



National Farm & Ranch Business Management Education Association, Inc.

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

NUTS & BOLTS

President's Message:

By Tina LeBrun, 2022-23 NFRBMEA President

October 21, 2022

This fall has been a whirlwind in my world as the weather forced southcentral Minnesota into early harvest due to the drought. Our crop was not fully mature when the rain shut off, but the positive has been we were able to swing an early harvest with no weather interruptions. Farming will always be an uncontrollable gamble, but of course we all understand that there are more rewards to reap when the crop has been nurtured with the right amount of weather. However, I do find myself understanding why that bag of seed corn has the price tag it does... genetics today are amazing! The unfolding of this year's cropping situation mirrors the work we have been doing with NAFBAS on the Memorandum of Understanding (MOU) the past couple of months.

In July the designated MOU committee members met for a morning to discuss the issues that caused the proposed dissolution of the MOU to surface in May. Members from both NAFBAS and NFRBMEA thought these issues could be resolved by drafting a new MOU that would address the concerns of both associations. Some of the issues NAFBAS brought to the table included conference agenda concerns and NFRBMEA's membership decline over recent years. It was determined that we could find some solutions to both of these concerns, along with others, and allow us to continue our working relationship..

One solution will be the already established, conference planning committee. This group includes two members from each association who will serve on

set committee for a 2-year stint. These efforts will allow for input from both groups when it comes to building a conference agenda each year.

Solution two is one that I know NFRBMEA has been focusing on for a few years already: the decline in NFRBMEA member participation at NFBM Conference. This issue impacts not only the success of our National Farm Business Management Conference (NFBMC), but the future of NFRBMEA. As an executive board, we have been working many different avenues to

revitalize our association. In September we held a membership drive at our Minnesota FBM Fall Conference. We also have spent some time asking our colleagues why they attend or don't attend our annual conference. Both these avenues are helping shape future conference planning that we hope includes

building membership attendance for not only 2023 in Michigan, but future conferences as well. Along with these communications, we have spent some time working on getting our members more for their membership. This includes the upcoming member only, professional development series. If you are already a member, we hope you are planning to attend our upcoming webinar series. If you aren't a NFRBMEA member, consider joining now as we have a great couple of sessions planned over the next 3 months. You should have received an email about our NFRBMEA Power-Ups Webinars in the last day or so. This project began last year as an initiative to build awareness and importance to NFRBMEA membership.

("President's Message" continued on page 2)



NFRBMEA on Facebook & Twitter:



www.facebook.com/nfrbmea



www.twitter.com/nfrbmea

(President's Message", continued from page 1)

We received the updated MOU from NAFBAS ahead of our fall joint board meeting where we continued to discuss these items that needed further clarification and follow through before we will approve the final changes of the operating MOU for the year 2023. I promise to keep you posted as any developments come out, but at this time we are waiting to see and approve the MOU document, but we see no reason that this issue won't be resolved in the near future. The feedback from NAFBAS and discussions with our

current NFRBMEA board has me confident that this work will only make the NFBM Conference an even stronger professional development event for our association. If you have any questions on this process or the MOU itself, please don't hesitate to contact me; if you have any further input, I encourage you to share as we continue to revise and revitalize our association and conference.

-Tina

Take Time for Professional Development

By Myron Oftedahl, NFRBMEA Past President

Professional Development seems to be the hot topic lately and I will add my two cents' worth. As a professional educator it is your duty to participate in Professional Development. Historically, as a licensed teacher you had to submit Continuing Education credits in order to renew your license. When Minnesota went to credentials, the Continuing Education credits were replaced with a Professional Development plan that needs to be renewed every three years along with an annual progress report.

What you put on that Professional Development plan is up to you, but you are making a commitment to yourself and to the State of Minnesota that you will complete that plan.

NFRBMEA offers many opportunities for Professional Development beginning with the webinar series this fall. The first webinar is on October 26 with Ag Resource Management (a 2022 Conference Sponsor) presenting on interest rates. Tina has done a good job arranging these webinars.

Of course, our big offering for Professional Development is the National Farm Business Management Conference in June. In 2023 this will be held at Shanty Creek Resort in Bellaire, Michigan.

This Conference is held jointly with the National Association of Farm Business Analysis Specialists (NAFBAS) associations across the Midwest. While each of the two organizations has a different emphasis, it gives us enough numbers to hold a meaningful Conference. Our 2022 keynote speaker was Temple Grandin, professor at Colorado State University. Temple has made her mark in both Animal Science and Autism. Check out her TED talks.

Education is not the only profession with Professional Development requirements. Mechanics, Doctors, nurses, Certified Crop Advisors, Tax professionals are just a few so don't give me the argument that we are the only ones that need to do this. Professional Development is part of any career; improving your skills— whether learning new technology or improving your people skills— is important no matter what your career is. We are Educators, and that by itself suggests an interest in learning and lifelong learning which is what Professional Development is all about.

Yes, it takes time, but what doesn't? It takes time to have that coffee break, wait in line, etc. Our culture focuses on fitness memberships, but what if we spent the same amount of time in Professional Development?

New Positions Available With K-State Extension!

I have received information about a couple of position openings with K-State Research and Extension:

- ★ An Extension Agricultural Economist position at Abilene, Kansas (North Central Kansas). This is a new position announcement.
- ★ An Extension Agricultural Economist position at Ottawa, Kansas (Southeast Kansas). This is an updated position announcement.

You can view these announcements in more detail later in this newsletter.

Why All Farm Business Management Instructors Should Be *NFRBMEA* Members

By Ron Dvergsten, NFRBMEA President Elect & Northland FBM Instructor

This past summer I completed thirty-two years of service in Farm Business Management Education, having served as an instructor, administrator and in several leadership roles in farm business management. Looking back on my rather long time in the profession, one thing that still sticks in my mind was the first NFRBMEA Conference that I attended back in June of 1993 in Alexandria, Minnesota. I left that conference with a newfound appreciation for my profession. It impressed me that fellow FBM instructors from across the country would come together and share their knowledge and expertise with others for the purpose of improving American agriculture.

In 2007, the annual NFRBMEA Conference became the National Farm Business Management Conference ("NFBM Conference") when NFRBMEA began cooperating with the National Association of Farm Business Analysis Specialists (NAFBAS). This conference continues to provide specific professional development activities for FBM instructional enhancement through a variety of conference presentations and tours. Professional networking opportunities are also available by visiting with the conference vendors, and our FBM peers.

In addition to the annual conference, NFRBMEA also publishes the *NUTS & BOLTS*, a quarterly newsletter. This newsletter provides articles from NFRBMEA's leadership and members, with updates on other NFRBMEA projects and happenings along with several other informative articles pertinent to farm business management which can be shared with your own students or useful in your career. The organization's website, www.nfrbmea.org, contains current and historical information about our organization, membership demographics, FBM career opportunities and more.

Another benefit of membership in the organization includes the opportunity to serve on a committee, as a Board member or conference planner, or as a representative on the National Council. Since 2005, NFRBMEA has sponsored a seat on the National Council for Agricultural Education directed at adult education in agriculture. As President at the time, I had the opportunity to serve on the selection committee for NFRBMEA's first Rep on the National Council for Agricultural Education.

All of this for \$60 annual dues to support your national organization which directly supports our FBM profession! I think that is a bargain.

NFRBMEA Website Update

By Deb Pike, Communications Director

I just wanted to take a moment to update you on the status of our website, www.nfrbmea.org.

As you may or may not know, our website suddenly disappeared over the course of a couple of days, beginning August 31. At first part of it was missing, then the rest disappeared the next day while I was trying to find out what going on from Tech Support. Shortly after that our email also while down.

We have since secured a new hosting company. One of the features of our new hosting package is that it includes a security certificate, which has become more important for websites to have in recent years. You will now see a padlock or equivalent icon, as well as "https://" in your browser's address bar to indicate that we now have a secure website.

I have begun the process of redesigning the website, and am working hard to get the "basics" reconstructed and up as quickly as possible. I'm finding that with 23 years' worth of website files, some housecleaning and reorganizing is definitely in order! For the time being, you will find a "Coming Soon" page. *Stay tuned!*

I also discovered that our new hosting provider has a cap on sending emails. At this time, I can only send out 100 emails per hour. When things settle down a bit, I will be looking into bulk communication via subscription for distributing the *NUTS & BOLTS* and RTUs.



NFRBMEA- Join Us! New Materials to Help Spread the Word

By Tina LeBrun

As I mentioned in the my President's Message, we did a membership drive in Minnesota a few weeks ago and this made us discover we were a little outdated!

We now have some great new testimonials, marketing materials for our professional development series, and a new stand-up banner. These items are here and available to any of our members.

So, if you have an upcoming event, conference, etc. that might be a great place to showcase our information, just let Deb or one of our board members know and we will get you hooked up with the tools you need to showcase our association!



Welcome, New Members!

By Deb Pike, NFRBMEA Communications Director

	2022-23	2021-22
Regular	65	59
Affiliate	10	7
TOTALS	75	66

As of today, membership numbers are a little ahead of last year's at this time.

Encourage your colleagues to join NFRBMEA, so they also can enjoy the benefits of membership, including the upcoming NFRBMEA "Power-Ups" webinar series.

2023 Conference Dates & Location Reminder



Mark your calendars now for the 2023 National Farm Business Management Conference, scheduled for June 12-15, 2023 at Shanty Creek Resort, Bellaire, Michigan.

Learn more about Shanty Creek at <https://www.shantycreek.com/>

Visit the 2023 NFBM Conference website: www.nfbm-conference.org/2023/index.html. As always, the website will grow as more information becomes available.



POWER-UPS

MEMBER-ONLY WEDNESDAY WEBINARS

NOON CST

October 26: Back to the Future - Rates and Inflation
-ARM

November 30: ("Global Econ in the Midwest" topic)
-Bryon Parman, NDSU Extension

December 14: PcMars Advanced Features: Payroll & Inventory
- Kent Vickre

SERIES COST: \$60 Annual NFRBMEA Membership

WATCH YOUR INBOX

NUTS & BOLTS

NEWSLETTERS

**2023 NFBM
CONFERENCE**
SHANTY CREEK RESORT
BELLAIRE, MICHIGAN
JUNE 12-15, 2023

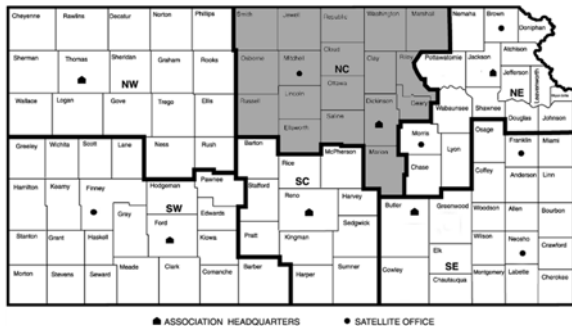
www.nfbm-conference.org/2023/

FEED YOUR BRAIN, BECAUSE TEACHING IS A LEARNING PROFESSION

To UNSUBSCRIBE, [click here](#).

Questions or comments? E-mail us at comments@nfrbmea.org

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K-State Research and Extension, Department of Agricultural Economics and Kansas Farm Management Association

Building Strong Relationships ... Producing Excellence

TITLE: EXTENSION AGRICULTURAL ECONOMIST, KANSAS FARM MANAGEMENT ASSOCIATION, NORTH CENTRAL

This is a joint appointment between KFMA NC and K-State Research and Extension

LOCATION: Abilene, Kansas

RESPONSIBILITIES: The foundation of the KFMA program is building relationships with our agricultural member clients that allows us to provide education and consultation in the area of farm business management. KFMA Economists strive to provide cooperating farms with resources to make informed financial, production, and tax management decisions. In order to achieve this goal, an Extension Agricultural Economist is expected to:

1. Develop and maintain a relationship with membership of approximately 80 cooperating commercial farms
2. Assist cooperating farms with development of a comprehensive and accurate accounting of the farm. Complete records are the essential foundation of all KFMA services provided
3. Provide KFMA members with:
 - a. Regular, scheduled on-farm visits each year (at times requiring extensive travel within the association)
 - b. An annual accrual whole-farm business analysis utilizing KFMA software to collect and process information
 - c. An annual economic analysis of farm enterprises
 - d. Benchmarks of farm performance in comparison to similar farms and/or industry standards
 - e. Guidance based on interpretation of whole-farm, enterprise, and benchmark analysis
 - f. Guidance and recommendations in estate planning, farm succession planning, and business entity structure
4. Learn and understand federal and state income tax regulations as they apply to farm businesses. This includes significant time spent working with members on:
 - a. Tax implications of farm business management decisions
 - b. Year-end tax planning and management
 - c. Preliminary income tax related work for KFMA NC members
 - d. Final income tax filing as an employee of North Central Kansas Agricultural Tax Services, Inc. (with consulting leave time taken from Extension Agricultural Economist position)
5. Collect, process, and verify financial and production information from cooperating farms to be utilized by K-State Research and Extension for research, teaching, and other Extension programs
6. Market and promote KFMA by supporting county, area, and state Extension personnel with technical expertise in the area of farm business and farm income tax management
7. Participate in continuing education to expand farm income tax and farm management technical skills

QUALIFICATIONS

Required:

- Bachelor's degree in Agricultural Economics, Agribusiness, Agricultural Education, Accounting, Finance or related field and at least three years of acceptable performance in a position in one of the following areas: agricultural economics, agricultural finance, agribusiness, accounting or closely related field

OR

- Master's degree in Agricultural Economics, Agribusiness, Accounting or related field

AND

- Minimum GPA of 3.0 (on a 4.0 scale) in all college coursework
- Minimum of 6 hours of coursework in accounting
- Ability to effectively communicate with individuals and groups
- Evidence of solid planning, prioritization and organizational skills
- Good understanding of production agriculture
- Ability to effectively utilize computer technology, software and applications
- Demonstrated expertise in understanding and communicating sound farm accounting principles and economic relationships in agriculture
- Strong attention to detail and the ability to maintain strict confidentiality
- Self-discipline to work independently, and flexibility to work as part of a team
- Ability to handle a workload that varies depending on the time of year (heavy workload required November-April)

Preferred:

- Tax-related accounting coursework
- Farm income-tax preparation experience

KFMA VISION:

The Kansas Farm Management Association (KFMA), through its affiliation with K-State Research and Extension, will be the valued and trusted provider of integrated data management systems to apply critical thinking and strategic business planning for farm and ranch decision makers; and will be the premier source of farm-level economic data in the world.

KFMA MISSION AND PURPOSE:

- To work as an efficient team of economists, serving on the management team for KFMA member farms, as a farm business management resource
- To provide high quality and timely farm recordkeeping, financial analysis and tax management
- To achieve the goal of improved farm and family decision making, resulting in increased farm profitability and sustainability

ABOUT KFMA NC: KFMA NC provides a farm business analysis educational program to member farm families in an 18 county area. Principal crops are wheat, corn, soybeans, and grain sorghum. Livestock enterprises in NC Kansas are primarily focused on beef production. Average farm size is 1,400 crop acres.

APPLICATION DATE: Screening of applications will begin on November 25, 2022 and will continue until the position is filled. Starting date is negotiable with the KFMA NC Board of Directors and KFMA Executive Director. May 2023 graduates are encouraged to apply.

SALARY: Commensurate with training and experience as negotiated by the Department of Agricultural Economics, Kansas State University; the Board of Directors of Kansas Farm Management Association, North Central; and the applicant.

BENEFITS: This is an unclassified position in the Department of Agricultural Economics, Kansas State University. The K-State benefit package includes a retirement plan, group health and life insurance, worker's compensation, vacation, sick leave and other benefits. For additional information on benefits, see <http://www.k-state.edu/hcs/benefits/overview/>.

Travel, which will be required for this position, is primarily within the KFMA NC association area but may occasionally involve overnight travel to other areas of Kansas. Reimbursement is provided for travel and subsistence related to program activities. The use of an association vehicle or mileage reimbursement will be provided.

HOW TO APPLY:

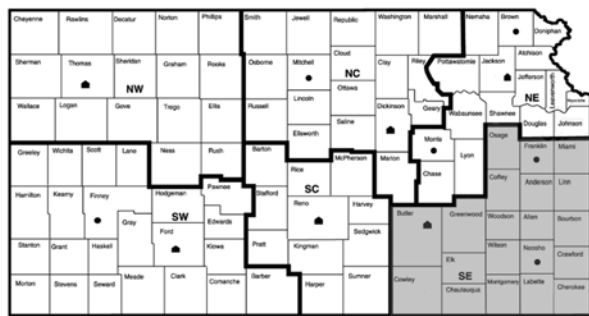
Qualified persons are invited to apply at <https://careers.k-state.edu/cw/en-us/job/513956/> by completing the following:

- 1) Upload a letter of application
- 2) Upload a resume including contact information for 3 professional references. Each reference will be asked to upload a letter of support for the applicant
- 3) Upload official transcripts of all post-secondary course work

If selected for the position, the applicant will grant permission to Kansas State University's Human Capital Services to conduct a background check. Employment will be contingent upon the results of those findings.

For more information, contact: Mark Dikeman, Executive Director, Kansas Farm Management Association
Office: (785) 539-0373; E-mail: dikemanm@ksu.edu The KFMA program website is www.AgManager.info/KFMA

EQUAL EMPLOYMENT OPPORTUNITY: Kansas State University is an Affirmative Action/Equal Opportunity Employer of individuals with disabilities and protected veterans. Kansas State University encourages diversity among its employees. KSRE EEO Coordinator: Jennifer Wilson, 121 Umberger Hall, Manhattan, KS 66506. KSRE EEO Counselor: Gregg Hadley, 123 Umberger Hall, Manhattan, KS 66506.



K-State Research and Extension, Department of Agricultural Economics and Kansas Farm Management Association

Building Strong Relationships ... Producing Excellence

TITLE: EXTENSION AGRICULTURAL ECONOMIST, KANSAS FARM MANAGEMENT ASSOCIATION, SOUTHEAST

This is a joint appointment between KFMA SE and K-State Research and Extension

LOCATION: Ottawa, Kansas

RESPONSIBILITIES: The foundation of the KFMA program is building relationships with our agricultural member clients that allows us to provide education and consultation in the area of farm business management. KFMA Economists strive to provide cooperating farms with resources to make informed financial, production, and tax management decisions. In order to achieve this goal, an Extension Agricultural Economist is expected to:

1. Develop and maintain a relationship with membership of approximately 75 cooperating commercial farms
2. Assist cooperating farms with development of a comprehensive and accurate accounting of the farm. Complete records are the essential foundation of all KFMA services provided
3. Provide KFMA members with:
 - a. Regular, scheduled on-farm visits each year (at times requiring extensive travel within the association)
 - b. An annual accrual whole-farm business analysis utilizing KFMA software to collect and process information
 - c. An annual economic analysis of farm enterprises
 - d. Benchmarks of farm performance in comparison to similar farms and/or industry standards
 - e. Guidance based on interpretation of whole-farm, enterprise, and benchmark analysis
 - f. Guidance and recommendations in estate planning, farm succession planning, and business entity structure
4. Learn and understand federal and state income tax regulations as they apply to farm businesses. This includes significant time spent working with members on:
 - a. Tax implications of farm business management decisions
 - b. Year-end tax planning and management
 - c. Preliminary income tax related work for KFMA SE members
 - d. Final income tax filing as an employee of Southeast Kansas Agricultural Tax Services, Inc. (with consulting leave time taken from Extension Agricultural Economist position)
5. Collect, process, and verify financial and production information from cooperating farms to be utilized by K-State Research and Extension for research, teaching, and other Extension programs
6. Market and promote KFMA by supporting county, area, and state Extension personnel with technical expertise in the area of farm business and farm income tax management
7. Participate in continuing education to expand farm income tax and farm management technical skills

QUALIFICATIONS

- Required:
- Bachelor's degree in Agricultural Economics, Agribusiness, Agricultural Education, Accounting, Finance or related field and at least three years of acceptable performance in a position in one of the following areas: agricultural economics, agricultural finance, agribusiness, accounting or closely related field
 - OR
 - Master's degree in Agricultural Economics, Agribusiness, Accounting or related field
 - AND
 - Minimum GPA of 3.0 (on a 4.0 scale) in all college coursework
 - Minimum of 6 hours of coursework in accounting
 - Ability to effectively communicate with individuals and groups
 - Evidence of solid planning, prioritization and organizational skills
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 - Ability to effectively utilize computer technology, software and applications
 - Demonstrated expertise in understanding and communicating sound farm accounting principles and economic relationships in agriculture
 - Strong attention to detail and the ability to maintain strict confidentiality
 - Self-discipline to work independently, and flexibility to work as part of a team
 - Ability to handle a workload that varies depending on the time of year (heavy workload required November-April)
- Preferred:
- Tax-related accounting coursework
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ABOUT KFMA SE: KFMA SE provides a farm business analysis educational program to member farm families in a 20-county area. Principal crops are corn, soybeans, wheat, and livestock forages. This is also a livestock intensive area of Kansas. Average farm size is 2,500 acres.

APPLICATION DATE: Screening of applications will begin on December 9, 2022 and will continue until the position is filled. Starting date is negotiable with the KFMA SE Board of Directors and KFMA Executive Director. May 2023 graduates are encouraged to apply.

SALARY: Commensurate with training and experience as negotiated by the Department of Agricultural Economics, Kansas State University; the Board of Directors of Kansas Farm Management Association, Southeast; and the applicant.

BENEFITS: This is an unclassified position in the Department of Agricultural Economics, Kansas State University. The K-State benefit package includes a retirement plan, group health and life insurance, worker's compensation, vacation, sick leave and other benefits. For additional information on benefits, see <http://www.k-state.edu/hcs/benefits/overview/>.

Travel, which will be required for this position, is primarily within the KFMA SE association area but may occasionally involve overnight travel to other areas of Kansas. Reimbursement is provided for travel and subsistence related to program activities. The use of an association vehicle or mileage reimbursement will be provided.

HOW TO APPLY:

Qualified persons are invited to apply at <https://careers.k-state.edu/cw/en-us/job/513953/> by completing the following:

- 1) Upload a letter of application
- 2) Upload a resume including contact information for 3 professional references. Each reference will be asked to upload a letter of support for the applicant
- 3) Upload official transcripts of all post-secondary course work

If selected for the position, the applicant will grant permission to Kansas State University's Human Capital Services to conduct a background check. Employment will be contingent upon the results of those findings.

For more information, contact: Mark Dikeman, Executive Director, Kansas Farm Management Association
Office: (785) 539-0373; E-mail: dikemanm@ksu.edu The KFMA program website is www.AgManager.info/KFMA

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NFRBMEA occasionally publishes pictures of its events on the Internet, via newsletter or other public and social medias. Please let the [Communications Director](#) know if you do NOT want your picture to be published online.

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