

TENSIONS OF FARM SUCCESSION

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February 22, 2022

Agribility Farm Stress Webinar



Extension
UNIVERSITY OF WISCONSIN-MADISON



CENTER FOR
DAIRY PROFITABILITY



INTRODUCTION

29 years with University of Wisconsin-Madison Division of Extension

11 of those as a county educator

BS and MS from Southern Illinois University – Carbondale

Farming family in Southern Illinois

LEARNING OBJECTIVES



RESEARCH OF STRESSORS



FARM SUCCESSION TENSIONS



STRATEGIES TO ADDRESS
TENSIONS



RESEARCH ON STRESSORS

“.....there [are farms] that have been...generations after generations on the farm. And I would look at that as a stressor. I gotta keep it up. I gotta keep doing that. And I’ve heard from friends of mine, too, that they just feel like they don’t have a choice. It’s in their blood. It’s in their family. They just have to do it.”

- Ordinary vs Extraordinary Stressors (Braun, 2019)
- Farmer Mental Health in the US Midwest: Key Informant Perspectives (C. Henning-Smith, A. Alberth, A. Bjornestad, F. Becot, S. Inwood, 2021)
- Burnout and hopelessness among farmers: The Farmers Stressors Inventory (Truchot and Andela, 2018)
- Recent Wisconsin Farmer Focus Group on Stressors (Kirkpatrick, Schlessler, Wantoch, Krull, Voss, Morrill, unpublished)



FARM SUCCESSION TENSIONS

- Dialectical Tensions Underpinning Family Farm Succession Planning (M.J Pitts, C. Fowler, M.S. Kaplan, J. Nussbaum, J.C. Becker, 2009)
- Insights Into Barriers and Educational needs for Farm Succession Programming (H. Schlessler, S. Stuttgen, L. Binversie, J. Kirkpatrick, 2021)

TENSIONS

Financial

Communication

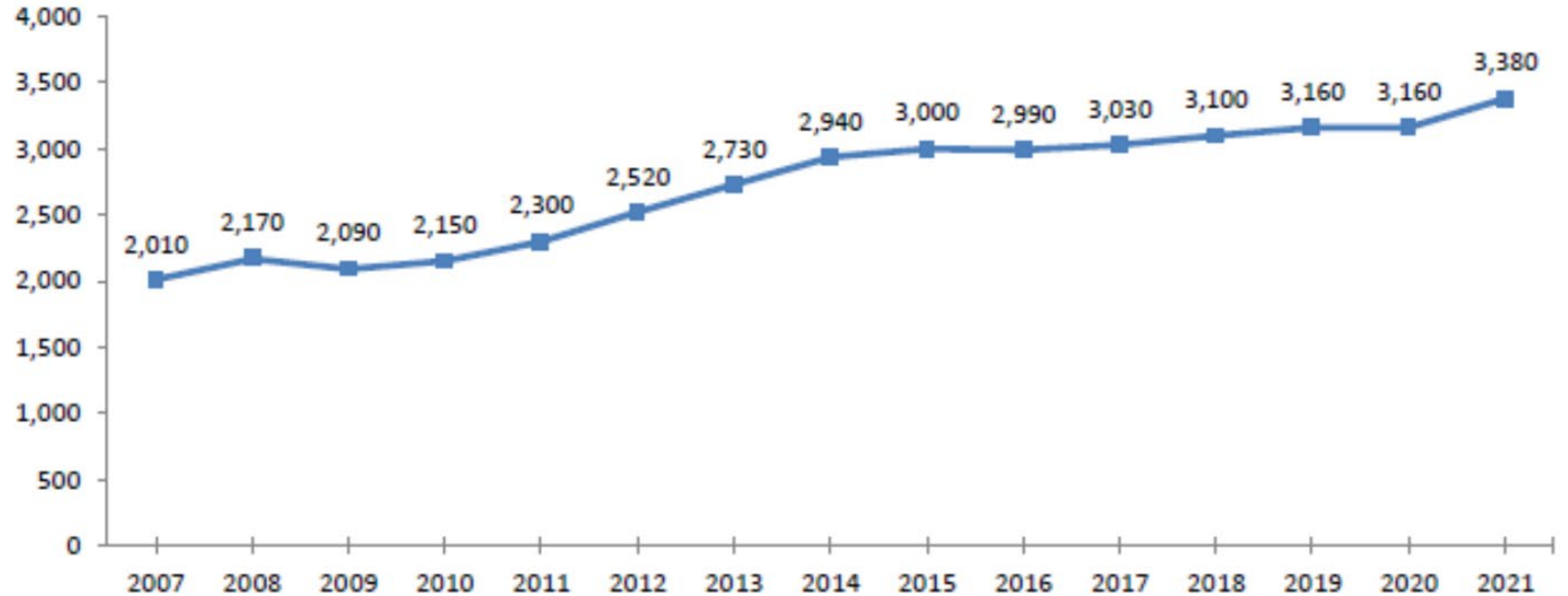
Fair vs Equal

Change

Control

AVERAGE FARM REAL ESTATE VALUE –UNITED STATES: 2007-2021

Dollars per acre



USDA - NASS
August 6, 2021

**Retirement
Assets**



**Business
Assets**



**Inheritance
Assets**



**WHAT DO FARM
FAMILIES WANT
THESE ASSETS
TO BE?**



**STRATEGIES TO
ADDRESS
TENSIONS**

STRATEGIES TO ADDRESS THE FINANCIAL TENSIONS

- Know your family living needs
- True financial analysis of the farm financials
- Goals of the owner generation
- Transparent conversations around farm financials



STRATEGIES FOR THE FAIR VS EQUAL TENSION

- Distributive Justice Principles
 - Equality
 - Proportional equity
 - Needs-based



<https://farms.extension.wisc.edu/articles/common-strategies-to-consider-for-fair-vs-equal/>

COMMUNICATION



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"OK, who's ready for some bickering?"

MEETING AGREEMENT EXAMPLES

Honest conversation

Respect one another

Listen to learn

Everyone is encouraged to participate

Speak one at a time (Do not interrupt)

Critique the message, not the messenger

Confidentiality

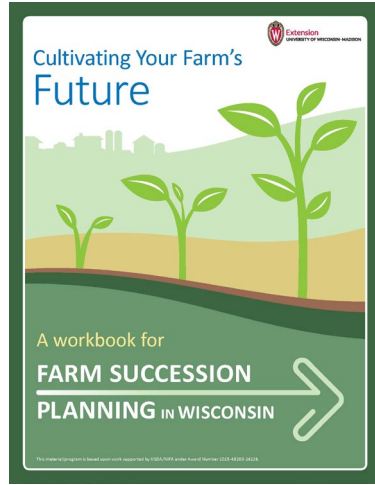


Photo by [Ashley Whitlatch](#) on [Unsplash](#)

CERTIFIED FARM SUCCESSION COORDINATORS

[HTTPS://WWW.FARMTRANSITION.
ORG/COORDINATORS/](https://www.farmtransition.org/COORDINATORS/)





<https://farms.extension.wisc.edu/article-topic/farm-succession-estate-planning/>

CULTIVATING YOUR FARM'S FUTURE

- Cultivating Your Farm's Future 2.0- A workbook for Farm Succession in Wisconsin

March 4, 2022, 11:00 am CST

- Who's the Boss – Transferring Farm Management and Decision-making

March 18, 2022, 11:00 am CST

REFERENCES

- Braun, B. Farm Family Stressors: Private Problems, Public Issue. National Council on Family Relations Policy Brief. 2019 Sept; 4(2): 1-5.
- Henning-Smith C, Alberth A, Bjornestad A, Becot F, Inwood S. Farmer Mental Health in the US Midwest: Key Informant Perspectives. J Agromedicine. 2021 Feb; 28:1-10. doi: 10.1080/1059924X.2021.1893881.
- Margaret J. Pitts, Craig Fowler, Matthew S. Kaplan, Jon Nussbaum & John C. Becker (2009) Dialectical Tensions Underpinning Family Farm Succession Planning, Journal of Applied Communication Research, 37:1, 59-79, DOI: 10.1080/00909880802592631
- Schlessner, H., Stuttgen, S., Binversie, L., & Kirkpatrick, J. (2021). Insights Into Barriers and Educational Needs for Farm Succession Programming. The Journal of Extension, 59(4), Article 4. <https://doi.org/10.34068/joe.59.04.04>
- Truchot D, Andela M. Burnout and hopelessness among farmers: the farmers stressors Inventory. Soc Psychiatry Psychiatr Epidemiol. 2018; 53(8):859–867. doi:<https://doi.org/10.1007/s00127-018-1528-8>.

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