

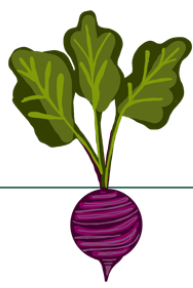


WOMEN  
FOOD & AG  
NETWORK

# IMPACT REPORT

2025





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## DEAR WFAN SUPPORTER,

This past year, 2025, was one of change internally and externally for WFAN. WFAN said farewell to Juliann Salinas, Becky Thorson, Dr. Stephanie Enole, Piper Wood, and Amie Adams in the first half of the year. We are grateful for their hard work, creativity, and commitment to WFAN over the years. The uncertainty around federal funding at the start of the year placed us and many other organizations in a difficult position when considering where and when to move forward with our work.

I joined WFAN in April as Interim Executive Director. I had a lot of questions on arriving, but what was clear to me was the need for WFAN and our mission rings as true today as when we were founded almost thirty years ago. The world of agriculture is rapidly changing with new pressures that we would not have imagined even two years ago. I firmly believe women and gender-nonconforming people have a vital role to play in shaping the future of our local food systems and agriculture in general. You can see the power of women-led change in the organized movements across the US to care for our people, our water, and our land.

I am deeply grateful for all that have stepped up to support and champion WFAN now and over our history. Our members, donors, and funders make it possible for WFAN to continue serving our community. I am especially thankful to my 2025 WFAN team: Lauren Marolis, Piper Wood, Olivia Flannery, Maureen "Mo" O'Brien, Kaila Red Bow, and Daniela Palacios. I am honored to be continuing on as WFAN's full-time Executive Director in 2026, and I am excited for the future we are building together. We will be continuing to grow our team, build on our partnerships, and offer more opportunities for you to learn and connect with your WFAN community!

With much love,

*Jennifer Studebaker*

**WFAN Executive Director**



# ABOUT THE WOMEN, FOOD, AND AGRICULTURE NETWORK

The **Women, Food, and Agriculture Network (WFAN)** is a community for food growers and land stewards who have been historically excluded from access to education, infrastructure, and support networks in agriculture. Together, we can share the connections and encouragement needed to be effective practitioners and supporters of sustainable agriculture.

## OUR MISSION

To engage women in building an ecological and just food and agricultural system through individual and community power.

## OUR VISION

A vibrant, community-centered food and agricultural system in which women and other gender-marginalized people are strong leaders.

## OUR TEAM

**Jennifer Studebaker**, Executive Director

**Lauren Marolis**, Program Manager

**Maureen O'Brien**, HOP Program Assistant

**Olivia Flannery**, WCL Program Assistant

**Kellin Gässer**, Digital Marketing Assistant

### Fall 2025 Interns

**Daniela Palacios**, Communications Assistant

**Kaila Red Bow**, Plate to Politics Program Assistant



*Photo Credit: Maureen O'Brien*















*Maureen (Mo), Lauren, Jennifer, and Olivia  
at our Ames Autumn Roots Fundraiser*

*Photo Credit: Morgan Bradley*

# MEMBERSHIP

This September, WFAN introduced a new membership structure, recognizing the need for increased clarity on what it means to be a WFAN member. Previously, our membership was based on a time, talent, or treasure model that was hard to track, so we shifted to an anniversary-based dues model with annual renewals. Our membership dues are tiered by your self-identified ability to pay, but all members receive the same member benefits, **outlined below**. Membership dues provide a steady source of income that allows WFAN to respond emerging needs and increase our overall financial security. Since we made this change recently, we will wait to report member numbers in 2026.

Benefits	WFAN Members	Open to All (Non-Members)
Receive WFAN Newsletter		
Access to WFAN Events & Conferences		
Access to Event Recordings		
Discounts to WFAN Events & Conferences		
Access to Member-Only Events		
Access to Member-Only Facebook Group		
Free Member Downloads (Zine, Calendar, etc.)		
Discounts on WFAN Merchandise		
Eligible for Board Service		

[JOIN NOW >](#)

# MEMBERSHIP

The **Access**, **Individual**, and **Sustaining** membership choices are all for individuals. We also added a **Household** option, which allows you to include partners, children, and others residing at the same address in your membership (up to 4 people).

Membership Type	Annual Cost
Access Membership	<b>\$30</b>
Individual Membership	<b>\$60</b>
Household Membership	<b>\$120</b>
Sustaining Membership	<b>\$150+</b>

We also introduced **Organizational** memberships, so businesses and non-profits can join WFAN and have their staff included as members. Organizations may join for the number of staff they would like included in the membership rather than their overall staff size.

Membership Type	Annual Cost
Farm or Small Nonprofit Membership (Up to 5 staff)	<b>\$250</b>
Organizational Membership (Up to 10 staff)	<b>\$500</b>
Organizational Membership (Up to 20 staff)	<b>\$1,000</b>
Organizational Membership (Up to 100 staff)	<b>\$5,000</b>
Organizational Membership (Up to 250 staff)	<b>\$10,000</b>
Organizational Membership (Over 250 staff)	<b>\$15,000</b>

Organizational memberships also include the option of having your organization's name and/or logo featured on the WFAN website.

# INTRODUCING OUR PROGRAMS



## HARVESTING OUR POTENTIAL (HOP)

HOP is WFAN's farmer mentorship program. Beginning farmers are paired with an experienced mentor for a season. Together they set learning goals for the mentee that they work on over the season. We also offer topical Learning Circles and webinars focused on community building and knowledge sharing on farm-related issues.



## WOMEN CARING FOR THE LAND (WCL)

WCL is WFAN's land stewardship program, focused on engaging women landowners and other land stewards in implementing conservation and sustainable agriculture practices on their land. Our Stewardship Ambassadors share their stories to inspire others to take action on their own land. WFAN and our partner organizations host Learning Circles and other events to provide education, connection, and resources around land stewardship.



## PLATE TO POLITICS (P2P)

P2P is WFAN's leadership development program to encourage women and other gender non-conforming people to take on leadership roles in their communities to advocate for more just, ecologically sound agriculture and food systems. In the past, this program has included in-person trainings, but this year, we focused on educational resources and webinars.

# HARVESTING OUR POTENTIAL

## 15 pairs in 7 states

In 2025, WFAN was able to host 15 total mentor/mentee pairings, 1 winter season pilot and 14 summer season pairs, across 7 Midwest states.

## 3 Learning Circles



Neurodiversity in Agriculture: Creating Spaces for Neurodivergent Farmers and Farm Workers to Thrive



Navigating Networks of Care to Support Farmer Wellbeing



Handing Your Farm Off With Care: A Conversation About Land Transition and Access

## 1 Fundraiser

Our Winter Solstice fundraiser in Omaha in support of HOP saw a packed house!



*Photo Credits in Descending Order:*

*Penny Molina*

*Ali Yahnke*

*Mike Peterson*

*Jennifer Studebaker (featuring*

*Sarah Xiong's catering)*



# WOMEN CARING FOR THE LAND

## Stories of the Seasons StoryMap

In April 2025, WFAN launched our **Stories of the Seasons Digital StoryMap** in partnership with Iowa State University, American Farmland Trust, and NOAA-Central Midwest Climate Opportunities & Learning project, featuring the beautiful art of Caylin Jade.

This immersive online experience explores the changing climate across the seasons in Iowa through data, art, and stories. Thank you to all that collaborated on this project with special thanks to Stephanie, Piper, and Amie for making this a reality on the WFAN side.



## Iowa Organic Conference Learning Circle

Jennifer and Olivia joined Mary Beth Stevenson from the City of Cedar Rapids and WFAN Board Member Emmaly Renshaw for a Learning Circle workshop, "Native Plants in Your Borders," at the 25th Iowa Organic Conference in November. With 16 attendees outside the facilitators, it was a lively discussion about how native plants can help protect our waters and our soil.



# WOMEN CARING FOR THE LAND

## Stewardship Ambassadors

WFAN completed our CIG grant in 2025, started in 2022, with **19 Stewardship Ambassadors** trained that together delivered:



**77 guest speaking appearances across 5 states, reaching an estimated audience size of over 5,000 people**



**Through media features, we estimate that their stories reached over 465,000 people**

*Special thanks to all of our Stewardship Ambassadors throughout this project, listed on pg. 14, and Olivia for her project support!*



*Sue Kuennen demonstrating a beehive to students*



*Silvia Abel-Caines's Herbal Workshop in October 2025*



*Ruth Rabinowitz was recognized as PFI's Farmland Legacy Owner of 2025, presented by Chris Henning*



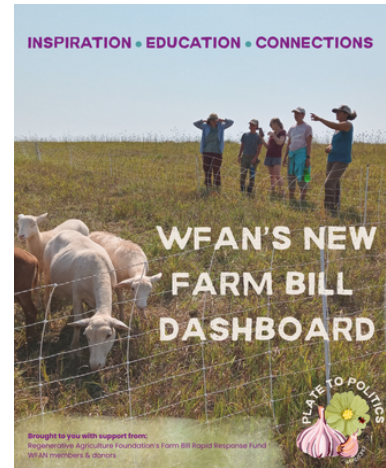
*Sue Kuennen's Tour of Anne's Fen in July 2025*

# PLATE TO POLITICS



## Farm Bill Dashboard

Our P2P Program Assistant Kaila listened to farmers and students about what they wanted to know more about when it came to the Farm Bill. Recognizing that we were facing another extension in 2025, she compiled this introduction to the Farm Bill with resources for continued learning in our [\*\*Farm Bill Dashboard\*\*](#).



## Advocacy & Policy 101 Webinar Series

With Kaila's help, WFAN began our now monthly Advocacy & Policy 101 webinar series in November 2025. We welcomed [\*\*WFAN Founding Mother Denise O'Brien\*\*](#) as our inaugural guest speaker to share about her experience as a community organizer and political candidate.



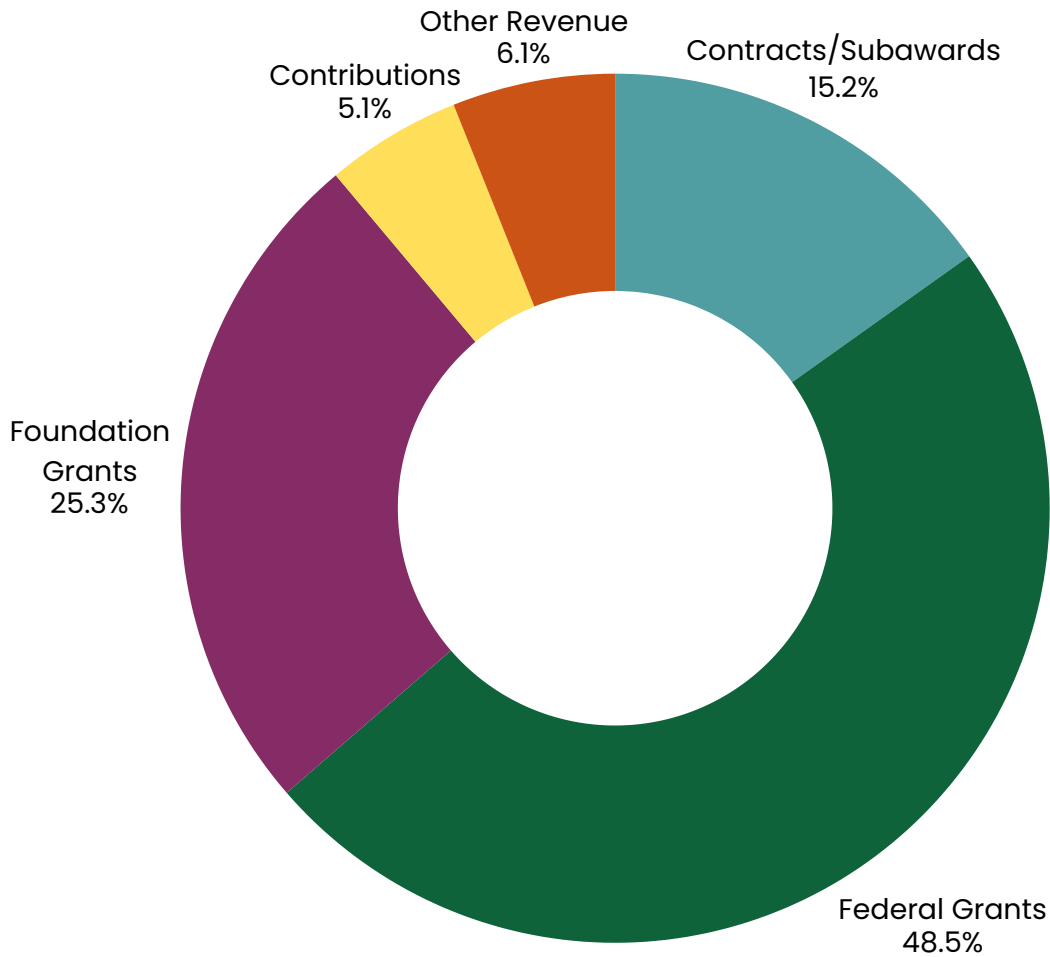
In December, [\*\*James Mitchell and Anthony Pahnke from Don't Cage Our Oceans\*\*](#) joined us to share about the threat of private fish farms polluting our oceans. This series will be continuing into 2026, so if you would like to be a guest speaker or have topic you want to learn more about please let us know!



# WFAN'S FINANCIAL HEALTH

WFAN was able to close 2025 in a solid financial position with positive operating income. Our projected revenues came in under budget, but we were able to adjust our spending to remain financially stable. This careful stewardship of our finances allowed us to adapt to our changing circumstances. With this strong grounding moving into 2026, we look forward to welcoming a full-time Operations & Membership Manager. However, we will need to continue to diversify and cultivate funding for our programming to continue in 2026 and beyond.

WFAN 2025 Income Sources



# WHAT'S NEXT FOR WFAN



WFAN's strategic plan ended in 2025, so we will be creating our new strategic plan in 2026. We will be sending out a community survey, hosting open listening sessions, and conducting individual interviews. This is to ensure our new strategic plan is co-created with the WFAN community's input.

We know WFAN's conferences are a big draw, but they are also a lot of work. To allow us time to rebuild our team and processes, we will be focusing on hosting regional gatherings and offering more in-person programming. We expect to host a larger event this fall, but stay tuned for classes, workshops, fundraising events, and other opportunities to come together throughout the year. We look forward improving our internal processes and response times with our incoming Operations & Membership Manager joining us in early 2026.



WFAN Board Members Morgan Bradley and Jan Libbey (above)

Ames Autumn Roots Fundraiser (below)



Photo Credits: Maureen O'Brien



- HOP will be hosting 21 pairs for our 2026 season as our BFRDP grant ends in September.
- We will be offering virtual Learning Circles and hosting in-person meetups as funding allows.
- We will be rolling out our new program curriculum for mentors.



- We have 3 virtual and 2 in-person workshops being planned for the first half of the year in partnership with the City of Cedar Rapids.
- We will be offering ACPF sessions with an action stipend for those in the Cedar River Watershed.
- In the second half of the year, we will be planning more events across the Midwest.



- We will be continuing our Advocacy & Policy 101 webinars, bringing a range of guests to share about their work.
- We will be developing our vision and funding support for this program to expand our offerings.

# GRATITUDES

With a small staff, WFAN needs our community to help move our work forward and make an impact. We are incredibly thankful to everyone that has stepped up during this transition year, ensuring WFAN's continued presence and health.

## WFAN BOARD OF DIRECTORS

- Jennifer Payne
- Morgan Bradley
- Elizabeth Link\*
- Jean McGuire
- Sam Tannenbaum
- Emmaly Renshaw
- Jan Libbey
- Sophie Churchill\*
- Mac Beamer\*
- Maria Teresa Tancredi\*

## TRANSITION TEAM

- Angie Carter
- Jennifer Payne
- Elizabeth Link
- Mac Beamer
- Celize Christy

*\*indicates a board member who finished their board service in 2025*

## 2025 HOP MENTORS

- Alice McGary
- Ali Yahnke
- Caite Palmer
- Carly Zierke
- Dayna Burtness
- Hannah Bernhardt
- Hannah Breckbill
- Holly Koster
- Jess D'Souza
- Jennifer Lumpkin
- Julia McGuire
- Linda Hezel
- Natasha Nicholes
- Penny Molina

## STEWARDSHIP AMBASSADORS

- Lucinda Steunkel
- Sara Bassett
- Palma Joy Strand
- Alicia Gasaway
- Michelle Harrigan
- Heather Lynch
- Sue Kuennen
- Ruth Rabinowitz
- Susan Mayo
- Colleen Biver
- Susan Nelson
- Ellen Petrick
- Dixie Stechschulte
- Hannah Bernhardt
- Silvia Abel-Caines
- Betsy Zarko
- Chris Henning
- Jackie Armstrong
- Chris Henning
- Palma Strand

## COLLABORATORS

- Dr. Jean Eells of E Resources Group
- Dr. Angie Carter of Michigan Tech
- Dr. Linda Shenk of Iowa State
- Dr. Bill Gutowski of Iowa State
- Dr. David Bennett of U of Iowa
- Dr. Brandi Janssen of U of Iowa
- Sarah Helmer of U of Iowa
- Mary Beth Stevenson of Cedar Rapids
- Christi Southerland of Prosperity Ag
- Dr. Esther Shekinah and Kriss Marion of Wisconsin Women in Conservation
- Lisa Kivirist of Renewing the Countryside
- Dr. Kanika Arora of U of Iowa
- Dr. Julie Bobitt of U of Illinois Chicago
- Dr. Kelly Wilson and Dr. Olivia Caillouet of The Center for Regenerative Agriculture at U of Missouri
- Kristina Villa and Ian McSweeney of The Farmers Land Trust
- Abbe Turner of Common Greens Ohio
- Heather Bacher of Women4theLand
- American Farmland Trust
- National Family Farm Coalition (NFFC)
- National Sustainable Agriculture Coalition (NSAC)
- Practical Farmers of Iowa

# GRATITUDES



Thank you to the funders who make our work possible! *Click on the names below to learn about each funder.*

- [Regenerative Agriculture Foundation](#)
- [USDA Regional Conservation Partnership Program](#)
- [USDA Conservation Innovation Grant](#)
- [USDA Beginning Farmer and Rancher Development Program](#)
- [NOAA/RISA](#)
- [Patagonia](#)
- [Clif Family Foundation](#)
- [American Farmland Trust](#)
- [AgVa Foundation](#)
- [Companion Baking](#)
- [The Helen & William Mazer Foundation](#)
- [Carbon 180](#)
- [Renewing the Countryside](#)
- [Farm Credit Services](#)



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## GET INVOLVED WITH WFAN!

Our network emerged nearly 30 years ago in response to a need for community among women in agriculture. Join us in building an ecologically and socially just food and farm future! Stay connected to the **Women, Food, and Agriculture Network** through social media and through our now monthly newsletter. Click the icons below to connect with us!

