



NUTS & BOLTS

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

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Time for Information and Data Management

By Dr. Paul Gorman, FBM Instructor, Mankato, MN

Farmers and farm families face increasing pressures upon their time and energy. Some of these challenges include:

- Family, church, school, aging parents, children and their activities
- Rural leadership, community participation/involvement, and many others
- Farmers and/or their spouses have off-farm businesses or employment

At the same time that these pressures have increased, the business of farming has become much more complex. Changes during the past decade include:

- Increasingly complex financial transactions that are too infrequent each year to develop (and remember) consistent data entry procedures
- Many more purchases financed or deferred until fall through input suppliers
- Increased use of Farm Plan, credit cards, and multiple lenders for operating funds
- Government payments and crop insurance received outside the production year
- Prepayments, returns, refunds, rebates, and exchanges equal piles of paperwork
- CCC loans, repayments, LDP's, and market gains create challenges for everyone
- More use of farm employees means payroll and labor law compliance reporting
- Machinery trades with no checks written and new loans paying off old loans
- Special or unique arrangements between partners or landlords
- Joint ventures (contractee hogs, etc.) take precedence over other activities when buildings must be emptied, washed, and refilled on someone else's timetable
- Electronic deposit of revenues and direct payments from elevators to CCC loans

I see major management issues created by the challenges listed above. These include:

- Progressive mainstream producers that are months behind on their paperwork
- Farmers that are current on their computer cash records but don't have purchases of seed, fertilizer, chemicals, crop insurance, etc. entered

because they will write the checks in the fall

- Transactions entered without allocations to enterprises/cost centers
- Loan principal and interest detail doesn't match the lender reports
- CCC loans, paybacks, and market gains do not balance
- Computer accounting with incomplete asset and inventory balances

What can be done to address these issues?

- Schedule regular periodic farm computer accounting work sessions on a calendar
- Give computer accounting entries and farm filing "prime time" on your schedule
- Utilize an accrual agricultural software such as *FarmWorks* or *Perception* that allows you to enter all transactions whether you write a check or create an accounts payable bill to be paid later
- Track assets, inventories of grain and livestock, and liabilities as carefully as you do income and expense
- Enroll in Farm Business Management and make use of your instructor by being current at each on-farm appointment



Board members working hard at the Fall Board Meeting in Minot, ND last November. We covered many topics, some that are discussed in this *NUTS & BOLTS*. Secretary Olson's minutes are available on our website. Look for your Minot Conference registration information in the mail and on the Web.

A Message From Jim Kelm, NFRBMEA President

We lost one of the good guys with the passing of John Hest. I remember serving on the Minnesota FBM Advisory Board with John, during a turbulent time for FBM in Minnesota. We needed someone with common sense and a steady and positive outlook on life. John certainly calmed down many tense situations with his humor and reason. We all are aware of John's wit and writing ability as we read the first editions of the *Nuts & Bolts*. John has left an indelible mark on the lives of many FBM students, teachers, and the NFRBMEA.

Let's look to the future. Al Graner and his committee have an outstanding program and many activities for us when we arrive in June. I know that many of us are looking at out-of-state travel freezes at our schools and colleges. I hope this will not reduce attendance at the conference. I think we have to say to ourselves if the conference is worth the school paying for it must be worth paying for out of my own pocket. Many instructors have had to reach into their own pockets to come to previous conferences.

Many things are going on in NFRBMEA. We had a very successful Board meeting in Minot. Much of our time was devoted to the committee structure. We evaluated the 16 priority areas, combined them with others, or eliminated them. We gave the remaining priorities a high, medium, or low ranking and assigned them to a committee (see page 5). The priorities tend to support retention and recruitment of instructors, teaching resource development and distribution, and industry/professional alliances.

The Curriculum committee was renamed Resources committee and we formed an Instructor Standards committee. Instead of certification, we want to establish a list of "things" that instructors should know and do to increase effectiveness and success. The Board also looked at an outline for a National Institute that would help states provide pre-service and in-service education for FBM instructors. NFRBMEA seems like the logical entity to coordinate resource development and training for FBM instructors.

I have also had e-mail contact with Bob Rhea the Executive Director for the National Association of Farm Business Analysis Specialists (NAFBAS). They are the Extension and Farm Record Association field staff people. Their work is very similar to ours and their association is having some of the same problems we are having. Their conference in Duluth, MN is exactly the same time as ours in Minot. Hopefully we can arrange some face-to-face time with their board when we are so close together.

We'll see you in June!

Look for These Authors

By Wayne Pike

Your NFRBMEA Board of Directors is trying to get the word out about what we do and how we do it. We have gotten an invitation or two to tell our story in other professional magazines and newsletters. It occurs to us that, no matter what we do as ag professionals, it would be good to identify ourselves as NFRBMEA members. That way we can spread the word and get some name recognition for our professional organization.

Look for Ira Beckman's article in the next NAAE *News & Views* newsletter. That should be followed by Jim

Kelm, and either Al Graner or Jay Olson promoting our conference in Minot.

National Crop Insurance Services has invited us to have an article in their publication as well. Ed Ruff (IA), Dave Besecker (OH), and again either Al or Jay are our resident experts on risk management so they have either volunteered or been appointed to write articles for NCIS. Thanks for your contributions and the increased visibility that brings to you and the NFRBMEA.

John Hest Remembered



John Hest was born August 23, 1923 at threshing time, at the family farm at Perley, Minnesota, of John Helmer Hest and Alma (Letness) Hest.

He began his education at Wide Awake Elementary School at Hendrum, and attended schools in Perley and Borup, graduating from Borup High School. He graduated from North Dakota Agricultural College with a degree in Agricultural Education, and served in the military at Great Lakes Naval Base.

John married Beverley Jean Tehven on May 7, 1949. John taught Veteran's Agriculture in Clearbrook, Minnesota, and was a partner in the local Ford dealership. John & Bev moved to Hawley in 1958 where he taught high school agriculture, and later, farm business management.

John died on December 27, 2002, and is survived by his wife, five children and their families, and one brother.

Our Tribute to John Hest

When Deb and I were thinking about being co-editors of Nuts & Bolts, we talked to John Hest at some length about what was required. John said that the main thing was that we had to love to write and edit. John had that love of writing as evidenced by his column called "The Stub Pencil", that John wrote for his local newspaper for

many years. That love of writing and commitment to a cause carried through with his dedication to our own NFRBMEA *Nuts & Bolts*.

Reading his old newsletters, I found a common theme. He often referred to his colleagues as "brother teachers" and felt a sense of family about them. It is easy to see that many of those who knew him felt the same way about him.

Here are just a few excerpts of John's writing from his twenty-four editions of *Nuts & Bolts* that ran from August 1987 until June 1993.

John explained the name in the first issue of *Nuts & Bolts* published August 1, 1987:

"Why 'Nuts & Bolts'? When I was in the garage business, almost 30 years ago, we had an account at the bottom of an engine overhaul bill. We called it "nuts and bolts", and it was supposed to cover the odds-and-ends that didn't get taken care of somewhere else in the bill. When I was thinking about names for this newsletter, it struck me that we, as farm and ranch management teachers, are change agents for "our families". Shouldn't we be teaching them to look at all the parts of their business and "not to forget the nuts and bolts"? So it seems that any tips we can pick up from our newsletter could easily be called nuts and bolts."



John explained his decision to become an agricultural educator in the May 1990 *Nuts & Bolts*:

"When I returned from World War II naval service I pondered the decision as to what to do with my life. I knew that I didn't want to pursue my original goal, that of finishing college and becoming a paint chemist. That demanded that I be inside a laboratory, breathing fumes of that place and missing the great out-of-doors and the smells that go with that.

Because of that consideration I had given some thought to switching to the field of agriculture, but I didn't know

(See "John", continued on page 4)

*(“John”, continued from page 3)
until I stopped at the college registration desk that fall day in 1946, that I was going to sign up at the agricultural education spot and become an ag teacher.”*

And John’s final parting comment in the last paragraph of his last edition in May 1993:

“As you probably know, this is my last issue as editor of your newsletter, a job I’ve held since July of 1987. I really shouldn’t say job because it’s really been such a pleasurable time, doing my bit to furthering the objectives that you all subscribe to: Making for a better life for our farm and ranch families. That’s what’s justified our existence, ever since we first got together, informally at the vocational school in Faribault, Minnesota in 1973 and formally, in Pierre, South Dakota in 1985. Thank you for allowing me to be a part of it.”

Thank you, John.

A Note From Dennis Lehto, Retired FBM Instructor from Minnesota:

John had a unique skill in striking up and maintaining a conversation with anyone. I remember the NFRBMEA convention in Pierre, South Dakota. We had both driven in that day and were tired. At my suggestion, we retreated to the bar for a nightcap after dinner. John struck up a conversation with a rancher who was seated next to us. At John's request, he moved to our table. During the next 2-3 hours, we found out about the financial ups and downs of raising cattle in the Western Dakotas. I never had the chance to hear John talk to one of his farm management co-operators, but this incident showed his ability to instill confidence so that his students were willing to unload their problems.

John was a long-time member of NFRBMEA and was the Editor of *Nuts and Bolts* from 1987 to 1992. John attended many of the NFRBMEA national conferences, where he did some of the photography for the organization. He also was the photographer for Minnesota Vo-Ag conventions. On a lighter note, one of his contributions were a wealth of "Ole and Lena" stories at the annual story-telling breakfast at NFRBMEA.

John was an active citizen in the Hawley Community. He held various offices in the Hawley Lutheran Church and sang in the church choir. He organized a local crop show, held office in the local United Fund, worked on an art show committee, and he and Bev delivered Meals on Wheels to local seniors.

One of John's attributes that we will miss sharing is a solid philosophy toward farm people, and life in general. After the funeral service, the pastor announced an unusual feature of this ceremony. There was a table full of free ties in the hall, which were contributed by former students. It seems that when John brought members down to the State FFA Convention and other functions, he insisted on them wearing a tie to special events, such as the state banquet. Many of them had never tied a necktie before, so John had taught many of his former charges in the Hawley area to knot their ties.

I talked to John's wife about memorials. She preferred sending them to the Hawley Lutheran Church.

More About John from John Murray, Minnesota State Supervisor:

John Hest was a great teacher, leader and most of all a special friend. I thank him for his many contributions and service to agriculture education and specifically the Farm Business Management program as a teacher and leader.

His contributions to the agriculture community will serve as a living memorial of his enthusiasm, commitment, and dedication to a job well done. He made the many transitions needed in the Farm Business Management program during his tenure as a teacher and leader, which resulted in more effective education for the students he served, the farm operators and families, and the service to his peers.

I am certain that the 50-year history of the Farm Business Management program will reflect his many contributions for the success of the program. All of agriculture in Minnesota will remember him for his many contributions as a teacher and leader par excellence.

I thank John for taking me under his wing on several occasions as a teacher and administrator of the FBM program. His advice and ideas were always sound. I remember when we had issues or problems he would take me aside and offer the following advice: “This is kind of the way it works or should work. Don’t worry about the things we can’t control and work on those areas where we do have control.”

We are all better for having had an opportunity to labor in the vineyard with a great teacher and leader – John Hest.

NFRBMEA Action Plan

Tom Weygandt, NFRBMEA President Elect

At the Fall Board Meeting in November your Board of Directors discussed in great detail the structure and purposes of our current committees, with the intention of developing action plans to achieve the goals of the original sixteen points identified by the Board last year. A summary of the revised Action Points follows:

Point	Committee	Board Priority
Instructor recruitment/retention	National Institute	High
Executive Director	Board	High
Grants / Conference Funding	Industry / Alliances	High
Mentoring Program	Membership	Very High
Internships	National Institute	Moderate
Membership development in non-participating states	Membership	High
Membership potential	Membership	High
Teaching Materials Library	Resources	High
Industry connections with FBM	Industry / Alliances	High
Alliances/partnerships with professional groups	Industry / Alliances	High
Member articles in popular publications	Industry / Alliances	Low
Fall leadership seminar / training	Board President	
Annual Report	Past President	Achieved

Board Committees:		
National Institute Committee Jim Kelm Wayne Pike Rich Baumann Ira Beckman Dr. Ed Persons		Investigate feasibility of National Institute, which would meet goals of new teacher education, continuing in-service education for current instructors, and familiarization of administrators to FBM programs. Institute could be offered for credit by a university in cooperation with NFRBMEA
Instructor Standards Committee Tom Weygandt Gene Kuntz		Develop standards for FBM instructors; important as a self-evaluation tool; valuable to administrators unfamiliar with FBM, but who are administering FBM instructors
Board Appointed Committees:		
Resources Committee Ron VanNurden, Chairman Charles Duell Brad Augustin Jon Farquharson Ron Dvergsten		Collect and make knowledge easily available to membership through teaching materials library (list of resource persons, curriculum, and other information sources). Committee will determine needs of membership
Industry Relations /Alliances Committee John Caster, Chairman Steve Metzger Gene Kuntz		Identification and establishment of mutually beneficial relations with industry and other professional organizations
Membership Committee Dan Hoffman, Chairman Jay Stretcher Tim Holtquist Dan Perkins		Reach out to other states for new members; develop a model of a mentoring program to be used within and between states; identify how to better serve membership

Wacky Mergers to Watch For

(From the Faribault FBM Newsletter)

- If Hale Business Systems, Mary Kay Cosmetics, Fuller Brush and W.R. Grace Co. merged, they could be **Hale, Mary, Fuller, Grace.**
- If Polygram Records, Warner Bros., and Zesta Crackers joined forces they could be **Poly, Warner, Cracker.**
- If 3M merged with Goodyear they could go by **MMGood.**
- If Zippo Mfg., Audi Motor Car, Dofasco and Dakota Mining merged, they could be **ZipAudiDoDa.**
- If Federal Express joined its major competitor, UPS, they could be **FedUP.**



Teachers Not Lounging

By Wayne Pike

This is the message that doesn't need sending. We had a bulletin board type of arrangement on our NFRBMEA website that almost no one used. It has been closed. No one noticed either way.

Do you know why you didn't use it? Now that it's gone do you wonder why?

There was no additional expense to the Teachers Lounge. There was little extra work to it for the Webmaster. It could be brought back if enough people felt it was necessary, but it can be a sore spot and a bad image-maker if a new person tries to start a conversation and no one responds.

If you have an opinion on it, or a better idea, please contact Deb at dapike@smig.net and let her know what you think.



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A Report on the National Ag Ed Council

Gary Thome is a long-time NFRBMEA member and farm business management instructor for Riverland Community College in Austin, Minnesota. Gary is also a Board member of the National Ag Ed Council. Gary specifically represents adult agricultural education. He attended a Board meeting in Alexandria, Virginia on October 3 – 5, 2002 and reported via speakerphone to the NFRBMEA Board of Directors at the Fall Board Meeting in Minot. Gary submitted an extensive and detailed report of his activities at the meeting, but the Board asked Gary to focus on a couple issues as they related to farm and ranch business management education.

Gary reported that Dr. Glenn Shinn, Texas A & M, is the workgroup chairman for the National Ag Ed Research Workgroup. Dr. Shinn is looking into getting funding for several research projects amounting to multi-million dollar expenditures. One project of particular interest is agriculture student evaluation. The group is seeking funds to proceed.

Gary presented the NFRBMEA's proposal for teacher certification (now referred to as instructor standards) to the National Ag Ed Council. The Council endorsed the recruitment and retention project as it fits in with other activities the Council pursues. Funds for our project may be sought through the Council.

Funding is always a big issue so the Council has set up a challenge grant program. This may lead to NFRBMEA funds being matched for a worthwhile project by the Council.

Membership Note

By Wayne Pike

Right now our membership stands at 174 active members, 18 associate members, and Dr. Persons, our honorary lifetime member. We can always use more members. Double-check with your colleagues. Look for their names on our [website](#). If they aren't listed there, they aren't members.

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