



North Country Ag Advisor

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North Country Regional Ag Team

CCE North Country Regional Ag Team

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North Country Ag Advisor

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“The North Country Regional Ag Team is a Cornell Cooperative Extension partnership between Cornell University and the CCE Associations in Jefferson, Lewis, St. Lawrence, Franklin, Clinton, and Essex counties.”

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Our Mission

“The North Country Regional Ag Team aims to improve the productivity and viability of agricultural industries, people and communities in Jefferson, Lewis, St. Lawrence, Franklin, Clinton, and Essex Counties by promoting productive, safe, economically, and environmentally sustainable management practices, and by providing assistance to industry, government, and other agencies in evaluating the impact of public policies affecting the industry.”

Field Crops and Soils

NNY Farmer Experiences with Corn Planter Modifications for No-Till

By Kitty O'Neil

In follow-up to our 2019 Soil Health for Dairy Farms field day in St. Lawrence County, we set out to collect information from a few experienced no-till farms to share with farms wanting to move toward tillage reduction or elimination on their own farms. We visited with a small group of NNY farms who are committed to no-till corn planting to collect some information about their no-till corn planting experiences and their planters.



Dave Magos, of Morning Star Farm in Jefferson County, NY describes the way he has outfitted his 16-row no-till corn planter. (Photo by K. O'Neil, October

We learned from experienced farms at the field day that almost any corn planter can be upgraded or modified to plant successfully without tillage. These experienced no-till farms we spoke with have been committed to no-till planting for the past 10-15 years and some no longer use tillage on their farms at all. The farms interviewed included dairies and cash grain operations on a range of NNY soil types. Some farms regularly plant into sods, while others only plant into row crop residues. All farms interviewed are set up to apply liquid fertilizer through the planter. They currently use Kinze and Case IH planters, but have also used White and John Deere planters and said all can work well and mostly every planter can be upgraded or retrofitted for no-till planting. Broadly, no-till planters are not simply beefier, more durable versions of conventional planting equipment, but rather their components are each engineered specifically to accomplish one small step in the process of placing seed precisely into untilled, firmer soils. Experience and thoughts are organized here from the front to the back of the corn planter. We also

did some research with no-till equipment manufacturers and dealers and some of that information is included here as well.

Another main point that came through loud and clear at the Soil Health for Dairy Farms field day, as well as during most farmer conversations, is that there are a lot of options out there for various no-till parts and systems and that each farm will need to try a few things to figure out what works best for their farm. Crop rotation, soil types, farm size, weather and soil conditions all determine which components are important and effective.

General planter weight and pressure - critical

A no-till planter must have enough precisely directed downward force to cut through into firm, untilled soils and sods, and to cut through or push past surface residues that may interfere with row unit function. Good down pressure springs and a level planter toolbar angle ensure correctly applied pressure from the front to the rear of the row unit.

Weight of the planter is not highly important, but sufficient down pressure on the individual row units is essential. In fact, one farm emphasized that they desire for the planter and all equipment to be as light as possible, to avoid causing soil compaction. However, all farms did recommend adding heavy duty down pressure springs. If down pressure is insufficient, weight might need to be added to row units, but weight should not be necessary for any newer planters with heavy duty down pressure springs. On many planters, springs may be changed or added to provide sufficient down pressure for no-till planting.

Front coulters and row cleaners – mostly not needed

Farms interviewed uniformly said that row cleaners and front coulters are not needed for no-till planting. They have either never used them, or have removed these parts from their planters and no longer use them. These farmers try to disturb as little soil as possible and front coulters and row cleaners are counter to that goal. All experts maintain that each farm needs to find out what works for their systems, and if front coulters are used for some in-row soil disturbance, they emphasized the need to adjust them shallower than the double disc openers that follow.

Continued on page 4.

They explain that planters with row cleaners may work fine, but they have not found them to be necessary if other management (residue, rotation planning, etc.) is correct. If row cleaners are used, they should contact residues only, staying above the soil to avoid disturbance. The cash grain farm routinely plants into corn stalks without row cleaners and explained that, if the corn stalks are still attached to the ground, they push out of the way surprisingly easily. He has found that brush hogging or clipping corn stalks ahead of the planter results in significant hairpinning problems and poor seed-soil contact, by comparison.

Double-disc row openers, gauge wheels, seed tube guards, seed firmers – very important

Double-disc row openers function to cut into the soil to open the furrow to the correct width and depth for seed to drop in, to the bottom. Ideally, they are angled slightly away from vertical and offset from horizontal to open a furrow to suit the seed being planted. Wear on these discs is likely to be much faster in firmer, untilled soils. The double discs should be heavy duty grade and should definitely be replaced according to manufacturer's recommendations – as often as every season. As the discs wear, they can flex or deform, and furrow depth and shape becomes compromised and results in poor seed placement. Some farms also liked the guards between the discs designed to protect the seed tube, saying that the seed tubes really do wear out faster when planting into untilled soils and that the guard is a good solution to better seed tube performance and life. The alternative is replacing seed tubes more frequently, and that works too. Some seed tube guard models are also built to permit in-furrow liquid fertilizer application.

Gauge wheels ride along the soil surface to control disc opener and seed depth. No-tillers did not necessarily modify their gauge wheels initially and did not describe this upgrade as essential for getting started with no-till planting, but one farm recently changed to a spoked, more mud-free model because he frequently plants into wet soils and had challenges with mud accumulation. He reported that, so far, the Mudsmith gauge wheels do collect much less mud in his fields.

Committed no-till farms seem to universally like the Keeton seed firmers that run behind the seed tubes for their ability to consistently press seed into the bottom of the furrow, providing good seed contact with the undisturbed soil there. All farms interviewed specifically called out the Keeton model, with, or without, Mojo Wire stiffeners. These firmer parts also wear fairly quickly and must be replaced according to manufacturer recommendations.

Closing wheels, drag chains - critical

The closing wheels are typically the last part of the row unit

and they function to shatter/crush/chop both furrow sidewalls and collapse soil over the seed, providing good seed coverage and limiting moisture loss without over-firming. A conventional planter normally has light and smooth rubber closing wheels which lightly firm soil over the furrow, closing it from the top. Ideally, no-till closing wheels crumble the furrow from the bottom and sides to cover the seed, preventing compaction. Correct closing wheel choice depends on the soil characteristics that you are planting into, the no-till farmers agree. There are many closing wheel models to choose from, and spiked or toothed closing wheels are very popular choices, especially for wet or clay soils, or for sods. Farms interviewed in NNY each specifically mentioned the Thompson closing wheels for sods and row crop fields. Farms also pointed out that some rear row unit assemblies do not permit the angles of the closing wheels to be adjusted to more aggressive toed-out angles, but shims/wedges may be added to change those angles. One farm considered drag chains to be 'essential' while others do not use them.

Additional accessories

Fertilizer application - Various fertilizer application systems exist for no-till planters, but most are designed around liquid fertilizer applied in-furrow.

Some may be offset by 2-3" to the side, but equipment manufacturers warn that offset fertilizer discs can interfere with good furrow closure in some situations. A few application systems are offered for granular fertilizers, for some planters. Fertilizer disc openers and nozzles are often mounted between the furrow openers and closing wheels.

Row markers – Not everyone needs markers now, with GPS-guidance systems onboard, but for those that still use marker arms may find that conventional concave disc row markers may not work well on untilled soils. Hydraulic marker arms with aggressively notched discs are available for many planters to tackle that problem.

Roller-crimpers – These units are available for mounting on the front tool bar to roll cover crops down in front of the planter row units. Similar units are available for mounting under combine heads, to roll down corn stalks in a flat mat. So far, NNY farms interviewed have not have experience with rollers.

Equipment Manufacturers, Dealers, Sales:

1. Cazenovia Equipment, John Deere dealer, Canton & Watertown, NY. (315) 785-8153

www.cazenoviaequipment.com

2. White's Farm Supply, Case IH dealer, Lowville, NY.

(315) 376-0300 www.whitesfarmsupply.com

3. Empire Tractor, Inc., Kinze Manufacturing dealer,
Cazenovia, NY. (315) 655-8146 www.empiretractor.com
4. Walldroff Farm Equipment, Inc., White Planters and Kinze
dealer, Canton and Watertown, NY. (315) 788-1115
5. Monroe Tractor, Case dealer, Adams Center, NY.
(800) 962-4686 www.monroetractor.com
6. Dragoon's Farm Equipment, Kinze Manufacturing dealer,
Mooers, NY. (518) 236-7110
www.dragoonsfarmequipment.com
7. Champlain Valley Equipment, Inc., Kinze Manufacturing
dealer, St. Albans, VT. (802) 524-6782
www.champlainvalleyequipment.com
8. Exapta Solutions, Inc. (785) 820-8000 www.exapta.com
9. Yetter Farm Equipment, Colchester, Illinois. (800) 447-5777
www.yetterco.com
10. Shoup Manufacturing, Kankanee, IL. (800) 627-6137
www.shoupparts.com
11. New Ag Supply, Chase, KS. (620) 938-7009
www.newagsupply.com
12. SI Distributing, Spencerville, OH (800) 368-7773
www.sidist.com
13. RE Skillings Supply, Carlisle, OH. (800) 358-8070
www.reskillings.com
14. Dawn Equipment Company, Inc., Sycamore, IL.
(800) 554-0007 www.dawnequipment.com
15. Martin Industries, Elkton, KY. (800) 366-5817
www.martinandcompany.com



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Critical Calf Care: Urgent Decision Making for Calf Health



January 5: Recognition & Diagnosis

January 12: Dystocia

January 19: Record Keeping & Economics

January 26: Hydration Status

February 2: Scours & Nutrition

February 9: "911: my calf needs help!"

February 16: LIVE panel discussion

(all sessions 12:30pm EST via zoom)



10 Simple but Effective New Year's Resolutions to Improve your Dairy

By Casey Havekes

1. Set Goals

You don't have to set extravagant goals to be successful. Start small and make sure that your goals are practical and achievable. When it comes to goal setting in the dairy industry, we are often looking at numbers (ADG, milk yield, butterfat, etc.), but a lot of the time it has less to do with the numbers and more to do with motivation. You will find yourself much more motivated and encouraged if you see small goals and targets being reached. Another important aspect of goal keeping is to set a timeline. Are you setting a goal to be reached in a week? A month? A year? It's important to document timelines so you can measure progress and success along the way.

2. Pay Attention to Your Far-Off Dry Cows

Once the cow is dried off it can be way too easy to just forget about her until she either enters the close-up pen, or maybe even the maternity pen. Far-off management is equally as important as close-up management – especially when we consider body condition gain and energy requirements. Over-consuming energy in the far-off period can be very detrimental to post-calving success, making it very important to monitor body condition scores (BCS) throughout the dry period. It's one extra step, but I encourage you to document BCS at dry off, about half way through the dry period, and then again at calving. Take note if cows are gaining or losing BCS during this time frame. It won't cost you anything, other than your time, and it can be a great strategy for troubleshooting any potential transition cow issues.

3. Look at Behavior

Changes in behavior can often be used to identify sick cows well before any physiological or clinical signs present themselves. It doesn't take much effort to observe how cows are acting when you are in the pen with them, when you are feeding, or when you are simply going about your day-to-day activities. At the cow level, look for abnormal feeding behaviors (such as sorting, eating at one end of the bunk relative to another, excessively licking salt blocks, drastic changes in feed refusals), and be sure to communicate any findings with the appropriate staff. If you have access to technology, pay attention to changes in rumination and use

this to guide you in your decision making. If you don't have access to technology, observe cud chewing as a good and free alternative to evaluate rumen health. At the calf level, pay attention to changes in feeding behavior and activity. Calves that seem less aggressive to drink, or start consuming more water all of a sudden may be starting to get sick. Behavioral indicators of disease often present themselves well before physiological indicators and they can become very helpful in identifying sick animals early.

4. Give Calves Warm Water

On the topic of calves drinking water, be sure to give calves warm free-choice water. Not only is water provision now a requirement for calves ≥ 3 days old according to the FARM 4.0 requirements, but it will also encourage solid feed intake and promote growth. Regardless of how you are providing water (bucket, trough, etc.), make sure that it is clean and fresh.

5. Clean Your Lights and Fans

This is one that can easily get overlooked, but you'd be surprised of how big of a difference it can make! Set a reminder on your phone to clean the lights and fans (in all your animal facilities) at least twice a year.

6. Clean the Water Troughs

Water is the most important nutrient to the cow, yet it is so easily overlooked. Water troughs should be cleaned often to reduce bacterial growth and improve water quality. It will take a little bit of time, but a little bit of elbow grease and maybe even some disinfectant will go a long way. Click [here](#) to read an article on proper dilution rates if you want to learn more. You may also want to test your water on an annual basis to make sure the mineral levels are within acceptable ranges.

7. Improve Your Record Keeping

Record keeping can be a pain in the butt if you don't have a good system in place, but it provides very meaningful and important data for your farm.

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Keeping good treatment records is the most obvious, but keeping good observational records can also be very beneficial for early disease intervention. If you aren't using a computer record keeping system, that is okay! There are many resources out there for keeping good hand-written records that can be just as effective. Reach out if you would like templates or need help with getting started on record keeping.

8. *Remember: it's not always the nutritionist fault!*

It's very apparent from working with farmers that when things are running smoothly and cows are making lots of milk, the nutritionist is the best person in the room. But when things are going poorly... well, that's a different story. This year, I encourage you to adopt a different way of thinking and communicating with your nutritionist. If things on the farm start heading south, start by brainstorming what you perceive the problem to be. Then, initiate a conversation with him/her. Your nutritionist will value hearing your perception on the situation and will appreciate that you are invested in coming up with a solution. It's very important to remember that nutrition can only take the herd so far, and that management plays an equally important role. If you are interested in learning more on how to improve communication with your nutritionist and better understand the diets in front of you, click [here](#) to watch a recording of our past webinar titled "It's Always My Nutritionist's Fault! Understanding Diets and Improving Communication on Your Dairy".


9. *Ask for Help*

This one may seem a little counter intuitive to all the hard-working dairy farmers out there, but it is okay to ask for help! There are many great resources at your fingertips, whether they are the consultants and advisors you work with on a regular basis, your local extension team, or even your friends, family, and neighbors. Take advantage of the resources around you – it's what we are all here for!


10. *Be Kind to Yourself*

To say 2020 was challenging is an understatement. The past year was filled with mental, financial, physical, familial, and health stressors to name a few. You are allowed to cut yourself some slack and give yourself a little bit of grace. A lot of you

were, and maybe still are, in a chronic state of stress, which can influence your brain chemistry and have a negative impact on both mental and physical health. Be extra kind to yourself and to those around you as you navigate through the uncertainty and the upcoming year.




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TAX PREPARATION Just as 2020 was a year unlike any other, filing your 2020 taxes will also be different. The financial circumstances brought on by COVID-19 could have a significant effect on the deductions and allowances available to your business. This year, more than ever, you will need a reliable ag tax specialist to help guide you through your unique tax situation. Contact Farm Credit East to keep your business **Strong at the Roots**.

Burrville NY 800.626.3276
farmcrediteast.com/taxprep



Cornell Cooperative Extension

Dairy Day



Join us VIRTUALLY for the main dairy program offered by Cornell Cooperative Extension this winter in the North Country. This 4-part seminar will provide the latest information on dairy production and management, emerging trends, and local research updates.

January 12, 2021 – Milk Quality

- Selective Dry Cow Treatment (*Dr. Pete Ostrum, Countryside Vet Clinic*)
- Bedding and Management Factors (*Dr. Paula Ospina, Independent Consultant*)
- Diagnosis and Treatment (*Dr. Pam Ruegg, Michigan State*)

January 13, 2021 – Industry Sustainability

- Consumer Trends and Industry Sustainability (*Dr. Sara Place, Elanco*)
- Farmer Mental Health and Sustainability (*Briana Hagen, U of Guelph*)
- Future Animal Welfare Considerations (*Dr. Nigel Cook, U of WI*)
- FARM Program 4.0 Update (*Lindsay Ferlito, CCE NCRAT*)

January 14, 2021 – Dairy Markets and Labor

- Dairy Market Updates (*Dr. Chris Wolf, Cornell University*)
- Labor Updates (*Dr. Richard Stup, Cornell University*)

January 15, 2021 – Calf Management

- Social Behavior (*Dr. Jennifer van Os, U of WI*)
- Calf Health (*Dr. Rob Lynch, Cornell University*)
- Optimizing Calf Nutrition (*Dr. Mike Steele, U of Guelph*)
- NNYADP Calf Diarrhea Research Update (*Casey Havekes, CCE NCRAT*)

Registration:

- <https://ncrat.cce.cornell.edu/event.php?id=1367>
- Contact Tatum Langworthy (CCE NCRAT)

Cost = \$20 (includes all 4 sessions)

**Program is in part sponsored by Northern New York Agriculture Development Program grant funding*

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Cornell Cooperative Extension is an employer and educator recognized for valuing AA/EEO, Protected Veterans, and Individuals with Disabilities and provides equal program and employment opportunities.

January 12, 2021
12pm - 2pm
Milk Quality

January 13, 2021
12pm - 2pm
Industry Sustainability

January 14, 2021
12pm - 2pm
Markets and Labor

January 15, 2021
12pm - 2pm
Calf Management

** All sessions
offered online
only (via Zoom) **

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Cornell Cooperative Extension

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Registration open for Transitioning to Supervisor course

This is the course you've been waiting for: how to lead people in your farm business! Learn the essential skills for supervising more effectively and creating a great place to work.

Cornell Agricultural Workforce Development has opened registration for a six-week course titled "Transitioning to Supervisor," which is part of a new Agricultural Supervisory Leadership certificate program. The course begins January 28 with an introduction to the curriculum and use of the web-based platform, Moodle. Cost is \$275. Class size is limited to 30 participants.

This is the course you've been waiting for: how to lead people in your farm business! Learn the essential skills for supervising more effectively and creating a great place to work.

[Link to Transitioning to Supervisor registration](#)

[Link for more information about the Agricultural Supervisory Leadership certificate program](#)

Supervisors are critical to the success of farm businesses. They have a major impact both on employees' daily work experiences and on the production performance of the business. The Agricultural Supervisory Leadership certificate helps farm supervisors and managers learn and apply human resource management practices and leadership skills that foster rewarding workplaces and drive business results. Confident managers who thoughtfully apply leadership and management skills improve employee performance, develop teams, reduce employee turnover, and increase employee engagement. The courses within the certificate program will offer extensive practice and engagement activities to build confidence and skill sets.

Who should attend? This course, and the whole certificate series, is appropriate for both new and experienced farm supervisors and managers, and those preparing to become supervisors. All participants will learn leadership concepts and practice skills that will improve their ability to build a positive workplace and get results through leading others.

The first course "Transitioning to Supervisor" helps new and experienced managers make the difficult, but critical, transition from individual performer to supervisor. Participants learn essential leadership skills, such as: building effective work relationships, essential communication skills, managing conflict, leading a multi-cultural team, and how to build an effective workplace culture. From the comfort of your home or office, watch prerecorded presentations on your own schedule, and engage with classmates and instructors during weekly, live discussion sessions. Corresponding assignments are due each week. To get the most out of the experience, expect to spend approximately two hours per week on lessons and assignments.

Course instructors include: Richard Stup, Cornell Agricultural Workforce Development Specialist, and Elizabeth Higgins, Ag Business Management/Production Economics Extension Specialist with the Eastern New York Commercial Horticulture team. Direct questions to Rachel McCarthy, Agricultural Supervisory Leadership Coordinator, at rachel.mccarthy@cornell.edu.

Farm Business

“How Healthy is Your HR Department?”

By Nicole Tommell, Farm Business Management Specialist, Central New York Dairy, Livestock and Field Crops Team

For many farm businesses, the end of harvest and the weeks leading up to the New Year signify the impending tax season. Accountants, lenders and financial advisors are connecting with farms to assess their current year, review past financial history and plan for the year ahead. Yet many times, all this planning doesn't take into consideration the human resource component of the farm business. Assuring the business is checking all the boxes for the labor side of a business is just as important. Rules and regulations from New York State are ever-changing and failing to maintain proper paperwork, trainings and other items can create a liability issue for the farm.

Please use the following list as a guide to assessing the health of your HR department. Each item will provide a brief description and links to a wealth of resources compiled by the Cornell Agricultural Workforce Development Team.

1. **NY Forward Business Safety Plan** - 2020 brought us COVID-19, the Pandemic and shutdowns all across America. In the summer of 2020, NYS designed a re-opening plan for all businesses. This included essential businesses like farms. The plan was created to help businesses decrease their liability risk due to COVID. A team of Cornell Farm Business Management Educators along with the Cornell Ag Workforce Development team developed a series of webinars, plans and modified safety plans for agricultural businesses. If the business does not have a **NY Forward Plan in place, information can be found here:** <https://agworkforce.cals.cornell.edu/ny-forward-business-safety-plan/>
2. **NYS Sick Leave Regulation** – January 2020 farm businesses were introduced to overtime pay past 60 hours worked for certain farm employees. January 2021 will usher in minimum sick leave requirements for private businesses which includes farm businesses. All businesses were required to begin accruing hours of sick time beginning September 30, 2020 with official use of sick time beginning January 1, 2021. There are a few caveats to sick time accrual dependent on number of employees and net income. Rich Stup, Cornell Agricultural Workforce created two documents detailing the specifics of this new regulation. It is important to read the original and also the FAQ's from Stup as “The new law has detailed requirements about sick leave that your policy must also meet, including some that you might not expect” (Richard Stup, Ph.D. Agricultural Workforce Development, New York Sick Leave Requirement: What We Know, Still Don't Know, and Action Items).
Original Article can be found here:
<https://agworkforce.cals.cornell.edu/2020/09/29/new-york-sick-leave-requirement-what-we-know-still-dont-know-and-action-items/>
Frequently Asked Questions from Farm Employers: <https://agworkforce.cals.cornell.edu/category/compensation/>
3. **Paid Family Leave/ Disability Insurance/ Unemployment Insurance**- this was to be in place for January 2020. All farm owners are required to provide each type of insurance to their farm employees. Please refer to this flyer from NYS Department of Labor for more information: <https://www.labor.ny.gov/formsdocs/dipa/p748.pdf>
NY FLFLPA Labor Law Changes from 2020:
<https://agworkforce.cals.cornell.edu/regulations/2019-new-york-flflpa-labor-law-changes/>
4. **Minimum Wage** - As of December 31, 2020, minimum wage increases to \$12.50 for all employees in NYS except minimum wage employees in NYC and Long Island/ Westchester County. Their minimum wage will now be \$15.00 and \$14.00 respectively.
5. **NYS Sexual Harassment Prevention Renewal Update**- Fall of 2019 and early Winter of 2020 many folks were still scrambling to complete the Sexual Harassment Prevention training to be fully compliant with the NYS mandate from October 2019 compliance date. As farm businesses, we sometimes forget that we need to renew training with our employees. Now is the time to have employees get their training complete for the year. Although COVID makes it difficult to currently have large farm training sessions, there are ways to deliver content with videos and materials that have been previously created by the Ag Workforce Development Team. The materials are in both English and Spanish for the convenience of the farm business. There is a wealth of information again on the Ag Workforce Development website to help navigate though the various steps to document compliance. <https://agworkforce.cals.cornell.edu/regulations/sexual-harassment-prevention/>

-
6. **Farm Pay Notice (LS 309)** – The Farm Pay notice is one document that tends to get overlooked. The LS 309 notice is required by law to be given upon hire, when there is a pay rate change or change in information. New York has provided an excellent fillable form for employers to utilize. Remember that farm payroll records are required to be retained for six years. NYS does allow a farm to use their own farm pay notice so long as it has all the necessary components however, most use the NYS form. A fillable copy of the NYS LS 309 Pay Notice and Acknowledgment for Farm Workers can be found here: <https://labor.ny.gov/formsdocs/wp/LS309.PDF>
 7. **Required Notifications for Agricultural Employers**- Each farm business must have a series of posters clearly displayed in common areas. Check out this link to determine which posters are applicable to your farm business. <https://labor.ny.gov/immigrants/agriculture-labor-program/services-for-agriculture-employers/required-posters-for-agricultural-businesses.pdf>

There are so many moving parts to the human resource component of the farm business that it can be overwhelming to maintain compliance. The Cornell Agricultural Workforce Development website is a convenient place to find up to date information in an easy to use format. Take a moment and subscribe to the Ag Workforce Journal to receive news about important labor related topics and seminars. The journal will be a key to keeping human resource compliance at the farm level up to date... so, join today!

CCE Broome County Presents:
Annie's Project: Risk Management for Farm Women
February 1st-March 11th
7-8:30pm EST
Zoom

Are you a woman engaged in farming in NYS? Would you like to learn and network with other farm women, and learn how to strengthen your farming operation? Join Cornell Cooperative Extensions of Allegany, Broome, Oneida, Steuben, and Seneca counties, along with the Central NY Dairy, Livestock & Field Crops team, for our first virtual Annie's Project this winter!

Annie's Project is a six-week online experience designed especially for farm women to help them develop their management and decision-making skills for their farms. Annie's Project is designed for farm women who have been in farming, or agri-business, or part of the food system for three to five years, and want to develop their understanding, interpretation, and opportunities in sustainable agriculture. Annie's Project gives farm women the opportunity to learn from female agricultural professionals and network with other women in similar situations.

- Annie's Project provides education in production, price or market, financial, institutional and legal, and human and personal risk. At the end of six weeks, participants will —Understand personality types to communicate better with business partners
- Put family living expenses together with other costs of doing business on the farm
- Identify production risks on-farm and prioritize risk management strategies to minimize losses
- Design & Interpret balance sheets, income statements, and cash flow projections to make business decisions
- Review labor laws, requirements, and their implications
- Develop an inventory of current Human Capital & make a plan to address any weaknesses and contingency plan if a 'position' becomes open
- Understand farm family labor vs off farm labor. how to offer benefits & when it's time to hire outside help
- Communicating and expectations of family vs hired labor
- Insurances to cover HR
- Payroll taxes
- Understand how assets are titled and learn about estate planning tools
- Consider available marketing opportunities
- Understand tools and resources for stress management & farm equipment needs specific to farm women

The cost is \$45 for the series and includes a portfolio, access to an online learning platform and access to all presentations and worksheets, access to financial and legal advice, and support from a variety of community partners. The series will take place on Mondays & Thursdays, February 1st-March 12th, 7-8:15pm via Zoom. This year we are waiving the fee for women veterans interested in getting into agriculture. For more information on this, please contact Nina Saeli at ns963@cornell.edu.

To register, click here: <https://reg.cce.cornell.edu/winter2021anniesproject> 203. For more information on the curriculum and program logistics, please contact Laura Biasillo at lw257@cornell.edu.

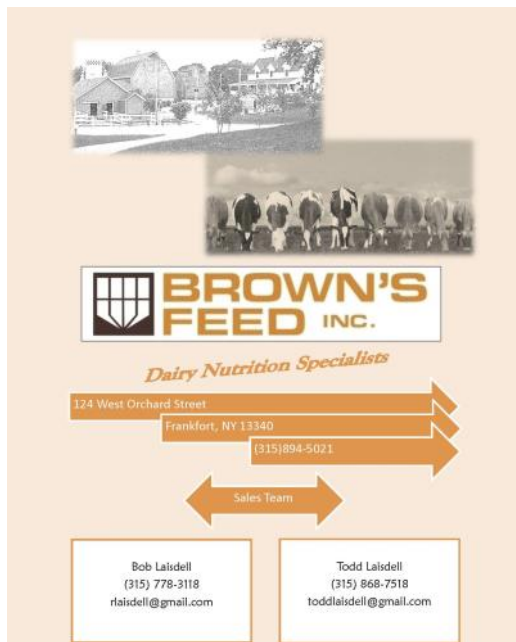
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Gold Sponsor Level:



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Silver Sponsor Level:



CCE North Country Regional Ag Team
203 North Hamilton Street
Watertown, New York 13601

What's Happening in the Ag Community

Due to COVID-19 social distance restrictions, all in-person CCE NCRAT programs have been postponed until further notice. Virtual programs will be offered through the Fall and Winter. Also, check out our CCE NCRAT Blog and YouTube channel for up to date information and content.

Annie's Project, see page 12 for more information.

Critical Calf Care, see page 6 for more information

Dairy Day, January 12-15th, 2020, see page 9 for more information.

Registration open for Transitioning to Supervisor course, begins January 28th, see page 10 for more information.

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