out. If its a Roth IRA, they pay no taxes.
Well rounded and organized conference, I appreciate the host site in central Nebraska. By networking, I gained insight into the lives of a variety of generational farm/ranch women from a variety of ag backgrounds.

**Appendix Table 17: Additional End of Survey Comments**

What could we do to lower our own taxes (land)
When I have been able to attend - the speakers have been good, well informed and enjoyable. Wish I could go every year
WIA is a great conference to learn, keep up to date and have fun!
WIA is a nice opportunity for women to have to learn and socialize.
WIA is a wonderful opportunity to learn more about ag industry, especially for women who are new to this experience. I loved attending but had to quit because the move to February didn't work for me and our operation (calving season). While I may not be directly involved in calving, my guys appreciate the warm clothes and hot dinners provided when they come in from the cold temps. The September dates offered more tax tips by Tina, which was a great help (and you didn't have to worry about blizzards!). So I can't really answer these questions.
Women gather for a business seen as dominated by men. Love seeing a room full of women young and old. There are so many topics that can be covered that it is hard to know what should be covered. But getting women to network is your biggest success from WIA.
Wonderful opportunity for anyone connected to agriculture.
Would come every year if I could but it conflicts with trade show in Omaha or Agri-Eco tour conf.
You are doing an excellent job. Always a fun, inspirational, educational experience. I really think if Eva could speak she'd be able to show many women there really is help out there. Most of us take care of the rest of the family first leaving ourselves go ignored. She and I met through G.I. Phys. Therapy for breast cancer after care. I have talked to her about WIA and she said she would be very happy to come speak!! Please contact her!! Thanks! <i>(personal information omitted)</i>

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