

Cornell Cooperative Extension NWNY and SWNY Teams are inviting dairy producers who are interested in value-added production or on-farm processing to an overnight bus tour of several agribusinesses in Eastern New York.

Join us on March 13th & 14th for a Value-Added Dairy Tour to Eastern New York!

Margaret Quaassdorff

Are you a dairy producer interested in on-farm dairy processing? Looking to diversify your operation with direct-to-consumer sales? Interested in value-added production? Well, hop on the bus - we're headed East!

On March 13th and 14th, Margaret Quaassdorff from our team, along with Katelyn Walley from the Southwest New York Dairy, Livestock, and Field Crops team, will be hosting a tour of value-added dairy processing facilities and farms in Eastern New York. We plan to leave from the CCE-Genesee Office parking lot in Batavia at 8:30am on Wednesday, March 13th and will return Thursday, March 14th at 9:00pm.

The cost to register is \$100, and you signup and pay online by visiting tinyurl.com/CCEDairyTour. Thanks to the generous grant funding from the Northeast Dairy Business Innovation Center, the only other costs you will need to plan to cover are Wednesday and Thursday dinner and any incidentals you'd like to plan for (snacks, refreshments, and purchases at our diverse tour stops--be sure to bring a cooler!). We will stay overnight at a hotel in Cobleskill, NY. Final stop locations, times, accommodation information, and additional details will be shared directly with the participants after registering (or by request).

In the months following the tour, we will provide opportunities to bring participants back together for discussion groups and educational programs to continue learning more about value-added dairy ventures and the business planning considerations for implementing them!

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Features Crop Alerts, Dairy Alerts,
Bilingual (Spanish) Resources,
Upcoming Events: and more from our
team members.

HERE



A partnership between Cornell University and the CCE Associations in these ten counties:

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Join us on March 13th & 14th for a Value-Added Dairy Tour to Eastern New York! Cont.

Tour Stops (subject to change)

Trinity Valley Dairy (Cortland, NY) is a fourth-generation family farm in the beautiful valley of East Homer. The Moo Crew Ken and Sue Poole, Derek and Kelsi Poole and Branden and Rebekah (Poole) Brown run the farm. In 2013, they turned a sweet corn field into a milk production facility and general store that sells local products. Their farm is small and independent, bottles its milk onsite for our Trinity Valley brand and the Manhattan Milk Co. We will stop there for a catered lunch and an overview of their operations, along with milk and cookies!

Byebrook Farm (Bloomville, NY) is an 8th generation dairy farm milking 40 cows, operated by Paul and Gwen Deysenroth, and Dennis and Sami Deysenroth. They produce and bottle raw milk and make farmstead Gouda cheese. They also operate a year-round farm stand with their products and other local farm goods. We'll get a peek at their processing operation and learn about how they've continued to diversify sustainably to support their family.

Don's Dairy Supply (South Kortright, NY) is a full-service dairy supply and service business owned by Don and Debbie Coager, and their two children - Kyle and Brooke. Their operation specializes in designing and building custom-made container-based, dairy processing units!

SUNY Cobleskill's Dairy Processing Center (Cobleskill, NY) is operated by their Institute for Rural Vitality. We will meet with DPC manager, Debbie Brant, to tour the facility and learn how they accept applications to allow dairy producers to access their product development services and small-batch processing equipment. We will also hear from JoAnne Cloughly, Carriage House Cafe's Manager, about their retail space that highlights campus-made products and local farm goods.

King Brother's Dairy (Schuylerville, NY) is a fifth-generation dairy farm that offers milk delivery and an extensive range of products, including ice cream, at their farm store. We will have the opportunity to see their processing facility through viewing windows, hear about the farm's goals and tremendous growth, and have a chance to browse their farm store.

Argyle Cheese & Ideal Dairy (Hudson Falls, NY) is a partnership between Marge and Dave Randles and the Dickinson and Getty families. Argyle Cheese has been in business since 2007, and in 2020 they partnered with Ideal Dairy to build a new processing facility and direct source all of the milk needed to make high quality cheese, yogurts, buttermilk, smoothies, and much more. Ideal Dairy milks 3,200 cows and is home to "Cookiecutter Holsteins".

For additional information, please contact Margaret Quaassdorff at 585-405-2567 or mag27@cornell.edu.

If you missed the <u>Value-Added</u>

<u>Dairy Processing Webinar: Putting</u>

<u>the 4P's of Marketing to Work for</u>

<u>Your Diversified Dairy</u>



you can view the recording and other webinars on our CCE NWNY Team YouTube channel.

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Ξ,

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CASI

KOMATSU,

CAT,

PET



2006 WESTERN STAR 4900 CAB & CHASSIS; Clean, Heavy Single Frame; 430 HP CAT C13; 18-Spd. Manual; VAF, 46K Full Locking Rears; AirLiner Susp.; 3.91 Alatio; 316" WIS _216" CT, 26" Frame Behind Cab; PTO; 3278,770 Miles; Stk. # 6854 - **\$62**,500



2020 JOHN DEERE 6250 ULTIMATE TRACTOR PACKAGE; 2018 CAT 938M HIGH LIFT WHEEL LOADER, with Pin-On 525 Gu V4. Roll-But Bucket with Boil-On Cutting Edge; EROPS; Ready; Front 8 Rear PTO's and 3-Point High; 600/70830 Front Tires; 520/70828 Rears; 326/16 to, Departing Weight; "**NEW BRIDGESTONE 20.5R25" Ready; Front 8 Rear PTO's and 3-Point High; 600/70830 Front Tires; 3 50/70824 Front 8 Tires; 520/70828 Rears; 12K Front Weight; 326/16 to, Departing Weight; "**NEW BRIDGESTONE 20.5R25" Ready; Front 8 Rear STO's; 4 Rear STO's;



2009 INTERNATIONAL PAYSTAR 5600i; Cummins 430 HP; Engine Brake; Alison Automatic Trans.; 20K F/A; 65K Rears; Hendrickson Spring; 244 WB; PTO; Double Trame; Suprem 1400T Tailgate Chutle; (2) Mixing Augers; Wide Rear Conveyor; 35,054 Miles; Stk. # 6901 - \$119,500



2019 JOHN DEERE 6130M MVWD 130HP TRACTOR;



2008 PETERBILT 365 TANK TRUCK; Double Frame w,4,40 Steel Tank; Cummins 410 HP; 13-Spd.; 14.6K F/A; 44 Locking Rears on Air Trac Susp.; 228* WB; 156" CT; 21' Behind Cab; PTO; 529,094 Miles; Stk. # 6857 - \$44,900



2017 JOHN DEERE 6195R; 195HP MFWD Tractor w/Fu Suspension Cab; Front & Rear 3-Point Hitches; PTO's 540/65R30 Front Tires; 650/65R42 Rears both at 70%; IV Transmission; 4 SCV's; Monitor GPS Ready; 2, 969 Hours - \$139,900



2000 PETERBILT 357 w/KUHN KNIGHT VT180 VERTICAL FEED MIXER, Truck Scale System; Cummins ISM (Recent In-Frame Overhault); Allison Auto. (Reman Weller Trans.); COK F/A; 466 Rears; 397,000 Miles; 6,889 Hours; Stk. # 6829 - \$83,900 Etc.



and 2006 PETERBILT 357 CAR & CHASSIS: 335 HP CAT C11: Frans.; 20K F/A; 46K Locking Rears; ; 254" WB; 170" CT; 21'6" Frame Behind ab; 205,344 Miles; Stk. # 6822 - \$56,900



2009 KENWORTH T800 CAB & CHASSIS; Clean Double Frame; 355 HP Cummins ISM (Can Be Re-Rated To 425 HP); 18-Spd. Manual; 264" WB; 21" Frame Behind Cab; 186" CT; 20K F/A; 46K Full Locking Rears On Neway Air Ride; 4:30 Ratio; PTO w/Controls; 107,210 Miles; Stk. # 6778 - **\$54,900**



2015 KENWORTH T800 CAB & CHASSIS; TRIE 18 Also Available); 550 HP Cummins IX; 18-Spd. Manual; Double Trame; 48" Flat Top Bunk; 354" Bridge Measurement; Air Ride; 25'8" Frame Behind Cab; 18K F/A; 69K Full Locking Rears; 4.30 Ratio: 310.693 Miles: Stk. # 6776 - \$85.900



CAT, KOMATSU 2013 PETERBILT 367 DAYCAB; Very Clean; 390 HF Cummins ISX: Allison Auto. Trans.; 212" WB: 20K F/A Cummins ISX; Allison Auto. Trans.; 212" WB; 2 46K Full Locking Rears; Wetline; Air Trac 18,400 lb. Chassis Weight; 15' Frame Behin 130" CT; 213,229 Miles; Stk. # 6768 - \$74,900 Behind Cat



2004 VOLVO VHD64 CAB & CHASSIS; Heavy Single Frame; Volvo 365 HP; Allison Auto. Trans.; ENWO 20K F/A; 46K Full Locking Rears; T-Ride Susp.; 214" WB; 150" CT; 18'6" Frame; 153,968 Miles; Stk. # 6758 - **\$44,900**



2014 PETERBILT 367 DOUBLE FRAME SLEEPER TRUCK; 48" Flat Top Sleeper; 550 HP Cummins ISX Engine; 18-Spd. Manual; 14.32K F/A; 46K Full Locking Rears; Neway Susp.; 232" WB; 436,000 Mile Stk. # 6794 & 6795 - **\$51,900 EACH**



2002 STERLING LT9500 CRANE TRUCK; w/IMT24562 Knuckle Boom Crane; 350 HP Cummins ISM; BLL Trans; 62' Reach/5,000 lbs. Lift Capacity; 24'6' Steel Flatbod; 20K F/A; 46K Full Locking Rears; Steerable Lift Avig; F-Ride Susp; 27'0' W6; 30' Frame Behind Cab; 208' CT; 181,868 Miles; Stk. # 6750 - \$51,900



CASE,

, HYUNDAI, IR, 2015 FREIGHTLINER 114SD TRI-DRIVE VAC TRUCK
with Vac-Con System; 470 HP Detroit DD13; Eaton Fuller Auto. Trans.
Dumping Tank; Fresh Water Tanks; Dynablast 420,000 BTU Boiler Telescopic Boom w/8" Suction Hose; 20K F/A; 69K Locking Rears AirLiner Susp.; 4.56 Ratio; 160,524 Miles; Stk. # 6917 - **\$129,900**



2015 WESTERN STAR 4700SF; Detroit DD13 470 HP; 10-Spd. Manual; Clean Daycab with 12K Front Axle; 64K Full Locking Rears; AirLiner Suspension; 210° WB; Headache Rack; 3.91 Ratio, 391,389 Miles; tk. #6798 - **\$59,900**



2012 MACK LEU613 PACKER; Double Frame; Labrie Side Load Packer; 20K F/A; 46K Rears; Haulmaax Susp.; Allison Auto. Trans.; LH/RH Side Drives; 212" WB; 180" CT; 20'6" Frame Behind Cab if the Packer is Removed. ***HP Can Be Increased to 395-425 with Software 59,375 Miles/13,276 Hours - \$48,850



2003 KENWORTH T800 FLATBED; Heavy Single Frame; 395 HP CAT C12; Allison Auto. Trans.; 15'6" x 102" Steel Deck; 18K F/A; 46K Full Locking Rears On Haulmaax Susp.; 196" WB; 122" CT; 14'8" Frame Behind Cab; 4.56 Ratio; 233,014 Miles; Stk. # 6767 - \$58,900



2011 WESTERN STAR 4900; 485 HP Cummins ISX, Alliso 4500RDS Auto. Trans.; Double Frame Fuel & Lube Truck w/2,00 Gal. Fuel Tank, [50] Gil Tanks.; (1) Waste foll Tank Cill Recovery System Air Compressor; Hose Reis; Fire Supression System; 20K Fix. 48 full Locking Rears; Chalmers Susy. 5.38 Ratic; 280 WB: 208* Cramp Behind Cab; 33,398 Miles; Stk. # 6900 - \$92,900



2007 PETBBILT 378 DUMP TRUCK; Double Frame; 475 HP
2009 INTERNATIONAL 56001 w/National 600E Crane;
2007 PETBBILT 378 DUMP TRUCK; Double Frame; 475 HP
2017 C15; 13-Spd. Manual; 20' Steel Body w/44' Side; Tarp;
2017 C16; 13-Spd. Manual; 20' Steel Body w/44' Side; Tarp;
2018 Miles; Altimoratio Trans; 86,000 lb. GVWR; Two 55,000 lb.
2019 INTERNATIONAL PAYSTAR 5000 DOUBLE FRAME
2018 Miles; Altimoratio Trans; 86,000 lb. GVWR; Two 55,000 lb.
2019 INTERNATIONAL PAYSTAR 5000 DOUBLE FRAME
2018 Miles; Altimoratio Trans; 86,000 lb. GVWR; Two 55,000 lb.
2019 INTERNATIONAL PAYSTAR 5000 DOUBLE FRAME
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Silvopasture, Bringing Trees to the Pasture

Nancy Glazier

The practice of Silvopasture continues to cause a buzz these days. It is a concept that brings together forestry management and grazing management into one single system of sustainable woodland grazing. It can diversify income by tapping into products of trees, forage, and livestock. Trees can be introduced to the pasture or pasture introduced to the trees. Adding trees can reduce erosion and runoff. Management is the key to reduce the likelihood of soil compaction, debarking of trees, and trampling and over-browsing of trees. This article will focus on adding trees to pastures.

Tree species selection should be considered if an additional purpose is included. Trees may be grown for timber, nuts, or fodder. Purpose of trees may impact planting density. For example, if timber will be an additional crop, trees may be planted more densely and periodically harvested. If plantings are purely for shade, consider poplar or a locust, though some locust tree plantings are regulated due to their invasive nature. Willow may be an option for shade and fodder. Both poplar and willow will establish easily and grow quickly.

The appropriate addition of trees to a pasture should not significantly reduce forage production, and in some cases may increase forage yield. When summer conditions are hot and dry, light shade will increase yield. For least impact, trees should shade no more than 50%. Also, the shade needs to move during the day to prevent excessive animal lounging in one area.

Tree tubes need to be utilized to protect the young trees from excessive damage from livestock and wildlife. Trees can handle a small amount of browsing and chewing. Species and class (size/age) of livestock needs to be matched up as well.

Between row spacing should be adequate for machinery and equipment. Consider the mature size of the trees, not sapling size. Stumps can become a problem after harvest, too.

Like any grazing system a good pasture rotation system needs to be followed. I prefer to see livelivestock moved minimum every three days. This reduces the risk of the animals grazing the tender regrowth. Water should be available, too.

The cost-benefits need to be looked at. Will adding trees reduce long term costs, such as labor or better gain/production from livestock? With opportunities to utilize trees for carbon sequestration and other benefits, there are initiatives right now for cost-sharing. Work with your local Soil & Water Conservation District and/or Natural Resources Conservation District Service to find out what is available.

This is a very brief overview of planting trees in pastures. A plan needs to be developed prior to tree planting. There are agencies or businesses available that help with this. There are a lot of resources online; one such resource is Trees for Graziers, a consulting business and tree farm. Contact me if you want more information on the topic.



Small trees can get planted in an existing pasture if adequate protection is provided. Cattle can graze right up to the tree tubes to reduce the need for string trimming. Photo from Trees for Graziers (treesforgraziers.com).





Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

Mar 18 | Orleans Poverty Hill Dairy 13646 West County House Rd. Albion, NY

Mar 19 | Lake Country Holstein 4602 Yautzy Rd Stanley, NY

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Annual Farm Business Summary and Analysis Season Underway

John Hanchar

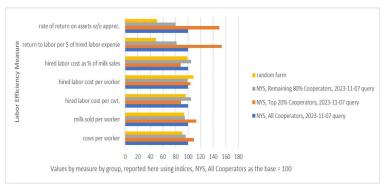
Characteristics of Effective Farm Financial Management

Research suggests that financial management practices, including annual farm business summary and analysis, better position a business for success. Effective farm financial management emphasizes sound financial planning and control. A valuable farm financial management practice is annual farm business summary and analysis. Analysis provides the farm business owner with opportunities to identify strengths, and areas for improvement. Comparisons to various peer groups—farm businesses of similar size, top performing groups based upon profitability measures, and others—provide information for evaluation. A December 2023 Ag Focus article contained additional information regarding analysis including some of the tools, programs available for various types of farm businesses.

Identifying Strengths and Areas for Improvement

To illustrate the process, analysts selected a random farm from Cornell University Cooperative Extension's Dairy Farm Business Summary (DFBS) program data set for NYS for the 2022 calendar year, and used DFBS's Two Page Comparison report tool to compare the random farm's performance to averages for three different groups of farms -- all 141 NYS cooperators for the 2022 calendar year; a group of top performers, the top 20 percent of based upon the rate of return on assets without appreciation; the remaining 80 percent of farms based upon the profitability measure. For comparison purposes, analysts converted original values using an indexing approach where the "all 141 NYS cooperator group" served as the base, with values = 100. The example focuses on DFBS measures of labor efficiency. The following illustrates the conversion from original units to indexed values. Consider the labor efficiency measure "hired labor cost as a percentage of milk sales" with values of 12.0, 12.1, 10.7, and 12.7 for the random farm, the all 141 farms group, the top 20 percent of farms group based upon the rate of return on assets, and the lower 80 percent of farms group, respectively. With the all NYS farms as the base, and its index value = 100, indexed values for "hired labor cost as a percentage of milk sales" equal 99, 100, 88, and 105 for the respective groups (Figure 1).

Figure 1. Labor efficiency measures by DFBS comparison group, NYS, 2022 DFBS data.



Selected observations regarding the information in Figure 1 follow.

- 1. Overall, the top two measures, measure of profitability, suggest that these performance measures are areas for improvement. Given variability of the data sets, the random farm's measures are quite far from the measures for the top performing group.
- 2. The bottom five measures, measures of labor efficiency, suggest that areas for improvement for the random farm based upon percentage differences would include cows per worker, milk sold per worker, and hired labor cost as a percentage of milk sales. However, given variability within the data, the random farm's results for the bottom five measures are quite near, close to the measures of the top performing group, and both other groups.
- 3. Comparisons of value of production and costs might suggest areas for improving profitability, where the objective might be to maximize the increase in profitability by way of changes in production and changes in costs. For example, differences and variability within the data indicate that the top performers' cropping program costs averaged \$379 per acre, while the random farm's expenses totaled \$585 dollars per acre, quite far from the average for the group of top performers. Brainstorm alternatives for improving profit, evaluate alternatives for expected effects on profit, select the best or set of best changes, implement changes, monitor results, noting that the farm's workforce will be key to successfully completing each phase.

Closing Thoughts

What strengths and areas for improvement do you see in the information in Figure 1?

What measures of performance might you investigate next?

Would you like to have the capacity to identify strengths and areas for improvement using financial condition and performance results for your farm business?

Questions, comments, suggestions, etc.? Please contact John Hanchar, <u>jih6@cornell.edu</u>, (585) 233-9249

How to Identify and Treat Winter Forage Injuries

Jodi Letham

Every year, winter forage damage occurs somewhere in western New York. The ability to evaluate and manage winter damaged stands may help to extend stand life and boost yield. Let's examine briefly how to identify and treat winter damaged alfalfa.

This article draws heavily from: Undersander, D. and University of Wisconsin Extension. 2017. Diagnosing and Managing Winter Injury.

Diagnosing Winter Injury

Slow Green Up

One of the most evident effects of winter injury is that stands are slow to green up. If other fields in the area are starting to grow and yours are still brown, it's time to check those stands for injury.

Asymmetrical Growth

Buds for spring growth are formed during the previous fall. If parts of an alfalfa root are killed and others are not, only the living portion of the crown will give rise to new shoots resulting in a crown with shoots on only one side or asymmetrical growth.

<u>Uneven Growth</u>

During winter, some buds on a plant crown may be killed and others may not. The uninjured buds will start to grow early while the injured buds must be replaced by new buds formed in the spring. This results in shoots of different height on the same plant, with the shoots from buds formed in the spring being several inches shorter than the shoots arising from fall buds.

Root Problems

Perhaps the best way to diagnose winter injury is by digging up plants and examining roots. Healthy roots should be firm and white in color with little evidence of root rot. Winter injured roots have a gray, water-soaked appearance and/ or brown discoloration due to root rot. If the root is soft and water can be easily squeezed from the root, it is most likely winter killed. If the root is still firm but showing signs of rot it may still produce, depending on the extent of injury. Typically, if over 50% of the year Typically, if over 50% of the root is damaged, the plant will most likely die that year. If less than 50% is injured the plant will likely survive for 1 or maybe 2 years depending on management and subsequent winter.

Managing Winter Injured Stands

Winter injured stands require different management than healthy stands if they are to stay in production for 1 or more seasons. If winter injury is evident consider the following:

- Determine yield potential
- Potential yield of an alfalfa stand may be estimated by determining the number of stems in a square foot area. Once stem numbers are determined use the following formula to calculate yield potential of that stand:

Yield (tons/acre) = (Stems/ $ft2 \times 0.1$) + 0.38

• Remember that formula predicts **potential yield** and that several other factors such as soil factors, nutrient deficiency, insects, disease etc. can affect the actual yield.

Density (Stems/ ft²)	Action	
Over 55	Stem Density Not Limiting Yet	
40-55	Stem Density Limiting Yield Potential	
Under 40	Stem Density Severely Limiting Yield. Consider Replacing	

Allow Plants to Mature Longer Before Cutting: By allowing plants to mature to early, mid or even full bloom you are helping the plants restore needed carbohydrates for subsequent production. How long and during which cutting depends on the extent of winter injury. For severely injured stands, allow plants to go to nearly full bloom in first cut and to early flower in subsequent cuttings. This will give these stands the best chance at survival. Stands with less injury could be harvested somewhat earlier depending on the extent of injury. Stands with only mild injury could be allowed to go to 10 to 25% bloom at some time during the season. It may be best to choose second or third cutting with these stands as first cut is usually the highest quality or largest.

Increase cutting height: Increasing cutting height is particularly important when allowing plants to flower before cutting. At this point, new shoots may be forming at the base of the plant and it is important not to remove them as it will further weaken the plant because it will then have to produce new ones.

Fertilize: It is important to adequately fertilize winter injured stands. Soil test and apply recommended fertilizer prior to first cutting if possible.

Weed Control: Herbicide application to control weed competition will help the stand by eliminating weeds which compete for moisture, light and nutrients.

No Late Cutting: Do not cut winter stands after September 1 to allow for the buildup of food reserves prior to winter.

VE THE DATE

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FUNDING FOR THIS TOUR WAS MADE POSSIBLE BY THE U.S. DEPARTMENT OF AGRICULTURE'S (USDA) AGRICULTURAL MARKETING SERVICE THROUGH DAIRY BUSINESS INNOVATION INITIATIVE, GRANT 21DBIVT1004-00. ITS CONTENTS ARE SOLELY THE RESPONSIBILITY OF THE AUTHORS AND DO NOT NECESSARILY REPRESENT THE OFFICIAL VIEWS OF THE USDA.

Use Emotional Intelligence and Compassion to Inspire Effective Leadership

Kaitlyn Lutz

Now, this title may seem a bit too warm and fuzzy for some of our readers; however, I promise you that there is science and experience to back it up. Here are three things that bring me to write this article:

- 1. Everyone is about to get busier with planting season. Stress is shown to decrease our capacity for compassion, leading to tension among teams just when teamwork is most important.
- 2. While doing farmworker interviews last month, a theme from farm employees was a desire for more connection with and understanding from the boss/supervisor.
- 3. This article by Dr. Michael Capel, a partner in Perry Vet clinic and president of the American Association of Bovine Practitioners, summarizes a presentation from the Veterinary Leadership Conference.

"Have you ever wondered why compliance, be it with clients or employees, can be so hard to achieve? In his keynote, Dr. Boyatzis discussed ways we can improve our effectiveness as leaders by creating an environment where people are open to change. As clinicians [and farmers], we are trained to identify problems and develop solutions. It is natural for us to begin an employee review, clinic [or farm] meeting, or conversation about change with a list of areas that need to be improved and a review of what went wrong. However, this approach sets up an environment where the meeting participants are on edge. We fail to create a comfortable environment that facilitates honest discussion, and participants become unreceptive because they are focused on being defensive. While well-intentioned and efficient, our efforts to make improvements by leading with what was done wrong ends up causing more resistance. Instead, starting a meeting by creating a positive environment, listening and being compassionate can be a more effective way to begin the process of making a change. A compassionate environment prepares people to be open to change rather than being defensive and resistant."

Dr. Capel goes on to share how this compassionate

approach has been successful with improving treatment compliance for type 2 diabetes patients.

"This disease is associated with several dietary and lifestyle risk factors that are essential to address to achieve the best cure rates. Medical doctors commonly lecture patients on the risks of their lifestyle choices and scare them with descriptions of the disease. These tactics have been shown to cause anxiety and defensiveness and create an environment where patients are not open to change. Being compassionate has been shown to be more effective in opening patients up to accept change, thereby improving patient compliance. It is easy to give people a list of things they are doing wrong and tell them how bad things will get if they don't improve. It is harder, but much more effective, to take the time to truly understand the situation, the motivations behind the behavior you are trying to change and invite everyone to be part of the solution."

Dr. Capel states the importance of acknowledging that good leaders are not only confident, well informed, resolute, and good at decision making and follow-through but also take time to listen, are open-minded, see issues from all sides and hold people accountable while not dwelling on blame.

Here are a few books, also available in Spanish, written by Dr. Boyatzis on this topic.

- 1. Primal Leadership: Realizing the Power of Emotional Intelligence
- 2. Helping People Change: Coaching with Compassion for Lifelong Learning and Growth

Dr. Capel closes by encouraging us not to, "underestimate your opportunity to be a leader to those around you and your ability to create a compassionate environment that facilitates positive change."



Photo credit: Dr. Juan Velez. Employees at Aurora Organic Dairy, where their motto is "Be Compassionate."





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How Does the 2024 Winter Wheat Look?

Mike Stanyard

I am not used to looking out my window on February 9 with no snow on the ground and 60 degrees. This has been such a mild winter so far and I'm not disappointed that my snowblower has stayed in hibernation in the garage. Like last year, our wheat could come out of dormancy early. Punxsutawney Phil has already told us that spring is coming early this year. :)

It seems that many growers are still excited about their wheat yields last year. We did have a record 81 bushels per acre for NY. I am starting to get some early phone calls since the wheat is very visible with no snow. Some of it looks really good! We had a decent fall for planting wheat even though the delay in soybean harvest held some acres up. USDA, National Ag Statistical Service recently put out their Winter Wheat Seeding Report and estimate 180 thousand acres of winter wheat planted in New York this fall. This is up 20% percent from 2023 and 28% from 2022.

The USDA NASS NY Field Office puts out a weekly crop report and the % wheat planted and % emergence is recorded for the season. The % Wheat Planted chart shows that we were right on pace with the last two years through the first week of October. I would really like to see us over that 50% planted mark at that time. Wet weather and delayed soybean harvest put us behind through most of October. However, drier weather gave us a good window at the end and 25% of the wheat was planted in the last two weeks ending November 6.

The % Wheat Emerged chart shows that the early planted wheat jumped out the ground and 20% was emerged in the first week of October. This year's wheat lagged in emergence during October but came on strong at the end. Most of the slug of later planted wheat emerged at the end and 94% was out on November 27. Earlier emergence is important because fall tillers yield more than those established in the spring. So how was the wheat crop looking moving into the winter? On November 26, the NASS NY Field Office rated the condition of the wheat crop as 29% Excellent, 31% Good, 24% Fair and 16% Poor/VP. It is good to have 60% of the wheat in the Excellent/Good Rating. This is right on last year's crop at 59%.

A covering of snow is usually good for our wheat and serves as a blanket from the cold windy days of winter. I would be concerned if we had long extended periods of sub-freezing temperatures, but we have not had that so far. However, this is NY, and we have plenty of winter left. I'm more concerned if we get wet saturated soils and then get some low temperatures with no snow. Winter kill could be an issue and so we will have to make stand assessments if we find ourselves in that situation. We could lose the 16% of the wheat acreage rated at Poor/VP depending on the spring conditions.

Before you know it, that early shot of nitrogen will be going out there or maybe already applied as you read this. Early March is a great time to assess your tiller counts and check out your overwintering weed populations. There were not many opportunities to spray our wheat this fall so I expect we will need to get our herbicides out there as soon as conditions are right. Spring green-up is right around the corner.

	2023	2022	2021
September 18	-	9	9
September 25	19	19	15
October 2	33	28	31
October 9	45	48	43
October 17	52	64	68
October 23	71	80	77
October 30	86	90	84
November 6	96	92	87
November 13	_	94	88
November 20	_	98	89

Percent wheat planted by date comparisons. Data from USDA NASS NY Field Office.

	2023	2022	2021
October 9	20	12	-
October 17	29	34	26
October 23	45	52	45
October 30	60	68	60
November 6	77	82	69
November 13	85	89	75
November 20	92	92	82
November 27	94	95	85

Percent wheat emerged by date comparisons. Data from USDA NASS NY Field Office.

AG FOCUS MARCH 2024





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Featured Topics & Speakers

- Review of Key Pest Management Issues of Corn and Soybean in 2023 (Mike Stanyard, Field Crops Specialist, CCE/NWNY Team)
- Enhancing Soil Fertility and Structure through the Use of Cover Crops (Jodi Letham, Field Crops and Soils Specialist, CCE/NWNY Team)
- Grazing Cover Crops for Soil Health and Saving Money
 (Nancy Glazier, Small Farms & Livestock Specialist, CCE/NWNY Team)

Earn 2.0 DEC Recertification Credits in Category 21 Information

When: Wednesday, March 27th, 2024

Time: 1:30 pm-4:30 pm

Where: Benton Firehouse (932 NY-14A, Penn Yan NY 14527)

Cost: \$5 per person (pay at the event)

To Register: Call the CCE-Yates County office at 315-536-5123 to RSVP.

Pre-registration is **REQUIRED**.

"Cornell Cooperative Extension provides equal programs and employment opportunities"

Frost Seeding Time is Here!

Nancy Glazier

The sunshine today (2/14) makes us think spring is right around the corner. March is usually a great time to add some legumes by frost seeding into a way to improve grasses without losing a production year. It is also an excellent way to add legumes back if you used a broadleaf weed control last growing season. Added legumes will boost production and fill in thin patches or bare spots; they will provide needed nitrogen to the grasses already growing and provide protein for the livestock. Little or no tillage is involved which reduces the potential for soil erosion.

Hopefully, you did your homework last fall by checking the forage quantity, types, and groundcover. If not, take a walk after the snow melts to see if you need some light dragging or disking to open up the vegetation a bit. For frost seeding to be successful seed-to-soil contact is critical. What works with this technique is the freeze-thaw process in late winter/early spring. This action tends to work better on heavier soils as they are more likely to crack or form the 'honeycombs'. As the days get above freezing and nights below freezing, this action works the seeds down into the soil in preparation for germination. Spreading seed on frozen ground reduces the potential to rut up the pasture or field. This can be done best early morning or pos- nate and grow when sufficient moisture is there. sibly late in the day.

Legumes work best for frost seeding due to the shape of their seeds and will germinate under cool conditions. Success will vary farm to farm, but clovers will establish better, specifically red clovers. They are more tolerant of low pH and low fertility but are shorter-lived in pastures. A way to overcome that would be to routinely frost seed half your pastures every year, alternating fields. It can be an inexpensive improvement.

Suggested rates are listed here. The price of seed is relatively low, so don't skimp. Make sure you use inoculated seed or purchase the correct inoculum.

Lbs/Ac Red Clover - 6 to 10 Ladino Clover - 2 to 4 Birdsfoot Trefoil - 5 to 8

Equipment for frost seeding can be as small or as big your pastures, hayfields, or winter small grains. It is as needed. The size of the pasture or field will dictate what is needed, unless you have time and the desire to walk a large field with a small cyclone spreader. A broadcaster can be mounted on the back of an ATV or small tractor.

> If a soil test report shows phosphorous or potassium is needed wait until late summer. Fertilization will help seedlings get established and ready for winter.

> Sometimes overgrazing or continuously grazing will leave bare or thin spots or kill the existing legumes. Frost seedings can be done to improve the stand, but this will only be a short-term fix. Rotational grazing is the best way to improve a stand for the long term. Frost seeding will return legumes to the pastures; dividing the pasture into at least four paddocks will provide forages time to rest and regrow through the growing season. Grazing needs to be carefully managed early season to prevent damage to the tender seedlings yet allow light to reach them.

Who can predict what this spring will be like? Dry spring conditions will discourage seed germination. Unfortunately, there is no way to control this. With the seed in place, there is a chance that it will germi-



The photo shows the 'honeycomb' look of frosted soil.

Cornell Cooperative Extension of Livingston County NWNY Dairy, Livestock & Field Crops Team 3 Murray Hill Drive Mount Morris, NY 14510

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UPCOMING EVENTS

March 5

Whole Farm Efficiency Webinar Series: Reproductive Evaluations

12PM - 1PM: Zoom: Free

Registration: https://nwnyteam.cce.cornell.edu/

March 12

Whole Farm Efficiency Webinar Series: Replacement Management

12PM - 1PM : Zoom : Free

Agritourism Webinar: Staffing your Agritourism Operation 12PM - 1PM : Zoom : Free

Registration:

https://nwnyteam.cce.cornell.edu/ events.php

March 13 - 14

Value-Added Dairy Tour

Overnight Trip : Depart from Batavia, NY to multiple locations in Eastern, NY : \$100

Registration:

https://nwnyteam.cce.cornell.edu/ events.php

March 18

Hands-On Dairy Animal Care Training: Albion NY

9:30AM - 3PM : Orleans Poverty Hill Dairy, Albion NY : \$15

Registration:

https://nwnyteam.cce.cornell.edu/ events.php

March 19

events.php

Hands-On Dairy Animal Care Training: Stanley NY

9:30AM - 3PM : Lake Country Holstein, Stanley NY : \$15

Registration:

https://nwnyteam.cce.cornell.edu/ events.php

March 27

Manure Storage Cover and Flare Farm Tour

1PM - 3PM : Stein Farms, Le Roy, NY : Free

Registration:

https://nwnyteam.cce.cornell.edu/ events.php

March 27

Yates County 2024 Crop Congress

1:30PM - 4:30PM : Benton Firehouse, Penn Yan, NY : \$5

Registration:

https://nwnyteam.cce.cornell.edu/ events.php

March 28

Cornell Cow Convos Podcast Episode 7: NYFVI Healthy Herds

Release for listening

Listen Here:

https://nwnyteam.cce.cornell.edu/ events.php

April 8-9

Conference presented by PRO-DAIRY and NEAFA

Doubletree by Hilton, East Syracuse, NY

Registration:

https://cals.cornell.edu/pro-dairy/ events-programs/conferences-seminars/ herd-health-and-nutrition-conference

April 9

Agritourism Webinar: Working with your Local Tourism Office

12PM - 1PM: Zoom: Free

Registration:

https://nwnyteam.cce.cornell.edu/ events.php

April 11

Livestock Grazing for Beginners

TBA: CCE Niagara Training Center

Registration:

https://nwnyteam.cce.cornell.edu/ events.php

April 25

Cornell Cow Convos Podcast Episode 8: Automated Health Monitoring Systems

Release for listening

Listen Here:

https://nwnyteam.cce.cornell.edu/ events.php

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