



**KAOS SHEEP OUTFIT**  
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## BILINGUAL GRAZING HERDER & MANAGER TRAINING PROJECT

### PROJECT OVERVIEW

[Fibershed](#), [Grazing School of the West](#) and [Kaos Sheep Outfit](#) are collectively developing a bilingual pilot management training program for all levels of staff of contract grazing operations that will focus on leadership, business, financial, and operations skills. Contract grazing is a fast-growing sector rooted in ancient ways, utilizing ruminants to perform ecological land stewardship, fire and climate mitigation, native species control, range and perennial cropland management. Recognizing a great need to empower the employees of these businesses, we are teaming up to devise a trial seminar to gauge interest in the community and home in on actual grazer needs. Grazing business owners and employees are rarely understood or serviced by standard agricultural agencies and service providers, and we hope to bridge the gap between resources available in English to owners/entrepreneurs and little available for Spanish speaking employees looking towards strong careers in management and ownership.

Our ultimate goal is to offer this as a bilingual course, with concurrent Spanish and English instruction and learning taking place. In 2022, we will be focusing our resources on *building out the Spanish language piece of our curriculum*, designing a 3-5 day gathering which will take place in late summer/early fall 2022. Spanish-speaking attendees from contract grazing companies across California will be invited to participate for a nominal contribution. We will recruit through industry organizations and hope that the entire staff of any outfit can attend. The curriculum will include some of the following areas of study:

- **Financial basics:** Basic accounting, Contract negotiations, Reading financial statements and profit analysis, Contract breakeven and budgeting, Herd growth calculator
- **Leadership training:** Empowerment, Time management, Conflict resolution, Team building/Managerial skills, Negotiating dual-language realities and cultural differences
- **Ecological Operations:** Soil science basics, Native/Invasive plant training, Reading rangeland, Planned grazing overview, Supply chain overview, Safety measures, Climate context
- **Animal Husbandry:** Introductory diagnostics and treatment training for common sheep and goat illness, Overview of common wormers and medicine, Lambing/Breeding Programs, Shearing/h hoof care/castration

We believe that the teams behind these outfits are just as deserving of investments in their technical and professional development as their managers, and we are *actively seeking sponsors, partners and educators* for this initial gathering.

Please be in touch with us:

Olivia Tincani, Project Curator, Olivia Tincani & Co - [olivia@oliviaticaniandco.com](mailto:olivia@oliviaticaniandco.com)

Layla Aguilar, Project Manager, Fibershed - [layla@fibershed.org](mailto:layla@fibershed.org)

Rebecca Burgess, Fibershed - [rebecca@fibershed.org](mailto:rebecca@fibershed.org)

Cole Bush, Shepherdess Land & Livestock / Grazing School of the West - [bcb@shepherdesslandl.co](mailto:bcb@shepherdesslandl.co)

Jaime Irwin, Kaos Sheep Outfit - [jaimeikaos@gmail.com](mailto:jaimeikaos@gmail.com)