

Navigating Your Farm's Future


AGENDA	
10am	Welcome & Introductions
10:30am	General Session— *Estate Planning as a Necessity—Wilson Law Group *Business Entities—Badgerland Financial *Taxes—Gifting & Inheritance—Badgerland Financial
11:30am	Break
11:40am	General Session— *Pre-Marital Agreements—UW-Extension *Protect the Farm from the Nursing Home—Wilson Law Group *Farm Meetings—UW-Extension
12:30pm	Lunch
1pm	General Q&A
1:30pm	Individual Farm Meetings w/ Professionals
2:30pm	Evaluation
3pm	Adjourn



Navigating Your Farm's Future - Impacts

- 101 participants
 - *60 returned & completed evaluations
- Participants from 8 counties
- Demographics of participants:
 - All identified as white
 - 27 males, 23 females
 - Average age 50-64 years old

"Very good...My father just passed away and I'm in the middle of his estate 'stuff'...then I plan to get mine setup."

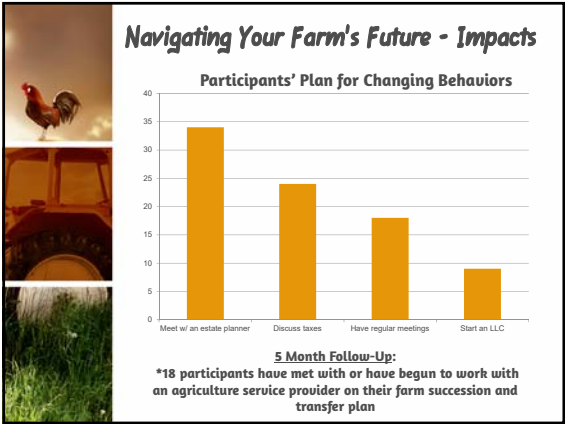


Navigating Your Farm's Future - Impacts

Change in Knowledge of Participants by Session

Session Topic	Pre	Post	Change
Estate Planning	2.6	3.5	+0.8
Taxes – Gifting & Inheritance	2.3	3.3	+1.0
The Farm as a Business Entity	2.5	3.2	+0.7
Pre-Marital Agreements	2.2	3.2	+1.0
Protecting the Farm From the Nursing Home	2.2	3.35	+1.2
Farm Meetings: Communication & Management Style	2.3	3.4	+1.1

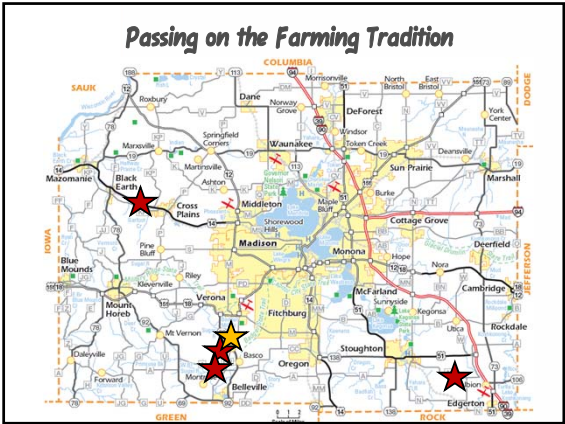
Most Useful Topics:
Estate Planning, Protecting the Farm, Taxes



Passing on the Farming Tradition

- \$15,000 grant
- Funds pay for farm families to meet with lawyers, CPAs, tax accountants, communication specialist
- Goal: Help farms to develop and move forward with a farm succession/transition plan

Funding Sponsor:






Becoming the Employer of Choice

**Becoming
the
employer
of choice**

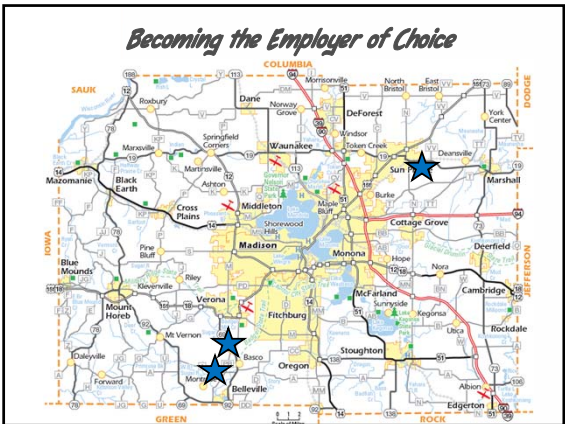



- ❖ From Managers to Leaders
- ❖ Hiring the Right People
- ❖ The Farm Business Culture*
- ❖ Developing a Motivated Workforce*
- ❖ Strategic Leadership & On-Boarding*
 - ❖ Review & Feedback
 - ❖ Managing Conflict*



Becoming the Employer of Choice

- Locations:
 - **Dane County** – 2 farms, 1 producer meeting
 - 31 participants
 - **Fond du Lac County** – Simultaneous Interpretation in Spanish
 - 19 participants
 - 6 Spanish speakers
 - **Washington County**
 - 5 participants





Becoming the Employer of Choice

- Number of cows impacted = 4,600
- Participant Demographics:
 - 16 males, 3 females
 - 2 self-identified as Black
 - 3 self-identified as Latinx/Hispanic
 - Average age 35-49 years old
 - 1 self-identified as 20-24 years old
- **12 farm owners**
- On-farm workshops between February through March
- 14 completed & returned surveys


Becoming the Employer of Choice

Change in Participants' Perception of Employee Management

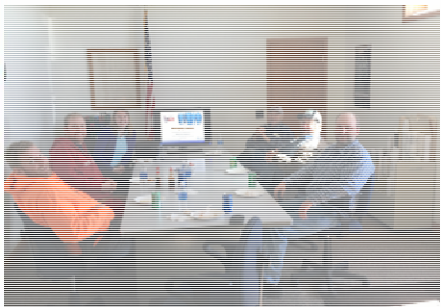
Topic	How comfortable are you with this?			How does it relate to your position?		
	PRE	POST	CHANGE	PRE	POST	CHANGE
*Writing job descriptions	3	3	-	3	3.5	+0.5
*Identifying a farm's culture	3	3	-	3	4	+1
*Being a leader	3	4	+1	4	4	-
*Helping employees understand the vision	3	4	+1	4	4	-
*Motivating employees	3	3.25	+0.25	4	4	-

Participants' Plan for Changing Behaviors

Action	Timeframe			TOTAL
	Immediately	Next Month	In ≥6 months	
*Write position descriptions for all people on the farm.	5	1	2	8
*Practice leadership styles that I'm uncomfortable with.	11	1	1	13
*Implement an on-boarding process.	5	1	1	7
*Update our on-boarding process.	6	1	0	7
*Create a vision for the farm.	2	2	3	7
*Use redirection feedback with my employees.	8	5	0	13
*Have regular reviews with employees.	5	1	2	8
*Establish ways to show my appreciation for my employees.	10	2	1	13
*Make changes to the hiring process we use.	6	1	0	7
*Practice my active listening skills.	13	0	0	13
*Try to learn what motivates my employees.	12	1	0	13
*Think before I react instinctively to situations of conflict.	12	2	0	14
*Make changes to the incentive pay we provide employees.	4	3	1	8



Becoming the Employer of Choice





Becoming the Employer of Choice






Dane County Grazing Network




Partners:



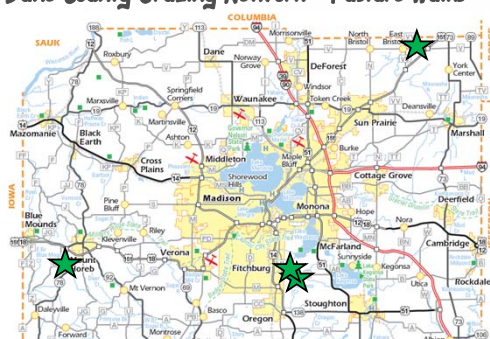



Dane County Grazing Network



- Pasture Walks:
 - Beef Pasture Walk & Fencing Demonstration – June 7th
 - 37 participants
 - Hook Lake Pasture Walk – August 16th
 - 15 participants
 - Organic Dairy Cattle Pasture Walk & Soil Health Demonstration – August 23rd
 - 60 participants
 - Sheep Production Pasture Walk – October 14th
 - 16 participants

Dane County Grazing Network - Pasture Walks





Beef Pasture Walk - 6/7

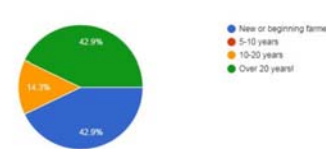
Stoneman Farms – Kevin & Keeley Opperman

13 completed & returned evaluations

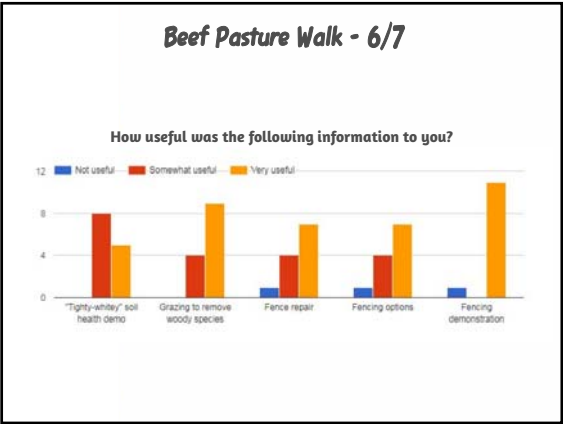
Demographics:
1 participant self-identified as Latinx/Hispanic

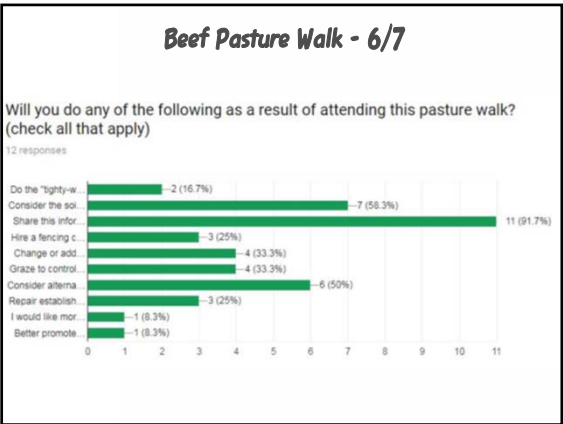
5 farmers, 3 government agency staff, 3 rural residents,
1 urban resident, 1 agriculture professional

If you are a farmer, how long have you been farming?
7 responses



Experience Level	Percentage
New or beginning farmer	42.9%
5-10 years	14.3%
10-20 years	14.3%
Over 20 years	42.9%
















Program Happenings for 2018

Farm Business Management

- ❖ *Becoming the Employer of Choice* – Farm Human Resource Management (cont'd.)
- ❖ “Agriculture Human Resource Management” - Farm & Industry Short Course
- ❖ “Passing on the Farming Tradition” – Farm Succession Grant Project (cont'd.)

Dairy & Livestock Production



- ❖ EWEniversity
- ❖ Dane County Grazing Network




EWEniversity

- Location: Mount Horeb
- 6-week series February-March
- 22 women farmers registered
 - At least three are beginning farmers (do not have a farm currently or no experience w/ sheep)
- Youth are invited to attend for free
- Speakers are local, farmer experts

Partner:









**Thank
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