



NUTS & BOLTS

... Teachers delivering knowledge that works to North America's Farm and Ranch Families

Volume 9 No. 1

Fall 1995

1995 NFRBMEA CONFERENCE HIGHLIGHTS

The clouds parted over a wet North Dakota to allow a spectacular week for the 1995 NFRBMEA Conference at Bismarck. It would require this entire issue of *NUTS & BOLTS* to recap the five days of learning and teaching that took place.

NFRBMEA members from thirteen states and one province were honored by the presence of North Dakota's Lieutenant Governor Rosemarie Myrdal and USDA Deputy Secretary of Agriculture Richard Rominger.

There were no less than eighteen different presenters at the conference representing farmers, ranchers, teachers, economists and political office holders. These were in addition to the educational opportunities offered by our tours to a mine, power plant, research center, factory and plant nursery.

All work and no play? Hardly. Mixed in with all that serious information was our reception, a river boat ride, a barbecue and a tour of Fort Lincoln.

A big thank you is echoed here to all the organizers and presenters who worked to make the 1995 NFRBMEA Conference so memorable. We wish there was room for a picture of every one of you.



Sometimes we learn more than we want to. These NFRBMEA members study the innards of a weary bus and prepare their advice for the weary driver. This tour to the Coal Creek area during the Conference ended happily with this bus getting back to Bismarck before the "rescue" bus.

History In The Making

At the '95 Conference, the NFRBMEA membership voted to create a position of historian. The executive committee has appointed Oliver Kienholz to serve in that capacity. It would be greatly appreciated if those of you who have photos or information you would be willing to share for this purpose would send them to Oliver. Be sure to include names, dates, events, etc.

We have a great history, so we should have a number of volumes. Oliver and Doris Kienholz already

have compiled an impressive collection of facts, photos and memorabilia. Be a contributor. Please send your contributions to:

Oliver Kienholz
1603 SR 9
Mount Vernon, WA 98273



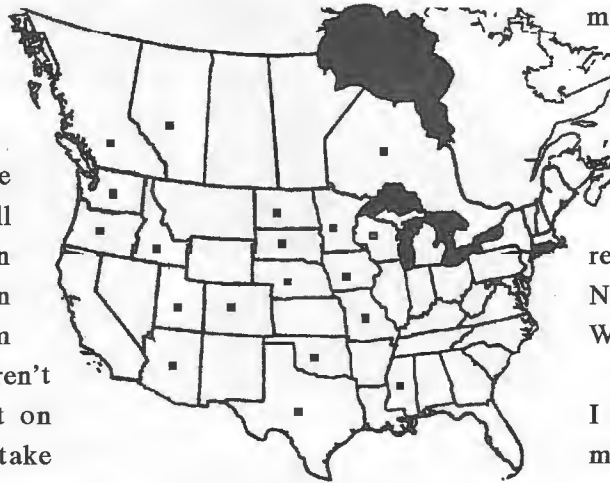
A Message From Laurie Morris, NFRBMEA President

Greetings from Colorado! As I look at the map of North America I am struck by the magnitude and diversity of our membership. We are scattered over a large part of our continent and the one thing that unites you and me is our vocation.

The NFRBMEA provides us with a vehicle from which we can unite on common ground, as well as benefit from our individuality. The June conference in Bismarck gave all those in attendance an incredible opportunity to learn from each other as well as from other presenters. If you weren't there, you definitely missed out on a wealth of information to take back to your students. You also missed the chance to renew friendships and recharge your own batteries. The comment, "the conference keeps getting better", is certainly valid. I would again

commend the North Dakota instructors for a job very well done.

Besides attending the annual conference, membership in the NFRBMEA also entitles you to receive all issues of the *NUTS &*



BOLTS. Through the *NUTS & BOLTS* we can share and distribute information and ideas across the continent. A new instructor or a veteran can pick up helpful hints, a

new teaching concept, or a contact that might prove beneficial down the road. As an organization, we strive to meet the needs of our instructors.

As an executive committee, we look forward to the year ahead and wish to thank the membership for the opportunity to serve you. We will meet in October in Detroit Lakes to work on the '96 Conference, discuss program certification, be updated on the National Council, and finalize a budget for the year. We also hope to receive a bid from the Pacific Northwest for the 1997 Conference! We should have a full agenda.

I challenge you to send in your membership dues, whether you are a new instructor or have let your membership lapse. Be a part of the NFRBMEA.

I wish you and your students a successful harvest! -- Laurie



Laurie Morris, President of NFRBMEA, greets Richard Rominger, USDA Deputy Secretary of Agriculture, at the 1995 Conference in Bismarck.

Tools of Survival: Improving Processes

by Jan Doebbert

Previous articles have focused on (1) remaining competitive by improving systems or processes rather than just trying to work harder, (2) the need to understand exactly what we are trying to do in our business, and (3) using a systematic approach to identify the processes that make the business work.

Even if you know what you are in business for and know what processes are in place to accomplish the business objectives, improvement in your business results depend on implementing changes. By understanding the processes, root problems can be identified, practices changed or eliminated, and improvement in farm profit can be achieved. The key to long-term success is standardizing the changes if they work.

For example, handmating is effective in grouping litters only if it is done regularly. You have limited benefits if you only do it for one breeding cycle and then turn the boar out for the rest of the year. So you not only have to change a practice, but you must also standardize the change.

To find areas for improvement in your farm, focus on three areas of improvement. (1) Look at problem areas and identify the "core" problem, (2) eliminate rework or duplication, and (3) look for work that doesn't have to be done at all.

Example #1: Low corn yields may be the result of many variables. A contributing problem would be

consistently planting too late. A core problem is a feeding system that requires the person planting corn to be doing chores all day. The answer to the problem is not a bigger tractor, but a redesign of the feeding process.

Example #2: Conventional feeding is a prime example of duplication. Someone figured out that TMR's would get the same or more feed in the cow with only one trip around the barn. It is a process improvement. For many dairies, it has lowered costs of production.

Example #3: Playing games in the futures market by doing excessive trading. Very simply, it can be eliminated. The hours spent watching the DTN are not productive if you don't have a plan to implement. Simply trading is a waste of time and money. Implementing a sound marketing strategy is critical, but it does not take two hours a day on the phone. "Trading" is a pastime, marketing is a process.

Farming is very production-oriented and will benefit by employing production-type management. Those who find freedom and creativity in the workplace as their key motivation will be frustrated by more field reps telling us how to grow our crops or raise our livestock. Managers will be expected to produce uniform product, uniform profit, and uniform responses to problems.

Does it sound like fun? I'm not convinced of that, but I know that it can improve profits. You will have to be the judge.

A special thanks to everyone who contributed to this issue or sent in articles. We are always looking for more. Please keep them coming in, especially those states outside

Minnesota. We want to hear from you, too.

--WJP



Internet- NOT!

After a year of experimentation, our family has learned that access to the Internet can be expensive. Even if the access itself was free, the long distance tolls would run our information superhighway straight to the poorhouse.

Until further notice, the e-mail addresses we published in an earlier issue will fall on deaf electrons. We look forward to getting back online when the Internet comes to rural LeRoy.



1995 Distinguished Service Award winners l - r: Keith Torgerson, North Dakota; Pat Harrington, Arizona; Al Graner, North Dakota.



1995 Executive Committee, l - r: Oliver Kienholz, past president; Laurie Morris, president; Dennis Jackson, president-elect; John Whitehead, treasurer; John Caster, secretary; Tom Risdal, 1996 Conference chair; Jim Kelm, representative to the National Ag Ed Council.

Corporate Cognition

The NFRBMEA Executive Committee has recognized the need for our organization to incorporate as a non-profit corporation. This process is now underway.

Incorporation is necessary to report income and expenses to the IRS and to properly limit the liability of our officers and volunteers as they carry out their duties.

Incorporation will also allow us to obtain a taxpayer identification number. Not having an ID number has prevented some schools from issuing checks for member dues.

Membership Driven

Our membership stands at 180. We need a super effort to reach last year's record of 258 members. *Are you a member? Are your colleagues members?* If you aren't sure, you can tell if you are a member by looking at the box below.



NOTE: If this box is checked, you are **NOT** a member. Please join us and continue your support of farm and ranch business management and continue receiving **NUTS & BOLTS**.

TO: Wayne Pike
 Editor, **NUTS & BOLTS**
 P.O. Box 537
 LeRoy, MN 55951-0537

Here's my check to NFRBMEA for:
 _____ \$10.00- ACTIVE _____ \$5.00- ASSOCIATE
**Membership in National Farm and Ranch Business
 Management Education Association for 1995 - 96**

Are We Decision Makers or Positive Thinkers?

(from the Carrington, ND FBM newsletter, Steve Metzger, instructor)

John A. Arnold, a noted authority on decision making, uses the following philosophy in decision making:

- 1) You are the sum of all decisions you have made in your life.
- 2) Positive thinking can be a disguise for wishful thinking.
- 3) Positive thinking may prompt you to ignore reality.
- 4) Don't assume the best, but work for the best.
- 5) Use positive thinking after you have made your decision. Allow it to generate your enthusiasm during the implementation stage.

The point is, making decisions in our management cannot be successfully completed without pulling all our information together and looking at our options from a realistic standpoint.



12 Things That Make People Feel Great

(by Napoleon Hill, from the Moorhead TC FBM newsletter, Rick Morgan and Greg Tullis, instructors)

- 1) Positive mental attitude.
- 2) Sound physical health.
- 3) Harmony within family relations.
- 4) Free of fear.
- 5) Hope for future achievement.
- 6) Capacity for applied faith.
- 7) Willingness to share one's blessings with others.
- 8) Love your work.
- 9) Open-mindedness on all subjects.
- 10) Complete self-discipline.
- 11) Wisdom to understand people.
- 12) Financial security.

NAME _____

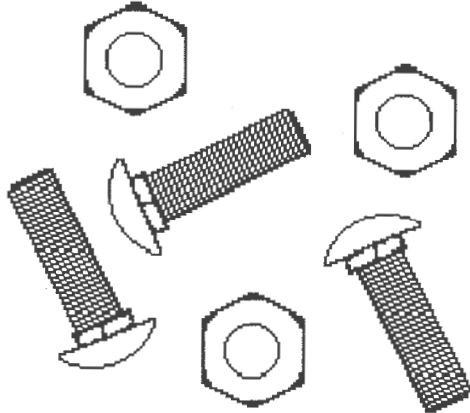
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CITY _____ STATE/PROV. _____ ZIP _____

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ADDRESS CORRECTION REQUESTED

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