



**Extension**

UNIVERSITY OF WISCONSIN-MADISON  
CALUMET COUNTY

# Agriculture Newsletter

**February 2019**



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<https://calumet.extension.wisc.edu>

Calumet County Courthouse  
206 Court St  
Chilton, WI 53014

If you will need any type of accommodation or assistance as you attend any Extension sponsored events, please contact the host county office at least two days prior to the event. All requests will be confidential.

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*"Milk prices will average higher in 2019 depending upon the level of milk production, domestic sales and dairy exports. Most forecasts are not overly optimistic as to how much higher with increases no more than \$1." You can read more about the Dairy Situation and Outlook on page 8 from Professor Bob Cropp of UW-Madison.*

It is also important for dairy farmers to keep up-to-date on the global market as well, which can found on the U.S. Dairy Export Council Website at <http://www.usdec.org/>. Using these tools can be helpful when deciding to continue dairy farming or consider creating an exit plan if you have not already done so. Feel free to contact me if you need help getting started with an exit plan or are looking for more decision-making tools.

*Amber O'Brien*

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## Save the Dates

### **Dairy RP / Farm Bill Update**

Wednesday, March 20,  
10:00-12:00 noon  
Brillion Community Center  
Free to attend

### **Heart of the Farm**

Thursday, April 4  
Time: 9:00 am-3:00 pm  
WI Farm Discover Center  
\$35/person, lunch included

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## **Pesticide Applicator Training**

**Wednesday, March 6, 2019**

9:00-3:00 pm

Calumet County Courthouse, Room 015

Pesticide applicator training will be administered through Extension Calumet County.



- ⇒ Certification for private applicators is required by law for crop producers to handle, mix, or apply “restricted use” pesticides. Private applicator certification is valid for five years and participants must be 16 years of age or older.
- ⇒ Pre-registration for the pesticide session is required. Individuals are charged \$30.00 for the training materials and state certification. Lunch will be provided.
- ⇒ Study materials must be picked up one week prior to the training session at the Extension Calumet County Office, 206 Court Street, Chilton, Room #303 (third floor). Materials will not be mailed.
- ⇒ A minimum exam score of 50 percent is required if individuals complete the day-long training session. A minimum score of 70 percent is required for individuals choosing the self-study option.
- ⇒ For more information, contact Amber at 920-849-1450 x3.

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## **Producer Grants Available from Buy Local, Buy Wisconsin Program**

Local farmers and food businesses involved in Wisconsin’s local food industry who are seeking to grow their markets are encouraged to apply for 2019 Buy Local, Buy Wisconsin’s Producer and Processor Grants.

Producers are able to use grant funds for hiring consultants to help with business planning, whole farm planning, marketing, branding and more. All proposed projects must be related to a local food or raw agricultural product and must demonstrate increased local food sales.

Proposals must be received by DATCP by noon, March 20, 2019. Each proposal must include a cover page, a completed budget template and project description. Necessary documents are available online at <https://datcp.wi.gov/Pages/BuyLocalBuyWisconsinGrants.aspx>.

Grants will be awarded following a competitive review process. The target date for grant award notification is April 2019. A total of \$170,000 is available in grant funding; the maximum award for each project is \$50,000. Grant applicants must provide a cash or in-kind match of at least 50 percent of the total project budget. Grants may not be used to fund feasibility projects or startups. Proposals could include collaborations or partnerships.

Anyone with questions about the application process can contact BLBW program manager Kietra Olson at 608-224-5112 or [Kietra.Olson@Wisconsin.gov](mailto:Kietra.Olson@Wisconsin.gov).

## University of Wisconsin-Extension Dairy Team

# Better Heifers, Better Cows

Making Wisconsin's heifer industry  
strong & competitive through university-based research and education.

**Friday, February 22**

Liberty Hall Conference Center  
800 Eisenhower Drive, Kimberly

### Meeting Details

**Registration:** 9:30 am  
**Meeting:** 10 am to 3 pm

**Registration Fee:**  
\$40 per person early  
registration fee  
(includes lunch & materials)

\$10 additional fee will be  
charged after February 15<sup>th</sup>



- ♦ **Cockscrew Claw Syndrome—An Unexpected Challenge!**  
Nigel Cook, DVM, UW-School of Veterinary Medicine
- ♦ **Strategic Use of Sexed and Beef Semen on Heifers for Maximum Profitability**  
Victor Cabrera, Extension Specialist in Dairy Farm Management, UW-Madison
- ♦ **Managing Heifer Inventory to Save Costs**  
Matt Akins, Extension Dairy Specialist, UW-Madison
- ♦ **Effects of Sorting Characteristics and Pen Overstocking on the Growth Performance of Pregnant Dairy Heifers**  
Wayne Coblenz, Researcher, US Dairy Forage Research Center
- ♦ **The Forgotten Herd—Housing the Growing Heifer**  
Nigel Cook, DVM, UW-Madison School of Veterinary Medicine

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### 2019 Better Heifers, Better Cows Meeting Registration

Name(s): \_\_\_\_\_

Company: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/ZIP: \_\_\_\_\_

Email address (for a direct mailing in future years): \_\_\_\_\_

Registration: \_\_\_\_\_ People x \$40 per person (includes meals & materials) = \$ \_\_\_\_\_  
\_\_\_\_\_ **Additional Walk-in/Late Fee after February 15 x \$10 per person** + \$ \_\_\_\_\_  
**Total Enclosed:** = \$ \_\_\_\_\_

**Make Check Payable to:**  
**Mail to:**

**UW-Extension Fond du Lac County**  
UW-Extension Fond du Lac County  
400 University Drive, Room AE-227  
Fond du Lac, WI 54935  
920.929.3171

**Credit card payment for registration  
available, small surcharge applied.  
Please call for this option.**

**Or call:**

**Registration due Friday, February 15<sup>th</sup> or a \$10 per person Late/Walk-in fee will be added.**



# Poor Soybean Seed Quality and Preparing for the 2019 Field Season

Damon Smith, Associate Professor and Extension Specialist, Department of Plant Pathology, University of Wisconsin-Madison  
Shawn Conley, Professor and Extension Specialist, Department of Agronomy, University of Wisconsin-Madison



Figure 1. Severe *Phomopsis* seed decay. Photo Credit: Craig Grau, University of Wisconsin-Madison.

As we finish off 2018 and look ahead to the 2019 planting season, soybean farmers need to be prepared for some potential seed quality issues. The 2018 crop was plagued by several problems, but one of the most substantial was a large amount of white, chalky, or black, and damaged seed (Figure 1). This damaged seed is impacting germination rates of soybean seed slated for the 2019 crop.

## What caused this issue?

Most of this damage is a result of infection and colonization by a group of fungal species called *Diaporthe*. This group is implicated in diseases such as stem canker, pod and stem blight (Figure 2), and *Phomopsis* seed decay (Figure 3). Excessive rains at the end of August and throughout September and October resulted in a large amount of pod infection by *Diaporthe*. These infections combined with delayed harvest allowed for extensive seed colonization by these fungi. This resulted in *Phomopsis* seed decay which has led to visually damaged seed and the germination issues we are now seeing. To learn

more about this group of fungi and the diseases they cause, visit the Crop Protection Network (CPN) website on pod and stem blight and *Phomopsis* seed decay, see (<https://cropprotectionnetwork.org/encyclopedia/soybeans/stem-diseases/pod-and-stem-blight-phomopsis-seed-decay/>).

## How Do I manage this Problem at Planting in 2019?

Soybean seed producers should try to clean seed to achieve less than 20% damaged seed in a seed lot. Multiple cleaning steps might be needed to achieve this level. While testing germination now is recommended, remember that testing germination again next spring and potentially just prior to delivery will also help you to understand the germination rate and determine if other management strategies need to be employed such as fungicidal seed treatments.

Seed treatments can help improve the germination rate of seed damaged by *Diaporthe*. However, you will need more than metalaxyl or mefenoxam active ingredients in your seed treatment. Metalaxyl and mefenoxam are good against *Phytophthora* and *Pythium*, but not effective against other organisms, like *Diaporthe*. Seed treatments with *Phomopsis* on the label have an additional fungicide (either a DMI or SDHI). Page 157 of the publication [A3646 – Pest Management in Wisconsin Field Crops](https://learningstore.uwex.edu/Assets/pdfs/A3646.pdf) (<https://learningstore.uwex.edu/Assets/pdfs/A3646.pdf>) has a table of some of the seed treatments with *Phomopsis* on the label. Also available is the seed treatment efficacy table from the Crop Protection Network (CPN).



Figure 2. Pod and stem blight of soybean

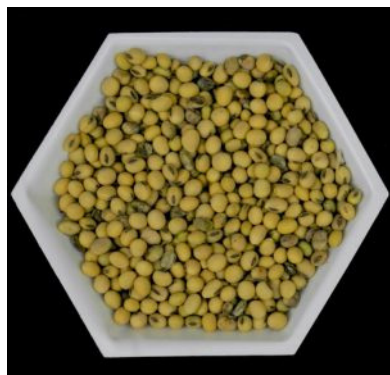


Figure 3. Damaged soybean seed as a result of *Diaporthe* infection.

We also recommend that as a farmer, you double check the percent germination on every seed lot prior to planting and adjust your seeding rates accordingly. Recommendations for soybean seeding rate based on yield potential and white mold risk be found on the Cool Beans website: [The Soybean Seeding Rate Conundrum](https://coolbean.info/2018/04/18/the-soybean-seeding-rate-conundrum/). (<https://coolbean.info/2018/04/18/the-soybean-seeding-rate-conundrum/>)

## If I'm a Seed Producer, What Should I Do to Prevent this Problem Next Year?

Foliar fungicide applications during the growing season could reduce the damage from *Diaporthe*. Some work has demonstrated that fungicide applications between the R3 to the R5 growth stages might be useful in reducing damage. This might help improve seed quality, but not necessarily improve yield. For a list of fungicide products with efficacy ratings for soybean, visit the Crop Protection Network website.





**Extension**

UNIVERSITY OF WISCONSIN-MADISON  
BROWN COUNTY

## FREE! Industrial Hemp Educational Meeting

**Please note: This is NOT marijuana!**

February 25, 2019 | 1:00-4:30 pm  
Neville Public Museum Auditorium | 210 Museum Place  
Green Bay, 54303

***Space is limited to the first 120 pre-registered***

Register online at <https://goo.gl/forms/huJkpZQFS2gGR0ag2>.

The Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP) has extended the application deadline for the [Industrial Hemp Pilot Program](https://datcp.wi.gov/Pages/Programs_Services/IndustrialHemp.aspx) ([https://datcp.wi.gov/Pages/Programs\\_Services/IndustrialHemp.aspx](https://datcp.wi.gov/Pages/Programs_Services/IndustrialHemp.aspx)) to March 1, 2019.

This meeting is intended for interested growers and those who support them, including service providers, consultants, agency staff, lenders, and others interested in growing industrial hemp.

### **Topics/Speakers**

#### **Hemp Agronomics**

*Dr. David Williams, Agronomist, University of Kentucky* - will provide information on general agronomic parameters for hemp production including variety selection, establishment, crop culture, harvesting, and post-harvest issues. This will include information for all three harvestable components; fiber, grain, and cannabinoids. Additionally, he will provide information on the economics/profitability of hemp production both within and beyond the U.S

#### **Industrial Hemp Legal Considerations**

*Larry Konopacki, Partner Stafford Rosenbaum LLP; General Counsel, Wisconsin Hemp Alliance* - will discuss legalities that should be taken into consideration when growing industrial hemp. Larry serves as general counsel to the Wisconsin Hemp Alliance.

#### **Department of Agriculture, Trade and Consumer Protection (DATCP) Industrial Hemp Research Pilot Program**

*Jennifer Heaton-Amhrein, DATCP* - will cover federal and state law and regulations governing the hemp pilot program, 2019 licensing requirements, 2018 program results, and answer questions.

#### **Local Grower Perspective**

*Growers from the Northeast Wisconsin region* - Hear from growers in Northeast Wisconsin who participated in the first ever 2018 research pilot program. They will share their experiences and have a discussion about what they did and what they learned in 2018.

#### **More about the speakers:**

**\*Dr. David Williams**, PhD, University of Kentucky (below taken from the [University of Kentucky website](https://www.uky.edu/))

Agronomist David Williams is leading the research effort investigating agronomic parameters affecting field-scale production of industrial hemp. Experiments are aimed at optimizing yields of grain, fiber, and cannabinoids of interest (e.g. cannabidiol; CBD)

**Jennifer Heaton-Amhrein**, Policy Analyst, WI Department of Agriculture, Trade and Consumer Protection

Over the last twenty years, Jennifer has worked in many areas of agro-environmental policy for DATCP, including land and water conservation, livestock siting, pesticides, fertilizer, and plant pests and diseases. For the last year, she has been on special assignment to manage the start-up of the industrial hemp research pilot program.

**\*Larry Konopacki**, Partner Stafford Rosenbaum LLP; General Counsel, Wisconsin Hemp Alliance

**\*These speakers will be participating via remote technology, with opportunity for Q&A**

#### **Questions about the program?**

Liz Binversie  
[elizabeth.binversie@wisc.edu](mailto:elizabeth.binversie@wisc.edu)  
920-391-4612

Register online at:

<https://goo.gl/forms/huJkpZQFS2gGR0ag2>

To register by phone:

Call Alyssa Zirbel, 920-391-4653

***Financial support provided by the Brown County Farm Bureau***

# Stressed? Take Stock, Take Care and Gain Control

*Authors:*

*Trisha Wagner, UW-Extension Farm Management Program Coordinator*

*John Shutske, Ag Safety Specialist UW-Extension, Biological Systems Engineering & UW Center for Agriculture Safety & Health*

*Contributions from:*

*Steve Okonek, UW-Extension Agriculture Agent, Trempealeau County*

*Peggy Olive, UW-Extension Financial Capability Specialist and Consumer Science Outreach Specialists UW-Center for Financial Security*

*Jenny Vanderlin, Associate Director, UW Center for Dairy Profitability*

Stress is common in farming. The long hours can sometimes lead to fatigue, especially if there is not enough help. A feeling of a lack of control during changing times and conditions can compound the feeling of uncertainty. Other things that can cause stress are issues related to your kids, relationships, markets, the weather and other things you are not able to control.

Stress can negatively affect our health, our sleep, our relationships, and our communication with others. When we are stressed or distracted, it also increases risk for a farm injury or making some type of other mistake. Sometimes, we are experiencing things that are causing stress and may not even realize it though others might see that we seem unhappy, grouchy, tired, or just “different” than we once were.

## **Take stock**

Because of these effects, it is important to recognize and work to positively address, not avoid the causes of stress. In fact, avoidance usually makes matters worse. If you look to the internet for help, it can be overwhelming. Where do you start? Experts recommend farmers take stock of their farm business in order to make informed decisions about the future.

To “take stock” (of something) is to think carefully and clearly understand a situation, so that you can decide what to do. Farmers who lament doing this may feel the outcome will be negative; however, it is a first step to addressing stress caused by uncertainty, and puts you on a path to take control of decisions. It may also reveal options you may not have considered.

To take stock of your current operation, utilize important resources such as a calculation of your cost of production, and your farm balance sheet. You can contact your Extension office for help with calculating cost of production and creating your balance sheet. If you have a loan, you can also access your balance sheet from your lender.

- An accurate calculation of your cost of production may reveal expenses that may be high relative to your peers. A plan to address such issues should be presented to your lender.
- From your balance sheet, it is possible to determine your debt relative to your assets. Depending on your debt to asset ratio, you may determine that an operating loan is feasible or perhaps undesirable, based on your cost of production calculation and price projections.
- Re-evaluating your current enterprise may reveal opportunities to enhance cash flow, or alternatives to maintain the farm assets that are most important to you and your family. This may mean selling or renting some assets, and keeping the farm in the family.

## **You don’t have to go it alone**

A change, including change in daily routine, to a major life event can be unsettling for both adults and children. It is important to talk through the situation with family members, as soon as possible—even though it may be hard to do.

Start the conversation by talking with your family and friends about stress and the changes that might need to happen at home. Resilient families view crisis as a shared challenge, instead of having each person be a “tough, rugged individual” getting through hard times. They believe that by joining together with family members and others who are important to the family they can strengthen their ability to meet challenges. (Walsh, F. 2006 Strengthening Family Resilience. New York: The Guilford Press).

Family members and neighbors often may not know what they can do when someone they care about is under stress. It is important to know that rarely does a response resolve the situation; however, the recognition and connection made is valuable. Simply saying, “I don’t even know what to say, I’m just glad you told me how you feel,” can help reduce stress. For more information on family communication to work together on managing stressful times and family finances, visit: <https://fyi.extension.wisc.edu/toughtimes/talking-with-family-managing-stress/>

### Take care

When stress becomes overwhelming, it is important to recognize the harmful effects and to take personal action. Sometimes people cannot recognize signs of stress in themselves, and others might sense something is wrong but may not know how to bring it up. For help on recognizing signs and symptoms of chronic or severe stress visit: [www.agsafety.info](http://www.agsafety.info)

Because of these effects, it is important to work to positively manage the effects of stress. Here are some of the most common things that are recommended:

- Eat well, and make you drink enough water (and other fluids) to stay hydrated. Your body and brain need energy – cut back on sugar, caffeine, high fat food, and make sure you're eating enough protein (lean meat, beans, eggs, fish, etc.).
- Get enough sleep – Try and stick to a routine where you go to bed and get up at about the same time. Avoid caffeine (coffee, soda, etc.) many hours before bedtime. And, try not to spend time on your smartphone at least a couple hours before sleeping.
- If you are healthy – try to get a little extra exercise. Dairy farming is hard work, but we may not get the type of activity that strengthens our heart, lungs, and brain.
- Take a deep breath, and make it a habit. Practice deep breathing on your walk to the barn or the tractor when you leave the house each day.

### Seek (and share) helpful resources

Resource exist to help during times of a change in income or financial need. Health insurance information and options, county specific resources for agencies and services, local resources for food, housing, child and cash assisting and more are available, visit [www.coveringwi.org/](http://www.coveringwi.org/)

If any person on your farm expresses the [signs and symptoms of extreme stress](#) and talks about harming themselves or ending their life, it is important to provide help and support. The most important resource for support ANYWHERE in the U.S. is the National Suicide Prevention Lifeline accessible for English speaking people at: 1-800-273-8255 or in Spanish at: 1-888-628-9454. See <https://suicidepreventionlifeline.org> for more information.



**Join us for a pre-conference dinner and discussion:**



**- Bugging Out on Soil Health -**  
*The diversity & function of soil microbes*  
**February 19, 2019 • 5:00 PM**



*Taking place after the DATCP Producer-Led Workshop*

# Dairy Situation and Outlook, January 28, 2019

by Bob Cropp, Professor Emeritus | University of Wisconsin Cooperative Extension  
University of Wisconsin-Madison

With the government shutdown key USDA reports we not available—Milk Production, stocks of dairy products, production of dairy products, dairy exports, and slaughter cow numbers—all useful in assessing the dairy situation and milk price outlook. But, I will make some observations based on what we do know.

Dairy producers faced a very difficult year last year. Milk prices have been depressed for four years with last year being the worse of the four. Milk prices fell sharply the last quarter of the year. In September the Class III price was \$16.09 but had fallen to just \$13.78 in December. The average for the year was \$14.61 compared to \$16.16 in 2017. The Class IV price did better with improving nonfat dry milk prices. The Class IV price was \$14.14 in July but improved to \$15.09 in December. The average for the year was \$14.23 compared to \$15.16 in 2017.

Milk prices will average higher in 2019 depending upon the level of milk production, domestic sales and dairy exports. Most forecasts are not overly optimistic as to how much high with increases no more than \$1. The latest milk production report was for November of last year. At that time cow numbers were declining and averaged 3,000 head or 0.03% lower year-to-date. With four years of low milk prices more than the usual number of dairy producers were exiting the industry. Milk per cow was running below the normal trend at just 1.0% higher and averaged 1.0% higher year-to-date. The result was milk production less than 1.0% higher than a year ago for September to November and averaging just 1.0% higher year-to-date. It seems logical with low milk prices that cow numbers continued to decline in December and going into January. Likewise the increase in milk per most likely continued to be no more than 1.0% for December going into January netting less than a 1.0% increase in milk production for December and probably for January.

USDA's latest dairy forecast was last December. At that time USDA forecasted the average number of milk cows for 2019 would be 20,000 head or 0.02% lower than 2018 and milk per cow would be 1.5% higher netting an increase in total milk production of 1.3% over 2018. But, milk production could well turn out less than this. The number of dairy producers exiting for at least for the first half of the year is expected to remain relatively high, and if so the decline in cow numbers could well be more than 20,000. Wet weather the spring and again the fall of 2018 lower the quality of hay and corn silage potentially dampening the increase in milk per cow to less than 1.5%. Domestic demand normally can handle about a 1% increase in milk production for reasonable milk prices. Increase above 1% require exports.

The 2018 economy was favorable for domestic demand with low unemployment and higher wages. However, beverage milk sales continue to decline. The latest milk sales was for November of last year. Sales January through November were 2.0% lower than the year before. When less milk is drunk milk needs to be made into manufactured dairy products like cheese. Both cheese and butter sales were modestly higher last year. Concerns are rising that the economy may slow from last year which could dampen milk and dairy product sales.

Dairy exports will be important for higher milk prices in 2019. As long as there is a trade war between the U.S. and Mexico and China dairy exports will be curtailed. As of now this trade war doesn't appear to be ending soon. The latest export data was for October of last year. Nonfat dry milk/skim milk powder exports were still running 19% higher than a year ago with cheese exports even, butterfat exports 75% higher and whey exports 19% lower. Mexico placed a retaliatory tariff on U.S. cheese but not nonfat dry milk. Mexico is U.S. largest market for cheese and nonfat dry milk and China is the largest market for whey products and China had cut whey imports by about half. On the positive side world milk production is not increasing and world dairy product prices are improving which may offer opportunities for U.S. exports. While New Zealand's milk production is running well above a year ago, drought in Australia and the EU has reduced feed supplies forcing reduced cow numbers and lowering milk production. Also higher whey and nonfat dry milk exports to Southeast Asia replaced some of the loss exports to China. Mexico is still buying cheese with October sales to Mexico actually higher than the year before. So exports are likely to be lower than last year but still at a level to give some support to milk prices.

In summary, the increase in milk production not much more than 1%, modest growth in domestic sales and a level of exports to support milk prices I am a little more optimistic about milk prices this year. The Class III price is likely to be in the \$14's first quarter, in the \$15's second and third quarters but then in the \$16's fourth quarter and averaging \$1.10 to \$1.20 higher than last year. Class IV will start the year in the \$15's and could be in the \$16's the last half of the year and averaging \$1.40 to \$1.50 higher than last year. Yet these prices are not what dairy produces need to start to recover from four years of low milk prices. But, I am also not ruling out that we could see a better recovery in milk prices by fourth quarter.





Supporting and strengthening the Midwest dairy industry through awareness, understanding, and adoption of innovative manure handling processes.

**2.27.19 | LAMBEAU FIELD ATRIUM**

## AGENDA

- 9:00 am Registration and Refreshments  
9:30 am Doors open and Welcome  
9:45 am **Selecting Appropriate Manure Technology**  
*Becky Larson, UW-Madison & UW-Extension*  
10:30 am **Manure Phosphorus Extraction System**  
*Clinton Church, USDA-ARS Pennsylvania*  
11:15 am Breakout Sessions (Choose 1)  
**Recovering Ammonia from Manure as Fertilizer**  
*Shulin Chen, Washington State University*  
**Phosphorus Trade-Offs With No-Till: What if Manure Had No Phosphorus?**  
*John Chastain, Clemson University*  
12:00 pm Lunch  
**Manure Management Outlook**  
*Sara Walling, UW-Extension*  
12:45 pm **Successes and Challenges Panel**  
2:00 pm Break  
2:30 pm **Groundwater Update**  
*Mark Borchardt, USDA-ARS Wisconsin*  
3:15 pm **Controlling Antibiotic Resistance and Bacterial Pathogens in Manure**  
*John Brooks, USDA-ARS Mississippi*  
4:00 pm **Closing Remarks**

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Ask us how you can be a part of this event!

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**FEBRUARY 27**

**Midwest  
Manure  
Summit**

<http://midwestmanure.org>

**FEBRUARY 27, 2019**

Lambeau Field Atrium  
1265 Lombardi Ave | Green Bay, WI



**UW**  
**Extension**  
University of Wisconsin-Extension

**MORE INFORMATION**

Visit **<http://midwestmanure.org>**  
- OR - Contact:

Liz Binversie  
UWEX Brown County  
920.391.4612  
[elizabeth.binversie@uwex.edu](mailto:elizabeth.binversie@uwex.edu)

Stephanie Plaster  
UWEX Ozaukee & Washington Co  
262.335.4477  
[stephanie.plaster@uwex.edu](mailto:stephanie.plaster@uwex.edu)

NAME(S)

FARM/BUSINESS

ADDRESS

CITY / STATE / ZIP

PHONE NUMBER

E-MAIL ADDRESS

**REGISTRATION FEES**

- ☐ \$125 Early Bird Fee (before Feb 1)  
☐ \$145 Registration Fee (after Feb 1)

**MAIL FORM & PAYMENT TO:**

Midwest Manure Summit  
Room 227 Administrative/Extension Building  
400 University Dr  
Fond du Lac, WI 54935

☐ Check - Payable to UW-Extension

☐ VISA\* ☐ Mastercard\* \*Credit card payment subject to \$6 convenience fee per registrant

\*Credit card payment may be called in to (920) 929-3171

CARD NUMBER

EXPIRE

SIGNATURE

10

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**FEBRUARY 27**

**Midwest  
Manure  
Summit**

**<http://midwestmanure.org>**



## Becoming the Employer/Manager of Choice Learning & Discussion Series

*Limit 10 participants, first come, first serve*

**Register by March 1**

**All classes will be held at Wrightstown Community Hall  
352 High St, Wrightstown**

Come to one, two, or all three sessions!

*See back for registration form and more information.*

### **“Hiring the Right People” and “Developing a Motivated Workforce”— March 5, from 1:00-3:30 pm**

Participants will learn how to reduce miss-hires and turnover and improve employee performance by exploring the hiring process and learning how to create a motivating environment. Group discussion will be focused on participants’ experiences and provided scenarios to talk through suggestions and best practices.

### **“Strategic Leadership & On-Boarding” and “Reviews and Feedback”— March 12, from 1:00-3:30 pm**

Set your new employees up for success by learning how on-boarding practices and regular training opportunities are key for their development. Effectively communicating expectations can reduce new employee confusion and poor productivity. Keep them on track by learning how to provide constructive feedback, performance reviews, and incentive plans. Group discussion will focus on participants’ on-boarding, training practices, employee reviews and feedback, and how these ideas can be shared and used by others.

### **“From Managers to Leaders” and “Managing Conflict” — March 19, from 1:00-3:30 pm**

In this session, we will discuss the difference between being a manager and being a leader. Participants will learn about leadership styles and identify their preferred style. Learn about effective communication strategies and the basic concepts in conflict management to help navigate through difficult situations. Group discussion will focus on which leadership style is best applied in different employee management situations and learn from each other’s experiences as well as conflict scenarios and constructive feedback for future situations .

#### **Presenters and Discussion Leaders:**

Liz Binversie, Agriculture Educator, UW-Extension Brown County

Sarah Grotjan, Dairy & Livestock Educator, UW-Extension Outagamie County

Amber O’Brien, Agriculture Educator, UW-Extension Calumet County

Trisha Wagner, Outreach Program Manager, UW-Extension Farm Management Program

Simon Jette-Nantel, Farm Management Specialist, UW-Extension Center for Dairy Profitability

*La información que se presenta en los siguientes módulos está disponible en inglés y español por medio de servicios de interpretación simultánea. Para más información sobre estos servicios, llame a Liz Binversie al 920-391-4612.*

Information presented during the following modules is available in both English and Spanish through the use of simultaneous interpretation services. For more information about these services, call Liz Binversie at 920-391-4612.



## General information & Registration Form

Cost: \$25 for full series or \$10 per class payable to "Brown County Treasurer"

Fee covers class materials and light refreshments.

Send your payment and form below to:

Agriculture Dept.  
Brown County UW-Extension  
210 Museum Place  
Green Bay, WI 54303



To pay with a credit card, please visit [www.browncountyextension.org](http://www.browncountyextension.org) and click "Pay Your class Fees Online" on the left-hand side and follow the instructions.

### Becoming the Employer/Manager of Choice—Learning & Discussion Series

Due March 1, 2019

Language of choice \_\_\_\_ English \_\_\_\_ Spanish (If registering multiple people, mark all that apply)

I/we will attend the following class(es):

Full Series: No. of people \_\_\_\_ X \$25 = \$ \_\_\_\_ Name(s): \_\_\_\_\_

OR:

**March 5:** No. of people \_\_\_\_ X \$10 = \$ \_\_\_\_ Name(s) \_\_\_\_\_

**March 12** No. of people \_\_\_\_ X \$10 = \$ \_\_\_\_ Name(s) \_\_\_\_\_

**March 19:** No. of people \_\_\_\_ X \$10 = \$ \_\_\_\_ Name(s) \_\_\_\_\_

**TOTAL AMT. ENCLOSED:** \$ \_\_\_\_ Payable to Brown County Treasurer

☐ Check this box if you plan to pay or have already paid via credit card.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

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Email \_\_\_\_\_



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**EAA Grounds-Oshkosh, Wisconsin  
March 26-28, 2019**

**9:00 am to 4:00 pm Tuesday and Wednesday  
9:00 am to 3:00 pm Thursday**

For more than five decades, the WPS Farm Show has provided an opportunity for the agricultural community to check out the latest farming equipment, machinery, tools, and service. Powered by NatureWise®. The 2019 WPS Farm show promises to be better than ever.

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## **2019 National Holstein Convention June 24-27, 2019**

### **2019 National Holstein Convention**

In what is believed to be the highest concentration of Registered Holsteins in the world, Wisconsin is excited and honored to be hosting the 2019 National Holstein Convention. We welcome you June 24-27 to the beautiful Fox Valley region of America's Dairyland. Registered Holstein breeders in Wisconsin have a rich history and promising future. The convention will feature diverse farm tours, seminars, junior Holstein contests, the National Convention Sale, a National Genetics Conference, 25th Young Dairy Leadership Institute's Leadership Conference and much more!

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## **2019 Calumet County Mardi Gras Rural-Urban Banquet Tuesday, March 5, 2019**

All Calumet County residents are welcome to attend the Mardi Gras held at Cobblestone Creek Restaurant and Banquet Hall in Brillion. The Mardi Gras is an annual event dedicated to recognizing the rural-urban relations among Calumet County citizens. The evening includes all you can eat meal of chicken and beef tips served at **7:45pm.**, awards program, and a live auction of donated items. The money raised from the auction will be gifted to the Calumet County Fair and numerous Calumet County agriculture events. Attendees at the Mardi Gras will learn who the 2019 winners are of the Calumet County Fair Person of the Year; Land and Water Conservation, and Conservation Alliance awards; Farm Bureau Outstanding Service Award; Agriculturist of the Year; Holstein Youth of the Year; and the Sherwood Community Service award. To reserve Mardi Gras banquet ticket the cost of **\$15/person**, please contact 920-989-1167 or [cbrant3@tds.net](mailto:cbrant3@tds.net).

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# Calumet County Agriculture Newsletter

If you are receiving this newsletter in error, have an address change, or would like to receive it via e-mail, please contact the Calumet County UW-Extension Office at 920-849-1450 x4. Thank you.