

Managing a Family Business

It is no secret that managing a family business has its ups and downs. Some family members may not have a desire to be involved in the business, while others want to understand and manage the business but have never been given the opportunity to participate in making decisions. Utilizing family business meetings can help with making businesses be successful.



To effectively work as a family team, it is important that business meetings be held because they can provide a vehicle for making important decisions that may impact

several members. Although important for a number of reasons, sitting at the kitchen table during a meal is not a true business meeting. Consider the following as you make family business decisions.

Holding meetings in a business environment can enhance the quality of the meeting. If possible, meet in an office and limit telephone calls, distractions and other interruptions. If a kitchen table is used, be sure it is cleared of food and other items. Too often, meetings are held only when fires need to be extinguished.

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New World News
A publication of Vreba-Hoff Dairy Development

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Modular Home

One of our clients has a nice modular home for sale. It requires to be hooked up to a septic system and a well. Please call our office if you are interested and need more information.

Custom Applications

Joe Beam does custom field application and lagoon pumping. If you are interested, you can contact him at: (937) 302-6998

EPA Agreement

EPA has extended the deadline for signing and sending in the EPA air consent agreement to July 29th. If you have any questions, please contact our office.

Market Update

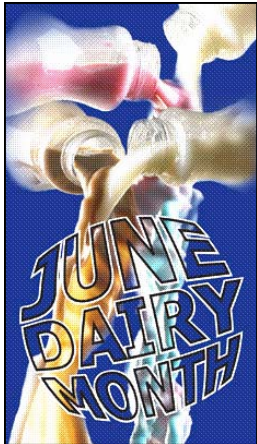
The Mideast Federal Milk Marketing Order, which includes Michigan, Ohio and the majority of Indiana, milk prices are shown to the right.

For daily milk market information, visit: www.dairy.com and go to the "Dairy Reports" section.

*The Class I price is adjusted based on location and will range from \$16.60 to \$17.10 in the Mideast Order.

2005 Milk Prices (announced on June 3, 2005)		
Class of Milk	Price per 100 pounds (or 45.36 kg.)	Change from Previous Month
I Fluid Milk for drinking	\$17.00	+\$.67
II Soft products: yogurt, cream cheese	\$12.78	-\$.46
III Cheese	\$13.77	-\$.84
IV Butter, powder milk	\$12.20	-\$.41

June Dairy Month, a 70-Year Old Tradition



More than 70 years ago, dairy farmers started a tradition that has survived and flourished: June Dairy Month. Originally established to stabilize dairy demand through the grocery store promotions, it has now grown to include many other dairy promotion activities as well.

Here are some statistics about the dairy industry in Ohio,

Michigan and Indiana that you may not have been aware of and can come in handy when talking to your neighbors or others.

Did you know for instance that Ohio counts 3,650 dairy

farms with a total of 267,000 cows? For Indiana these numbers are 2,600 farms with a total of 150,000 dairy cows. Michigan has 2,800 dairy farms, who together are milking 299,000 dairy cows.

The yearly production from these cows is 570 million gallons of milk for Ohio, 302 million gallons for Indiana and 744 million gallons for Michigan.

Ohio has 94 processing and receiving plants. Indiana has 51 and Michigan has 102 processing and receiving plants.

The dairy industry provides a lot of jobs. For instance in Ohio, 4,450 people are employed full-time on dairy farms. Michigan employs 21,000 people in the whole dairy industry.

Sources: United Dairy Industry of Michigan, American Dairy Association of Indiana and Ohio Dairy Industry Forum

Over 12,000 Visitors at Vreba Melkvee

The village of Vredepeel celebrated its 50 year anniversary from June 17-19. A major event of the anniversary celebration was the business open house on Sunday, June 19th. Companies based in Vredepeel opened their doors for the public. Visitors were taken from one open house to the other by hooded carts.

One of the companies that opened its doors was Vreba Melkvee. Over 12,000 people visited the dairy, owned by the van Bakel brothers. Vreba Melkvee houses 1,100 cows but 4 cows were given a special spot so people could pay extra attention to them. The cows are extra special because they produced over 100,000 kg (220,500 pounds) of milk.

All USA-Equipment was exhibited at the site and 15 companies related to Vreba Melkvee also had exhibits.

A lot of hands and sunshine made this event successful.



Over 12,000 people visited Vreba Melkvee



Equipment was exhibited

Poster Requirements for Farm Operations

Federal and State regulations require farm operations to be in compliance with labor regulation. The poster requirements apply to all employers, also agriculture.

A useful website for farmers to know about is <http://www.dol.gov/elaws/poster.htm>. This service walks farm employers through a series of questions to determine their exact poster requirement for federal compliance.



Subjects stated on the posters are minimum wages, discrimination notice, workers' compensation, unemployment insurance, health and safety protection, child labor law and others.

Source: Ohio Ag Manager

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Pick a consistent time to meet and stick to the schedule. If the meetings are to be held the first Monday of the month, make it a habit to meet. If for some reason the meeting has to be cancelled, be certain it is rescheduled.

Be prepared. Take time to prepare an agenda of the items you intend to discuss and provide a copy to each person. Provide an opportunity for all family members to add items to the agenda prior to or at the start of the meeting. If there are any materials (financial records, building plans, etc.) that need to be used at the meeting, give the material to members for review prior to the meeting.

Prior to the start of the meeting make sure somebody will take minutes of the discussion. Unless minutes are recorded, disagreements may emerge later about what decisions were reached.

What kind of decision-maker are you? Decisions that affect the business are important to all family members. Below is a listing of different decision-making styles.

Those who make decisions quickly without consulting others would be considered autocratic. This is the fastest and easiest way to make decisions, but the lack

of ownership by everyone involved is a mayor disadvantage. This approach can be used if time is a constraint or individual parties don't feel a need to contribute.

A second style is democratic. In this approach a vote is taken and the majority wins and the minority loses. This may not be the best approach for small families, but sometimes may be the only viable alternative. Consensus building is a third decision making style. In this approach, facts are used to outline the pros and cons of the decision. This style relies on the belief that those opposed will gravitate to the desired solution when given the right information.

Finally, the most preferred method for making decisions is the collaborative style. Collaboration is a time consuming process, but is one that is best when major decisions must be made and the support of all affected members is needed.

Use this information to begin holding regular meetings with your family. Do some self assessment about your decision making style. These meetings can help to enhance communication and improve the performance of your business.

Source: Iowa State University

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Reminder-Check your I-94 Card Expiration Dates

Please check the dates on the I-94 card (little white card) in your passport.



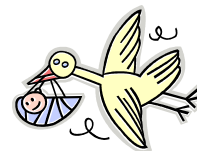
Please also check your driver's license because it may expire together with your I-94 or visa.

Letting your I-94 expire has great consequences for your visa!

To avoid problems when accidentally losing your passport or visa, make sure you keep copies of both in your files, it will help you apply for a new one if necessary.

Announcement

From July 19-21 an Ag Expo will take place at Michigan State University in East Lansing. The 35-acre exposition site is at the corner of Mt. Hope Road and Farm Lane. To learn more, log on to: www.agexpo.msu.edu.



New Arrivals

Congratulations to Yvonne and Harm van de Kolk on the birth of their son Jake. Jake was born on April 27, 2005 and is the first child for Yvonne and Harm.

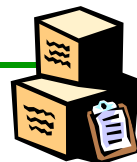
Congratulations to Jodi and Stephen Vander Hoff on the birth of their daughter Lauren Jennifer. Lauren was born on June 9, 2005 and joins brother Chandler.

Welcome

Welcome to Gerrit Houtjes! Gerrit relocated from Heerde, the Netherlands to Hicksville, Ohio and will be residing at:
204 Dixon Ave
Hicksville, OH 43526

New address

Tony and Yvonne Goltstein
3520 S 300 W
Winchester, IN 47394



Drinking Water

The first week of May was National Drinking Water Week. Besides making choices about what water to drink, people can also make choices that can have direct effects on the quality of drinking water sources. Ohio EPA advises people to:

- ◆ Minimize the use of pesticides and fertilizers on their yard or property
- ◆ Make sure to use and dispose of cleaning products, paints and other products containing harmful materials, properly
- ◆ Not over water yards and gardens. Water that runs off may contain fertilizers, pesticides, soil and debris
- ◆ Make sure their septic system is working properly

Source: Ohio EPA

Milking for Quality

Livestock producers and their employees now can pay for, and access, several Purdue University Department of Animal Sciences programs online. Milking for Quality and its Spanish version focus on improving milk quality and are available by dialing 1-888-398-4636 (EXT-INFO) or through Purdue Extension's education store at: <http://secure.agriculture.purdue.edu/store/default.asp>. The courses range in price from \$10 to \$25 and include materials and access to the online course.

More information on this program is available on the following website: <http://www.milkquality.org/>.

Source: Indiana Professional Dairy Producers