

Newton County Ag Scene

January/February 2019

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Upcoming Calendar Dates

For questions and registration contact
Andrew Martin at 219-285-8620 ext. 2801
or email andrewmartin@purdue.edu

Illiana Vegetable Growers Symposium

January 8, 8:00-4:00 CST

Tiebel's Restaurant, Schererville

Cost: \$35/person

Register at the following link by January 2:

<https://tinyurl.com/illiana2019>

Bi-State Gardening Conference

January 22, 5:00-8:00 pm CST

Beef House Restaurant, Covington

Cost: \$20/person

Register at the following link by January 15:

go.illinois.edu/bistate

Heart of America Grazing Conference

January 22-23

Ferdinand Community Center, Ferdinand

One Day: \$75/person, Two Day: \$115/person

Register at the following link by January 13:

www.indianaforage.org

Purdue Ag Alumni Fish Fry

February 2—Doors Open 9:00 am CST

Indiana State Fairgrounds, Indianapolis

Cost: \$25/person

Purchase tickets at the following link:

<http://purdue.ag/fishfry>

Indiana Small Farm Conference

February 28—March 2

Hendricks County Fairgrounds, Danville

One Day: \$75, Two Day: \$135, Three Day: \$190

Register at the following link by February 1:

purdue.ag/sfc

City Farmer Series

Hazelden Country Club, Brook

January 16, 6:00 pm CST

“Experiences as FFA Officers”

Austin Berenda & Chyenne Deno, Indiana State
FFA Officers

February 20, 6:00 pm CST

“Hot Topics for the Council”

Amy Cornell, President, Indiana Agribusiness
Council

March 20, 6:00 pm CST

“A Life of Growing”

Darcy E Telenko, PhD, Extension Field Crop
Pathologist

Series Cost: \$50/person

Contact: Hank Coussens, Jeff Light, or Alan Washburn

SAVE THE DATE!

Midwest Women in Agriculture Conference

February 20-21

Swan Lake Resort, Plymouth

Indiana Organic Grain Farmer Meeting

March 6-7

Beck Agricultural Center, West Lafayette

Building a Succession Advisory Team

Andrew B. Martin, MBA, Purdue Extension Educator

A Succession Advisory Team is comprised of members that provide valuable knowledge and experiences related to their areas of expertise. These individuals include farmers, bankers, accountants, lawyers, financial advisors, and family members. The overall goal of the team is to assist the farm owner with the transition of the farm to the next generation. This includes helping farm owners find solutions to critical farm challenges, correcting performance deficiencies, and improving their quality of life by keeping in mind the need for overall satisfaction and success in the transfer of the farm.

Why have a team?

A Succession Advisory Team exists to endorse the farm owner's plan of action, assist in the decision making process, and build the confidence of the farm owner. All team members are able to provide multiple perspectives based on their expertise and experience, which in turn provides an array of solutions available to the farm owner. The team is then able to decide upon alternative approaches to the plan of action. Uniting a team that is working together as a cohesive unit to achieve specific, shared goals can result in the much needed success of the future of the farm.

A Succession Advisory Team can accomplish the following:

1. Efficiency in use of time and farm resources
2. Complementarity of expertise
3. Confidence and reinforcement of action and procedures
4. Communication and mentoring of the successor
5. Peer pressure to find solution and meet team goals
6. Monitoring performance of team members

An effective team will go through the following stages at different paces and in different ways:

1. Forming (Getting acquainted and learning team goals, tasks and leader is identified)
2. Storming (High emotion, some grumbling, some doubts emerge, pushing ahead, differences of opinion)
3. Norming (Function cooperatively, norms established, hostility ceases, detailed goals completed, sense of closeness and successes)
4. Total Integration (Conflict is rational, major successes continue, creative tension reappears, successes are widely recognized, team is well organized and efficient)
5. Dissolution (mission accomplished)

The payoff can justify the effort of cultivating an advisory team.

1. Have an urgency
2. Pay particular attention to early planning actions
3. Schedule team meeting, start on time, have agendas
4. Make SMART goals
5. Challenge each other with new information
6. Care about the welfare of the other team members
7. Positive feedback, recognition, and reward

Succession Advisory Teams help farm owners make better, informed decisions.