



**NORTHEAST IOWA**  
**DAIRY & AGRICULTURE**  
**FOUNDATION**

**2021**  
**ANNUAL REPORT**

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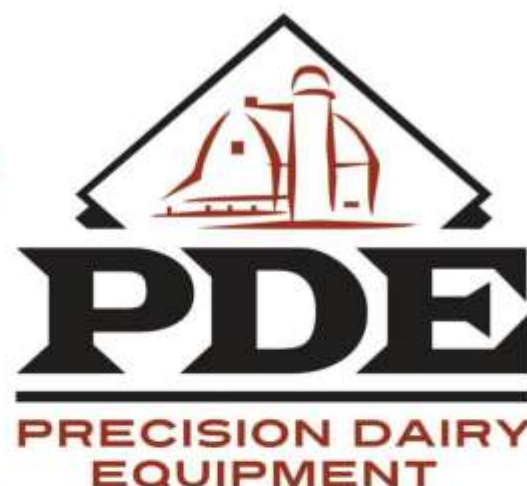


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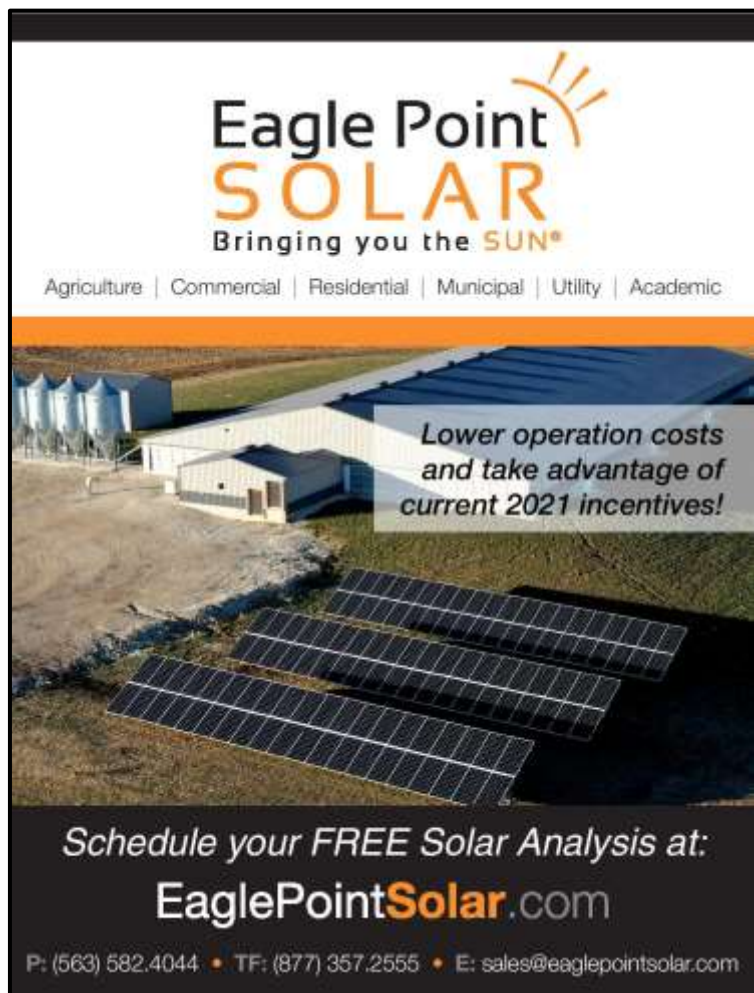


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## ANNUAL MEETING

10:00 a.m.	Welcome Liang Chee Wee, Ph.D., President at Northeast Iowa Community College
10:15 a.m.	U.S. Dairy's Net Zero Initiative: Why It Matters and How Do We Get There Chris Kopman, General Manager at Newtrient
11:00 a.m.	2021 Iowa Ag Update and Priorities Mike Naig, Secretary of Agriculture at Iowa Department of Agriculture & Land Stewardship
11:30 a.m.	A Look at the Trends Kayla Lyon, Director at Iowa Department of Natural Resources
12:00 p.m.	Lunch Break
12:30 p.m.	Annual Meeting
1:30 p.m.	Board of Directors Meeting



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## AGENDA

Call to Order – Tim Huhe
Roll Call – Mariah Busta
2020 Board Meeting Minutes
Treasurer's Report – Ron Lenth
President's Report – Tim Huhe
Chair of Operations Report – Dave Lawstuen
Coordinator's Report – Mariah Busta
Old Business:
By Laws Update
New Business:
Net Zero Initiative
Election of Directors
Other Topics

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## SPEAKERS



**Chris Kopman**

General Manager at Newtrient

Chris Kopman is the General Manager at Newtrient. In this role Chris is responsible for all financial matters related to Newtrient, and plays a key role in advancing Business Development initiatives. Before coming to Newtrient, Chris was Vice President of Business Services for the Kraft Heinz Company with responsibility for the shared services organization managing the transactions related to the \$21B of Net Sales in North America. Over a 16-year career at Kraft, he held various finance roles and spent the majority of his career supporting the Cheese & Dairy business. Prior to joining Kraft, Chris worked for Caterpillar, Inc. in Peoria. Chris is an experienced finance and business professional with a proven track record of driving strategic initiatives and delivering business results. He holds a Bachelor of Science Degree in Accounting from Illinois State University. He lives in Chicago, but also enjoys spending time on the family farm near Peotone.



**Mike Naig**

Iowa Secretary of Agriculture at Iowa Department of Agriculture and Land Stewardship

Mike Naig was elected as the 15th Iowa Secretary of Agriculture in November 2018. As the Iowa Secretary of Agriculture, Mike is focused on expanding our markets, promoting careers in agriculture, and improving water quality and land stewardship. Mike is committed to leading efforts to expand economic opportunities for Iowans and is an advocate on behalf of the hard-working men and women who keep us fed and fueled. Mike is a graduate of Buena Vista University in Storm Lake with degrees in biology and political science. He and his wife Jaime have three boys.



**Kayla Lyon**

Director at Iowa Department of Natural Resources

Kayla Lyon is the eighth director of the DNR and is thrilled to serve in this role, combining her agriculture background with her passion and love for natural resources. Kayla spent her early career in policy and government affairs working on agriculture, renewable fuels, water quality, and environmental issues while representing farmers and agribusiness. Kayla served as the agriculture and natural resource policy advisor for Governor Branstad and then Governor Reynolds where she supervised DNR operations including regulatory permitting, conservation efforts, and wildlife activities. After serving in that role, Governor Reynolds promoted Kayla to legislative liaison until her appointment in July 2019 as the first female director of the DNR. Kayla is a native of rural Decorah in northeast Iowa where she grew up on a family dairy farm and is a proud graduate of Iowa State University. She currently resides in rural Ames with her husband and two daughters.



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# MINUTES

**Annual Meeting:** March 12, 2020

The program featured Derek Littrel, Dairy Science Technology student at Northeast Iowa Community College, presenting his experience at NICC. He walked the audience through a typical year in the Dairy Science program, highlighting trips, farm visits, classroom activities, etc. that students in the program experience. Mike Hutjens, Ph.D., professor at University of Illinois, was the keynote speaker of the event. Hutjens spoke about the changing dairy industry giving a market outlook, keys to profitability and building milk protein.

**Call to Order:** Dairy Foundation vice president Todd Hendrickson called the meeting to order at 1:05 p.m.

**Roll Call:** Over 50 members and guests attended the annual meeting including Dairy Foundation board members and appointments Todd Hendrickson, Ron Lenth, Chris Gibbs, Wade Brunsman, Gary Kregel, Bob Kugel, Roger Lenius, Scott Wedemeier, Jenn Bentley, Pat Boe, Brain Dougherty, Dave Lawstuen, Gary Lien, Jon Meyer, Larry Tranel and Mariah Busta.

**Treasurer's Report:** Ron presented the report and answered questions from the membership. A motion to acknowledge the Treasurer's report was presented was made by Gary Kregel and seconded by Phil Hemesath. Motion carried.

**President's Report:** Todd presented Tim Huhe's president report on his behalf which highlighted the celebration of 20 years of the Dairy Foundation, thanking the workforce and the change that have occurred over the past year.

**Operations Committee:** Dave referenced the herd statistics in the annual report. Gary Lien has been named the General Farm Manager.

**Program Committee:** Mariah summarized her report in the annual report. Upcoming events include the Central Plains Dairy Expo Bus Trip March 24-25 and Breakfast on the Farm on June 27.

**Old Business:** A re-cap of last year's vision planning sessions was presented, reminding members the proposed changes for the Dairy Foundation stemmed from discussions at the vision sessions.

**New Business:** A committee met earlier this year to propose changes to the Dairy Foundation's by-laws which were last updated in 2013. The following by-laws were proposed, amended and voted on.

## 1. CURRENT: BYLAWS OF NORTHEAST IOWA COMMUNITY-BASED DAIRY FOUNDATION

### PROPOSED: BYLAWS OF NORTHEAST IOWA AGRICULTURE FOUNDATION

Motion to update the by-law as proposed was made by Gary Kregel and seconded by Bob Hemesath. Motion failed.

Motion to amend the proposed by-law to be the Northeast Iowa Dairy & Agriculture Foundation was made by Mark Schmitt and seconded by Dennis Cline. Motion carried.

## 2. ARTICLE I. NAME.

**CURRENT:** The name of the Corporation is "NORTHEAST IOWA COMMUNITY-BASED DAIRY FOUNDATION."

**PROPOSED:** The name of the Corporation is "NORTHEAST IOWA AGRICULTURE FOUNDATION."

Motion to update the by-law to be the Northeast Iowa Dairy & Agriculture Foundation was made by Gary Kregel and seconded by Bob Kugel. Motion carried.

## 3. ARTICLE III. PURPOSE.

**CURRENT:** The primary purpose of the Corporation is the education of students, farmers, milk processors and others in technologies and methods to enhance their dairy related operations.

**PROPOSED:** The primary purpose of the Corporation is the education of students, farmers, youth, consumers, agriculture processing and others in technologies and methods to enhance their agriculture related operations.

Motion to update the by-law as proposed was made by Phil Hemesath and seconded by Roger Lenius. Motion carried.

#### **4. ARTICLE V. SECTION 1. MEMBERSHIP.**

**CURRENT:** There shall be two classes of membership, as follows:

- (1) Regular Individual Membership shall be open to all individuals 18 years of age and older who are residents of northeast Iowa and other interested individuals regardless of residence, and who have paid the current annual dues of the Corporation.
- (2) Affiliate Membership shall be open to all other organizations and business entities who have an interest in the purpose of the Corporation.  
Affiliate members will have no voting rights in the Corporation.

**PROPOSED:** There shall be four classes of membership, as follows:

- (1) Regular Individual Membership shall be open to all interested individuals regardless of residence who have paid the current annual dues of the Corporation.
- (2) Lifetime Individual Membership shall be open to all interested individuals regardless of residence who have paid the current lifetime dues of the Corporation.
- (3) Corporate Membership shall be open to all other organizations and business entities who have an interest in the purpose of the Corporation and have paid the current annual dues. Corporate members will have no voting rights in the Corporation.

(4) Corporate Membership shall be open to all other organizations and business entities who have an interest in the purpose of the Corporation and have paid the current lifetime dues. Corporate members will have no voting rights in the Corporation.

Motion to update the by-law as proposed with adding the word lifetime to #4 was made by Jed Becker and seconded by Mark Schmitt. Motion carried.

#### **5. ARTICLE V. SECTION 6. SPECIAL MEETINGS.**

**CURRENT:** Special Meetings of the members for any purpose or purposes, unless otherwise prescribed by statute, may be called by the President or by the Board of Directors, and shall be called by the President at the request of not less than five of the members.

**PROPOSED:** Special Meetings of the members for any purpose or purposes, unless otherwise prescribed by statute, may be called by the President or by the Board of Directors, and shall be called by the President.

Motion to update the by-law as proposed was made by Gary Kregel and seconded by Jed Becker. Motion carried.

#### **6. ARTICLE V. SECTION 8. NOTICE OF MEETING.**

**CURRENT:** Written or printed notice stating the place, day and hour of the meeting, and, in the case of a Special Meeting, the purpose or purposes for which the meeting is called, shall be delivered not less than five (5) days nor more than twenty (20) days before the date of the meeting, either personally or by mail, or at the direction of the President, the Secretary, or the officer or persons calling the meeting, to each member. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the member as his/her address appears on the books of the Corporation, with postage thereon prepaid.

**PROPOSED:** Written or printed notice stating the place, day and hour of the meeting, and, in the case of a Special Meeting, the purpose or purposes for which the

meeting is called, shall be delivered not less than five (5) days nor more than twenty (20) days before the date of the meeting, either personally, electronically by mail, or at the direction of the President, the Secretary, or the officer or persons calling the meeting, to each member. If mailed or upon posting, such notice shall be deemed to be delivered.

Motion to update the by-law as proposed was made by Gary Kregel and seconded by Bob Kugel. Motion carried.

7. ARTICLE VI. DUES.

**CURRENT:** The Board of Directors may establish, by resolution, from time to time, the amount of annual dues to be paid for any class of membership, including a Regular Individual Membership or an Affiliate Membership.

**PROPOSED:** The Board of Directors may establish, by resolution, from time to time, the amount of annual dues to be paid for any class of membership, including a Regular or Lifetime Individual Membership or Corporate Membership.

Motion to update the by-law as proposed was made by Gary Kregel and seconded by Jed Becker. Motion passed.

8. ARTICLE VII. (A) NOMINATING COMMITTEE.

**CURRENT:** The Board of Directors of the foundation will appoint a Nominating Committee.

**PROPOSED:** The President of the foundation will appoint a Nominating Committee.

Motion to update the by-law as proposed was made by Gary Kregel and seconded by Bob Kugel. Motion carried.

9. ARTICLE VII. (B) BOARD OF DIRECTORS SECTION 2. NUMBER, TENURE AND QUALIFICATIONS.

**CURRENT:** At each Annual Meeting of the members, the Board of Directors shall be elected by the members. All

members are eligible to elect all directors, regardless of the member’s district of residence.

The number of directors of the Northeast Iowa Community-Based Dairy Foundation shall be nineteen. Six directors will represent six districts. One director from Iowa State University Extension and Outreach, one director from Northeast Iowa Community College and one director from Midwest Dairy Association will be appointed at the annual meeting each year to the board by those institutions. The remaining ten directors will be elected at-large from the membership at the annual meeting.

District composition and the number of directors shall be as follows:

District #1: Chickasaw Co.  
Floyd Co.  
Howard Co.  
Mitchell Co.

District #2: Allamakee Co.  
Clayton Co.  
Winneshiek Co.

District #3: Buchanan Co.  
Delaware Co.  
Fayette Co.

District #4: Black Hawk Co.  
Bremer Co.  
Butler Co.  
Grundy Co.

District #5: Dubuque Co.  
Jackson Co.  
Jones Co.

District #6: All Areas Beyond the  
Above 17 Counties



TOTAL	6
At-Large Directors	10
ISUEO	1
NICC	1
<u>MDA</u>	<u>1</u>
19 Total Directors	

Terms for directors elected at the 2001 annual meeting will include one third expiring in one year, one third in two years, and one third in three years. Then, at subsequent annual meetings, directors will be elected to serve for a three year term.

Nominations for directorships shall be received according to Article VII (A). Nominations may also come from the floor at the annual meeting of the foundation.

**PROPOSED:** At each Annual Meeting of the members, the Board of Directors shall be elected by the members. All members are eligible to elect all directors, regardless of the member's district of residence.

The number of directors of the Northeast Iowa Agriculture Foundation shall be fifteen. One director from Iowa State University Extension and Outreach, one director from Northeast Iowa Community College, one director from Northeast Iowa Community College Board of Trustees and seven directors representing Iowa agriculture groups and organizations will be appointed at the annual meeting each year to the board by those institutions. The remaining five directors will be elected at-large from the membership at the annual meeting.

Composition and the number of directors shall be as follows:

Iowa State University Extension & Outreach	1
Northeast Iowa Community College	1
NICC Board of Trustees	1
Iowa Agriculture Organizations	7
<u>At Large</u>	<u>5</u>
TOTAL	15

Terms for directors elected will include one third expiring in one year, one third in two years, and one third in three years. Then, at subsequent annual meetings, directors will be elected to serve for a three year term.

Nominations for directorships shall be received according to Article VII (A). Nominations may also come from the floor at the annual meeting of the foundation.

Motion to update the by-law as proposed was made by Mark Schmitt and seconded by Bob Kugel. Motion failed.

Motion to amend the by-law to designate a seat to Midwest Dairy/Iowa State Dairy Association and reduce the Iowa Agriculture Organization seats to six was made by Dennis Cline and seconded by Gary Kregel. Motion carried.

#### **10. ARTICLE VII. (B) BOARD OF DIRECTORS. SECTION 3. REGULAR MEETINGS.**

**CURRENT:** A regular meeting of the Board of Directors shall be held without other notice than this Bylaw immediately after, and at the same place as the Annual Meeting of the members. The Board of Directors may provide by resolution, the time and place, within the State of Iowa, for holding of additional regular meetings, which shall be not less than four (4) per year, without other notice than such resolution.

**PROPOSED:** A regular meeting of the Board of Directors shall be held without other notice than this Bylaw immediately after, and at the same place as the Annual Meeting of the members. The Board of Directors may provide by resolution, the time and place, within the State of Iowa, for holding of additional regular meetings, which shall be not less than six (6) per year, without other notice than such resolution.

Motion to update the by-law as proposed was made by Jed Becker and seconded by Roger Lenius. Motion carried.

#### **11. ARTICLE VII. (B) BOARD OF DIRECTORS. SECTION 4. SPECIAL MEETINGS.**

**CURRENT:** Special Meetings of the Board of Directors may be called by or at the request of the President or any three (3) Directors. The person or persons authorized to call special meetings of the Board of Directors may fix any place, either within or without the State of Iowa, as the place for holding any special meeting of the Board of Directors called by him/her or them.

**PROPOSED:** Special Meetings of the Board of Directors may be called by or at the request of the President. The person or persons authorized to call special meetings of the Board of Directors may fix any place, either within or without the State of Iowa, as the place for holding any special meeting of the Board of Directors called by him/her or them.

Motion to update the by-law as proposed was made by Gary Kregel and seconded by Mark Schmitt. Motion carried.

## **12. ARTICLE VII. (B) BOARD OF DIRECTORS. SECTION 5. NOTICE.**

**CURRENT:** Notice of any Special Meeting of the Board of Directors shall be given at least five (5) days previously thereto by written notice delivered personally or mailed to each Director at his/her business address, or by telegram. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail so addressed, with postage thereon prepaid. If notice be given by telegram, such notice shall be deemed to be delivered when the telegram is delivered to the telegraph company. Any Director may waive notice of any meeting. The attendance of a Director at a meeting shall constitute a waiver of notice of such meeting, except where a Director attends a meeting which is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of any regular or special meeting of the Board of Directors need be specified in the notice or waiver of notice of such meeting.

**PROPOSED:** Notice of any Special Meeting of the Board

of Directors shall be given at least five (5) days previously thereto by written notice delivered personally, electronically or mailed to each Director at his/her business address. If mailed or upon posting, such notice shall be deemed to be delivered. Any Director may waive notice of any meeting. The attendance of a Director at a meeting shall constitute a waiver of notice of such meeting, except where a Director attends a meeting which is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of any regular or special meeting of the Board of Directors need be specified in the notice or waiver of notice of such meeting.

Motion to update the by-law as proposed was made by Bob Kugel and seconded by Jed Becker. Motion carried.

## **13. ARTICLE VII. (B) BOARD OF DIRECTORS. SECTION 8. VACANCIES.**

**CURRENT:** Any vacancy occurring in the Board of Directors may be filled by the appointment of a new director, which appointment shall be made from a list of Regular Individual Members, and the appointment shall be made by the Corporation's Board of Directors.

If a Director misses three (3) consecutive regular and/or special meetings, his/her position as a member of the Board shall be reviewed by the Corporation's Board of Directors immediately at the meeting following the third absence; and if deemed in the best interest of the Corporation, the Directors may call for a vote and may require two-thirds majority vote of the Board of Directors present.

**PROPOSED:** Any vacancy occurring in the Board of Directors may be filled by the appointment of a new director, which appointment shall be made from a list of Regular Individual Members, and the appointment shall be made by the Corporation's President.

If a Director misses three (3) consecutive regular and/or special meetings, his/her position as a member of the Board shall be reviewed by the Corporation's Board of Directors immediately at the meeting following the third

absence; and if deemed in the best interest of the Corporation, the Directors may call for a vote and may require two-thirds majority vote of the Board of Directors present.

Motion to update the by-law as proposed was made by Jed Becker and seconded by Roger Lenius. Motion carried.

#### **14. ARTICLE VII. (B) BOARD OF DIRECTORS. SECTION 9. EXPENSES REIMBURSEMENT.**

**CURRENT:** By resolution of the members, the Directors may be paid their expenses, if any, of attendance of each meeting of the Board of Directors.

**PROPOSED:** By resolution of the members, the Directors may be paid their expenses, if any, of attendance of each meeting of the Board of Directors. Directors may also be reimbursed for special activities approved by the Board of Directors.

Motion to update the by-law as proposed was made by Jed Becker and seconded by Phil Hemesath. Motion carried.

#### **15. ARTICLE VII. (B) BOARD OF DIRECTORS. SECTION 10. PRESUMPTION OF ASSENT.**

**CURRENT:** A Director of the Corporation who is present at a meeting of the Board of Directors at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless his/her dissent shall be entered in the minutes of the meeting or unless he/she shall file his/her written dissent to such action with the person acting as the Secretary of the meeting before the adjournment thereof or shall forward such dissent by registered or certified mail to the Secretary of the Corporation immediately after the adjournment of the meeting. Such right to dissent shall not apply to a Director who voted in favor of such action.

**PROPOSED:** Remove section.

Motion to update the by-law as proposed was made by Bob Kugel and seconded by Scott Wedemeier. Motion carried.

#### **16. ARTICLE VII. (B) BOARD OF DIRECTORS. SECTION 11. INFORMAL ACTION BY DIRECTORS**

**CURRENT:** Any action required to be taken at a meeting of the Directors, or any other action which may be taken at a meeting of the Directors, may be taken without a meeting if a consent in writing, vote with respect to the subject matter thereof.

**PROPOSED:** Any action required of the Board of Directors may be taken without a meeting if a consent in writing, vote with respect to the subject matter thereof.

Motion to update the by-law as proposed was made by Phil Hemesath and seconded by Dale Thoreson. Motion carried.

#### **17. ARTICLE VIII. OFFICERS. SECTION 2. ELECTION, TERM OF OFFICE, AND EXECUTIVE COMMITTEE.**

**CURRENT:** The officers of the Corporation to be elected by the Board of Directors shall be elected annually by the Board of Directors at the first meeting of the Board of Directors held after each annual meeting of the members. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. Each officer shall hold office until his/her successor shall have been duly elected and shall have qualified or until his/her death or until he/she shall resign or shall have been removed in the manner hereinafter provided. Officers may succeed themselves.

The Executive Committee of the foundation will include the three officers and six other members elected by the Board of Directors following each annual meeting. These nine people will have voting rights on the Executive Committee. The President of Northeast Iowa Community College and an appointee by the Iowa State University Dean of the College of Agriculture will also

have voting rights. The nine voting members of the Executive Committee must be persons from the nineteen member Board of Directors.

The Executive Committee is authorized to exercise powers of the Board of Directors and reports to the Board of Directors at their regular meetings.

**PROPOSED:** The officers of the Corporation to be elected by the Board of Directors shall be elected annually by the Board of Directors at the first meeting of the Board of Directors held after each annual meeting of the members. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. Each officer shall hold office until his/her successor shall have been duly elected and shall have qualified or until his/her death or until he/she shall resign or shall have been removed in the manner hereinafter provided. Officers may succeed themselves.

The Executive Committee is authorized to exercise powers of the Board of Directors and reports to the Board of Directors at their regular meetings.

Motion to update the by-law as proposed was made by Jed Becker and seconded by Gary Kregel. Motion carried.

#### **18. ARTICLE VIII. OFFICERS. SECTION 4. VACANCIES.**

**CURRENT:** A vacancy in any office because of death, resignation, removal, disqualification, or otherwise, may be filled by the Board of Directors, for the unexpired portion of the term.

**PROPOSED:** A vacancy in any office because of death, resignation, removal, disqualification, or otherwise, may be filled by the President, for the unexpired portion of the term.

Motion to update the by-law as proposed was made by Gary Kregel and seconded by Bob Kugel. Motion carried.

#### **19. ARTICLE VIII. OFFICERS. SECTION 7. THE SECRETARY**

**CURRENT:** The Secretary shall:

- (a) Keep the minutes of the members and of the Board of Directors' meetings in one or more books provided for that purpose;
- (b) See that all notices are duly given in accordance with the provisions of these Bylaws or as required by law;
- (c) Be custodian of the corporate records of the Corporation;
- (d) Keep a register of the post office address of each member which shall be furnished to the Secretary by such member;
- (e) In general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him/her by the President or by the Board of Directors.

**PROPOSED:** The Secretary shall:

- (a) Keep the minutes of the members and of the Board of Directors' meetings in one or more books provided for that purpose;
- (b) See that all notices are duly given in accordance with the provisions of these Bylaws or as required by law;
- (c) Be custodian of the corporate records of the Corporation;
- (d) Keep a register of the contact information of each member which shall be furnished to the Secretary by such member;
- (e) In general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him/her by the President or by the Board of Directors.

Motion to update the by-law as proposed was made by Phil Hemesath and seconded by Dale Thoreson. Motion carried.

#### **20. ARTICLE VIII. OFFICERS. SECTION 8. THE TREASURER.**

**CURRENT:** If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his/her duties in such sum and with such surety or sureties as the Board of Directors shall determine. He/she shall:

(a) Have charge and custody of and be responsible for all funds and securities of the Corporation; receive and give receipts for monies due and payable to the Corporation from any source whatsoever, and deposit all such monies in the name of the Corporation in such banks, trust companies, or other depositories as shall be selected in accordance with the provisions of Article IX of these Bylaws; and

(b) In general, perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him/her by the President or by the Board of Directors.

**PROPOSED:** If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his/her duties in such sum and with such surety or sureties as the Board of Directors shall determine. He/she shall:

(a) Have charge and custody of and be responsible for all funds and securities of the Corporation; receive and give receipts for monies due and payable to the Corporation from any source whatsoever, and deposit all such monies in the name of the Corporation in such banks, trust companies, or other depositories as shall be selected in accordance with the provisions of Article IX of these Bylaws;

(b) In general, perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him/her by the President or by the Board of Directors;

(c) Prepare a financial report to be presented to keep the Board of Directors informed of the financial condition of the Corporation.

Motion to update the by-law as proposed with changing the name to the Northeast Iowa Dairy & Agriculture Foundation Board was made by Gary Kregel and seconded by Bob Kugel. Motion carried.

## **21. ARTICLE VIII. (A). STANDING COMMITTEES. SECTION 1.**

**CURRENT:** The Dairy Foundation Executive Board will appoint committees to run the foundation.

**PROPOSED:** The Agriculture Foundation Executive Committee will appoint committees to run the foundation.

Motion to update the by-law as proposed was made by Mark Schmitt and seconded by Dale Thoreson. Motion carried.

## **22. ARTICLE IX. WRITTEN INSTRUMENTS, LOANS, AND DEPOSITS. SECTION 5. SIGNATURES.**

**CURRENT:** Authority shall be given to the Treasurer to withdraw from the FDIC insured bank account of the Corporation funds.

**PROPOSED:** Authority shall be given to the Treasurer or President to withdraw from the FDIC insured bank account of the Corporation funds.

Motion to update the by-law as proposed was made by Jed Becker and seconded by Dale Thoreson. Motion carried.

## **23. ARTICLE X. AMENDMENTS**

**CURRENT:** These Bylaws may be altered, amended, or repealed and new Bylaws may be adopted by a simple majority vote of the membership at any regular or special meeting of the members of the Corporation.

Proposed amendments shall be delivered to the membership thirty (30) days before the date of the meeting at which the amendment will be voted upon. Proposed amendments may be delivered personally or



by mail, or at the direction of the President, the Secretary, or the officers or persons calling the meeting, to each member. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the member as his/her address appears on the books of the Corporation, with postage thereon prepaid.

**PROPOSED:** These Bylaws may be altered, amended, or repealed and new Bylaws may be adopted by a simple majority vote of the membership at any regular or special meeting of the members of the Corporation.

Proposed amendments shall be delivered to the membership thirty (30) days before the date of the meeting at which the amendment will be voted upon. Proposed amendments may be delivered personally, electronically or by mail, or at the direction of the President, the Secretary, or the officers or persons calling

the meeting, to each member. If mailed or upon posting, such notice shall be deemed to be delivered.

Motion to update the by-law as proposed was made by Gary Kregel and seconded by Roger Lenius. Motion carried.

**Adjournment:** Motion to adjourn the meeting was made by Dale Thoreson and seconded by Roger Lenius.

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## MINUTES

**Board of Directors:** March 12, 2020

**Call to Order:** Vice President Todd Hendrickson called the meeting to order immediately following the Annual Meeting. The following were in attendance: Todd Hendrickson, Ron Lenth, Bob Kugel, Chris Gibbs, Scott Wedemeier, Mitch Schulte, Jenn Bentley, Wade Brunsman, Dave Lawstuen and Mariah Busta.

### Treasurer's Report

Ron shared that he would need to use money from the savings account to cover the monthly expenses. Motion to transfer money from the savings account to cover those expenses and be replenished once funds are sufficient was made by Todd and seconded by Bob. Motion carried.

### Board of Directors/Election of Officers

Discussion was held on the new structure of the Board of

Directors. With seats left unfilled from last year and several members rotating off of the board, there are open spots. It was decided to begin asking Iowa agriculture organizations for nominees for the Board of Directors and elect them at the next meeting. It was also decided upon to table officer elections until then.

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# FINANCIAL REPORT

## Statements of Financial Position

NORTHEAST IOWA COMMUNITY- BASED DAIRY FOUNDATION  
STATEMENTS OF FINANCIAL POSITION  
June 30, 2020 and 2019

ASSETS		
	2020	2019
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$ 284,545	\$ 148,349
Accounts receivable	72,832	102,611
Promises receivable, net of discount	18,887	24,988
Feed inventory	79,815	78,000
Gift shop inventory	1,404	1,371
Beef cattle inventory	46,200	11,200
Prepaid crop expense	83,461	51,926
Total current assets	587,144	418,445
CASH, restricted for special purposes	4,775	4,713
PROPERTY AND EQUIPMENT, net of accumulated depreciation	355,112	439,642
<b>OTHER ASSETS</b>		
Deferred patronage dividends	151,701	144,653
Capital retainments	64,619	58,163
Total assets	\$ 1,163,351	\$ 1,065,616
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$ 373,953	\$ 533,580
Deferred revenue	10,425	
Current portion of long-term debt	9,290	6,265
Accrued interest	3,955	260
Total current liabilities	397,623	540,105
LONG-TERM DEBT, less current maturities above	225,086	20,105
Total liabilities	622,709	560,210
<b>NET ASSETS</b>		
Without donor restrictions	535,867	500,693
With donor restrictions	4,775	4,713
Total net assets	540,642	505,406
Total liabilities and net assets	\$ 1,163,351	\$ 1,065,616



# FINANCIAL REPORT

## Statements of Activities

NORTHEAST IOWA COMMUNITY- BASED DAIRY FOUNDATION  
STATEMENTS OF ACTIVITIES  
For the Years Ended June 30, 2020 and 2019

	2020	2019
<b>CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS</b>		
<b>REVENUES, GAINS AND OTHER SUPPORT</b>		
Contributions	\$ 189,498	\$ 217,883
In-kind contributions	284,782	272,501
Grants	188,348	33,189
Memberships	25	25
Sales	1,351,031	1,410,544
Interest	715	380
Program support and reimbursements	134,200	134,200
Gain on sale of fixed assets	72,304	2,774
Other	23,129	25,270
Net assets released from restrictions		28,000
Total revenues, gains and other support	2,244,032	2,124,766
<b>EXPENSES AND LOSSES</b>		
General and administrative	226,104	237,481
Program expenses	1,976,492	2,296,286
Fundraising	6,262	9,540
Total expenses	2,208,858	2,543,307
Increase (decrease) from continuing operations in net assets without donor restrictions	35,174	(418,541)
Discontinued operations - loss from debt cancellation with the College		(216,432)
Increase (decrease) in net assets without donor restrictions	35,174	(634,973)
<b>CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS</b>		
Contributions	62	59
Net assets released from restrictions		(28,000)
Increase (decrease) in net assets with donor restrictions	62	(27,941)
Increase (decrease) in net assets	35,236	(662,914)
NET ASSETS, beginning of year	505,406	1,168,320
NET ASSETS, end of year	\$ 540,642	\$ 505,406



# FINANCIAL REPORT

## Statements of Cash Flows

NORTHEAST IOWA COMMUNITY- BASED DAIRY FOUNDATION  
STATEMENTS OF CASH FLOWS  
For the Years Ended June 30, 2020 and 2019

	2020	2019
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Increase (decrease) in net assets	\$ 35,236	\$ (662,914)
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Depreciation	121,366	273,478
Patronage dividends reinvested	(12,985)	(13,465)
Gain on sale of fixed assets	(72,304)	(2,774)
Loss on noncash transactions with the College		216,432
Changes in:		
Accounts receivable	29,779	(35,435)
Promises receivable	6,101	5,011
Prepaid expenses	(31,535)	6,554
Inventory	(36,848)	127,805
Accounts payable	(159,627)	541,416
Other accruals, net	3,695	(117)
Deferral revenue	10,425	
Net cash (used in) provided by operating activities	(106,697)	455,991
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Patronage dividends	5,937	2,440
Purchase of capital retainments	(6,456)	(3,372)
Purchase of property and equipment	(109,289)	(168,257)
Proceeds from sale of livestock, buildings and equipment	144,757	86,636
Net cash provided by (used in) investing activities	34,949	(82,553)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Debt issuance costs		4,031
Issuance of long-term debt	217,488	
Payments on long-term debt	(9,482)	(313,634)
Net cash provided by (used in) financing activities	208,006	(309,603)
Net increase in cash	136,258	63,835
<b>CASH AND CASH EQUIVALENTS</b>		
Beginning of year	153,062	89,227
End of year	\$ 289,320	\$ 153,062
<b>SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION</b>		
Cash payments for interest	\$ 1,303	\$ 25,761
<b>SUPPLEMENTAL SCHEDULE OF NONCASH INVESTING AND FINANCING ACTIVITIES</b>		
Disposal of fixed assets:		
Property sold or scrapped:		
Cost	\$ 189,345	\$ 4,466,609
Less accumulated depreciation	116,892	2,506,985
Book value	\$ 72,453	\$ 1,959,624

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## PRESIDENT'S REPORT

**Submitted by Tim Huhe**

President, Northeast Iowa Dairy & Agriculture Foundation

Wow, what an unforgettable year 2020 was. When we last spoke at our annual meeting one year ago, COVID was just becoming a subject. Now, a year later, we have learned to navigate through unprecedented times in ways we never imagined. Just as our industry has, the Dairy & Agriculture Foundation has learned to work in new ways. During the height of the pandemic, we moved our board and operations committee meetings to an online format. I am thankful that our board and committee members were able to adapt and still make things happen.

There wasn't a road map for how the Foundation should navigate COVID-19, but we used the opportunity to create our own. While it was disappointing to not host our annual Breakfast on the Farm in 2020, we were still able to connect with consumers in a different way. The Dairy Center hosted a Santa on the Farm where visitors were able to drive through the freestall barn to see the cows up close and meet Santa Claus. It's proof that good things come from challenging times.

While 2020 didn't slow us down, I'm looking forward to 2021 and to continue building momentum for the new Dairy & Agriculture Foundation. We have a very talented, diverse board of directors and I am looking forward to our monthly meeting to once return to a face-to-face setting.

One of the newest endeavors the Foundation is pursuing is the Net Zero Initiative, the U.S. dairy industry's goal to

become carbon neutral or better by the year 2050. We hosted a strategic planning earlier this month and it was exciting to see the younger generation get involved. It's so important to encourage the next generation and support their thoughts and ideas.

Despite the challenging times, 2020 was overall a good year. I want to thank the farm staff for their extra efforts during COVID as they dealt with shortage of part-time help and adapted safety measures. I also want to thank NICC for our strong working relationship. Our partnership has really grown in strength and creativity due to the pandemic and I appreciate the work we've accomplished together. It goes to show that when you work together you can work your way through anything.

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# BOARD OF DIRECTORS

## BOARD OF DIRECTORS

Tim Huhe, President	Dairy Producer	Cresco, Iowa
Todd Hendrickson, Vice President	All American Co-op	Preston, Minn.
Ron Lenth, Treasurer	ISU Extension & Outreach	Oelwein, Iowa
Wade Brunsman	Wapsie Valley Creamery	Dyersville, Iowa
John Finley	Iowa Corn	Elkader, Iowa
Jerome Fulsaa	Crop and Livestock Producer	Ridgeway, Iowa
Jay Harmon, Ph.D.	Iowa State University	Ames, Iowa
Shana Hilgersen	Winneshie Soil & Water Conservation District	Decorah, Iowa
Jake Koenigs	Beef Producer	Stacyville, Iowa
Adam Kramer	Crop Producer	Waukon, Iowa
Katie Nolting	Dairy Producer	Waukon, Iowa
Ken Reimer, DVM	NICC Board of Trustees	Elkader, Iowa
Mitch Schulte	Midwest Dairy	Ankeny, Iowa
Mike Scott	Dairy Producer	Westgate, Iowa
Liang Chee Wee, Ph.D.	Northeast Iowa Community College	Calmar, Iowa

## ADDITIONAL APPOINTMENTS

Jennifer Bentley	ISU Extension & Outreach	Decorah, Iowa
Mariah Busta, Secretary	Northeast Iowa Dairy & Agriculture Foundation	Calmar, Iowa
Dave Dahms	Northeast Iowa Community College	Calmar, Iowa
Brian Dougherty	ISU Extension & Outreach	Dubuque, Iowa
Dave Lawstuen	Northeast Iowa Community College	Calmar, Iowa
Larry Tranel, Ph.D.	ISU Extension & Outreach	Dubuque, Iowa
Lexi Wagner	Northeast Iowa Community College	Calmar, Iowa

## OPERATIONS COMMITTEE

Pat Boe, DVM	South Winn Vet Clinic	Ossian, Iowa
Nick Bohr	Dairy Producer	Ridgeway, Iowa
Brodie Bushman	Northeast Iowa Dairy & Agriculture Foundation	Calmar, Iowa
Chris Gibbs	Dairy Producer	Waterville, Iowa
Andy Houdek	Dairy Producer	Preston, Minn.
Lee Johansen	Hubbard Feeds	West Union, Iowa
Chad Kieffer	Ag Partners	Goodhue, Minn.
Gary Lien	Northeast Iowa Dairy & Agriculture Foundation	Calmar, Iowa
Jon Meyer	Northeast Iowa Dairy & Agriculture Foundation	Calmar, Iowa
Sara Schaefer	Northeast Iowa Community College	Calmar, Iowa



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Protein %	3.1	3.1	5.8
Somatic Cell Count	139,000	190,000	161,000
MUN	11	10	9
Average Days in Milk	120	149	167
Milkings/day	2	3.0	3.0
Milk Speed	9	8.8	5.8
Box time	---	6.42	7
Free time %	---	4.5	7.1
Rumination	---	563	451

OVERALL HERD STATS	Holstein	Jersey
Rolling Milk	27,313	21,076
Rolling Fat	1,103	1,044
Rolling Protein	852	781
Pregnancy Rate	21	32
Cull Rate	48	25
Calving Interval	12.8	12.9




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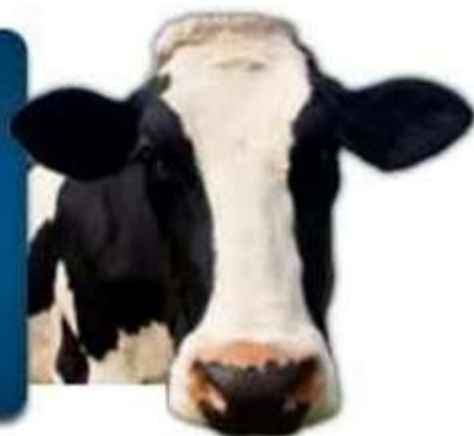
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# DAIRY SCIENCE PROGRAM REPORT

**Submitted by Dave Lawstuen**

Dairy Science Faculty, Northeast Iowa Community College

## I. Academics

The 2020-2021 academic year has enrollment in the Agriculture programs at 113, which is down about 30 from the previous year. The Agriculture program remain one of the largest on the Calmar campus of Northeast Iowa Community College. The freshman class for fall 2021 looks to be about the same as the challenges of COVID and lower commodity prices the last several years appear to be affecting enrollment. We have students from northeast Iowa, northwest Iowa, Minnesota, Wisconsin, Illinois, Indiana, and Washington.

Working with our advisory committees we continue to look for ways to enhance the Dairy Science Technology curriculum. One program we will be looking at is developing a transfer degree that includes hands on practical courses coupled with general education credits. Additionally, we will be looking at offering short courses in hoof care, dairy management information, feeding, calf care and transition cow management.

The partnership between the Dairy Foundation and the College remains strong. Partnerships developed with Select Sires, Pioneer, Hubbard and Purina have greatly enhanced our academic curriculum and we thank them for their cooperation.

Finally, the college has established goals for recruitment, retention and graduation rates for each program. The Dairy Science Technology program has established a goal of recruitment rate of 95 percent, retention rate of 90 percent and graduation rate of 85 percent.

## Faculty Areas of Instruction 2020-2021

Listed below are the faculty involved in instruction of our Dairy Science Technology students:

- **Chris Harvey, DVM:** Health and, Reproduction

- **Dave Lawstuen:** Genetics, Dairy Production, Nutrition and Farm Business
- **Tad Mueller:** Agronomy, Forage and Grain Production, GPS
- **Sara Schaefer:** Beef Science, Animal Science, Sales and Marketing.

## II. Student Activities

Student activities for this student year was drastically reduced due to COVID. The students were not able to participate in National PAS, Annual Awards Banquet, and Spring Graduation. The internships for the summer of 2020 were also limited as faculty was not allowed to visit internship sites. We were able to hold a virtual graduation.

This fall students were not able to host the Tri-State Dairy Expo, participate in the World Dairy Expo trip or Judging contests, the Louisville contest, or the Professional Dairy Producers of Wisconsin mentorship program.

This spring the students could not participate in Midwest Dairy Challenge, State and National PAS or hold an Annual Dairy Club Sale.

We are anxiously waiting for Fall 2021 with hopes of returning to these many activities.





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# COORDINATOR'S REPORT

**Submitted by Mariah Busta**

Coordinator, Northeast Iowa Dairy & Agriculture Foundation

When I wrote my update for the annual report last year, I had no idea what 2020 was about to throw at us.

Looking back, we were lucky to even be able to host our meeting in person because less than a week later things rapidly changed.

Despite all of the challenges related to COVID-19, 2020 was a monumental year as we celebrated 20 years as an organization. You may recall, members voted to change the name of our organization to the Northeast Iowa Dairy & Agriculture Foundation at the 2020 annual meeting. The change stemmed from vision planning sessions held in early 2019 and allows us to incorporate other aspects of agriculture into our focus. We have already diversified our dairy organization by adding beef and conservation to the focus, so we felt the change allowed us to fully embrace other agriculture industries into our mission. Our board of directors have done a great job transitioning and the board continues to be farmer focused and comprised of people with diverse agricultural backgrounds.

I am excited to share with you what the Foundation has been working on amid a global pandemic. I've developed five areas of focus for the Foundation to concentrate on in 2021: Animal Care, Environmental Stewardship, Fiscal Responsibility, Farmer Focused and Community Driven.

## **Animal Care**

We've recently completed the National Dairy FARM Program's Animal Care evaluation. Dave, myself and the farm staff took time and sat down with our field rep and veterinarian to evaluate the way we care for cows on the farm anywhere from calves to cows and even how the employees are trained. Participating in this program is a good way to not only evaluate the way we care for animals and make improvements, but protect our milk market.

The information we gathered from the evaluation gave us areas that we need to improve on so we're working with our operations committee, which meets monthly, to create solutions. This will be a driving factor in determining which projects we need to do next so we can showcase the best animal care for students, farmers and the community.

## **Environmental Stewardship**

Environmental Stewardship is a growing area of focus for us and we're committed to demonstrating innovative practices to protect our environment for future generations. This is a very hot topic and I believe we're going to continue to see increased interest from consumers on how their food choices affect the environment. Either we can choose to ignore it or we can embrace it and be proactive.

Being the ambitious people we are, The Foundation has committed to pursuing the Net Zero Initiative, which is the U.S. dairy industry's goal to become carbon neutral or better by the year 2050. In doing so, it is our goal to not only become carbon neutral at Iowa's Dairy Center, but to demonstrate these practices and the steps we took to get there. We will provide education and outreach to help other farmers reach this goal and ultimately, show our consumers that dairy is an environmental solution.

We've formed a committee and held a strategic planning session earlier this month. There are several ways to work toward this on the farm such as feed production, energy usage, cow care and efficiency and manure management. We look forward to working with our committee to make progress on this endeavor.

## **Fiscal Responsibility**

Over the past year, significant progress has been made on dialing in on the Foundation's financials. It is our goal to support our local economy by making thoughtful

decisions for the viability of the Foundation. The Foundation has been around for 21 years and I want to be around for 21+ more.

According to the [Comprehensive Review of Iowa's Dairy Industry](#) released by Iowa State University, the annual economic impact of a single dairy cow in Iowa is \$25,495 per cow. The Foundation's treasurer, Ron Lenth, reports that approximately 85% of Foundation's farm expenses are purchased from Northeast Iowa vendors. Having successful dairy and livestock farms keep our rural communities healthy and we're pleased to play a role in that.

### Farmer Focused

The Foundation was formed by farmers and it will always be a priority to provide resources and training to support the success of farmers and students. We will continue to demonstrate practices in which farmers and students can learn from, host field days, short courses, meetings and trainings for farmers to attend. 2020 has forced us all to become more tech savvy so as we move forward, you will begin to see more virtual content.

### Community Driven

Our involvement with our local communities makes the Foundation so unique. It is our focus to connect consumers to agriculture through experiences that build trust in farm practices. We do this in several ways from guided tours to events like Breakfast on the Farm. As we move forward, we will continue to inject agriculture into

fun experiences in unconventional ways. One example being the Drive-Thru Santa on the Farm event we hosted in December. Over 800 people drove through the barn during the event to see the cows, enjoy milk and cookies and most importantly, meet Santa and Mrs. Claus. Connecting fun experiences to agriculture will ultimately build trust and support from our community.

We continue to offer guided and self-guided tours of the farm. While 2020 impacted our ability to welcome visitors, we were able to pivot by offering virtual tours of the farm through Zoom and Facebook Live. This allowed people from all over the country to learn more about dairy farming. We've learned that though it's challenging, situations like this force us to think outside of the box and good things come from it!

Even in the midst of a global pandemic, we have exciting things happening. Special thanks to our Board of Directors, Operations Committee, partners and supporters who make all we do possible. Now, on to the next 21+ years!

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- **Soft-sided coolers** for schools to assist with meal distribution.



- **Take-home dairy kits** featuring recipes and activities like make-your-own ice cream during distance learning.

- **Drive-through dairy farm tours, trick or treating on the farm, and Santa on the Farm.**



- **Refrigeration for local food pantries.**

- **School nutrition equipment** for schools that includes milk coolers, blenders, and breakfast carts.



- **Community care packages** showing appreciation for local heroes.

- **Dairy promotion at local county fairs and festivals.**

Stay tuned for fun ideas and apply for 2021 funding by visiting:

[www.midwestdairy.com/for-farmers/undeniably-dairy-funding/](http://www.midwestdairy.com/for-farmers/undeniably-dairy-funding/)

The 2021 funding periods will be in March, May and August. Due to the competitive nature of this funding, please apply early and be as detailed as possible. **For further information, please reach out to Iowa Farmer Relations Manager, Mitch Schulte at [mschulte@midwestdairy.com](mailto:mschulte@midwestdairy.com).**





## NICC BUSINESS AND COMMUNITY SOLUTIONS REPORT

**Submitted by Kyra Bellrichard**

Director of Open Enrollment and Career Pathway Certificate Programs, Northeast Iowa Community College

Northeast Iowa Community College Business and Community Solutions adjusted programming in 2020 due to the Covid-19 Pandemic. Programs and events were either canceled, postponed or switched to a virtual format. We greatly appreciate all students, instructors, partners and staff for their flexibility and creativity to provide training.

### **Progressive Ag Safety Day**

The annual Progressive Ag Safety Day for youth was switch to a live online platform. The event continued to teach students to stay safe on farms and at home with a variety of age-appropriate lessons.

### **Midwest Dairy and Beef Day**

The annual Midwest Dairy and Beef Day event was not

held in 2020.

### **Open Enrollment Classes**

After postponing open enrollment classes NICC Business and Community Solutions ran a face-to-face Artificial Insemination class in November. We continue to partner with Prairie State/Select Sires and the cooperation of the Iowa's Dairy Center to offer this class to the general public bringing people from all over Iowa and Minnesota. There has been much interest in the class therefore additional offerings have been scheduled to take place in 2021.

NICC Business and Community Solutions has also received a grant to provide training for essential workers focusing on brain health in 2021, including the agriculture industry.





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# IOWA STATE UNIVERSITY REPORT

**Submitted by Jenn Bentley and Fred Hall**

Dairy Extension Specialists, Iowa State University

## **I-29 Moo University Winter Workshop Series Promotes The Prosperity Of Dairy Calves And Heifers**

### **Relevance**

Animal welfare, particularly in calves, is an area in dairy production that is at the forefront of industry-led dairy animal care programs. Producers want to know how they can maximize best management practices in the areas of pain management for disbudding of calves; employee training and standard operating procedures; and options for rearing calves to improve welfare, performance, and public perception.

### **Response**

I-29 Moo University collaborated with the Midwest Dairy Association and State Producer Associations in the five states to provide the educational piece of the update meetings. North Dakota producers were able to participate in Minnesota or South Dakota meetings. The presentations focused on four main areas of calf management: Animal, Producer and Consumer Perspectives; Pain Mitigation Protocols as BMP's when Disbudding Calves, Resources for Calf Care and Handling SOPs; and Benefits of Pair or Group Rearing Calves. Following each of the three, thirty-minute presentations, producers participated in roundtable discussions where they discussed the presentations and what was working and not working in their operations along with how they might apply the information learned to their operations. The I-29 University Workshop Series: Prosperity of Dairy Calves and Heifers was offered in five locations: Perham, MN; Brookings, SD; Pipestone, MN; Orange City, IA; and Wayne, NE.

### **Impact Statement**

Dairy cows and the economic activity that they generate in the local economy continues to be an economic stimulus. Through direct and indirect association, one cow generates \$23,445 of economic impact. Producers milking over 19,475 cows were represented throughout the workshop series, representing a significant annual economic impact to the I-29 Dairy Corridor.

### **Outcomes**

A total of 116 people, 64 males and 52 females participated in the workshops in the four states. An evaluation was given to participants of the workshops with a 47% response rate, including 38% producers, 11% employee, 12% Calf Grower, 25% Industry, 8% Student, and 5% Other.

Attendees were asked to rate their understanding of the areas before and after the presentation with the following results: (scale of 1-4, 1=poor, 2=fair, 3=good, 4=excellent)

- Consumer perspective on calf care, Before: 2.63 After: 3.47 Difference: .84 Decisions made in the milk supply chain, Before: 2.58 After: 3.38 Difference: .79
- Updates to the National FARM program, Before: 2.14 After: 3.57 Difference: 1.43
- Pain management in disbudding calves, Before: 2.13 After: 3.71 Difference: 1.58
- Proper administration of pain medication, Before: 2.00 After: 3.58 Difference: 1.58
- Resources available for training calf employees, Before: 2.35 After: 3.39 Difference: 1.04
- The growing trend of social rearing, Before: 2.25 After: 3.52 Difference: 1.27
- Calf growth and performance of socially reared calves, Before: 2.35 After: 3.48 Difference: 1.13
- Benchmarks to consider before moving to socially reared calves, Before: 2.18 After: 3.43 Difference: 1.25

Attendees were asked about their willingness to adopt each recommendation/technology or share the information with clients, outcomes were the following:

- Changes in SOPs to follow FARM program: 28% Definitely will, 34% Maybe
- Employee training in calf pain management: 41% Definitely will, 31% Maybe
- Use of pain management during disbudding: 43% Definitely will, 37% Maybe



- Utilize calf training materials with employees: 37% Definitely will, 32% Maybe
- Implement socially reared calf strategies: 26% Definitely will, 43% Maybe
- The average economic benefit per hundred weight basis as a direct result of what they learned at the program averaged \$0.52/cwt.
- What they like most about the workshop:
- Timeliness of topics (6)
- Roundtable discussions (11)
- FARM updates (2)
- Calf Management training SOPS (3)
- Disbudding and pain management (5)
- New ideas, facts and techniques in calf management and rearing (8)
- Animal Welfare considerations (4)

Participants were nearly 100% satisfied in all areas of the programming, including: information provided, accuracy of information, timeliness of information, helpfulness of information, and presenter knowledge of subject matter. 62% of respondents said they would share this information with up to 10 other people, while 38% will share with 10-20+ people.

A proceedings document was provided for all participants. Following the completion of the Winter Workshop Series the proceedings document will be placed on the I-29 Moo University Web Page Platform: <https://dairy.unl.edu/i-29-moo-university/proceedings> as a resource for the public.

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## IOWA STATE UNIVESITY REPORT

### 2020 Publications from Research Conducted at the Iowa State University Dairy

1. Effects of maintaining eucalcemia following immunoactivation in lactating Holstein dairy cows
  - a. J. Dairy Sci. 103:7472–7486,  
<https://doi.org/10.3168/jds.2020-18268>
2. Effects of a *Saccharomyces cerevisiae* fermentation product on heat-stress dairy cows
  - a. J. Dairy Sci. 103:9634–9645,  
<https://doi.org/10.3168/jds.2020-18721>
3. Evaluation effects of zinc hydroxychloride on biomarkers of inflammation and intestinal integrity during feed restriction
  - a. J. Dairy Sci. 103:11911–11929,  
<https://doi.org/10.3168/jds.2020-18860>
4. Energy metabolism, milk production, and inflammatory response of transition dairy cows fed rumen-protected glucose
  - a. J. Dairy Sci. 103:7451–7461,  
<https://doi.org/10.3168/jds.2020-18151>
5. Effects of dietary electrolytes, osmolytes, and energetic compounds on body temperature indices in heat-stressed lactating cows
  - a. Research in Veterinary Science 132 (2020) 42–48

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IOWA STATE UNIVERSITY  
Extension and Outreach

# Dairy Webinar Series

**"Moo-ving Forward with Dairy Technology"**



**March 25, April 8, 22, & May 6, 2021**  
**Via ZOOM 12:00 pm -1:15 pm CST**

Iowa State University Extension and Outreach will host a webinar series focused on implementing dairy technology on the farm. The webinars will provide information on economics, facility design and management practices.

**March 25: Using Time-lapse Cameras in Dairy Facilities**

Brian Dougherty, field ag engineer with ISU Extension and Outreach  
Dan McFarland, Penn State Extension ag engineering educator

**April 8: Sensor Technology**

Fred Hall, dairy specialist with ISU Extension and Outreach  
James Koltes, assistant professor in animal science at Iowa State  
Industry/Producer Panel

**April 22: Automatic Milking Systems**

Brian Dougherty, field ag engineer with ISU Extension and Outreach  
Larry Tranel, dairy specialist with ISU Extension and Outreach  
Jim Salfer, dairy educator with University of Minnesota

**May 6: Automatic calf feeder management**

Jennifer Bentley, dairy specialist with ISU Extension and Outreach  
Gail Carpenter, Iowa State assistant professor in animal science  
Brian Dougherty, field ag engineer with ISU Extension and Outreach

**Registration is free but should be made in advance at:**

**<http://www.aep.iastate.edu/dairy-tech>**

"This material is based upon work supported by USDA/NIFA under Award Number 2018-70027-28586"

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**Iowa State University Extension and Outreach Dairy Team**  
**[www.extension.iastate.edu/dairyteam](http://www.extension.iastate.edu/dairyteam)**



# IOWA STATE UNIVERSITY REPORT

**Submitted by Larry Tranel, Jennifer Bentley, Fred Hall**

Dairy Extension Specialists, Iowa State University

## Farm Couple Getaways Improve Farm Relationships

### Relevance

Farm Couples are experiencing high levels of stress as evidenced by surveys sharing that approximately 10% felt a family need for mental health assistance.

Experience in working with farm families during the past few years shows an increased interest and need for behavioral health education and facilitation.

### Response

ISU Extension and Outreach dairy team hosted two farm couple getaways in Decorah and Okoboji in 2020.

Activities targeted at marriage enrichment (ELEVATE) along with activities to assist couples in the following:

- 1) Ability to understand spouse's personality style
- 2) Effectiveness in communicating with spouse
- 3) Recognition of Signs of farm and family stress
- 4) Willingness to look at alternative farming methods
- 5) Willingness to look at planning tools to deal with issues along with other impact targets.

Each session targeted 10-12 farm couples of various ages and enterprises. Outside financial support was garnered for each of the sessions to allow the couples to attend free of charge. Each session costs approximately \$2,700. A resource packet was put together that included a Farm Stress Resource Guide and many other publications to improve farm family communication.

### Impact Statement

Farm couple getaways are important to reduce farm stress and increase family bonding as more highly stressed farm managers tend to not be as effective in managing the farm. This experience has proven to improve both farm management and family management by increasing farm couple bonding and goal setting performance.

### Outcomes

Results from 24 participants from the Decorah site were evaluated. The Milford site was similar. Respondents were asked to share their knowledge increase from before and after the program. A goal was to get most moved into a level 4 or 5 based on a 5 point scale where one was "little knowledge" and five as "great knowledge."

- 1) My ability to understand my spouse's personality style -- 66.67% increased to level 4 or 5
- 2) My effectiveness in communicating with my spouse - - 57.15% increased to level 4 or 5
- 3) My recognition of signs of farm and family stress -- 66.66% increased to level 4 or 5
- 4) My knowledge of resources/support available to help -- 90.48% increased to level 4 or 5
- 5) My willingness to look at alternative farming methods -- 33.33% increased to level 4 or 5
- 6) My appreciation for my spouse and marriage -- 38.09% increased to level 4 or 5 (many were already reported quite high in this area).
- 7) My awareness of ISU Extension programs -- 70.71% increased to level 4 or 5
- 8) My optimism about planning for the future -- 80.95% increased to level 4 or 5

Couples were asked about changes to be made in next month, next year and next 5-10 years. The responses showed very high levels of changes made in:

- 1) communication
- 2) goal-setting
- 3) written tools at attain goals
- 4) financial analysis
- 5) scheduling time off
- 6) Using BEE SET for stress relief
- 7) health routine
- 8) farm-life integration
- 9) farm transition and
- 10) Behavioral health attention.



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### Iowa State University Extension and Outreach Dairy Team

#### Podcast - Dairy News & Views from ISU

- A podcast episode is published two times each month

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#### Podcast stats:

- 1795+ downloads to date
- 25 timely dairy and farm management topics published

#### Social Media

Facebook: @ISU DairyTeam (1,124 followers)

Twitter: @ISUDairyTeam (390 followers)

#### Newsletters

- Mailed copy 2x/year to producers (~1000)
- Mailed Dairy Goat Newsletter 1x/year (~200)

#### E-newsletter

- Published monthly
- 758 subscribers
- 25% average open rate



#### Cow Talk Blog

- 2158 unique views
- 9 states, 3 countries

#### Videos

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@ISUExtensionDairy  
(336 subscribers)



3,750 views: 2,427 in English

1,323 Spanish



#### Website

<https://www.extension.iastate.edu/dairyteam/>

Downloads since COVID-19

- >90,000



- Farm Stress Resource Packet
- Milking Systems
- Calf & Heifer Factsheets

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# IOWA STATE UNIVERSITY REPORT

**Submitted by Jennifer Bentley, Fred Hall, Larry Tranel, Brian Dougherty, Ron Lenth**

Dairy Extension Specialists, Iowa State University

## **2020 Eastern Iowa Dairy Days Features Dairy Management Practices To Relieve Stress In Cows And People**

### **Relevance**

Based on the past and future dairy market outlook, topics for the 2020 Dairy Days were chosen to reflect the needs of Iowa dairy producers. These topics included ventilation options for freestall barns, strategies to reduce farm stress, dairy market outlook, metabolic response to stress in dairy cows, and calf behavior in group or paired housing.

### **Response**

Approximately 100 participants attended the 2020 Eastern Iowa Dairy Days in 5 locations; Riceville, Calmar, Waverly, Kalona, and New Vienna. The Holy Cross site was cancelled and rescheduled to the New Vienna location. A proceedings was developed containing the publications or powerpoints created for the program series. All publications were then posted to the ISU Dairy Team website and distributed electronically through the ISU Dairy Team electronic newsletter.

### **Impact Statement**

A total of 92 producers and industry representatives attending the 2020 Dairy Days were able to improve their management practices on their dairy farms or their client's dairy farms to improve efficiency in all aspects of their operation; labor, production, feed, and personal. These skills are needed to maintain a sustainable and profitable operation. Dairy cows and the economic activity that they generate in the local economy continues to be an economic stimulus. Through direct and indirect association, one cow generates \$23,445 of economic impact. Producers milking over 4400 cows were represented through the workshop series.

### **Outcomes**

44 participants, 30 males and 14 females (48% response rate) completed a post meeting evaluation. This included

53% dairy producers; 19% employee; 17% industry; 2% heifer grower; and 7% student/other.

Attendees were asked to rate their understanding of the areas before and after the presentations with the following results. (1=poor understanding, 5=excellent understanding)

- Ventilation Options for Freestall Barns - Before: 2.98/After 4.21, 29% Knowledge Gain
- Dealing with Farm Stress - Before 2.88/After 4.14, 30% Knowledge Gain
- Dairy Market Outlook - Before 2.63/After 3.9, 33% Knowledge Gain
- Stress and Metabolic Response in Dairy Cows - Before 2.68/After 3.79, 29% Knowledge Gain
- Group Calf Housing and its Effects on Calf Behavior - Before 2.94/After 4.38, 33% Knowledge Gain

Attendees were asked about their willingness to adopt each recommendation or share the information with clients, outcomes were the following:

- Changes in Freestall barn ventilation - 12% Definitely will, 41.5% Maybe, 10% Will not, 7% Already adopted
- Resources available to deal with farm stress - 31.7% Definitely will, 51% Maybe, 5% Will not, 10% Already adopted
- Implement dairy milk marketing strategies - 12.5% Definitely will, 50% Maybe, 10% Will not, 10% Already adopted
- Change in management or nutrition to reduce cow stress - 36% Definitely will, 33% Maybe, 5% Will not, 15% Already adopted
- Implement socially reared calf strategies - 18% Definitely will, 46% maybe, 10% Will not, 13% Already adopted

Attendees were asked to estimate the economic benefit on an annual per cow basis as a direct result of what they learned at the program. 3=no benefit, 7=\$0-\$50, 11=\$51-\$75, 3=\$76-\$100, 5=Over \$100 The average

economic benefit on an annual per cow basis was \$56/cow.

Attendees were asked to list 2 take home messages from the presentations and comments included: (similar comments combined) Farm stress management/reduction methods (12); Watch the markets and learn how to handle them (3); ventilation options (6); cows generate a lot of heat, learn how to get

it out of the barn; group calves prior to weaning (9); stressed cows have long term effects on milk production (4); impact of cow stress and ration on gut health is much greater than thought (4).

62% of respondents said they would share this information with up to 5 other people, while 38% will share with 5-20+ people.



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# Dairy Technology Field Day



**Wednesday April 14th, 2021**

**Automated feeding and milking systems**

**10:30 AM - 12:00 PM**

**Honey Creek Dairy**

**1636 400th St. Strawberry Point, Iowa**

**Calf barn and milk taxi management**

**1:00 PM - 2:30 PM**

**Putz Family Dairy**

**1368 310th Ave. New Vienna, Iowa**

## **AGENDA**

The Honey Creek Dairy visit will showcase the Lely Vector automated feeding system and Lely Astronaut automated milking system installation.

The Putz Family Dairy visit will feature a naturally ventilated calf barn with additional positive pressure tube ventilation and a milk taxi for feeding calves in individual pens. A fogger demonstration will be performed on the ventilation system at 1:45 PM.

Please practice social distancing on the farms. Lunch will be on your own between farm visits. Please RSVP to Brian Dougherty [brian1@iastate.edu](mailto:brian1@iastate.edu) or 563-239-7070 or Jenn Bentley [jbentley@iastate.edu](mailto:jbentley@iastate.edu) or 563-382-2949.



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DA 3108 February 2020

**IOWA STATE UNIVERSITY**  
Extension and Outreach



# IOWA STATE UNIVERSITY REPORT

**Submitted by Fred Hall and Larry Tranel**

Dairy Extension Specialists, Iowa State University

## Virtual Ag Lenders Seminar

### Relevance

Dairies in the six upper Midwest states represent nearly 2.5 million cows and over 50 billion pounds of milk produced annually. In Iowa, nearly 1,000 dairies milk over 219,000 cows every day. Iowa farm debt hit \$18.9 billion in the second quarter of 2019, the highest level in the nation, according to Ohio State University agricultural lending data. However, Iowa's loan delinquency rate was 1.5 percent, ranking 39th lowest nationally. Studies indicate farm operations have lost up to \$2.5 billion in working capital over the past five years. Armed with the most recent data and research, lenders help provide finances to strengthen this industry. With stabilizing milk prices lenders continue to view the information from this seminar as another tool to help effectively evaluate profitability of dairy enterprises.

### Response

The Tri-state and Siouxland Ag Lenders Seminars were combined into a virtual seminar in early November due to health concerns from the Coronavirus pandemic. 299 lenders, consultants and academics from six upper mid-west states heard four presenters, including: Mike North, President of EVER. Ag; Dr. Wendong Zhang, Assistant Professor, Iowa State University; Dr. Mark Stephenson, Director of Dairy Policy Analysis, University of Wisconsin, Madison; and Dr. Chad Hart, Professor of Economics, Crop Market Specialist and Extension Economist, Iowa State University.

### Impact Statement

We ask lenders to estimate the economic benefit on a per client basis as a direct result of what they learned at this program. Estimates range from no benefit to over \$1,000. In 2020 the aggregate benefit is over \$109, 000. The multiplier effect of participants sharing the information from an educational program is an important aspect of Extension. To determine that number we asked how many people attendees will share the information from this program with. From the responses

we anticipate an additional 3,140 people will receive the information from this program. While the advent of the coronavirus has affected the dairy market with new highs and lows over the past eight months, in fact, the market has reacted as it should; adjusting prices to clear commodities from the market. Lenders have reviewed their lending requirements and continue to serve the industry. With the improved 2020 milk prices they have slowed collateral increases and are increasing the size of operating loans, plus slowed interest increases or lowered some interest rates. However, continued volatility has contributed to "at risk" loans in their portfolios and as a result, producer risk management strategies have become even more important to acquiring the capital to survive and grow their enterprises.

### Outcomes

In 2020, participants represented over 50 lending institutions, 15 consultants from other ag businesses and eight academics and researchers from Universities and Extension specialists. An on-line retrospective program evaluation was used to collect insights from those attending. From the data it was estimated that their clients represented 7,033 ag producers; those producers cropped over 4.8 million acres and milked over 381,767 dairy cows.

For the past two years the evaluation asked what percentage of their clients had plans for expansion in the next five years. In 2019, the average was 40 percent and in 2020 that edged down to 37 percent. Other clients had plans to exit the industry, in 2019 that number was 13 percent and in 2020 that number was 12 percent. Concerning dairy clients, the lenders were asked how many had plans to add automated milking systems (AMS). In 2019, 12 percent indicated that was being considered. In 2020, that number had dropped to 8 percent.

For the past three years we asked several questions focused on agricultural loans to better

understand the state of farm loans in the upper mid-west. At risk accounts in their portfolio and rejections have fallen significantly as shown in Table 1.

The lenders were asked to indicate the changes they were making to respond to the changing farm income. They were given six options. Table 2 shows the responses over the three years. Concerning lenders who increased the dollar amount of loans, it is notable that in 2020 that number jumped nearly ten percent. The lenders were then asked to rank their economic concerns for their dairy clients. They were given these seven choices:

working capital, debt to asset ratio, feed prices/availability, milk prices cash flow, profitability and other. Working capital and profitability tied for the top concern with cash flow clearly in the second spot followed by milk prices. In 2019 the lenders were asked if they had seen indication of personal stress in the farm families they served and found 71 indicated they had, and 13 percent had been prompted to take some action or intervention. In 2020 that number has increase to 91 percent seeing stress in families and 20 percent have been prompted to take some action.

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## CONTACT INFORMATION



**Tim Huhe**  
**President**  
Tel 641.220.3451  
tim@huhefarms.com



**Dave Lawstuen**  
**Chair**  
Tel 563.419.3870  
lawstuend@nicc.edu



**Mariah Busta**  
**Coordinator**  
Tel 563.379.8619  
bustam@nicc.edu



**Gary Lien**  
**General Farm Manager**  
Tel 563.419.4616  
lieng@nicc.edu



**Jon Meyer**  
**Herdsman**  
Tel 563.380.7080  
meyerjo@nicc.edu



**Brodie Bushman**  
**Assistant Herdsman**  
Tel 563.412.8395  
bushmanbr@nicc.edu





**Northeast Iowa Dairy &  
Agriculture Foundation**

1527 Hwy 150 S  
P.O. Box 400  
Calmar, IA 52132

563.534.9957  
[www.iowadairycenter.com](http://www.iowadairycenter.com)

