



Farm Transition Planning

Exploring the next
generation on your farm

Farm Transition Exercises

Land Stewardship Project
For our Soils, our Farms, and our Future
www.landstewardshipproject.org



**LAND
STEWARDSHIP
PROJECT**

Draw a picture of your current land/ farm:

Where is it? What does it look like? Who is there? What is produced?

Now, pretend there is nothing on the land, from the land's perspective, what is possible? List some creative ways the next generation can develop an enterprise(s)?

Values Exploration

(from: *Building a Sustainable Business, worksheet 1.1*)

Think about what is important to you. If you are having trouble putting values onto paper, think about a previous turning point in your life when you were faced with a serious decision: What guided you? Each person should do this exercise separately and then share with each other.

Personal values:

What type of life do I want to lead now and in retirement?

Economic values:

What financial needs will I have in retirement?

Environmental values:

What role does the environment play in my life?

Community values:

How do I define community and why is it important?

Review page two through the lens of the values you just identified. Make changes/ additions below that will help you align with your values.

Draw a picture of your current land/ farm: Using the work from page two as a starting point, what needs to change or be added to more align with your values?

How do your values impact, from the land's perspective, what is possible? List some creative ways the next generation can develop an enterprise(s) in line with your values?

Farm Transition Vision: Using your identified values from page three, filter through the following lens:

Land- Define your LAND values. What do these values mean to you? How do you feel or how does it look when these values are expressed on the land?

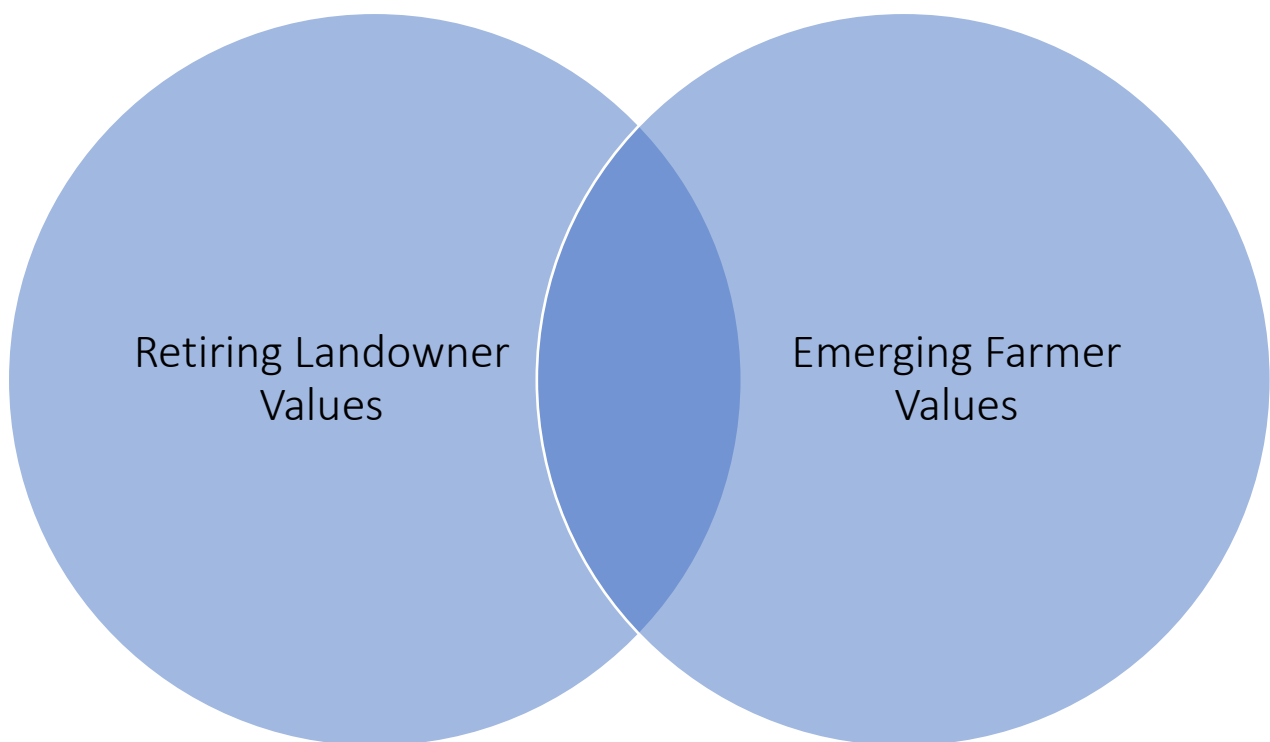
Next Generation- Define your NEXT GENERATION (people) values. What do these values mean to you? How do you feel or how does it look when it's expressed through your actions with the next generation and / or through their actions? What core values are important to share with the next generation- recognizing that things will shift and change with additional involvement?

Money- Define your MONEY values. What do these values mean to you? How do you feel or how does it look when these values are expressed.

The first step is to make sure you and the decision makers on your team have agreed on the values and vision for the farm.

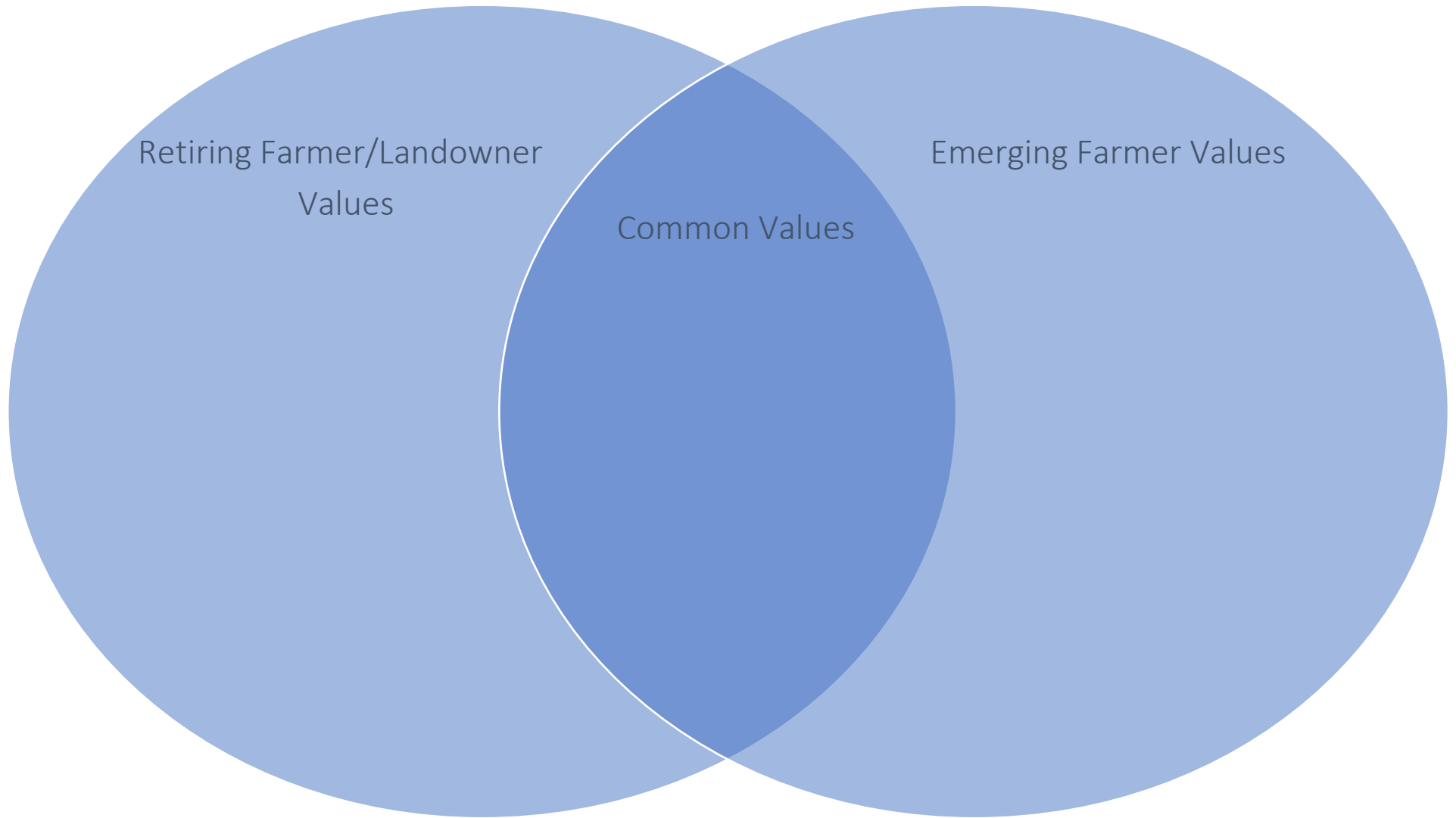
If you are planning to work with emerging farmers, they should go through a similar process to arrive at their own values and vision.

To work successfully with an emerging farmer, you will need to incorporate their values and determine how the values align with yours.



Once the retiring landowner and emerging farmer have completed the values/ vision exercises independently, it is time for a discussion to determine common values. Use the diagram on the next page to capture your conversation. It is important to write things down and to revisit them. Once both sides feel comfortable with the common values, more detailed planning can follow.

Write your values. Discuss the common values and write notes in the darker shaded section below.



What resources & skills do you already have and what do you need?

Keep in mind other people in your network who can help fill in gaps in skills, knowledge, other.

HAVE	NEED
Skills & Knowledge	
Time	
Money	
Equipment, Tools, Supplies	
Buildings, Infrastructure	
Land, Water, Natural Resources	
Connection to Beginning Farmers	

Farm Transitions Planning- Identify the tasks that need to be completed.

Topic	Task	Who	By When	Completed	Comments
Determining guiding values					
Farm Transition Vision					
Family Communication and Involvement					
Exploring Generational and Cultural Understanding					
Current Financial Assessment					

Financial Planning for Retirement					
Models for Transition					
Long-Term Care Planning					
Professional Resource Engagement (Legal, Tax, Financial Planner)					
Other					

ACTION PLAN

Using the tables from pages 7-10 determine steps to take in the next 12 months

	What do you want focus on and accomplish?	How will you accomplish this step? Who else will be involved?	How much time can you commit to this step? What needs to shift in your life to make this happen?
In 3 Months			
In 6 Months			
In 1 Year			