



PURDUE
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Extension

Women in Agriculture

May 2023 Spring Newsletter

2023 Women in Agriculture Awards

The Purdue Women in Agriculture Team is accepting nominations for the 2023 Purdue Women in Agriculture awards, an annual recognition of women who are leaders, innovators and significant contributors to the success of Indiana agriculture.

Nominations are being accepted for three awards. The Emerging Women in Agriculture Leadership Award recognizes accomplishments of a high school or undergraduate student who has made an impact on agriculture. The Women in Agriculture Leadership Award recognizes a woman in an agribusiness or policymaking position who has actively influenced Indiana agriculture. The Women in Agriculture Achievement Award honors a woman directly involved in a home farm operation.

Nomination forms and guidelines are available [online](#). The nomination application and two letters of support are due by May 15 to Beth Vansickle, agriculture and natural resources educator for Purdue Extension Madison County, at bvansickle@purdue.edu. Winners will receive their awards at the 2023 Indiana State Fair during the Celebration of Agriculture ceremony. Self-nominations or nominations through others are acceptable.

The 2022 Emerging Women in Agriculture Leadership Award recipient was Savannah Borden, a Purdue University student. Katie Glick, practice group director for Ice Miller LLP, was honored with the 2022 Women in Agriculture Leadership Award. Joelle Orem of Howard County was the 2022 Women in Agriculture Achievement Award recipient.

Vansickle chairs the Purdue Women in Agriculture awards committee. The Purdue Women in Agriculture Team provides educational opportunities and resources for women in the agriculture industry and coordinates the Midwest Women in Agriculture conference.

Writer: Abby Leeds, mayer36@purdue.edu

***NOMINATIONS
OPEN***

**PURDUE WOMEN IN
AGRICULTURE AWARDS**

<https://purdue.link/WIA-Awards2023>

Due May 15

<https://ag.purdue.edu/departments/extension/wia/index.html>

*Purdue University is an equal opportunity/equal
access/affirmative action institution.*



“On February 22-23, we had 90 individuals participate in the Ag Women Engage Conference with another 15 participating in the pre-conference session “Becoming the Employer of Choice” on February 21. We enjoyed the conference at the newly opened Terre Haute Convention Center. I would like to take a moment to thank our sponsors and vendors again:

- ♦ [Bippus State Bank](#)
- ♦ [First Farmers Bank & Trust](#)
- ♦ [USDA-NRCS](#)
- ♦ [USDA-FSA](#)
- ♦ [Indiana AgrAbility](#)
- ♦ [Indiana Ag Vets](#)
- ♦ [Purdue Farm Stress Team](#)

We are currently wrapping up items from this year’s conference, but stay tuned for information on next year’s activities soon!”

~ Elysia Rogers, 2023 AWE Conference Chair eberry@purdue.edu

Thank you!

In cooperation with the Ag Women Engage Conference, the Purdue WIA Young Ladies in Ag Forum was held at the Terre Haute Convention Center. We had 78 young ladies from FFA Chapters and 4-H clubs participate in a leadership event. Focusing on career preparedness, resume building financial strategies, interview skills and networking. Our speakers were Dr. Tracie Egger, AgReliant Genetics, LLC, Katie Kern, Equitable Advisors, Callie Curley, Ceres Solutions, and Gracie Lee, State FFA Reporter. We would like to thank our amazing sponsors:

- ♦ [Cardinal Ethanol](#)
- ♦ [Ceres Solutions](#)
- ♦ [Indiana Pork](#)
- ♦ [Indiana Beef Cattle Association](#)
- ♦ [Purdue University Department of Horticulture & Landscape Architecture](#)
- ♦ [Purdue University Center For Career Opportunities & Pre-Professional Advising](#)
- ♦ [Purdue Women in Agriculture](#)

We look forward to next year’s forum!





ANNIE'S PROJECT

EMPOWERING WOMEN IN AGRICULTURE

Why Annie's Project?

This six-week course is a discussion-based workshop bringing women together to learn from experts in production, financial management, human resources, marketing and the legal field.

There's plenty of time for questions, sharing, reacting, and connecting with your presenters and fellow participants.

It's a relaxed, fun and dynamic way to learn, grow and meet other farm women.



Annie's Project – Level I VIRTUAL Offering

June 6, 2023

- Introduction
- Real Colors – Personality Assessment

June 8, 2023

- Farm Business Planning
- Succession Planning
- Contingency Planning – Code Red

June 13, 2023

- Marketing
- Farm Stress
- Crop Insurance

June 15, 2023

- Computer Software Recordkeeping
- Ag Lender's Perspective

June 20, 2023

- Land Leasing
- Legal Risk
- UAV & Ag Tech

June 22, 2023

- Farm & Family Insurance
- Local Resources – FSA, SWCD, NRCS
- Web Soil Survey



Empowering farm women to be better business partners through networks and by managing and organizing critical information.

"I took the class to gain a better understanding about agribusiness and how financial decisions impact our farm operation."

"I have a better understanding of balance sheets and the futures market...this class has improved communication with my spouse on concerns he works with on a daily basis." – Linda



Extension

Only \$65.00* for all 6 virtual sessions!

Register at

<https://bit.ly/2023anniesproject>

by May 26th

***program materials will be mailed after payment is received**

Join us for 3 weeks in June!

**Tuesday Mornings from 9:00am – 12:00pm EST
and**

Thursday Mornings from 9:00am – 12:00pm EST

For more information contact Emily Kresca (eluc@purdue.edu) at

574-372-2340 or Jeff Pell (jpell@purdue.edu) 317-745-9260

Family Business Transfer – Developing a Financial Management Checklist

The old saying, “take a load off” comes to mind when thinking about transferring a business. The owner/operator may feel that they’re ready for a new generation to carry “the load.” In preparation of moving “the load” between generations, it is important to take time to consider financial management. Turning financial statements and analysis into a roadmap is a critical step.

Important questions include:

- Are we on the right path to achieving our goals?
- Is our farm profitable?
- Do we have a competitive advantage?
- Do we have the resources to expand?
- Would it be possible to bring another family member into the business?

A review of year-end balance sheets and earnings statements in recent years will help understand if there is sufficient income to service capital debt. Is the return on equity (net farm income – unpaid operator labor / average farm equity) greater than the interest rate? If it is not, then the operation may not be in the position to borrow additional money.

Next, financial resources should be given consideration. Liquidity can be measured using the current ratio (current assets / current liabilities). A good benchmark is to be above “2” for the current ratio.

Solvency can be measured using the debt to asset ratio (average total debt / average total assets). A good benchmark is to be below 0.40 for solvency.

Two additional ratios can be calculated to assist with understanding business profitability.

1. Operating Profit Margin Ratio

$$\text{Operating Profit Margin Ratio} = \frac{\text{net farm income} + \text{interest paid} - \text{unpaid operator labor}}{\text{gross income}}$$

A benchmark for this ratio is to be above 0.20 or 20%.

2. Asset turnover ratio = (gross income / average total assets). A benchmark for the asset turnover ratio is 0.35 or 35%. However, benchmarks for this ratio will vary

depending on the type of business.

If earnings are insufficient and/or debt is not properly structured, this can lead to communication issues.

Consideration must be given to the fixed costs of owning assets. Fixed costs include “the DIRT Five”, which is depreciation, interest, repairs, taxes, and insurance. There should be time set aside at least annually to review how income is divided when both generations own business assets.

Ultimately, cash flow must be satisfactory to replace depreciable assets. The computation of economic profit reflects the idea that the farm must earn enough to cover debt obligations and opportunity costs on owned assets. What does this mean?

All costs, cash and opportunity costs, have to be covered if we are creating economic value. Here are examples of resources with opportunity costs:

- Operator labor and management
- Machinery
- Buildings
- Land

In many cases earnings are not large enough to cover owner withdrawals (i.e., family living expenditures) and generate a return to owned assets such as machinery, buildings, and land. It is possible that a loss of owner’s equity will be noted, if this situation occurs over time. In extreme cases, business owners may decide to retire by selling off assets.

It is also likely sweat equity will exist when there simply is not enough earnings to support owner

withdrawals for both generations. This means individuals are paid less than their true opportunity cost. Oftentimes, the older generation says, “One day we will need to make things right with son/daughter for all the work they’ve done without being paid in full.”

Taking time to go through a checklist of financial management will benefit both generations. There may be important changes that are possible to adequately address sweat equity and make other needed corrections. Steps taken in advance will help “the load” to shift more smoothly to new owners.

Writer: Ed Farris, emfarris@purdue.edu



INDIANA GRAZING SCHOOLS

JUNE 9-10

**SOUTHERN IN PURDUE AG CENTER-SIPAC
11371 EAST PURDUE FARM RD. , DUBOIS, IN 47527**

JUNE 16-17

**RANDOLPH COUNTY EXTENSION OFFICE
1885 S. US HWY 27, WINCHESTER, IN 47394**

SCHEDULE FOR EACH SCHOOL : **FRIDAY | 1:00 PM- 6:00 PM**
SATURDAY | 8:00 AM- 5:00 PM



Soil Fertility | Water, Fencing, & Grazing Systems | Animal Health | Plant ID

Questions? Contact Jason Tower, towerj@purdue.edu or 812-678-4427

The fee for the first individual from a farming operation is \$75. Cost for others after a farm owner/tenant has been registered is \$50. Registrants after the first one do not receive reference materials. The fee for all others is \$75. Snacks and lunch are part of the fee. Purdue University is an equal opportunity/equal access/affirmative action institution. If you require auxiliary aids and services due to a disability, please contact us prior to the event at 812-678-4427.

Registration Form:

Please register by: June 2nd, 2023

Name: _____ Email: _____

Address: _____ Phone: _____

I will attend: SIPAC School: _____ Winchester School: _____

Attendee: _____ X \$75 = _____ Same Farm Operation Attendees: _____ X \$50 = _____ Total: _____

Names of additional attendees:

Make Checks Payable to: **Indiana Forage Council**

Payment & Registration should be mailed to:
**Southern Indiana Purdue Ag Center
11371 E Purdue Farm Rd.
Dubois, IN 47527**



Unmanned Aerial Vehicle Technology Program

The Purdue Cooperative Extension Service is piloting a UAV Signature Program teaching individuals UAV technology legal requirements, FAA Part 107 Remote Pilot Knowledge Test preparation, and useful UAV applications. Every participant will get hands-on experience flying manual and planned UAV flights.

PROGRAM TOPICS INCLUDE:

- UAV Introduction
- Camera Settings
- Sensors and Artificial Intelligence
- FAA Part 107 Test Preparation
- Flight Plans & Record Keeping
- Free Flight Instructions
- Planned Flight Instructions
- Use of third party applications/processing software
- Data management
- Image Quality & Troubleshooting
- Emergency Preparation



AS THE RESULT OF THE PROGRAM

- 92% of participants intend to use UAV technology in their professional capacities
- 100% more aware of the legality and safety protocols associated with UAV technology and understanding applications of the technology.
- 91% feel more prepared to take the Federal Aviation Administration Remote Pilot Knowledge Test.
- 100% of those who have taken the Remote Pilot Knowledge Test passed on their first attempt.
- 80% feel they will save money by investing in UAVs and will save them time in scouting fields, faster identification of problem areas in their fields, and knowing where to follow up with in-person inspection

FIND UPCOMING UAV TRAINING PROGRAMS AND EVENTS HERE:

<https://extension.purdue.edu/uav/training-program.html>



Pest&Crop newsletter provides timely field crops information on pest problems, crop development issues, and weather events. *Pest&Crop* newsletter is issued weekly throughout the crop-growing season to assist “pest managers” in making effective, economic, and environmentally sound pest management strategies.

Subscribe to the newsletter and read the latest issues here: <https://extension.entm.purdue.edu/newsletters/pestandcrop/>

Purdue Farm Management Tour & Indiana Master Farmer Reception

Two outstanding farms will host visitors wanting to learn about farm and crop management on July 11th for the Purdue University Farm Management Tour.

The Department of Agricultural Economics at Purdue University has organized an annual Indiana Farm Management Tour every year since the early 1930s. Host farmers share keys to successful farm management and explain how the management of their operations is changing in response to the ever-changing agricultural economy and the evolving circumstances of their families. They also share reasons behind recent innovations in production practices and adoption of new technology. This is an opportunity to ask questions and learn from the experiences of Indiana's best farm business managers.



The Master Farmer program is a long-standing tradition in Indiana and honors individuals who have contributed heavily to Indiana agriculture and demonstrated success in farming efficiency, stewardship of natural resources and community service. A reception with a panel discussion will be held in conjunction with the tour to honor the 2023 Indiana Master Farmers.

The 2023 Purdue Farm Management Tour will be July 11 in Washington and Jackson counties in south-central Indiana and the Master Farmer reception and panel discussion will follow. Find registration information here:

<https://ag.purdue.edu/commercialag/home/program/pfmt-2023/>

Beware of Disaster Relief and Severe Weather Scams

In the wake of recent severe weather, storms, and tornados, it's important to guard against scams. Following storms, scammers are out in full force trying to con Hoosiers out of their hard-earned money under the guise of clean-up, repair, or rebuilding.

Unfortunately, many dubious con artists appear on people's doorsteps, promise to make needed repairs, and then disappear with their victims' down-payments in their pockets – never to return to do the work.


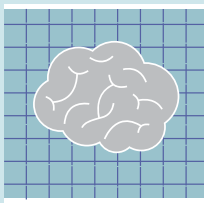
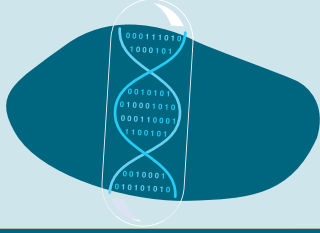
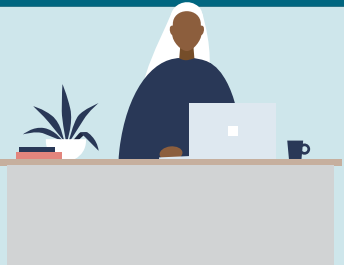



The Attorney General's office recommends Hoosiers follow a few simple tips to avoid falling victim to storm-chasing scammers:

- Be skeptical of people promising immediate clean-up and debris removal.
- FEMA doesn't charge application fees. If someone wants money to help you qualify for FEMA funds, it's probably a scam.
- Check contractors' online reviews and reputations before enlisting their services.
- Ask for IDs, licenses, and proof the contractor is both bonded and insured.
- Get more than one estimate for work.
- Don't believe any promises that aren't in writing.
- Never pay by wire transfer, gift card, cryptocurrency, or in cash.
- Don't pay the full amount for the project up front.

Dealing with a disaster is never easy. But when scammers target people just trying to recover, the experience can become even more difficult. If you suspect a scam of any type, file a complaint at indianaconsumer.com or call the Attorney General office at 1-800-382-5516.

5 Myths vs Facts About DEPRESSION

MYTH #1:	Depression will not affect me.	
FACT:	Depression is more common than you may think. In the US, more than 17 million adults live with depression yet less than half get treatment. While you may not experience depression, chances are you know someone who does.	
MYTH #2:	Depression and sadness are the same and people can just snap out of it.	
FACT:	Being sad is not the same as having depression. Depression is a mental health condition that causes people to experience extreme sadness, trouble sleeping, loss of energy, difficulty thinking, and more.	
MYTH #3:	People's genetics dictate whether they develop depression.	
FACT:	Depression is caused by one or more factors, including biological factors, life experiences, family history, personality, and environment.	
MYTH #4:	People with depression cannot work in demanding or stressful jobs.	
FACT:	People with depression hold jobs in diverse fields and at all levels of organizations, from the shop floor to the c-suite. Depression impacts people's work and personal lives differently. There is no "one size fits all."	
MYTH #5:	Those impacted by depression do not recover.	
FACT:	With proper treatment, usually consisting of medication, psychotherapy or a combination of both, people with depression can and do get better! Early and effective treatment leads to the best results.	

POTENTIAL SIGNS OF DEPRESSION

Feeling sad,
hopeless,
worthless,
or guilty



Difficulty
concentrating,
thinking, or
making decisions



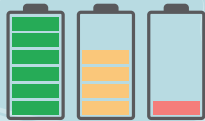
No longer interested
in things or activities
once enjoyed



Trouble sleeping,
sleeping too much



Decreased
energy, extreme
fatigue



Changes in appetite,
weight loss or gain,
unrelated to dieting



Thoughts of
death or suicide



WHAT CAN EMPLOYERS DO TO EFFECTIVELY ADDRESS DEPRESSION IN THE WORKPLACE?

- ✓ Raise awareness about depression and the importance of getting help early. We've got what you need to move in the right direction at [RightDirectionforMe.com](https://www.RightDirectionforMe.com).
- ✓ Educate leaders through training to **NOTICE** the warning signs, **TALK** with employees that show signs of depression and **ACT** by connecting employees to show you care with services and supports. Learn more at workplacementalhealth.org/NTAatWork.
- ✓ Depression Calculator: Calculate the cost of depression to your organization, share with leadership and engage in anti-stigma campaigns workplacementalhealth.org/depressioncalculator.
- ✓ No need to reinvent the wheel, find out how other organizations have effectively addressed depression in the workplace. workplacementalhealth.org/Case-Studies.

REFERENCES

1. [psychiatry.org/patients-families/depression/what-is-depression](https://www.psychiatry.org/patients-families/depression/what-is-depression)
2. [nimh.nih.gov/health/topics/depression/index.shtml](https://www.nimh.nih.gov/health/topics/depression/index.shtml)
3. [nimh.nih.gov/health/statistics/major-depression.shtml](https://www.nimh.nih.gov/health/statistics/major-depression.shtml)
4. adata.org/factsheet/health
5. [nimh.nih.gov/health/topics/depression/index.shtml#part_145399](https://www.nimh.nih.gov/health/topics/depression/index.shtml#part_145399)

The American Psychiatric Association Foundation is grateful to Johnson & Johnson for providing support for the development of this infographic.



CENTER FOR
**WORKPLACE
MENTAL HEALTH**

To learn more, visit workplacementalhealth.org



Meals in the Field

PLANNING NUTRITIOUS MEALS



Staying Full

Meals that contain fiber, protein, and fat will digest slowly and help you feel fuller for longer.

Fiber

- Fiber is found in all plant foods, including fruits, vegetables, nuts and seeds, beans, and whole grains.
- Processing reduces fiber. For example, a whole apple has the most fiber with apple juice having no fiber.

Protein

- Animal foods have protein, including meat, poultry, fish and seafood, and dairy.
- Plant foods have protein, including beans and nuts and seeds.

Fat

- Fats are found in both plant and animal foods. Choose fats from plants more often, as they are more heart-healthy.

See the first page for examples of heart-healthy fats.



MyPlate food groups included: grains, protein, fruit, dairy
Meal of scrambled eggs (protein) and whole-grain toast (fiber), apples (fiber) and peanut butter (fat, fiber, protein), and low-fat yogurt (protein, fat)



MyPlate food groups included: vegetables, protein, fruit
Meal of pork roast (protein, fat), oil roasted potatoes and carrots (fiber, fat when roasted in oil), tomato cucumber salad with dressing (fiber, fat), and grapes (fiber)



Illinois Extension
UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN

Field Meal Ideas from University of IL

Muffin Cup Frittatas

- 1 Tablespoon canola oil
- 6 eggs
- $\frac{3}{4}$ cup broccoli florets, chopped
- $\frac{1}{2}$ cup skim milk
- $\frac{1}{3}$ cup red bell pepper, chopped
- $\frac{1}{4}$ teaspoon salt
- 1 cup shredded sharp cheddar cheese
- $\frac{1}{8}$ teaspoon pepper
- 2 Tablespoons red onion, chopped

Preheat oven to 350°F. Heat oil in medium skillet. Add vegetables and sauté 3-4 minutes stirring until slightly tender. Remove from heat and allow to cool. Beat eggs, milk, salt, and pepper in medium bowl until well-blended. Add sautéed vegetable mixture and cheese; stir. Spray muffin tins with vegetable cooking spray. Evenly spoon mixture into muffin cups. Bake for 20-22 minutes until just set. Remove from oven and cool on wire rack about 5 minutes. To pack, wrap individual muffin cups in aluminum foil and pack in an insulated food carrier, or portable hot food bag. Yield: 6 servings
Nutrition Facts (per serving): 134 calories, 8 grams fat, 293 milligrams sodium, 3 grams carbohydrate, 0.5 grams fiber, 12 grams protein

Chicken Ranch Burritos

- 1 lb. skinless, boneless chicken breast
- 1 Tablespoon chili powder
- 2 teaspoons ground cumin
- 4 Tablespoons fat-free Ranch dressing
- $\frac{1}{2}$ cup shredded lettuce
- 4 oz. shredded, reduced-fat cheddar cheese
- 4 (8-inch) whole wheat flour tortillas

Heat grill pan over medium heat. In a small bowl, combine chili powder and cumin. Rub chicken breast with spice mixture, covering both sides. Grill chicken for about 4-6 minutes on each side or until thermometer reads internal temperature of at least 165°F. Allow chicken to rest 5 minutes or until cool enough to touch. Slice chicken into strips. Put in a covered container or sealed plastic bag and refrigerate. When ready to serve, fill each tortilla with 3-4 ounces of grilled chicken; top with 1 Tablespoon ranch dressing, 2 Tablespoons shredded lettuce, and 1- ounce shredded cheese. May serve cold or warm.

Yield: 4 servings, 1 burrito each Nutrition Facts (per serving): 400 Calories, 10 grams fat, 740 milligrams sodium, 29 grams carbohydrate, 4 grams fiber, 47 grams protein

For more recipes visit https://extension.illinois.edu/sites/default/files/meals_for_the_fields.pdf

Things to Listen to While in the Tractor Seat



Purdue Crop Chat

A podcast on Anchor

**By Purdue University Extension &
Hoosier Ag Today**

Find them on Facebook

Purdue Crop Chat

@PurdueCropChat

Bite by Bite: Nutrition for Life

A podcast on Anchor

**By Purdue University Extension -
Health & Human Sciences**

Find them on Facebook

Purdue University Health and Human Sciences Extension



Tools For Today's Farmers •

A podcast on Anchor

By Purdue Extension Farm Stress Team

Find them on Facebook

Purdue Extension Farm Stress Team

@PurdueFarmStressTeam

