



Farmer-to-Farmer Program Small Farms Conference Report

May 2022
Adama, Ethiopia

FARMER^TFARMER
The USAID John Ogonowski and Doug Bereuter Farmer-to-Farmer Program

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ABBREVIATIONS

CRS	Catholic Relief Services
F2F	Farmer-to-Farmer
EGCDWO	Ethiopian Guenet Church Development and Welfare Organization
EPHI	Ethiopian Public Health Institute
CIMMYT	International Maize and Wheat Improvement Centre
MoH	Ministry of Health
EMI	Ethiopian Management Institute
SNNPR	Southern Nations, Nationalities, and Peoples' Region
MCS	Meki Catholic Secretariat

FARMER-TO-FARMER PROGRAM SMALL FARMS CONFERENCE REPORT



1. LOCATION AND DATE

The conference was held May 19, 2022, at Haile Resort in Adama, Ethiopia.

2. ACKNOWLEDGMENT

The conference would not have been possible without committed support from CRS' senior management in Ethiopia, especially Zemedu Zewdie, Country Representative, and Suganya Kimbrough, Head of Programs, and the planning committee: Melikte Tadesse, Wintana Mebratie, Mulugeta Tadesse, Luwam Yohannes, Lidia Retta and Haile Deressa from CRS, and Abraham Kasaye from EGCDWO. The conference was also made possible with the initial ideas, continuous guidance and support of Patrick Bell, Chief of Party; Nyambura Theuri, Deputy Director; and Peter Kariuki, Technical Advisor. Dr. Moti Jaleta (CIMMYT), Dr. Mitiku Bekele (Jimma University), Yigerem Terefe (EMI), Tiruset Haile (CRS), Dr. Masresha Tessema (Ethiopian Public Health Institute) and Fesseha Tekle (Ministry of Health) are highly acknowledged for their valued presentations in the plenary session and panel discussion. We also acknowledge our host partners and stakeholders who presented their achievements and products and shared their experiences at the marketplace. We are grateful to Tsigereda Tafesse, Moderator Consultant, for her great facilitation, which made the conference events very interactive and effective. Finally, we would like to thank USAID for their funding support through the Farmer-to-Farmer program which made this event possible.

3. BACKGROUND

The USAID Farmer-to-Farmer (F2F) Program provides technical assistance to farmers, farm groups, agribusinesses and other agriculture sector institutions to promote sustainable improvement in food security and agricultural processing, production and marketing. The main goal of the program is to generate sustainable, broad-based economic growth in the agricultural sector through voluntary technical assistance. The program also promotes people-to-people exchange, understanding of United States foreign assistance programs and private involvement in development activities.

Catholic Relief Services (CRS) is implementing the second phase of the F2F program (2018-2023) in Ethiopia, Benin, East Timor, Nepal, Rwanda and Uganda. In Ethiopia, the program focuses on technical interventions in crop and livestock value chains. Working with host partners, F2F identifies challenges and needs during problem analysis and recruits skilled experts to spend two to four weeks providing host organizations and beneficiaries with technical support. After receiving the technical assistance, the host partners adopt the solutions and recommendations (i.e., technologies, techniques and best practices) and disseminate them to their beneficiaries. Previously, volunteer experts were recruited from the United States and were deployed to the partner countries. However, due to COVID-19 travel restrictions, the program has focused on engaging local volunteer experts who are remotely paired with the U.S.-based volunteers to implement the assignments.

On May 19, 2022, CRS presented the Small Farms Conference to facilitate exchange and adoption of best practices, technologies and innovations among host partners, beneficiaries and stakeholders participating in the F2F program. The conference was attended by farmer cooperative unions, private agri-businesses, microfinance institutions, civil society organizations and universities as well as representatives of the Ethiopia Ministry of Agriculture, CRS and USAID programs.

4. OBJECTIVES OF THE SMALL FARMS CONFERENCE

The Small Farms Conference had two main objectives.

- Facilitate the exchange and adoption of best practices, technologies and innovations among host partners and beneficiaries.
- Facilitate linkages and collaborations among host partners and other stakeholders.

5. CONFERENCE EVENTS

5.1. Welcoming Remarks

Mr. Zemedu Zewdie, CRS Country Representative, welcomed participants, and Wondwosen Dejene, a senior advisor of the Ministry of Agriculture, delivered the opening statement.



“...In 2021 alone CRS Ethiopia helped more than 10.8 million people through its diverse initiatives and engagement”

***Zemedu Zewdie
CRS Country Representative,
Ethiopia***

5.2. Opening Statement

Wondwosen Dejene, Senior Advisor, Ministry of Agriculture

Mr. Wondwosen Dejene, a senior advisor of the Ministry of MoA, delivered the opening statement of the conference on behalf of H.E. Dr. Fikru Regassa, State Minister of the MoA. In his speech, Mr. Wondwosen emphasized the importance of such conferences in facilitating transfer of information, knowledge and skills while disseminating new technologies to farmers. Mr. Wondwosen praised the F2F program and participants' efforts in their roles in bridging the skill gaps in the sector and emphasized the importance of such a beneficiary-focused and skill transferring projects in making the work done sustainable.

According to Mr. Wondwosen, the MoA recently established a new program office called Demonstration Desk, which is tasked with showcasing and disseminating dipositive research findings directly to beneficiaries. Hence, it is worthwhile to share experiences from the CRS F2F program.

“The Small Farms Conference is essential to facilitate transfer of information, knowledge, and skills among stakeholders, and to disseminate new technologies to framers”



5.3. Highlights on the Farmer-To-Farmer Program

Haile Deressa, Farmer-to-Farmer Program Manager, CRS

The F2F program focuses on both crop and livestock value chains. The first goal of F2F is to ensure inclusive and sustainable agricultural development work, thereby creating job opportunities, especially for young people. The second goal is promoting people-to-people exchange to increase volunteers' and host partners' relations and their understanding of US international development programs.



“The F2F program established a system of facilitating interactions, networking and learning among volunteers, host institutions and beneficiaries.”

Haile Deressa, CRS F2F

F2F technical assistance primarily focuses on four types of strategic partners:

- farmer organizations with a large number of beneficiaries and impact potential
- private sector businesses involved in farming and agro-processing, such as dairy farms
- The third group is education and research institutions providing technologies and technical advice to the communities and agribusinesses
- non-governmental organizations, especially those who providing financial services and development supports to the communities

The program approach involves problem analysis to identify technical challenges and host partner needs, scope of work development, and volunteer recruitment and engagement. In this manner, US and local professional volunteers with key expertise are deployed to provide technical assistance. The F2F program has established a system of facilitating interactions, networking and learning among volunteers, host institutions and beneficiaries.

The COVID-19 pandemic has affected program outcomes. Since 2019, 46 of the planned 80 volunteers were mobilised and assigned to support host institutions. Nearly 2,000 people have received direct assistance, and 24 host partners are being supported. Gender inequality is still an issue, with 39% of trained participants being women despite the target of 48%. Program impact in terms of hosts' gross revenue increased nearly by 400%, reaching \$38.5 million against a baseline of \$10.4 million. These results are attributed to a nearly 60% increase in net income and a nearly \$2 million expansion of agricultural loan values for rural communities. Development of new and improved products contributed greatly to these results.

F2F collaborates with other sectors and programs (including WASH and health) to address the issue of poor nutrition through nutrition awareness, nutritious food preparation and recipe demonstration.

The program also assists third generation universities (those most recently established in Ethiopia) in strengthening their capacities to produce better research results that benefit local farmers. In addition, F2F provides support to fill gaps in academic leadership and management to enhance overall performance of the universities.

The program's major challenges are the ongoing burden of OVID19 and the security problem in the northern part of the country. In addition, partner organizations lack the appropriate skills and experience to solve their unique technological problems and there are few laboratories available for simulation, system analysis, or related work are also mentioned as being challenges.

5.4. Value Chain Management for Agricultural Commodities

Dr. Moti Jaleta, Senior Scientist and Agricultural Economist, International Maize and Wheat Improvement Centre (CIMMYT)

Because products are produced by a large number of farmers, standardizing their quality is extremely difficult. Because output is determined by environment, genetic and management variabilities, often there are no standards for agricultural products. The agricultural value chain suffers because of middlemen who simply increase price margins without adding any value, leading to increased and volatile market prices. The absence of an insurance scheme in the industry is another factor constraining the agricultural value chain. We need to consider the value chain in its entirety as the strength of a value chain is limited to its weakest link in the chain. Moreover, there is no established value chain to accommodate agricultural production.

Human capital as human resource management is critical at every stage of the value chain and therefore the primary focus should be on investing in human capital. People must be trained, educated and empowered. To retain trained people in your organizations across all aspects of the value chain, you must reward achievement.



We must consider the agricultural value chain in its entirety as a value chain is as strong as its weakest

Moti Jaleta, CIMMYT

Dr. Moti stressed the importance of properly gathering and interpreting information at all stages of the value chain in order to make timely decisions based on the available information. He also stressed the importance of maintaining product quality in order to gain trust and win competitions. Quality should be rewarded to justify the extra costs incurred to ensure quality. Dr. Moti gave the example of quality control in milk production. “When discussing milk quality,” he said, “we must reach out to farmers and explain what milk quality is. A poor-quality milk from a single farmer will contaminate the

products collected from all the other farmers. As a result, we should be able to raise milk quality awareness for each farmer. Just as we should reward those who ensure quality, there should also be a penalty for those who do not. We cannot ensure quality or build market trust if this type of mechanism is not present.”

Dr. Moti emphasised the importance of healthy competition to foster creativity and improve efficiency and explained the Ansoff's business development matrix in relation to the agricultural value chain in Ethiopia. He stated that competition should be considered both from the market side and the product side. He elaborated on the need for developing a distinct brand and the importance of risk management in the value chain through proactive measures.

Audience members asked about the effects of using pesticides, herbicides and low-quality seeds in agricultural production as well as potential solutions to address the issues of nutritional deficiency in products. Dr. Moti replied that although the use of chemicals as insecticide, herbicide and fungicide is not an ideal solution, the absence of viable alternatives has forced farmers to continue the practice. He mentioned a recent study that showed the importance of agronomic biofortification – adding to the soil micronutrients that are needed for human health, such as zinc and iron, to enhance essential micronutrients in grains.

Participants also asked about quality control issues in the value chain, particularly product tampering and adulteration, which have been happening with increasing frequency in products such as butter and injera. Participants questioned how can the customer be regarded as the king when the customer is made to consume adulterated food products? Dr. Moti acknowledged the problem and the serious public health hazard it is causing. He said building a strong consumer society is required to ensure consumer protection and for the customer to be treated as a king.

5.5. The Role of Leadership in Organizational Development

Dr. Mitiku Bekele, Dean of the College of Education and Behavioral Sciences, Jimma University

Leadership is everyone's role. If human resources are not adequately trained to lead and manage an organization, all other resources are wasted. A single person will not be sufficient to enable the organization to achieve its goals. To achieve larger organizational goals, it is critical to assemble a group of people with diverse skills and experiences.

Leaders enable organizations to achieve their goals by effective and efficient resource mobilization and making informed decisions. In order to maximize the use of human and other resources, we must understand the complex behaviour and nature of humans. Finding qualified employees and striking a balance between effectiveness and efficiency are challenges, and organizations need technically competent leaders who understand employee behaviour and have a thorough understanding of their organization.

“Leaders enable organizations to achieve their goals by effective and efficient resource mobilization and making informed decisions”

Dr. Mitiku Bekele, Jimma University

5.6. The Role of Leadership In Business Development

Yigerem Terefe, Management Consultant, Ethiopian Management Institute

Businesses continually strive to be the best in a competitive environment. Businesses need to have a competitive advantage over their competitors in order to not only outperform but also to survive. A business can achieve long-term competitive advantages by improving its operational efficiency. This will enable businesses to better adapt to changes and respond to changes successfully. Strategic

thinking is essential to transforming a business and achieving long-term competitive advantage. For this reason, leaders who are excellent strategists are required.

Although measures such as implementing industry best practices, improved machinery, a new management strategy, or implementation of a new business management tool can lead to operational effectiveness, it worth considering that these measures are given to all, and any competitor can adopt them. Hence, developing a strategy for targeting customers, proposing values and configuring the value chain are the primary competing points that can ensure competitive advantage that is difficult for others to replicate. Strategic execution is critical for strategic plans to transform the business and improving business culture is required to carry out the strategic plans.

“A business can achieve long-term competitive advantages by improving its operational efficiency”

Yigerem Terefe, EMI



Dr. Mitiku and Mr. Yigerem responded to questions 6 regarding non-value adding activities and politics in business and organizations that impact the agriculture sector. They emphasized the importance of neutrality and inclusiveness. Another participant commented on the importance of interrelations among traditional, modern and hybrid styles of leadership.

5.7. Panel Discussion

5.7.1. Nutrition-sensitive agricultural interventions to improve nutritional security and health of women and children under 5 in rural Ethiopia

Dr. Masresha Tessema (Director for Food and Nutrition Research, Ethiopian Public Health Institute), Tiruset Haile (Deputy Chief of Party, Resilient Food Security Activity, CRS), Fesseha Tekle (Senior Program Manager for Sekota Declaration Delivery Unit, Ministry of Health)

Dr. Masresha spoke on food-nutrition-health linkages in the context of Ethiopia. He stressed that proper nutrition is essential for good health, and consumption of healthy and diverse foods produced by farmers such as barley, beans, wheat and vegetables should be promoted. He said nutritional deficiencies are a serious public health concern with over 30% of children and nearly 57% of adults affected by growth stunting caused by micronutrient deficiencies. Close to 16% of the country's gross domestic product is lost as a result of this issue every year. Growth stunting is a problem despite adequate food production in some areas due to lack of nutrition knowledge.



Diabetes, heart attacks and hypertension are also becoming more common in urban areas. A person who experienced growth stunting as a child has a much higher risk of developing these health problems than a person who did not experience stunting. Dr. Masresha articulated the importance of cooperation between the Ministry of Agriculture, Ministry of Health and other stakeholders to promote nutrition sensitive agriculture, which can help solve these problems.

Mr. Fisseha explained the concept and practice of nutrition sensitive agriculture. He spoke about the Sekota Declaration, which is a government initiative implemented across the country with the goal of eliminating stunting by 2030. Nutrition sensitive agriculture focuses on projects that provide supports to the community to produce affordable, nutritious and sufficient food. The supply of nutritious and diverse food should be sustainable, stable, available and acceptable to users. He also explained economic and social accessibility of nutritious foods in relation to affordability and cultural values. Producing the required types, quantity, and quality and creating public awareness to accept and consume the foods are important focuses of nutrition sensitive agriculture.

Mr. Fisseha explained the importance of diversifying crop types vis-à-vis the practice of cluster farming, production of nutrient dense crop and animal foods, and fortification of food products as some of the solutions to nutritional problems in the country. Collaborative efforts and commitments of various organizations and institutions are important to solve issues in the food value chain.

Increasing agricultural production can increase societal earning power, which increases access to balanced nutrition. It can also enable women to provide proper nutrition to their children, as women spend most of their earnings on feeding their kids. Mr. Fisseha mentioned that producing nutrient-dense and bio-fortified foods, reducing post-harvest losses, and proper transportation of products to the market are important considerations in the value chain.

Tiruset Haile spoke on gender roles and cultural aspects affecting nutrition security of women and children under five. She explained that the first 1,000 days of a child's life, from conception to the age of two, are critical for the child's basic growth and development. It is the window of opportunity to prevent malnutrition and lay the foundation for healthy and bright future.

Women of reproductive age, especially first-time mothers, should be prioritized in the nutrition agenda as they are vulnerable due to biological and socioeconomic factors. Although women are active participants in agricultural activities, men and women in the household have unequal wealth distribution and food consumption, particularly in rural communities. Women are unable to provide adequate nutrition for their families due to the imbalance in resource control and utilization. By focusing on women, we benefit the entire family. Mrs. Tiruset also mentioned the negative effect of the highly imbalanced division of labour in households and societal food taboos on the health of pregnant woman and children.

Mrs. Tiruset stressed about the importance of behavioural changes, from food production methods to consumption habits, in order to make the entire value chain inclusive of women and people with disabilities. She called for those involved in agricultural research and development to consider the needs of women, children and people with disabilities in their work.

The panelists answered questions from participants. Some of the ideas and suggestions include the following:

- Nutrition education is a very important for improving the nutrition status of families. Therefore, a nutrition curriculum should be developed and integrated across the Ethiopian education system starting from early childhood. Dr. Masresha explained that the EPHI, Ministry of Health and Ministry of Agriculture are working with the Ministry of Education to develop a nutrition curriculum for elementary school.
- Sectoral integration is a key approach for achieving our nutrition goals. There needs to be a coherent approach to address nutrition deficiency in its entirety. Shortages and price increases in the agricultural input market are factors contributing to malnutrition, but often overlooked. The unilateral and often contradicting approaches in the agricultural and other sectors are hampering achievement of the country's nutrition goals.
- The impact of various nutrition improvement policies and measures should be assessed and evaluated. This will enable policy makers and programs to identify gaps in current practices and plan mitigation or improvement measures for the future.
- Ethiopia should have a localized nutrition standard to guide nutrition practices and interventions to improve the nutritional status of people.
- Most agricultural research in Ethiopia is focused on maize, wheat and teff. This has a negative impact on promoting nutrition sensitive agriculture. Dietary diversity cannot be achieved without the availability of diversified farming beyond maize, wheat and teff, and the knowledge of nutrition values of different products. Thus, more studies and promotion should be conducted on other nutrition sources.
- Inclusion of women in agricultural sector organizations and projects is important to improving food and nutrition security. Agricultural and nutrition policies, programs and interventions should have a gender inclusiveness lens if we want to achieve our nutrition goals.

5.8. Feedback From Host Partners and Beneficiaries on F2F Volunteer Technical Assistance

5.8.1. Genet church development organization

Abraham Kasaye, Ethiopian Genet Church Development Organization (EGCDWO)

EGCDWO is primarily run by over 800 volunteers and 140 full-time employees. The partnership between F2F and EGCDWO began in 2019 technical assistance from US and local volunteers who supported EGCDWO's staff and beneficiaries (farmers and government staff). Furthermore, the

volunteers supported the organization in developing a resource mobilization document that was recently published.

Mr. Abraham expressed gratitude for F2F assistance and suggested that the volunteer support period be extended beyond 15 days based on the nature of the technical support. He also emphasized the significance of establishing a connection between the host and a source of funding, as dissemination of some of the volunteer recommendations require funds. He also discussed the importance of assessing changes and impacts of volunteer work across the hosts and beneficiaries.

5.8.2. Meki Catholic Secretariat

Muhedin Teha, Meki Catholic Secretariat (MCS)

The development wing of the Meki Catholic Secretariat supports nearly six million beneficiaries through various development and emergency programs. It operates in 23 *woredas* providing supports in the areas of food security, education, WASH, nutrition and health, child protection, women empowerment, and institutional and human capacity building. Mr. Muhedin said that MCS has received 10 F2F volunteers to assist them in value chain management, nutrition, capacity building, water management and livestock development.

5.8.3. Feedback from farmers

Gebreyohannes Wudima and Fekadu Belachew

Two farmers reflected on their personal experience of receiving F2F support through host organisations. Gebreyohannes Wudima, from Wolkite area, expressed gratitude to CRS for all the support the farmers have been getting through the F2F program. He also thanked Wolkite University for hosting the program and facilitating technical support to farmers in Wolkite. He is satisfied with the organic fertilizer (biofertilizer) introduced through F2F, which resulted in improved productivity of his farm. He said the farmers benefited from the biofertilizer, improved seed, and farm equipment and that farmers are now willing to pay for the biofertilizer. He appreciated involvement of farmers in the conference to discuss their issues and experiences with professionals and requested all the participants to consider farmers in future conferences.

Fekadu Belachew, from Salale area, expressed gratitude to CRS and Salale University for the training and advice he received in animal husbandry, forestry and farming. He has improved the quantity and quality of his milk, supply to market and income. He said he will expand his farming using the skills he gained and will also transfer to other farmers to help them improve their production practices and efficiencies.



“the organic fertilizer (biofertilizer) introduced to us by F2F and Wolkite University resulted in improved productivity of my farm”

Gebreyohannes Wudima, a Farmer from Wolkite

5.9. Marketplace Exchange and Networking

The F2F Small Farms Conference hosted 24 marketplace exhibitors, farmer cooperative unions representing thousands of farmers, private sector partners, NGOs, research organisations and universities working in the agriculture sector. The exhibitors showcased and promoted their work, products, and technologies to the conference participants. Some of them have their products at the marketplace. The event also created a platform for networking and exchange, and even formation of business cooperation among the organizations. Some of the professional experts who participated in the conference also formed linkages with the host organization and expressed interest in providing them with technical support and advice.

Small Farms Conference Marketplace





5.10. General Feedback on The Small Farms Conference



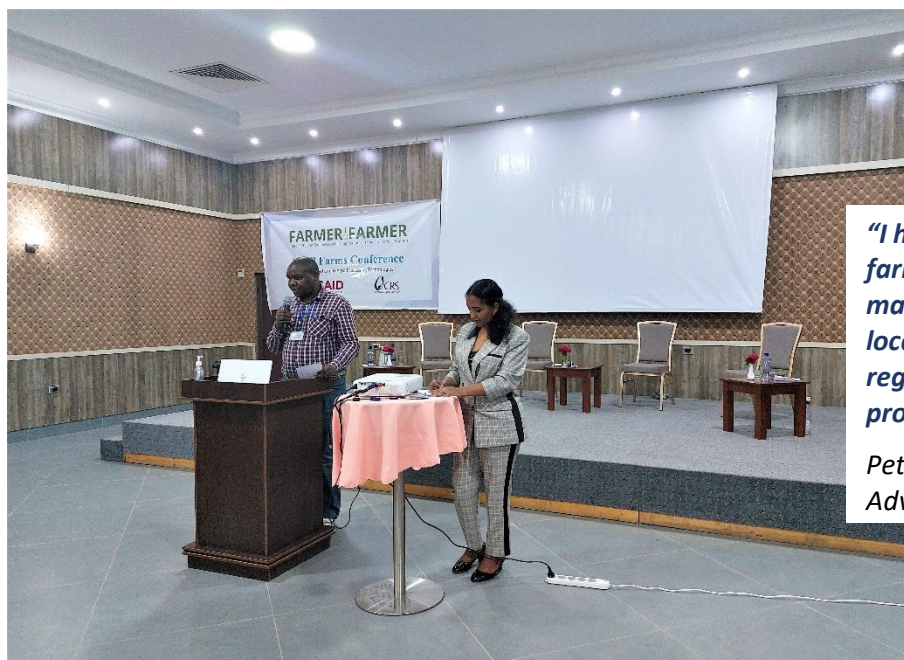
- Participants appreciated the content, input, discussions, and networks created at the conference. They recommended that the conference to be given more time proportional to its benefits. They affirmed the topics covered and the discussions held are both interesting and useful.
- Farmers benefited from assigning volunteers who are not only intellectuals but also have practical farm experience.
- A participant from Hawassa University discussed how the university and PhD candidates benefited from the assignment of a volunteer named Dr. Alemu, an instructor who has been teaching in the United States for over 25 years. Through the volunteer linkage, a staff from Hawassa University also got a PhD opportunity in the US.
- Dr. Melkamu Alemayehu, the winner of USAID Farmer-to-Farmer Volunteer of the Year Award for 2021, thanked CRS for allowing him to fulfill his public service obligation through the volunteer program. CRS approached him for work that connects nutrition and health by establishing vegetable gardens in health centres around Bahir Dar. This work benefited the health centres while also educating their patients on the significance of vegetables in improving human nutrition

and health. Dr. Melkamu stated that the 15-day volunteer period expired before the work began, and that he needed to use an additional 15 days and arranged his own transportation to the sites to finish the work. He recommended that the conference should be held over a two or three-day period to allow participants more time to explain what they gained and offered.

5.11. The Way Forward

Peter Kariuki, Technical Advisor, Farmer-to-Farmer Program

Moving forward, CRS will continue to be an innovative and dynamic learner to improve its activities and services to partners and beneficiaries. Mr. Kariuki emphasized the importance of collaboration and linkage with the government, particularly the Ministry of Agriculture. He believes that it will be more interesting to go out and organize such conferences in the regions and farms, where the products can be displayed at the point of production. As an example, he cited Kenya's national agricultural shows, where the government commits resources and farmers bring their best products. Best products can be chosen and rewarded. This will encourage participants to learn, improve and innovate in order to be the winner of the next show. He expressed his hope that the F2F conference and marketplace will follow this path.



“I hope to see the small farms conference and marketplace hosted by local partners in the regions where several real products can be displayed”

Peter Kariuki, F2F Technical Advisor

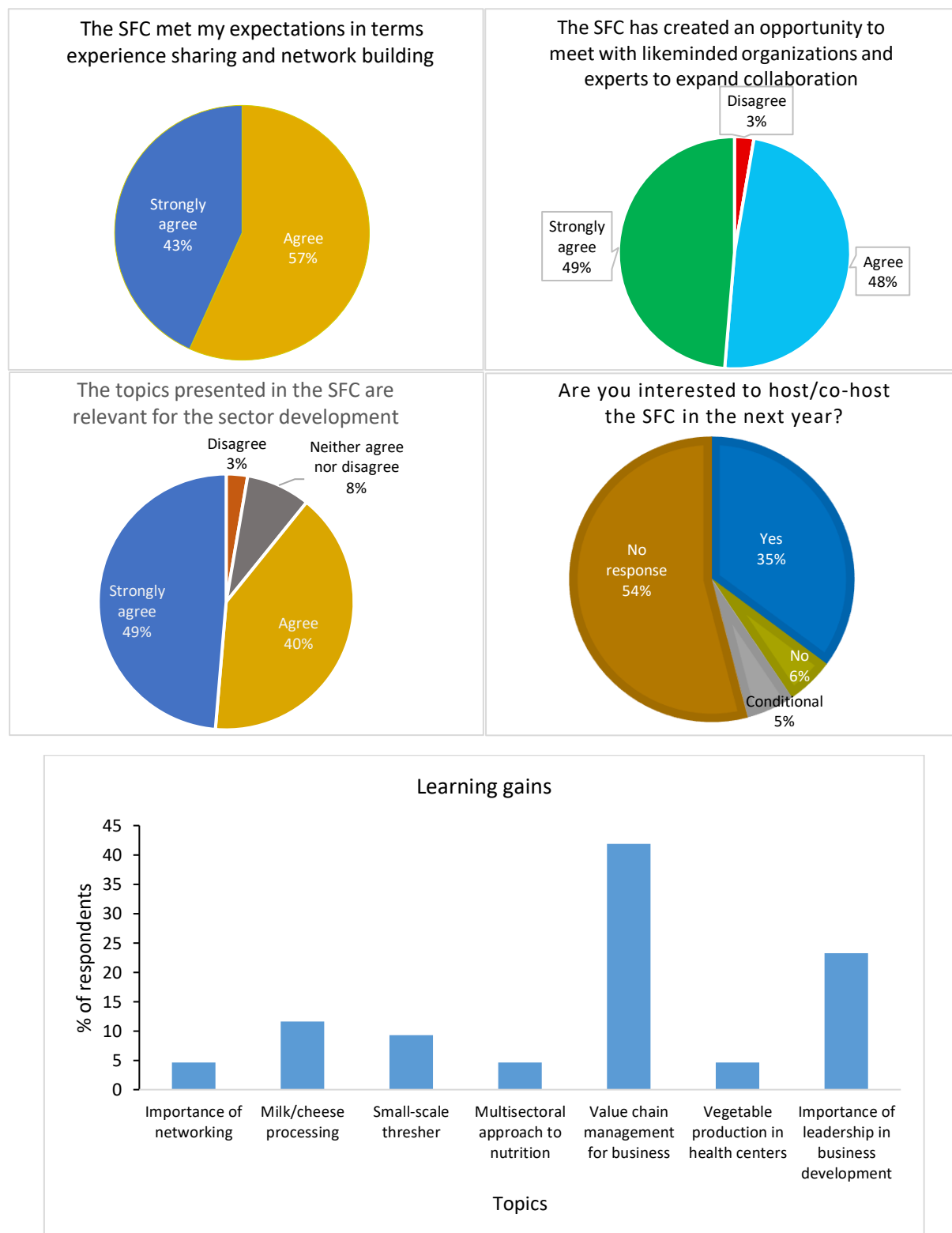
5.12. Presentation of Certificates To The Conference Planning Committee

CRS Country Representative Zemedu Zewdie and Mr. Haile Deressa, Farmer-to-Farmer Program Manager, presented award certificates to members of the conference planning committee from CRS and host organization for their contributions to the success of the event. Abraham Kassaye, Ambachew Worku, Melikte Tadesse, Wintana Mebrate, Mulugeta Tadesse and Luwam Yohannes received award certificates.

6. ANNEXES

Annex 1: Summary analysis of feedback collected from participants

At the end of the conference, a questionnaire was distributed to collect participants' feedback on their satisfaction, learning gains and recommendations for improvements.



Annex 2. SFC feedback collection form

Please check [✓] your level of agreement in the boxes

No.	Questionnaire	Strongly Disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly Agree (5)
1	The Small Farmers Conference met my expectations in terms of sharing experiences and building networks					
2	This conference has created an opportunity to meet with likeminded organizations and experts to expand collaboration					
3	The topics presented in the conference events are relevant for the agricultural sector development in Ethiopia					

4. Is there any new knowledge/technology/innovation you learned and would like to adopt in your organization/business?

- -----
- -----
- -----

5. With which conference participant (organization) you formed linkage to collaborate in the future?

- -----
- -----
- -----

6. a) Is your organization interested to host/co-host the Small Farms Conference in the next year?

b) What is your suggestion to make the Small Farms Conference a sustainable national event?

7. Any recommendation for effective planning of the SFC in the future

Name of respondent: -----, Organization: -----, Contact: -----

..... **Thank you!**

Annex 3. List of participants of the SFC

No	Name	Organization	Type of organization
1	Yared Abebe	Yaya Dairy Farm	Private agri-business
2	Mohammed Abuana	Mohammed Dairy Farm	Private agri-business
3	Gebreyohannis Wudima	Farmer	Farmer
4	Fikadu Belachew	Farmer	Farmer
5	Kifle Lentiro	Wolkite University	Public (academic) institute
6	Abraham Mulatu	Wolkite University	Public (academic) institute
7	Ermiyas Ashenaf	Wolkite University	Public (academic) institute
8	Dr. Tadesse Birhanu	Salale University	Public (academic) institute
9	Gutu Deme	Salale University	Public (academic) institute
10	Dr. Hailu Gebru	Salale University	Public (academic) institute
11	Demisew Meshesha	Addis Alem Agricultural Development	Private company
12	Kasaye Cheru	Lume Adama Farmers' Union	Farmers' organization
13	Gudisa Gizaw	Lume Adama Farmers' Union	Farmers' organization
14	Adem Jambo	Bora Dembel Farmers' Union	Farmers' organization
15	Temesgen Ababau	Bora Dembel Farmers' Union	Farmers' organization
16	Muhedin Teha	Meki Catholic Secretariat	Civil society organization
17	Amintu Esmael	Meki Catholic Secretariat	Civil society organization
18	Million Sitota	Meki Catholic Secretariat	Civil society organization
19	Melkamu Fantahun	Lay Gayint Coop Union	Farmers' organization sector
20	Dr. Mitiku Bekele	Jimma University	Public (academic) institute
21	Yonas Derebe	Injbara University	Public (academic) institute
22	Alemayehu Assaye	Naseba Animal Nutrition	Private sector
23	Ebenezer Alemayehu	Naseba Animal Nutrition	Private sector
24	Temesgen Afework	Naseba Animal Nutrition	Private sector
25	Fikadu Reta	Hawassa University	Public (academic) institute
26	Yordanos Reta	Hawassa University	Public (academic) institute
27	Admasu Amenu	Selam Hawassa Business Group	Private company
28	Feyisa Hundessa	Haramaya University (volunteer)	Public (academic) institute
29	Girma Kebede	Harar Catholic Secretariat	Civil society organization
30	Lakew Bizuneh	Harar Catholic Secretariat	Civil society organization
31	Dr. Abdi Mohammed	Haramaya University	Public (academic) institute
32	Mehadi Usmael	Haramaya University	Public (academic) institute
33	Dr. Melkamu Bezabih	Debre markos University	Public (academic) institute
34	Yibeltal Tarekegn	Debre markos University	Public (academic) institute
35	Habtie Ras	Gozamen Union	Farmers' organization
36	Dawa Nura	Gozamen Union	Farmers' organization
37	Eyob Eticha	Alema Farms	Farmers' organization
38	Ashenafi Sisay	Alema Farms	Private company
39	Tamirat Kore	Ethiopian Institute of Agricultural Research	Public Institute
40	Tariku W/Senbet	Bahir Dar Catholic Secretariat	NGO
41	Dr. Melkamu Alemayehu	Bahir Dar University (volunteer)	Public (academic) institute
42	Emebet Mekonen	Emebet and Children Dairy	Private agri-business
43	Afewerk Hailu	Ethio-Wetlands and Natural Resources Association	NGO

No	Name	Organization	Type of organization
44	Tadele Teshome	Ethio-Wetlands and Natural Resources Association	NGO
45	Leben Tsegaye	Guenet Church Development and Welfare organization	NGO
46	Abraham Kasaye	Guenet Church Development and Welfare organization	NGO
47	Bekalu Genene	Metemamen Microfinance	Private company
48	Mulualem Fanta	Metemamen Microfinance	Private company
49	Wondewosen Dejene	Ministry of Agriculture	Public organization
50	Ephrem G/Meskel	Shayashone	Private company
51	Michael Wendimu	Shayashone	Private company
52	Haleluya Abebe	CAMS engineering	Private company
53	Yigerem Terefe	Ethiopian Management Institute	Public enterprise
54	Dawit Assefa	Fintrac	USAID Program
55	Peter Kariuki	CRS - EARO	CRS
56	Dr. Moti Jaleta	CIMMYT	International Research Institute
57	Dr. Masresha Tessema	Ethiopian Public Health Institute	Public Institute
58	Fesseha Tekle	Ministry of Health	Public organization
59	Shimelis Shiferaw	Kombolcha Poultry Resource Development	Public enterprise
60	Kedir Amano	Robe Catholic Secretariat	NGO
61	Kemso Chalisso	Robe Catholic Secretariat	NGO
62	Wubu Taye	Kombolcha ATVET Collage	Public institution
63	Aschalew Birar	Kombolcha ATVET Collage	Public
64	Emawayish Menbere	Robe Catholic Secretariat	NGO
65	Tsigereda Tafesse	Tsigereda Consulting PLC	Private company
66	Zelalem Tafesse	Tsigereda Consulting PLC	Private company
67	Dr. Alganesh Tola	Ethiopian Institute of Agricultural Research	Public institution
68	Abebe Belay	Selale University	Public (academic) institution
69	Teshome Tessema	Selam Children Village	NGO
70	Zemedede Zewdie	CRS	NGO
71	Tiruset Haile	CRS	NGO
72	Wintana Mebrate	CRS	NGO
73	Ambachew Worku	CRS	NGO
74	Mulugeta Tadesse	CRS	NGO
75	Melikte Tadesse	CRS	NGO
76	Luwam Yohannes	CRS	NGO
77	Helina Fisseha	CRS	NGO
78	Ibsa Teshome	CRS	NGO
79	Adey Kebotal	CRS	NGO
80	Assefa Degefu	CRS	NGO
81	Haile Deressa	CRS	NGO