AG LEGACY

Why Grow Relationships with the Next Generation?

Brought to you by:
the UWEXT Ag & Hort Initiative Team
and RightRisk.org

Today's Speaker

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Why Grow Relationships with the Next Generation?

Sustainable Ag & Horticulture

University of Wyoming Extension

Agriculture & Horticulture

Caleb Carter – *Extension Educator, Goshen County*
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Ag Legacy

Janelle and her husband Josh have raised their family on her parents farm for 15 years

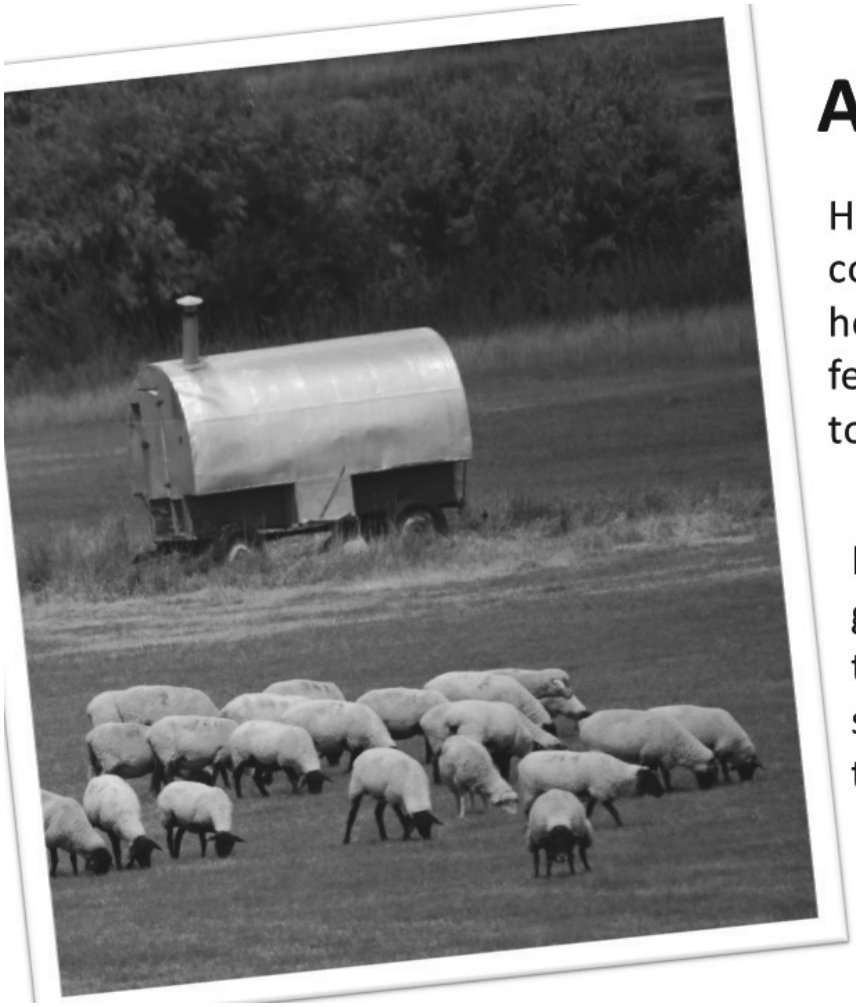
Challenges of multiple generations on the farm….

"Anytime there are decisions to be made, we feel left out of the discussions."

-Josh

"I really want to work together with my parents and Josh, but often feel like I have to choose a side, it's a big strain on me and our marriage."

-Janelle



Ask yourself…

How can they find common ground while helping her parents feel they are not trying to take over?

How can the parents grow those relationships that are so critical to the success of the family and the farm?

The aging farmer/rancher

Average age of farm operators, 2007 and 2012

Operator	2007	2012	% Change
Principal	57.1	58.3	2.1*
Second	51.4	53.4	3.9*
Third	44.6	46.0	3.1*
All	54.9	56.3	2.6*

Source: USDA NASS, 2012 Census of Agriculture

*Statistically significant change

Who will take over as this generation continues to age?

Maybe we should ask…

How we can build relationships between generations now?

What makes the family farm or ranch unique?

Often agricultural families are ***more involved***

and

work more closely than other family business arrangements

Sources of stress

Operation

Equipment breakdown

Sudden drop in Commodity prices

Long days during harvest

Sources of stress

Family

Marital problems

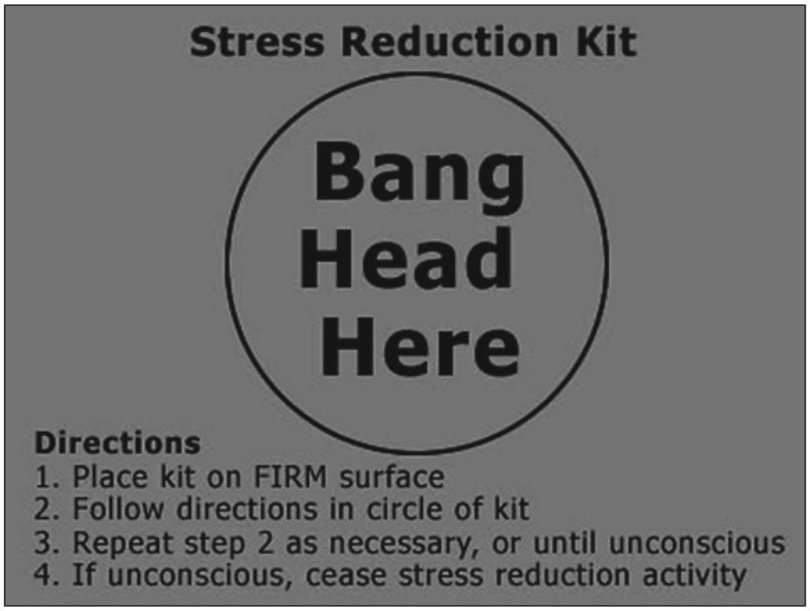
raising a teenager

Caring for an aging loved one

Other sources of stress

- Money issues,
- Not feeling involved in decisions
- Feeling more like a "hired hand" than a partner

Transfer of the farm or ranch



Address the stress…

- Culture of open communication
- Allow sharing of ideas openly
- Everyone wants to feel their opinions are heard and matter

Address the stress…

- Family meetings
- Family business meetings
- For help on this, go to our module on "Communication", at AgLegacy.org

Other coping skills

- Making decisions democratically
- Planning ahead for stressors
- Reduce blame
- More emphasis on "quality family time"

Moving forward

- Write down personal, family, and work goals for three months, six months and a lifetime.
- Take time to ponder what you want, and practice healthy stress management techniques

Moving forward

- Take time to reflect on examples when your family has been able to work through a problem
- Get assistance from a mediator or other professional

To help reduce blame…

Enhance your communication and negotiation skills

Use fewer 'You' statements ("You never come to meals on time") and more 'I' statements ("When you're late for a meal, I feel angry.") Experiment with the following strategy:

When you _____(describe the behavior), I feel (irritated, angry, sad, depressed, etc.) What I want from you is _____ (describe the behavior). What I'm willing to do is _____ (and work to negotiate a mutually satisfying solution).

Also, check what the other person heard you say: "Would you tell me what you heard me say?"

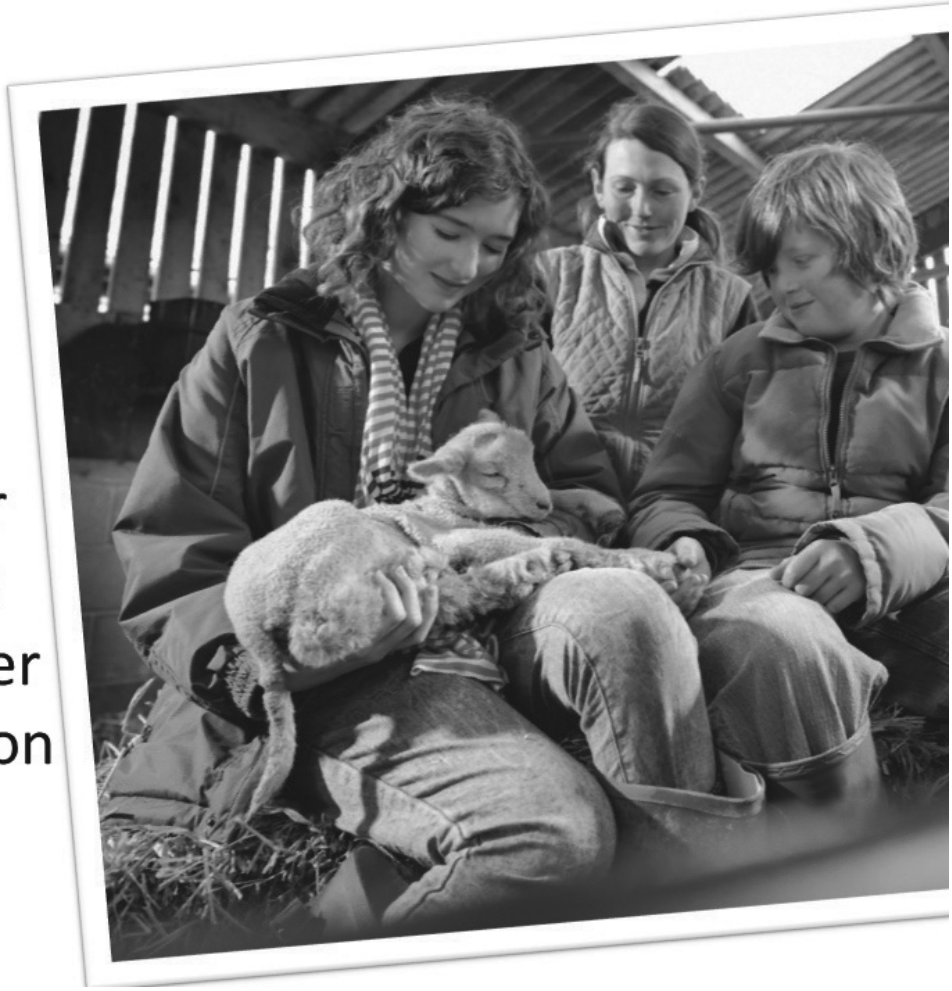
"When you're feeling overworked, stop and smell the roses that we installed as an app on your BlackBerry."

Don't forget to smell the roses

Quality time as a family is important too!

Whenever Josh or Janelle brought up or suggested new ideas or opportunities, they would argue about it for hours on end with no consensus. This left everyone frustrated and resulted in things being done in exactly the same way they had always been done.

How are you growing your relationships with the other generations on the farm or ranch?



THANK YOU!

MORE

For more information, speaker slide sets and to access the recorded version of this webinar, visit the AG LEGACY website at:

AgLegacy.org

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