



# ISDA NEWS

## President's Report

### *Dairy Demand Remains Strong*



Larry & Nancy Shover

Milk prices are up. Still, we hold our breath as recent upswings have been brief and downturns extended.

Some parts of the picture suggest that this higher move could last longer than some recent ones. Worldwide, milk production has been slow to grow and even declined. Increased costs for feed, labor, fuel, crop inputs, interest and machinery may inflate even more. Thus, projected margins are lower, disincentivizing growth. Further, base plans by milk buyers have put a brake on some expansions. Replacement heifer numbers are somewhat lower and higher cull cow prices have increased culling rates.

World food supplies are dangerously low — one major problem away from severe shortages and famine. In the U.S., corn belt plantings have been delayed. Drought is widespread through the plains, Southwest and West. Also, parts of South American, India and Pakistan are in drought. Russia's invasion of Ukraine has been very tragic and has disrupted food production and supply chains. Supply chain disruptions are causing concern about the outsourcing of key components of that chain.

Demand for dairy is good. There is a growing appreciation of the nutritional/health value of dairy products. Innovations in products and packaging have made dairy more appealing and available.

Our ISDA continues working to represent our industry and families at the state and federal level. We have studied and had input on

*continued on page 2 →*

## UPCOMING EVENTS

- **JUNE 5, 2022** Jones County Ag Breakfast, Jones County Fairgrounds
- **JUNE 7-8, 2022** Fredericksburg Dairy Days
- **JUNE 10, 2022** ISU Dairy Farm Open House, Ames, IA
- **JUNE 15, 2022** Western Iowa Dairy Alliance June Dairy Open House, Sioux Center, IA
- **JUNE 18, 2022** Hilltop Dairy Days, Mt. Pleasant, IA
- **JUNE 25, 2022** Breakfast on the Farm, Calmar, IA
- **JULY 28-31, 2022** WW Homestead RAGBRAI Open House, Waukon, IA
- **JULY 29, 2022** Dairy RAGBRAI Stop in Downtown West Union, IA

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## Iowa State Dairy Association

101 NE Trilein Dr.  
Ankeny, IA 50021  
iowadairy.org

### Mitch Schulte

Executive Director  
mitschulte@iowadairy.org  
Office: (319) 228-8503  
Mobile: (319) 775-3451

### Cynthia Hamlett

Associate Director  
cynthiamhamlett@iowadairy.org  
Office: (515) 964-0696  
Mobile: (515) 204-6572

## President's Report (cont.)

**“ISDA continues to promote the Iowa dairy industry's value to our economy, environment, social structure and health.”**

milk pricing and the coming farm program discussion.

We have worked with Iowa Governor Reynolds, the Iowa Legislature and state agencies to incentivize on-farm processing and labor-reducing technologies.

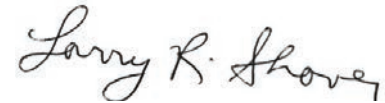
ISDA continues to promote the Iowa dairy industry's value to our economy, environment, social structure and health.

There are many things we cannot

control but we will try to work for the best interest of Iowa dairy farm families and our industry where and when we can.

We wish you a safe, healthy, successful and happy year!

Sincerely,



Larry Shover  
President

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# Executive Director Report

## Legislative Efforts Focus on Funding for Local Processing & Technology



Field work is well on its way and the weather is finally working in our favor. It is great to see the progress

that Iowa farmers are making. This year started slow, but our farmers are resilient and always find a way to get things done.

ISDA is our unified voice, taking stand on statewide dairy issues. Our organization works as a liaison between Iowa's dairy producers and organizations such as: Iowa Economic Development Authority, Iowa Department of Agriculture and Land Stewardship, Iowa Department of Natural Resources, Iowa State University, and all Iowa farm organizations.

This year we worked with the state legislature to help with labor on farms and add more processing to our local communities. We worked with the senate and house to introduce the Dairy Processing and Milk Production Innovation and Revitalization Program.

The first part of this program would have brought more funding to dairy farmers for local dairy processing. We know the cost to start processing your own milk is extremely high. Therefore, we need additional funds to help get these projects started. This would have helped our farmers, our economy, and our local communities. Our consumers are asking for local products and Iowa dairy farmers can help fill those demands.

The second part of this program would have brought more technology

to the dairy farms across the state to help reduce labor. We were hoping that this legislation would provide funds for equipment such as milking robots, manure scrapers, feed pushers, livestock monitoring systems, and more. This would have enhanced the industry and maybe help bring the next generation back to the farm.

Republicans and Democrats in both the house and senate showed support for the dairy program by passing policy legislation that would have been supported through an appropriation. The funding issue came into play at the end of session, and during the last hours of budget negotiations, in which the house and senate were approximately \$80 million apart, budget adjustments were made. New programs lost funding support through during those negotiations, and unfortunately one of the programs left unfunded was our dairy program. The ISDA will be looking to run this legislation again next year. Please speak with your legislators and let them know how this legislation could help the dairy industry.

ISDA also worked on raw milk this session. This is a topic we hear a lot about and more consumers are asking for this product. There are a lot of concerns that come along with raw milk. Milk can be contaminated in many ways, such as cow feces coming into direct contact with the milk, an infection of the cow's udder, cow diseases, or the cow's environment. Raw milk could also hurt our overall dairy economy if there was an outbreak. This year we stopped legislation that would allow the sale of raw milk with little to no

safety measures put in place to protect the consumer and the industry. This issue is not over, and we will need to continue to have conversations about raw milk sales and do what is best for the industry.

It is time to get your nominations in for the Ralph Keeling Leadership Award. The Ralph Keeling Leadership Award is presented annually to an Iowan who has shown outstanding leadership in Iowa's dairy industry. This award is in honor of the late Ralph Keeling. Keeling operated a successful dairy farm and business, devoting much of his time and talents to progressing Iowa's dairy industry. The Award was established in 1967 to recognize those individuals whose leadership efforts contribute significantly to Iowa's dairy industry. Please visit [www.iowadairy.org/scholarships-and-awards](http://www.iowadairy.org/scholarships-and-awards) for a list of previous winners and to download the nomination form.

ISDA encourages our dairy farmers to talk to your local representatives and help them understand the dairy industry and the issues you are having on your farm. These conversations can provide a foundation that ISDA can build on during the next legislative session.

To receive the membership benefits from the Iowa State Dairy Association, please fill out the 2022 ISDA Membership form by visiting [www.iowadairy.org/membership](http://www.iowadairy.org/membership).

Thank you for your membership and support. I hope you all enjoy the upcoming summer!

# 5 Steps to Increase Employee Retention

## How You Treat Employees Makes All the Difference

By Miguel Rangel  
Dairy Consultant/Recruiter

Not long ago, I was asked by a client what the most important asset in an organization is, and I easily answered, “THE PEOPLE.”

Before building my life in the heart of the United States, I grew up walking around popular markets in Mexico City. There I learned so much about the impact of work relationships, friendships, and alliances. I was intrigued to see how some business owners consistently struggled to keep good employees while others were able to keep the best ones for years. I didn't need to be an expert observer to see what differentiated those two types of business owners. How they treated employees made all the difference.

The interactions between owner and employee were the foundation of their work relationship — whether it be strong or weak. Every time an employee was praised, coached, built up, and respected that employee became more of an ally, trusted teammate, and committed employee. Those are the employees who came to work on short notice or on their day off. They worked hard because they felt valued and enjoyed working in that environment. The employees that

were belittled, disrespected, or simply dismissed were made to feel like they didn't matter. This left those owners with employees who had no reason to value their work or their employer which inevitably led to them looking for better jobs with better pay and a better environment.

The Mexico City markets may be over 1,800 miles away from our midwest dairies, but when it comes to making a business thrive the greatest asset to an owner is the same — THE PEOPLE. All the knowledge, expensive equipment, and state of the art facilities are not enough to make a business thrive. It is the people working for you who ultimately dictate the success of your endeavors.

In a business filled with different cultures and languages but where interacting with people is crucial, there is a clear advantage in learning to communicate and clearly show your employees they are valued. People are complex, and understanding different personality types, motivations, concerns, and cultures can be a taxing task in a business where you are already worked to the bone. The good news is that you don't need to run personality tests on all your employees or know what motivates each and

every person.

Instead, you can tap into some of our basic needs as human beings.

### 1) Greet them.

This is a powerful one. Nothing gives a morning boost like a “¡Buenos dias!” from your boss accompanied

by a smile and eye contact. Across cultures this is a universal way to send the message that someone's presence matters and is valued.

**2) Get to know them.** Do you know where are they from? Ask them about their hopes and dreams, their struggles, and their concerns. This will deepen the relationship and strengthen their sense of loyalty to you and your hopes and dreams for your dairy operation.

**3) Listen to them.** Now that you have asked questions, get ready for a storm of answers. Pay attention to what they tell you, take notes if you need to, and remember that you have opened the door to loyalty and trust. If they tell you that a hose in the parlor has a hole, show that you value their commitment to your equipment and operation by fixing the hose or having a replacement ready. If they tell you their kid is graduating, show you value them as a person by sending a card. If you dismiss their comments or opinions, they will stop sharing them, and you will lose valuable knowledge and loyalty.

**4) Respect them.** Nothing erodes the morale and loyalty of employees like feeling unimportant or invisible. It is not enough to listen to what they have to say; you should consider their thoughts and opinions even when they contradict your own. Don't just dismiss their comments and opinions as being foolish or irrelevant, or they will stop sharing them. Make sure all employees are treated fairly regardless of their rank. Validate and acknowledge their presence, and thank them for the work they do.

**5) Care. Truly care.** You can talk to

*continued on page 5 →*

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*Continued from Page 4*

them, listen to them and bring donuts for them, but if you don't fulfill your promises, forget who they are and just remember them when something goes wrong, they won't feel valued. Ask them what they need to do their job better, coach them when necessary, appreciate good performance and let them know they are doing well. Make sure they are safe and provide the items required to be safe.

Throughout my almost 20 years in the dairy industry I've seen a lot of change and innovation, in both the industry and in the world. However, one thing that will never change is that employees invested in their jobs and in your dairy operation will strive for excellence, leading to increased productivity and reduced training costs. Because employee investment is so incredibly impactful, it is one of the first areas I look to in order to create the largest improvement in your farm's operation. My education and cultural background give me an advantage over other consulting businesses. Not only do I understand employees at a superficial level, an operator with a task to complete, I also understand them on both a cultural and personal level, a human being with so much to put into your farm.

Once you have an understanding of your employees' culture and motivations, you become able to enhance employee performance through encouragement rather than forcing work upon them. I can help your operation achieve Optimum performance by understanding your employees as a whole in order to take advantage of, and utilize their strengths while working towards improving their weaknesses.



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## Good Farm Neighbors Have Good Stories to Tell

By Terri Queck-Matzie  
Freelance Writer from Greenfield, IA

The Wergin Good Farm Neighbor Award is made possible thanks to financial support from the Coalition to Support Iowa's Farmers. This award recognizes Iowa livestock farmers who take pride in caring for the environment, their livestock and being good neighbors. It is named in memory of Gary Wergin, a long-time WHO Radio farm broadcaster who helped create the award.

John and Joan Maxwell produce high quality milk and beef, sell their award-winning cheese and other products through their on-farm store, partner with Food Rescue Partnership to reduce food waste, support the local FFA, host a summer farm camp for kids and give tours of their robotic milking operation to educate the public about modern livestock production and Iowa farmers. They also put a high priority on conservation, and are vocal advocates for cover crop use.

Cinnamon Ridge was the June 2021 winner of the Coalition to Support Iowa's Farmers Good Farm Neighbor Award. The award was presented by Iowa Secretary of Agriculture and Land Stewardship Mike Naig on June 29. Mitch Schulte, Farmer Relations Manager at Midwest Dairy Association, nominated the Maxwell family for the award.

Cinnamon Ridge also earns Good Farm Neighbor status by being the best they can be, showing the world the commitment to excellence U.S. farmers are known for.

The farm has the No. 1 Jersey cow in the nation.

"In 1979, my brother and I set a goal to have the No. 1 Jersey for milk production," tells John Maxwell. Genomic testing revealed the cow named Bulgaria's potential. The designation is based on milk produced, protein content and fat content.

Key to Cinnamon Ridge milk production, and the primary draw for tourists is a completely robotic milking system.

"That's what draws people in," says Maxwell, who uses the hook to host tours and special events. More than 60 busloads of visitors come to the farm each year. Cinnamon Ridge also hosts an annual farm-to table dinner and Expo on the Ridge that includes a panel of experts to answer questions and lead discussion on timely ag topics.

Once on the farm, people are fed in the farmhouse, then tour the dairy and other farm highlights. They buy homegrown award-winning cheese, beef, pork, eggs and baked goods in the on-farm store The Country Cupboard.

But the robotics aren't just for show. Maxwell says milk production increased 16% the day they started using the system, along with a significant reduction in labor costs.

The Jersey is one of the oldest dairy breeds, and a solid choice for sustainability. On average, Jersey's use 32% less water and 11% less land than other, and larger, dairy breeds. Milk produced by Jersey cows has a creamy, smooth and satisfying flavor and contains more protein, calcium, and other vital nutrients than milk from other dairy breeds, producing



John and Joan Maxwell

more pounds of cheese per pound of body weight.

That fits with the Cinnamon Ridge emphasis on conservation. He has planted cover crops since 1984 and is a strong advocate for the practice. Using Rye grass as a high-quality, balanced ration for his cattle has cut his annual feed costs nearly in half.

"For ag to grow and succeed, everybody needs to do a little something to promote it," he says. "We're all in this together."

The Coalition to Support Iowa's Farmers was created by farmers to help farmers raise livestock successfully and responsibly. It's a partnership involving the Iowa Beef Industry Council, Iowa Cattlemen's Association, Iowa Corn Growers Association, Iowa Farm Bureau Federation, Iowa Pork Producers Association, Iowa Poultry Association, Iowa Soybean Association, Iowa Turkey Federation and Midwest Dairy. The non-profit, non-partisan organization aids farmers at no cost. CSIF does not lobby or develop policy. Farm families wanting a helping hand can call the coalition at 1-800-932-2436.

# Free Bilingual Dairy Training Resources Available

Iowa State University Extension and Outreach recently partnered with the University of Nebraska-Lincoln Dairy Extension and Alltech to develop a free, online dairy training program that is available in both English and Spanish. “The Bilingual Training and Education Program to Improve Practices That Affect Milk Quality” has been designed to help dairy farm employees better understand the how’s and why’s of handling and milking cows.

“The employees who manage the milking should thoroughly understand the milk production cycle, the milking procedure, and the importance of bedding material and animal hygiene to improve milk quality and udder health,” said Jennifer Bentley, dairy specialist with ISU Extension and Outreach. “Results from previous surveys indicate that employees are more successful in their jobs and employee retention is higher if the training is (offered) in their native language. This milker training resource will provide producers and employees with the tools needed to make positive changes in milk quality and cow health and well-being.”

After completing each training module by viewing the short accompanying videos and resource materials, participants will complete

a quiz to receive a certificate of completion for each module. Each training module includes videos presented in Spanish with English subtitles. The quizzes are offered in both English and Spanish, and the Spanish quizzes include audio translation. The videos include demonstrations of on-farm practices to emphasize key milking and management techniques.

“The dairy industry is dependent on an immigrant labor force that needs to be educated so they can be efficient in their jobs,” said Bentley. “Better education and training also help increase employee retention. Education satisfies an employee’s

drive to comprehend and is critical for dairy employees to be capable of doing their jobs correctly. No matter the experience level, proper training improves skills and reduces mistakes or actions based on either misinformation or a general lack of information.”

The online training is a free resource and is available online at <https://go.iastate.edu/MILKERTRAINING>.

“By utilizing this resource, farms have the potential to increase employee retention and motivation while also reducing turnover and increasing employee efficiency and dairy profitability,” said Bentley.



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**Learn more at [www.FarmFirstDairyCooperative.com](http://www.FarmFirstDairyCooperative.com)**



# New Dual XL Hutch Offers Impressive Benefits

Life is a balancing act. We in the dairy industry have to be mindful of our marketplace. Many purchasers of calf housing products prefer calves to be raised and prosper in an enhanced environment. Agri-Plastics has taken the lead in producing such a housing system. They have balanced cost-effectiveness and growth efficiency using a companionship platform

Some producers have tried pairing calves by putting two smaller hutches side by side, and joining them with one large fence and a removable center fence panel. The problem with this method is that both calves end up using only one hutch, and it isn't large enough for both calves. The other hutch goes empty as the calves prefer to be near each other.

The new Dual XL hutch addresses this problem. The Dual XL Hutch boasts a larger inside growing area to achieve this efficiency and comfort. Our Dual XL Hutch supplies the space that allows calves to co-mingle at a young age. Buddying two calves in one hutch promotes companionship and competitiveness, which research has proven to help achieve optimal growth. Efficient growth = positive ROI. Couple these benefits with one of the best warranties in the industry and get a winning combination with the Dual XL Hutch.

### *Benefits of paired calf housing:*

- Having two calves in one hutch, or the Buddy System, has many advantages. Benefits include reduced weaning distress, faster weight gain, promotion of solid feed intake, increased socialization, and minimized cross-suckling.
- This newer size works well for farms that want to use the Buddy System but want a more affordable and space-efficient housing option.

- Initial studies have shown that calves raised together stay together even into adulthood. Because the two calves learn from each other, they learn to eat, they get stronger in a shorter amount of time, and transition into a group herd with less stress and better socialization.
- Both farmers and calves benefit. Feeding and watering two calves in one station saves time. Housing two calves in one station saves money. Calves grow faster and overall health and development are improved.

The Dual XL Hutch is available in both the Deluxe and Rancher options.

The Deluxe Dual XL Calf Hutch includes 2 Side Doors, 4 Pails, 2 Double Pail Holders, Top Vent, Rear 3-In-1 Door, and 3 Rear Airflow Vents.

You can also have the option to add 2 Upper Rear Airflow Vents, Optional Side Bedding Doors, and Front Bottle Feeding.

Dual XL Calf Hutch Rancher System includes a Top Vent, 3-In-1 Rear Door, 3 standard Rear Airflow Vents.

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# Dairy Nutrition and Management Conference

Learn the latest information about dairy nutrition and management at the 2022 Four-State Dairy Nutrition and Management Conference June 1 and 2 at the Grand River Center in Dubuque, Iowa. This conference features information on improving transition cow performance as well as other pertinent information.

RP Nutrient's pre-conference symposium focuses on uncovering profit opportunities. Anita Menconi, of Evonik, will provide an overview and outlook of the global dairy nutrition industry. Jesse Goff, professor emeritus with Iowa State University College of Veterinary Medicine, will cover common pitfalls when feeding a low DCAD diet. Milk Money CEO Jay Joy will discuss how to develop your business by developing your people and Mark Hanigan, Virginia Tech, will show how to balance for amino acids using the NASEM 2021 model.

"This conference provides a great networking opportunity for the dairy industry as well as hearing the latest in dairy nutrition and management research relevant to Midwest dairies," said Fred Hall, dairy specialist with Iowa State University Extension and Outreach.

Four State conference speakers include Tom Overton, of Cornell University, discussing how to feed fresh cows for improved health and performance. Jim Drackley, of the University of Illinois, will be talking about rethinking the

transition period and Heather White, of the University of Wisconsin, will explain about using short-term choline supplementation to provide long term benefits.

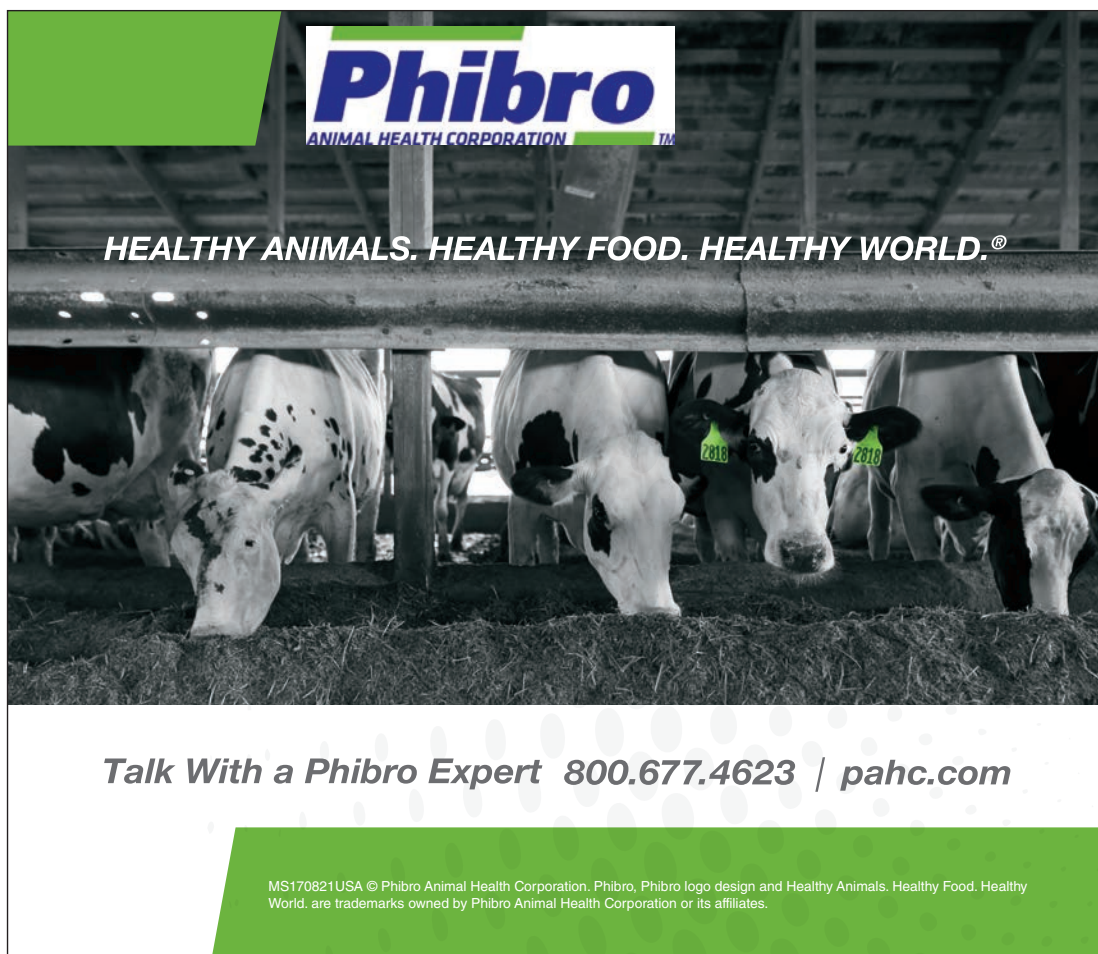
June 2 speakers include Mary Beth Hall, USDA Forage Research Center providing a NASEM carbohydrate requirement update. Lance Baumgard, endowed professor in dairy nutrition at Iowa State University, will discuss how transition cow myths can influence the interpretation of a nutritionist's success. Gavin Staley, Diamond V, will cover why heifer maturity matters.

Zinpro's post-conference symposium includes Jeff Firkins, of Ohio State University, talking about the role

of essential isoacids in improving rumen function. Andrew LePiere will discuss quantifying and modeling branch chain VFA in CNCPS. Dana Tomlinson will discuss how essential isoacids can improve dairy profitability.

In addition to the educational program, there is a trade show with 50 companies exhibiting their latest products an evening reception and plenty of time to network with other participants. Continuing education credits are available.

For more information, visit <http://fourstatedairy.org/> or contact Wisconsin Agri-Service Association, 608-223-1111, or Jim Salfer at [salfe001@umn.edu](mailto:salfe001@umn.edu) or 320-203-6093.



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# Conservation, Sustainability and Stewardship

For over 100 years, Ritchie Industries has provided fresh water for life to dairy animals and other livestock for farmers in Iowa and around the world. Now more than ever, dairy farmers are tasked with producing more milk and milk products in the most efficient and environmentally responsible way.

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to meet the needs of all producers. All Ritchie waterers meet Grade A dairy standards and the OmniMaster 8 series features a high capacity drain to maintain a clean drinking environment. Ritchie's fast refill valves ensure that all cows get as much water as they need with minimal waste.

Employee owned and headquartered in Conrad, Iowa, Ritchie remains committed to supporting the hardworking dairy farmers of Iowa by focusing on three key areas:

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# AWS Celebrates 20 Years of Business Success

For the founders of Automated Waste Systems (AWS), Luke Jungers and Leon Mulder, Jan. 2, 2022 marked the twentieth anniversary of their thriving manure handling implement dealership. The company has grown rapidly in two decades, from originally servicing mainly northwest Iowa customers from its Hull location, to now providing quality service and parts to customers in northwest Iowa, southwest Minnesota, most of South Dakota, and northeastern Nebraska. In order to meet the demands of AWS customers, the company opened a second location in Watertown, SD and has satellite part locations in the Iowa towns of Whittemore, Storm Lake and Carroll.

“We saw a need to provide good quality sales, service and parts of manure handling equipment in Northwest Iowa,” reflected Jungers. “We wanted to become the leaders in manure handling solutions. We strive to give the best service and attention to our customers and by continuing to do that, it builds trust and respect of our customers.”

The hard work of providing quality service to customers paid off for the founders as AWS is now the largest manure implement dealer in North America for GEA Houle manure equipment. GEA Farm Technologies Houle, Nuhn, Doda, Artex, and Bazooka Farmstar are just a few of the brands offered at AWS that provide many forms of manure handling equipment such as scraper systems, direct inject hose systems, as well as manure tanks and spreaders.

“AWS is a trusted, long-standing partner of GEA Farm Technologies, Inc. They are customer-centric and remain leaders in the hog and dairy manure sectors. We are honored and

privileged to have a trusted partner like AWS representing our brand. We celebrate their accomplishments and look forward to continuing our partnership,” said Kristin Miller, President & CEO of GEA Farm Technologies, Inc.

“AWS would like to thank our customers for their support and trust in doing business with AWS — past, present and future.” Jungers stated. “We truly appreciate their business and look forward to serving our customers for years to come.”

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# Innovative Technologies Feed the Future

By Peter Allen, NE Iowa Division Manager, Nutrien Ag Solutions

Nutrien Ag Solutions is leading the field in preparing our growers and the agriculture industry to help to feed a growing world. By 2050, there will be almost 10 billion people to feed. We realize that as the world's leading Ag retailer, we play a critical role in feeding the future, so we are striving to help increase food production while implementing sustainability practices.

To meet that goal, we are taking an innovative approach to our six sustainability commitments for 2030. These commitments are focused on feeding the planet sustainably, taking action to reduce emissions to take



care of the environment and climate, and by making the agriculture industry an inclusive community.

Working with growers and dairy farmers, our crop consultants can help us reach these goals. They create solutions that can support better yields while using environmentally friendly agronomic practices. This helps us all move toward the future of sustainable agriculture.

In addition, our crop consultants

offer services for soil sampling, tissue sampling, field scouting, application of crop inputs and precision agriculture. They also use technology and our Digital Hub platform to provide services such as field planning and sustainability tracking. Working with their crop consultant, growers can view weather forecasts, payment scheduling and field-level insights at their fingertips anytime, anywhere.

To learn more about how Nutrien Ag Solutions can help you increase your crop yields and milk production, find a crop consultant near you by visiting [NutrienAgSolutions.com](https://NutrienAgSolutions.com).



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- Josh Poulin  
Poulin Farms, Newport, VT

Scan the QR code to watch a video!



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# Thank you to all Iowa State Dairy Association Supporters!





## Iowa Students Earn \$1,000 Scholarship Awards

Midwest Dairy announced 11 students will receive \$1,000 scholarships this fall to an accredited college or university of their choice. Applications were reviewed by a committee of staff members and recipients were chosen based on their involvement in the dairy industry, leadership, career plans and academic standing. *This year's recipients include:*

- **Kayla Burke of Fort Atkinson.** Studying agriculture and life sciences education with a communication option at Iowa State University.
- **Grace Clark of Rudd.** Studying animal science at North Iowa Area Community College.
- **Tehya Demmer of Dundee.** Studying animal science at Iowa State University.
- **Amber Engelken of Earlville.** Studying dairy science at Iowa State University.
- **Gabriel Hanson of La Porte City.** Studying agriculture transfer and ag education at Lake Land College.

- **Megan Kueker of West Union.** Studying agriculture communications at Iowa State University.
- **Hazen Loan of Elkader.** Studying agricultural systems technology with a minor in feed systems technology at Iowa State University.
- **Adrianna Richards of Fairbank.** Richards is studying business education at Upper Iowa University.
- **Macy Schanbacher of Atkins.** Studying data science at Iowa State University.
- **Rebecca Schumann of Garber.** Studying veterinary technician at Northeast Iowa Community College.
- **Kerstin Thomas of Brookings.** Studying agricultural leadership at South Dakota State University.

Two additional scholarships will be awarded to the Iowa Dairy Princess and alternate upon completion of their duties following the Iowa State Fair. These recipients are **Hillary Burken of Clinton** and **Raegan Kime of Waucoma**.

## ISDA Names \$500 Scholarship Award Winners

Iowa State Dairy Association announced 14 students will receive \$500 scholarships this fall to an accredited college or university of their choice. Applications were reviewed by a committee and recipients were chosen based on their involvement in the dairy industry, leadership, career plans and academic standing. *This year's recipients include:*

- **Nathan Knapp of Larchwood.** Studying diesel technology at Southeast Technical College. *Sponsored by Central Plains Dairy Foundation*
- **Allison Schelling of Orange City.** Studying equine science and management at Ellsworth Community College. *Sponsored by Central Plains Dairy Foundation*
- **Aidan Bower of Danbury.** Studying environmental engineering at Iowa State University.
- **Corin Bower of Danbury.** Studying elementary education at Morningside College.
- **Nathan Brumm of Monument.** Studying agriculture studies at Iowa State University.
- **Grace Clark of Rudd.** Studying animal and dairy science at Iowa State University.

- **Lane Domeyer of Delhi.** Studying agriculture business and dairy science at Kaskaskia College.
- **Amber Engelken of Earlville.** Studying dairy science at Iowa State University.
- **Courtney Goedken of Hopkinton.** Studying agriculture business at Kirkwood Community College.
- **Tara Goedken of Hopkinton.** Studying agriculture business at Kirkwood Community College.
- **Louis Hamlett of Aurora.** Studying agricultural engineering at Iowa State University.
- **Mary Holtz of Maquoketa.** Studying dairy science and international agriculture at Iowa State University.
- **Raegan Kime of Waucoma.** Studying agriculture and society and international agriculture at Iowa State University.
- **Sam Shover of Grundy Center.** Studying accounting and finance at Iowa State University.

The ISDA scholarship fund is made possible through ISDA memberships and sponsorship from the Central Plains Dairy Foundation.

# ISDA Announces 2021 Leadership Award Winners

The Ralph Keeling Leadership Award is presented annually to an Iowan who has shown outstanding leadership in Iowa's dairy industry. This award is in honor of the late Ralph Keeling. Keeling operated a successful dairy farm and business, devoting much of his time and talents to progressing Iowa's dairy

industry. The Award was established in 1967 to recognize those individuals whose leadership efforts contribute significantly to Iowa's dairy industry.

Recipients of the 2021 Keeling Leadership Award are Leroy Eggink and Dr. Delbert "Kent" Nelson.

If you know a dairy farmer or industry representative deserving of the Ralph Keeling Leadership Award, submit the nomination form to the ISDA team by visiting [www.iowadairy.org/scholarships-and-awards!](http://www.iowadairy.org/scholarships-and-awards!) If you have any questions, please contact Mitch Schulte at [mitchschulte@iowadairy.org](mailto:mitchschulte@iowadairy.org).

## PAST RALPH KEELING AWARD WINNERS

- 1967 Robert Lage
- 1968 Art R. Porter
- 1969 Roy Nelson
- 1970 George Opperman
- 1971 Wallace McKee
- 1972 Al Hagen
- 1973 Floyd Arnold
- 1974 Art Kirchoff
- 1975 G. Joe Lyon
- 1976 Harvey Moeckly
- 1977 Verner Nielsen
- 1978 Betty Bowers
- 1979 Carl Zurborg
- 1980 Elmer Paper
- 1981 C. Frederick Foreman
- 1982 Harry Clampitt
- 1983 Don Voelker
- 1984 John Prestemon
- 1985 Craig Morrison
- 1986 Bernard Monson
- 1987 Dr. Bill LaGrange
- 1988 Maynard Lang
- 1989 Paul Koepke
- 1990 Pat Hoover
- 1991 Marvin Schlitzer s
- 1992 Maurice Landsgard
- 1993 Ron Orth
- 1994 Wilbur Nielsen
- 1995 Dale Gerlach
- 1996 Marvin Horn
- 1997 Mark Schmitt
- 1998 Lester Steffens
- 1999 Dr. Leo Timms
- 2000 Vernice Moon
- 2001 David Kunde
- 2002 Norma "Duffy" Lyon
- 2003 Dr. Gene Freeman
- 2004 Dale Meyer
- 2005 Norm Moglestad
- 2006 Dave & Pam Bolin
- 2007 Dale Thoreson
- 2008 Galen & Jeanne Breuer
- 2009 Craig Lang
- 2010 Dr. Christine Mondak
- 2011 Larry Shover
- 2012 Wayne Dykshorn  
Dr. M. Douglas Kenealy
- 2013 Bruce Brockshus  
Gerrit Davelaar
- 2014 Norbert Schmidt  
Dennis Mashek
- 2015 Jim Tentinger  
Dr. Maynard Hogberg
- 2016 Gary Kregel  
Dick Horne
- 2017 Lee Maassen  
Lee Kilmer
- 2018 Ken Birker  
Ron Lenth
- 2019 Alan Steffens  
Chris Hoeger
- 2020 Larry Landsgard  
Dr. Larry Tranel
- 2021 Leroy Eggink  
Dr. Delbert "Kent" Nelson



## A LEADER IN DAIRY SCIENCE EDUCATION

This is an exciting time in agriculture. Technology continues to evolve, impacting industry and the family farm; from robots in the barn, to GPS in machinery and the science behind balanced nutrition. Hands-on learning in the world-renowned Iowa's Dairy Center positions you to impact the future.

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#### UPCOMING VISITS

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Oct. 13  
Nov. 10  
Dec. 8



#### AGRICULTURE AND ANIMAL SCIENCE PROGRAM PREVIEW

Nov. 4 • 10 a.m.

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# Celebrate

**June Dairy Month  
with Farm Tour,  
Food and Fun!**

## OPEN HOUSE

*Wednesday, June 15*

5:00 - 8:00 PM

*Schelling Dairy*

Park & Ride to Farm

Terrace View Event Center • 230 St. Andrews Way • Sioux Center

*For more information:*

(712) 441-5308

wiadairy.com



 Western Iowa Dairy Alliance



# DAIRY FARMER LEADERSHIP Grants

**MAKING EVERY DROP COUNT**



## Who Can Apply?

Dairy farmers who contribute to Midwest Dairy checkoff.

## What Can We Do?

The grant dollars can be used towards becoming a leader in the dairy industry and/or developing skills that allow you to better share your story with consumers. This could include but is not limited to:

- **Leadership programs** like Young Dairy Leaders Institute, Minnesota Agricultural and Rural Leadership Program, South Dakota Ag and Rural Leadership, etc.
- **Leadership conferences** ag or non-ag
- **Virtual or in-person classes**

*Through authorizing statues these dollars cannot be used towards any activity that increases production.*

## What Are the Requirements?

**A dairy farmer can apply for up to \$1,000** in funding in one calendar year. The grant dollars cannot exceed the cost of the leadership class or event. The grants are approved on a rolling basis and are subject to fund availability.

**To apply today, visit [MidwestDairy.com](http://MidwestDairy.com)**





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**ISU Dairy Farm Open House**

**June 10th**

**Join the Fun!**

**When:**  
Friday, June 10, 2022  
7am - Noon

**Where:**  
Iowa State University  
Dairy Research and Teaching Unit

**Learn about:**

- Comfortable cows
- Fresh and wholesome dairy production
- Dairy sustainability
- Engage in interactive activities for all ages
- View a live milking parlor

**Enjoy:**

- Delicious dairy treats
- Dairy farm tours
  - Last tour starts at 11:30am

# 2022 Iowa State Dairy Association Membership Form

**PRODUCER MEMBERSHIP:  
Waived**

*Open to any individual actively dairy farming by producing milk or raising heifer replacements.*

**ASSOCIATE MEMBERSHIP:  
\$25/YEAR**

*Available to any individual not actively dairy farming but has interest in the Iowa dairy industry.*

**CORPORATE MEMBERSHIP OPPORTUNITIES**

*Please contact Mitch Schulte at 319-775-3451 for information on ISDA's corporate memberships.*

Contact Name: \_\_\_\_\_

Farm or Business Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

County: \_\_\_\_\_ Email: \_\_\_\_\_

# of Cows: \_\_\_\_\_ Ship Milk To: \_\_\_\_\_

I wish to opt out of the ISDA Producer Membership. I understand that by checking this box I opt out and will lose the right to the benefits provided by the ISDA.



**You can also visit the ISDA website at [www.iowadairy.org](http://www.iowadairy.org) to fill out an online membership form.** Please make Associate Membership checks payable to the Iowa State Dairy Association. For 2022, the ISDA Producer Membership fee will be waived in recognition of the financial restraints in the agricultural industry in Iowa. In 2022, we will review reinstating membership fees for the 2023 calendar year.

While membership dues to the Iowa State Dairy Association are not tax deductible as charitable contributions for federal income tax purposes, a portion may be tax deductible as ordinary and necessary business expenses. However, the portion of membership dues that represent nondeductible lobbying activities of Iowa State Dairy Association is not tax deductible. The nondeductible portion of your dues is 30%. **Please return dues and membership form to: ISDA Accounting Office, 2015 Rice Street, St. Paul, MN 55113.**