



Elaine  Froese
FARM FAMILY TRANSITION EXPERT





What legacy are you leaving ?



204-534-7466

INCOME STREAM

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HOUSING

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housing

who is moving ? when? cash flow?



FAIRNESS

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fairness

INCOME
STREAM

HOUSING

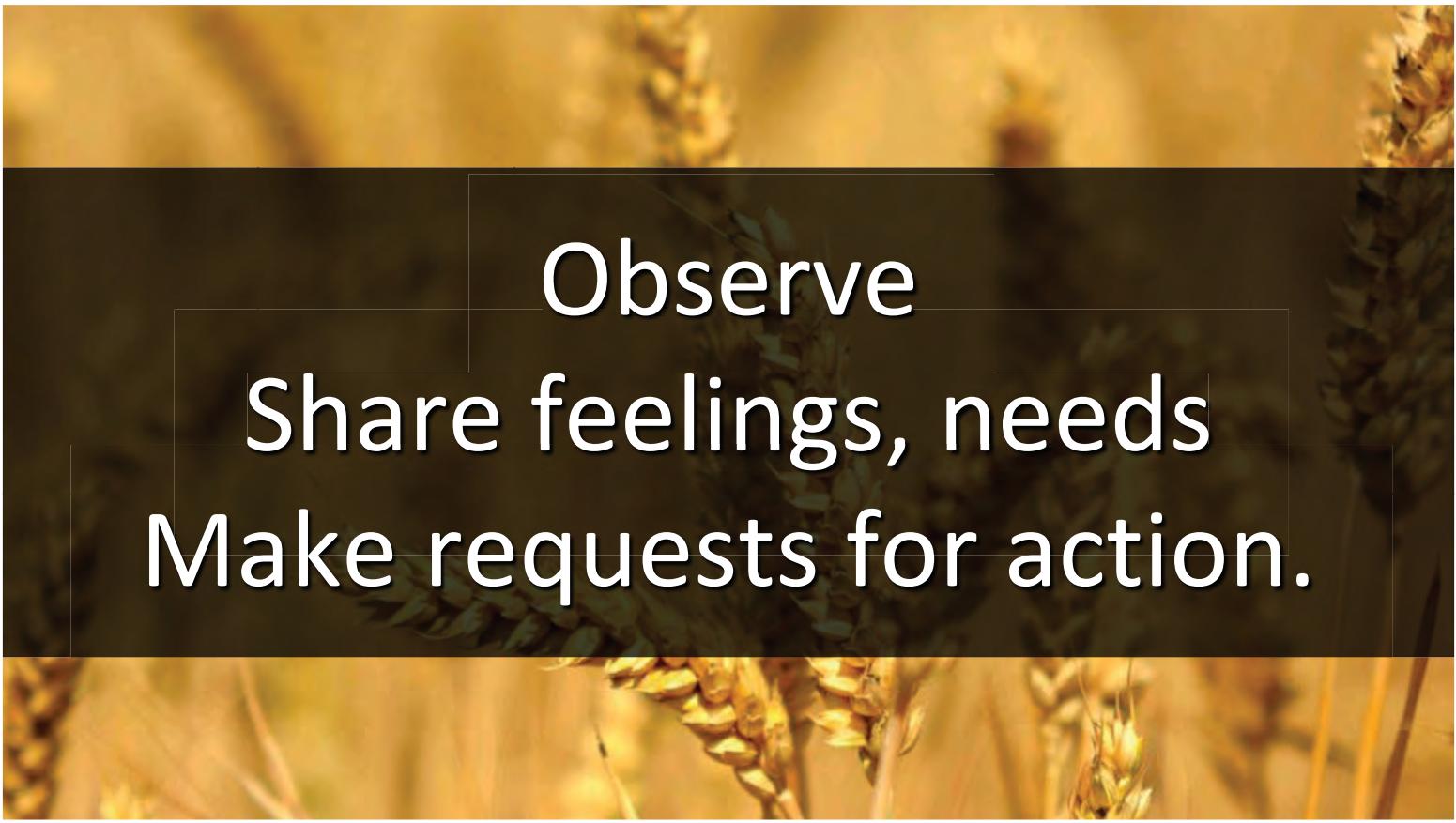
FAIRNESS

Farmers want

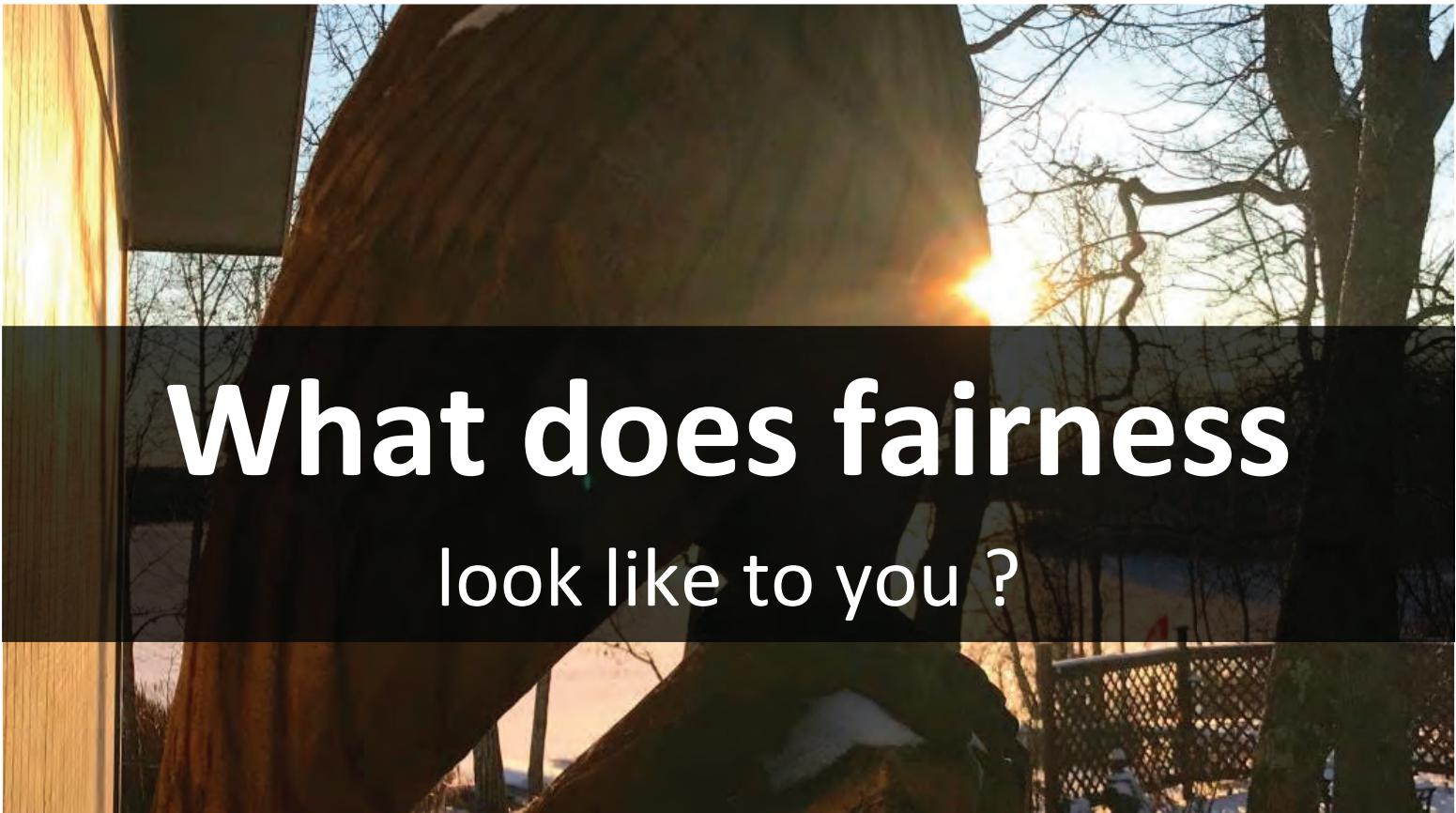
- to have hard work appreciated
- to be respected & heard
- to keep land base intact
- profitable business
- harmony with siblings



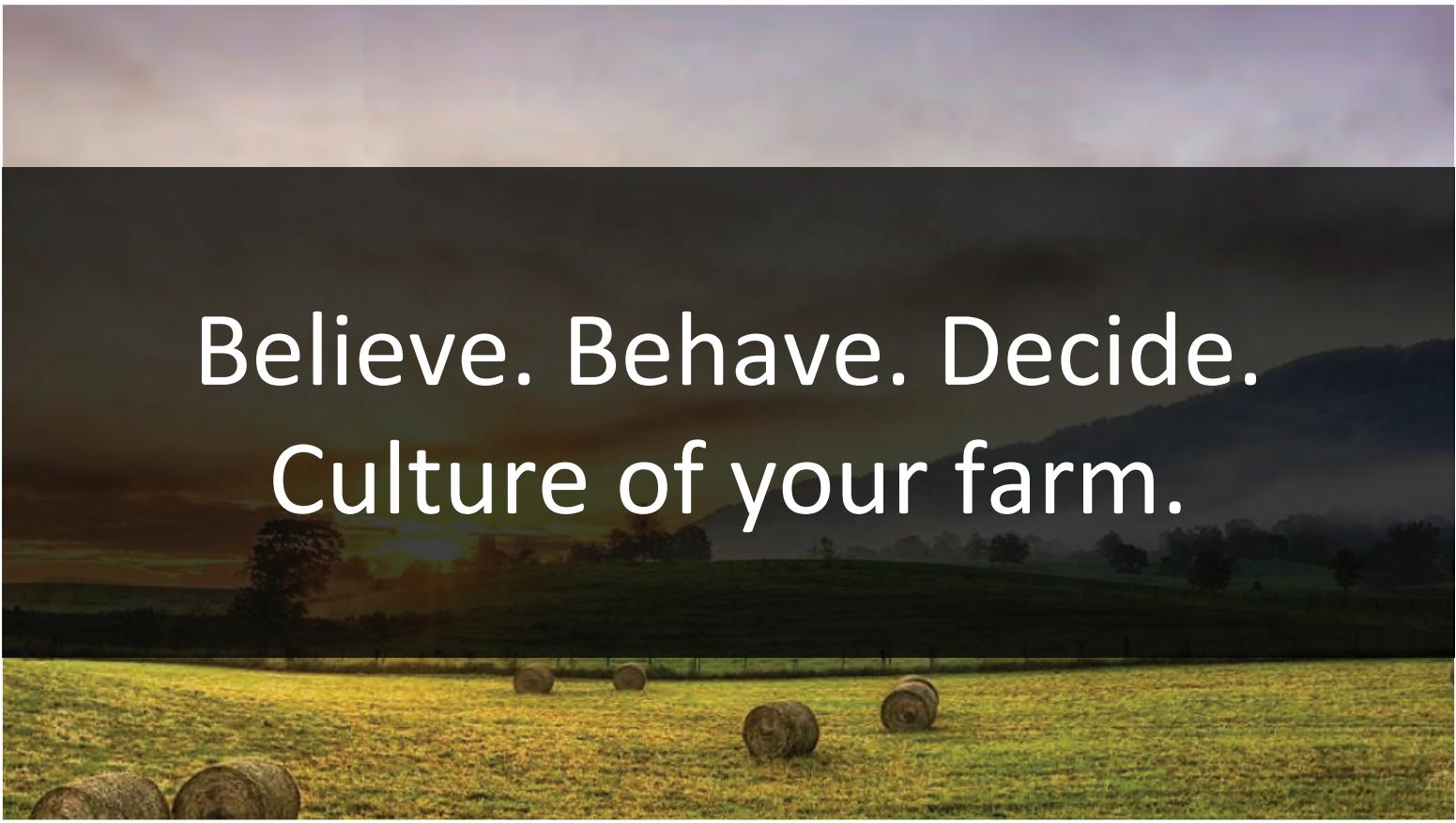
Emotional factors...it starts
with people.



Observe
Share feelings, needs
Make requests for action.



What does fairness
look like to you ?



Believe. Behave. Decide.
Culture of your farm.



Culture is the invisible stuff
that glues the farm together



Mindset shift

helping all be successful



Fairness is

helping everyone be successfull.



conflict avoidance

creating solutions is the goal



FAIR

- financial transparency
- attitudes
- intent
- role expectations

Finances

- personal wealth bubble
- debt servicing
- gifts to heirs
- viability of farm
- income stream expectation

Income stream
personal wealth bubble ?

Farm assets/
personal
wealth



Debt service

How much ? Buying & gifting.





Viability

This biz supports how many folks?



Viability

"financial awareness of the
big picture, risk mgt."
Operating agreements.

Attitude

- money scripts
- economically equal ?
- What does money mean to you ??

What does money mean to you ?



Money

does not equal love.



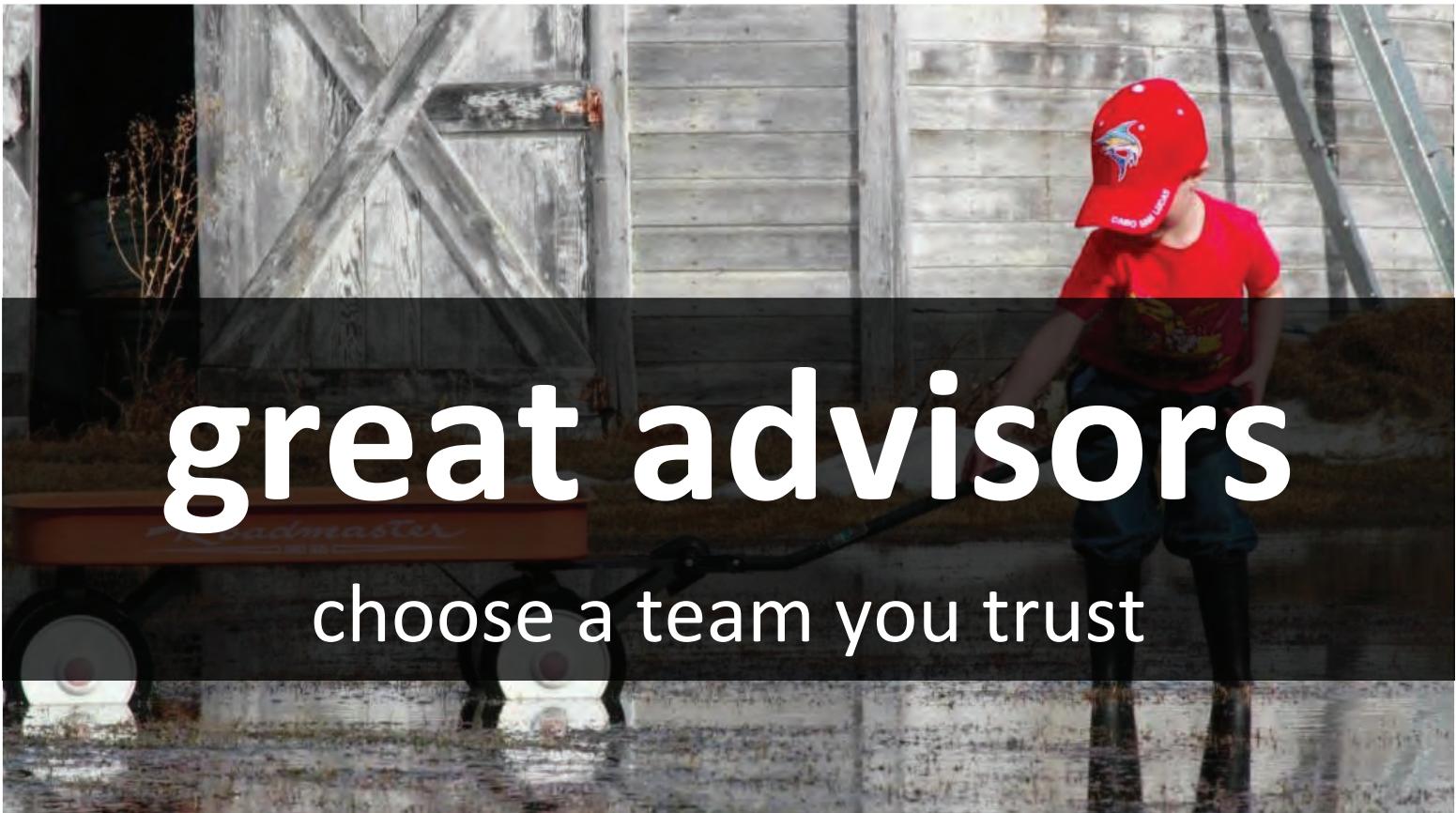
Believe

purpose, vision, values, trust



Values

drive how you operate core beliefs



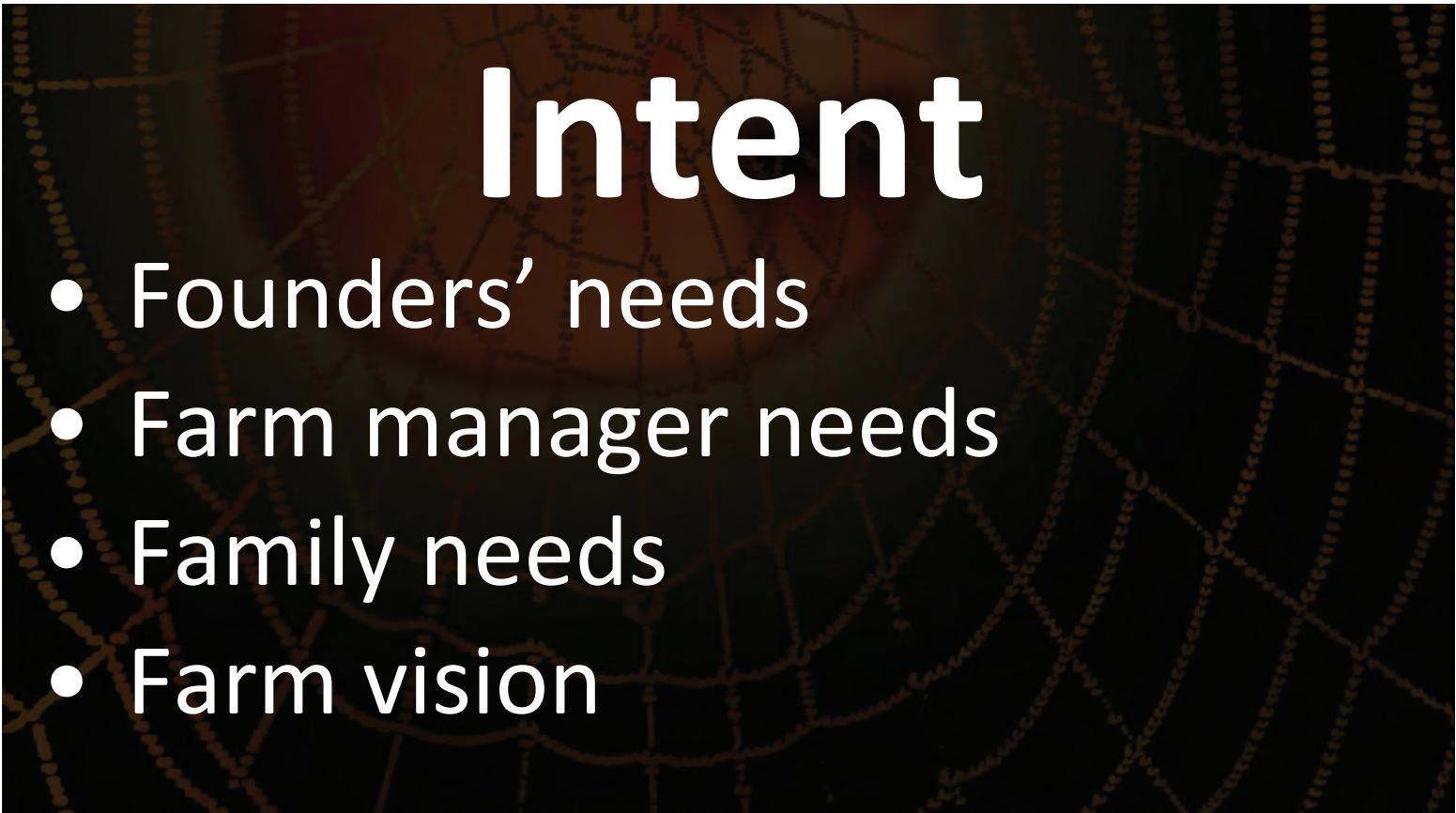
great advisors

choose a team you trust



Listen well.

Respond carefully to concerns.



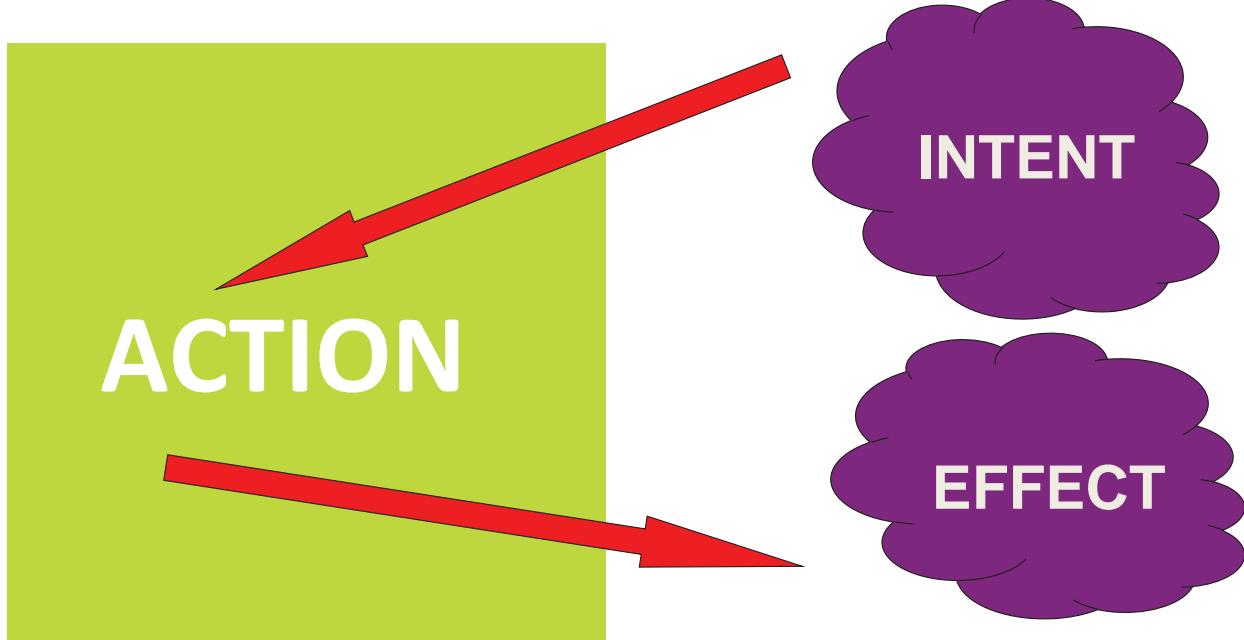
Intent

- Founders' needs
- Farm manager needs
- Family needs
- Farm vision

Why initiate?

Share your intent

Intent, Action, Effect



Vision

Do the founder spouses agree?

Roles & Rebels

- Fair DNA pay
- Birth order, skills
- Capture farm wealth
- Unreal expectations



Fair is helping
everyone be successfull.

Role Success

1. Vision & Passion
2. Viability
3. Relating with listening
4. Collaborative decisions
5. Written agreements
6. Life beyond the farm

ACT

- financial planner
- talk and listen
- embrace conflict
- explore role expectations
- ask powerful questions

We want to hear from you!

Send us your feedback
from the event and stay
connected.





Behave

roles & responsibilities



Validation of farm women...



Successor skill set

passion to manage risk

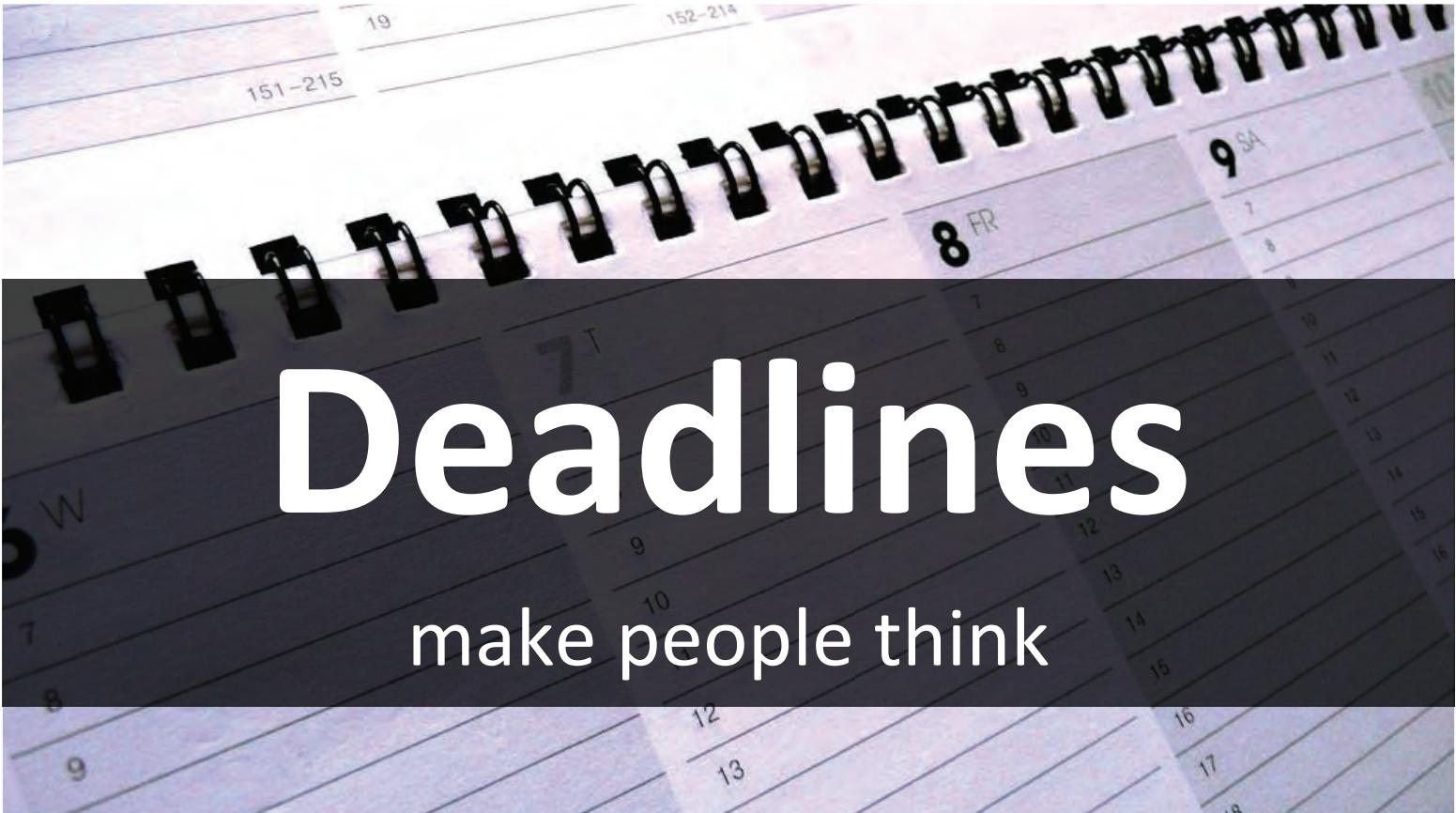


Explore expectations

no assumptions or secrets



Being fair is an intention of
your heart.
Elaine Froese



Deadlines
make people think

When things don't work

- Necessary Endings :
Dr. Henry Cloud
- Signs it is time to go
- Being logical, rational

Trust

How are you building trust ?



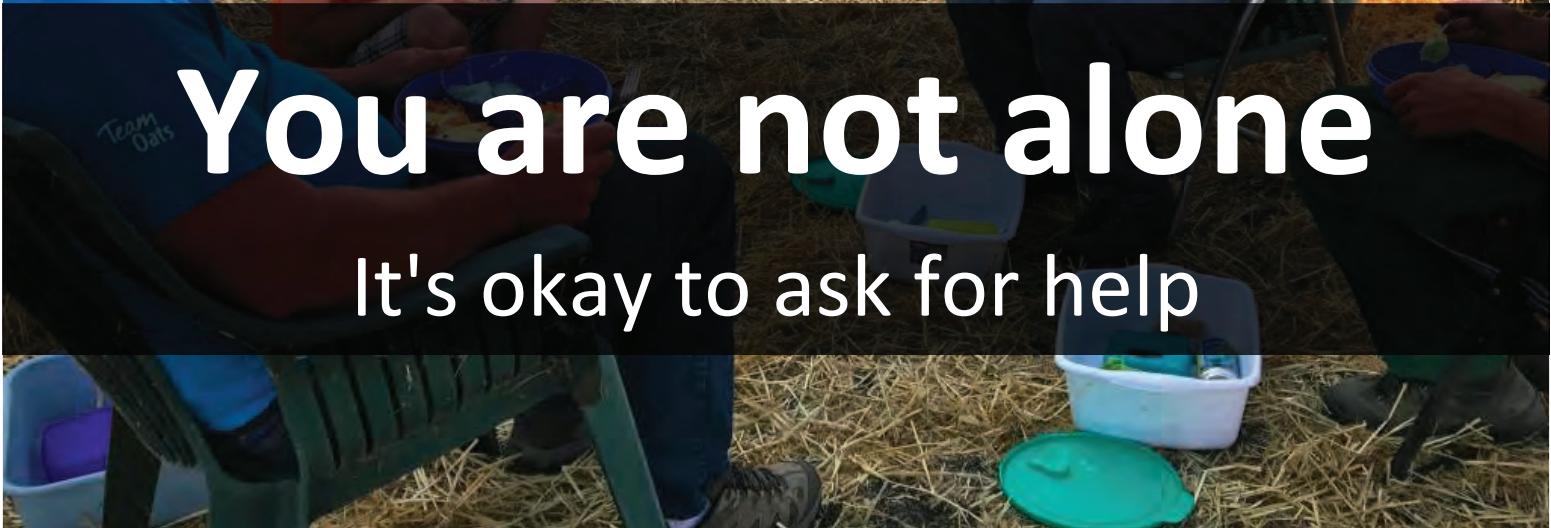
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Learn from others, share story



You are not alone

It's okay to ask for help



A photograph showing a person sitting on hay bales. In the foreground, there is a blue bucket and a white container with a green lid. The person is wearing a blue shirt with the words "Team Oats" written on it.



conflict avoidance

& procrastination have to stop !



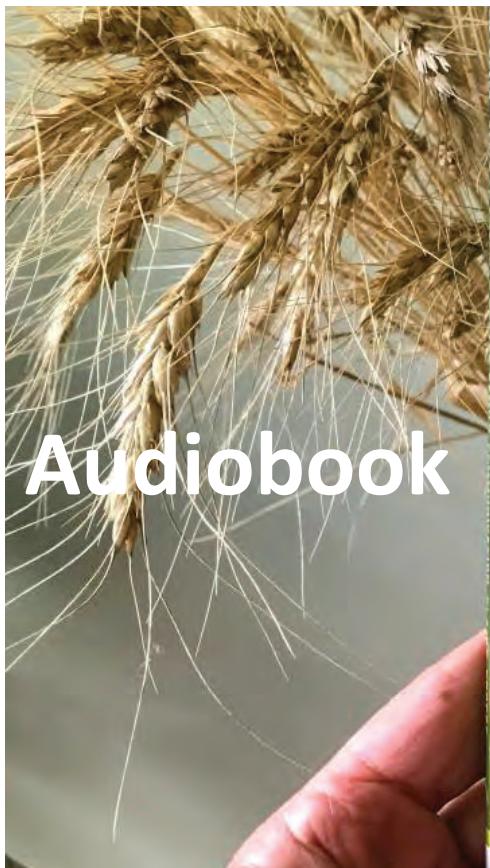
FAIR

- Finances
- Attitude
- Intent
- Role



What energizes you?

Manage money, energy ,empower
family





Find harmony through understanding™

farmfamilyharmony.com

