

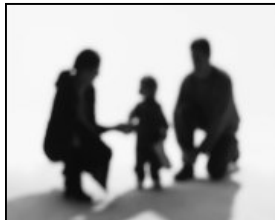
Farm Succession Planning

Most farmers dream of seeing their legacy passed onto the next generation but postpone initiating a plan for succession often citing there is not enough "time" to discuss these matters.

National statistics indicate that while 78% of families intend to pass the business onto their children, only 34% have created a succession plan. 25% of these plans consist only of a will.

In most cases, farm families forget two of the most important components of succession planning: planning for retirement and for the successful transfer of management.

Any retirement planning specialist can quote you the time value of money. It is essential that retirement plans are



established early for all members of the farm business. Succession planning is a process in which the entire family should have a role in. The difficulty many farmers

face is determining how to treat their children "the same" while protecting the son or daughter that has remained on the farm. Estate planning does not have to be equal to be fair. Oftentimes the older generation holds the strings and the younger generation is not given any managerial control of the operation. Farm businesses should develop a plan for sharing managerial responsibilities between generations.

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New World News
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Badtke Moving

Due to a recent engagement, I will be moving to Palo Alto, California in May to join my fiancée, Stephan Gehrke. As an American, it has been interesting to experience Dutch humor first-handed and I have enjoyed getting to know many of your families. I wish you much success in achieving your business goals. And, if you find yourself visiting California, look me up at: kjbadtke@yahoo.com or 650.776.352.

-Kimberly Badtke

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 \$13.02 to \$13.52 in the Mideast Order.

2006 Milk Prices (announced on May 5, 2006)		
Class of Milk	Price per 100 pounds (or 45.36 kg.)	Change from Previous Month
I Fluid Milk for drinking	\$13.42	-\$1.27
II Soft products: yogurt, cream cheese	\$11.37	-\$0.32
III Cheese	\$10.93	-\$0.18
IV Butter, powder milk	\$10.36	-\$0.32

Reminder!

Please check the date on both your passport and I-94. Letting your I-94 expire has great consequences for your visa! Also, when applying for a new visa, your passport needs to be valid for at least 6 more months.

Your driver's license may expire at the same time your I-94 or visa expires, so also check your driver's license.

Strive to Understand Latino Culture

A 2003 study done by the University of California Agriculture Extension, showed that 49% of Midwest milkers were born outside the USA. While resources have improved, challenges involving this valuable employee pool still concern many of today's dairy owners and managers.

"Understanding Latinos is as much culture as it is the language," stated Shaun Judge Duvall of SJD Language and Culture Services, Alma, Wisconsin. Mexican culture is all about relationships; that's why it's vital to build relationships with your Latino employees.

A very important part of culture is how we communicate. Because Mexicans seek harmony, they generally nod their heads up and down as they communicate with others. This can be interpreted as meaning that they understand what is being communicated. In reality, they are just conveying that they do not disagree with what a person is saying. They do not want to create disharmony. Consequently it is important to tell employees what needs to be done, to show employees what needs to be done, have employees perform the job duty in front of you and have employees explain how and why the task is done in a specified way.

Also, Duvall warned dairy producers to be careful with gestures. Pointing at people can be interpreted that you are mad at a person. It's not uncommon for a Latino to give a "one-finger salute" to indicate someone. They may also hold out their hand, palm up, to indicate the same nonverbal message. While we interpret that (pointing with your middle finger) as a nasty vulgar gesture, they use it in a friendly manner. Also, our "things are OK"

hand signal (put thumb and index finger together and create the letter "o") is not a friendly gesture in the Mexican culture.

Understanding your employees' culture and abilities can save you money. You do not want the wrong milking procedures practiced or antibiotic-contaminated milk in the bulk tank. Latinos are very trainable according to Duvall. "Just because they may not have been to school a lot, does not mean they are not intelligent."



If you want to learn more about the Latino culture and become a better communicator:

- Attempt to learn their language and travel to their country, also offer convenient ways for them to learn English.
- Look for what is "behind" their words and do not judge their meaning too quickly.
- Conduct ongoing and continuous training. Explain dairy terms in words they understand. If you'd like an employee to take on higher-level responsibilities, ask the person if he or she is interested before assigning new tasks. If the person accepts, follow up quickly to see if he or she is comfortable with the newly assigned tasks.
- Check frequently and repeatedly for understanding.
- Be open to listening to employees' suggestions.
- Take a sincere interest in your employees. Ask questions about their county and families.
- Be around the dairy and accessible to employees. Help them when you can.

Source: Midwest Dairy Business

Scratch and Sniff

Complaints about the smell of Ottawa County (MI) farms have wafted away on the wind, thanks in part to a little tri-fold brochure. Nearly 3 years ago, the county first produced the brochure, titled "If you are thinking about moving to the country", which included a small panel where people could scratch and sniff an accurate whiff of cattle manure. Not only does the brochure

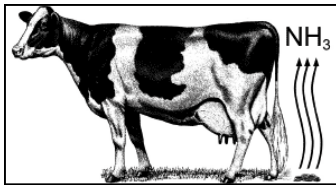
explain about odors, but it addresses what newcomers to the country should expect, including noise and dust, late night machinery operation and fertilizer applications. It creates a good laugh, but it also helped people understand that county life is not all roses and strawberries.

Source: www.michiganfarmbureau.com

Controlling Dairy Ammonia Emissions

It is still uncertain how the government will implement regulations for dairy ammonia emissions. It's not too early to think about strategies to curb emissions, though. Mark Powell, soil scientist/agro-ecologist with USDA's Dairy Forage Research Center in Madison, Wisconsin, suggests focusing on these:

- **Feeding.** Only about 20% to 30% of the nitrogen fed to dairy cows is converted into milk. The rest is excreted in urine and feces in roughly equal parts. The chemical reaction between urine and feces creates the emissions. Reducing the amount of nitrogen coming out of the cow by feeding less protein is likely to be the most cost-effective way to address ammonia emissions issues, according to Powell. "If you reformulate the ration and reduce crude protein levels by just one percent, you can reduce nitrogen excretion in the urine by about 20%", says Powell.



Backing off on ration crude protein by 1% can cut ammonia in urine about 20%

- **Housing.** Factors playing a role include the type of manure handling and storage system, bedding type, frequency of manure removal, ventilation and temperature. As a general rule, lowest ammonia losses occur on farms that scrape and remove

manure daily. Highest losses occur in areas where no manure is collected.

Injecting or incorporating manure into the soil offers the best bet for reducing emissions.



- **Manure storage.** Structure type determines how much ammonia is emitted by manure in storage. Lowest losses occur on farms that conserve urine-N in underground pits and bedded packs. Highest emissions are associated with anaerobic lagoons.
- **Land application.** Several factors—weather, soil type, application method and timing—can influence the level of ammonia emissions from land-applying dairy manure. By most accounts, injecting or incorporating manure into the soil offers the best bet for reducing emissions. Initial capital outlay for equipment and higher labor inputs for injecting could be partially offset by savings in purchased fertilizer costs.

Source: AgWeb.com

Keep an Eye out for Farm Machinery on Roads!

Temperatures are rising, grass is growing, birds are chirping and farmers are taking machinery to their fields. Farmers are on the roads because they are trying to get to their place of employment, just as motorists are trying to get to their place of work.

According to the Purdue University Agricultural Safety and Health Program, 25% of farm-work related fatalities were a result of roadway collisions in 2004. One of the main causes is motorists not taking into



account the difference in speed between their vehicle and farm machinery. When motorists see a slow-moving vehicle sign or flashing lights, they need to slow down.

Farmers also can take precautions before traveling on the road, such as checking the condition of the placement of slow-moving vehicle signs and lights, avoiding busy roads and traveling only in the daytime. Safety is everyone's responsibility.

Source: Indiana AgriNews

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Announcements

Michigan State University Extension, Ohio State University Extension and Purdue University are organizing the **2006 Great Lakes Manure Handling Expo** on **July 27, 2006 from 8:00 am to 5:00 pm in St. Johns, Michigan**. The expo will consist of field demonstrations, educational sessions and commercial vendors displays. No fee or registration is required. For more information call 989-224-5240 or check www.rootzone.msu.edu.

Voice Your Concern

When making travel arrangements through Expedia.com, Travelocity.com, Hotwire.com and Orbitz.com or when renting a car with Enterprise, a percentage of the cost goes to Farm Sanctuary. Farm Sanctuary is an 'extremist group' that works together with FactoryFarming.com and provides free materials to public schools to "teach children... about the plight of farm animals". When you decide to use these websites, we encourage you to state you do not support Farm Sanctuary and voice your opposition to the donation, or not use the websites at all.

Address Changes

José, Dirk Jan and Willem Visser have moved. They are now residing at:
9332 W 750 S
Ambia, IN 47917
Phone: (765) 869-5012

Corinne, Paul, Lotte and Niek Vissers have moved. They are now residing at:
9511 Breininger Road
Mark Center, OH 43536
Phone: (419) 542-8236



Farm Succession Planning

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The underlying success of a business agreement greatly depends on healthy family relationships. Also do successful businesses recognize the need for each generation to maintain their individual identities and that priorities can change throughout a person's life.

It is easy to work on planting crops and milking cows. It is tougher to work on developing family relations and building a plan for the future success of your business.

Make sure to take time to begin those discussions on how to build for retirement, how to transfer management and to develop an estate plan which can help you carry your farm on for many generations.

Source: Ohio State University / Ag Manager

New Arrival



Congratulations to Gerwin and Marinke Oolman on the birth of their daughter Kira Noëlle. Kira will join sister Esmee and brother Sem at their home in Antwerp.

CNMP Watch

The National Association of State Departments of Agriculture (NASDA), in cooperation with the Environmental Protection Agency (EPA) and USDA's Resources Conservation Service (NRCS), has launched a new website for nutrient management planning information. The website is www.cnmpwatch.com. This website is designed to assist the agricultural livestock industry and others with information and guidance related to nutrient management plans and comprehensive nutrient management plans (CNMP's).

CNMP Watch will provide news and information from around the US to provide the most comprehensive information source possible about nutrient management planning and CNMP's.

Warning!

If you receive a letter from National Companies Register of Trade and Industry stating that your company data has been published and that you need to reply immediately and make a payment, please discard this letter. You do not need to register with NCRC!