



ISDA NEWS

President's Report

We're Setting the Stage for 2024 Initiatives



Lee Maassen
ISDA Board President

Greetings to all dairy farm families of Iowa. It is hard to believe it is the middle of November already. It seems as if it was just spring when we sent out the last newsletter. This year has been a year of many twists and turns for our industry. We have had a not so good milk price for part of the year, but that has improved slightly and hopefully will get a little better yet into the end of the year. The weather has been a drought for some and for others, too much rain. In the end, we still had a bountiful harvest thanks to our good soils. We can count our blessings if we truly look at what we as dairy farms have been given.

ISDA has worked hard for you in having a good set of policies in our handbook to follow for guidance in what happens in our industry. As you know, we lost our fight with the raw milk issue this past year but have a great Dairy Innovation bill that has passed. The Iowa Department of Agriculture and Land Stewardship (IDALS) will be administering the fund and applications are expected to be available by the first of the year. IDALS will share more information at our annual meeting in December. Mariah Busta, your director, has worked extremely hard this past year. I am so glad to have Amie Bill join the team at ISDA to aid in accomplishing our goals. Welcome, Amie!

As President, I was honored to be asked to judge the Iowa Dairy Princess Contest this August. I

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ASSOCIATION
ANNUAL MEETING

December 8, 2023
Quality Inn, Ames, IA

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President's Report (cont.)

assisted a panel of judges to choose the new Iowa Dairy Princess and Alternate for 2023-24. We had a very highly qualified group of young women compete, so it was hard to choose the winners. We were proud to have Ashley Elsbernd as your princess and Elizabeth Fossum as alternate. They will do great in representing us in the dairy industry this year!

Robert Horst and I had a very productive time at the Capitol in Washington D.C. to represent you as dairy farmers from Iowa this fall. We went with the Nebraska State Dairy Association and the South Dakota Dairy Producers to meet with our senators and congresspeople. We were able to meet with Senator Grassley, Senator Joni Ernst, Congressman Randy Feenstra, Congresswomen Ashley Hinson, and Congressman Zach Nunn, who gave us a tour of the Capitol. We also spent a day with the National Milk Producers Federation where staff gave us a great overview of all they are working on and where they are at with the Farm Bill at this time. It was great to meet and network with other producers from about 20-25 other states and regions throughout the United States that were represented at the meeting.

Last month, the ISDA board met to set priorities for 2024. Some items we are working on as we move into next year are as follows:

- Let our legislature know where we stand on our policies as outlined in our Policy Handbook on all issues related to the dairy farm and our industry.

- Push for more processing in the state to keep as much milk as possible in Iowa and open the doors for future expansion to grow our industry. We will work with partners to help us with that vision.
- Explore ways to enhance milk transportation and movement with increased load capacities on our interstate highways to be compatible with states around us.

I invite you to join us at our annual meeting on December 8, 2023. We have a great lineup of speakers, including keynote speaker Will Loux from the United States Dairy Export Council. He will speak on economics in the dairy industry and our world and much more. I encourage you to come and represent your industry and have a voice.

Your ISDA staff and board members are working hard to see that the dairy industry that we as dairy farm families are proud of and will be vital in the years to come in our state. We, as dairy farmers, can be proud of what we have to offer. Our industry is discovering ways we can be sustainable in the future to guarantee our consumers a great food product and our world, through exports. Keep up the excellent work, dairy farmers, you are doing a great job! Have a safe harvest and happy Thanksgiving!

Your President,



Lee Maassen

Executive Director's Report

A Look Back at 2023 Iowa State Dairy Association Accomplishments



As harvest wraps up and we near the end of the year, it's great to take a moment and reflect on all we've

accomplished together as Iowa State Dairy Association (ISDA). 2023 was a busy year for dairy policy, both at the state and federal level. I am proud of the voice ISDA has and the work our members have done, and continue to do, to represent Iowa's dairy industry.

This fall, Lee Maassen, Robert Horst and I traveled to Washington D.C. with dairy producers and staff from Nebraska State Dairy Association (NDSA) and South Dakota Dairy Producers (SDDP). Together, we made more than ten Hill visits to federal delegation members and staffers from Iowa and South Dakota. ISDA, NDSA and SDDP brought forth issues in a one-pager of priorities addressing the importance of trade/exports, milk in schools, milk labeling and workforce for dairy and agriculture, among other topics. Representing a coalition, the group truly demonstrated the importance of dairy in our states.



While in D.C., we also attended the State Dairy Association Summit hosted by the National Milk Producers Federation (NMPF). There, we heard updates from incoming NMPF CEO Gregg Doud and key staff members on milk pricing modernization, labor reform, Farm

“As we look into the future, I want to take a moment to thank our dairy farmer and processors members and industry supporters for the contribution of time, effort and resources to our organization. Each of you plays an integral role in the success of ISDA. I’m proud of the work we do and look forward to a successful 2024!”

Bill priorities and more. We also enjoyed conversations and networking opportunities with the other states in attendance.

Looking ahead, the ISDA Annual Meeting will be held on Friday, December 8 in Ames. We have some great speakers that will be joining us for the meeting. Our keynote speaker is Will Loux, Vice President for Global Economic Affairs with the United States Dairy Export Council. He will give an economic outlook for dairy and forecast for 2024. Chris Hoeger, Vice President at Prairie Farms, will speak on the National Federal Milk Marketing Order Pricing Formula Hearing taking place this fall in Carmel, Indiana. Chris has been very involved in the hearing and will share an update on the progress being made. Finally, the Iowa Department of Agriculture and Land Stewardship will also be in attendance to give an update on Iowa agriculture and the Dairy Innovation grant program.

Finally, it is my pleasure to announce that Amie Bill has joined the team as the Associate Director for ISDA. She began her role in September and is working from her home office near Aplington. Amie comes to us from a career of working with USDA FSA. Prior to that, Amie dairy farmed with her husband and managed the dairy research herd at Iowa State University. She brings great knowledge of the dairy industry and I'm excited to have her on board.

As we look into the future, I want to take a moment to thank our dairy farmer and processors members and industry supporters for the contribution of time, effort and resources to our organization. Each of you plays an integral role in the success of ISDA. I'm proud of the work we do and look forward to a successful 2024!

*Mariah Busta, Executive Director
Iowa State Dairy Association*

Grant Focuses on Educational Programming

Project Focuses on Heifer Replacements

Nearly 25% percent of a dairy's production costs are in raising heifer replacements, thus a considerable amount of feed, time, and facilities must be invested to optimize growth for heifers to calve at an appropriate age. This project will empower dairy producers, heifer growers, and their employees with knowledge and tools needed to make positive changes in their heifer raising program. The steps include recruiting farms to measure and benchmark heifer growth, providing bilingual resources for employees, and utilizing a hybrid approach to provide in-person and

virtual offerings to our audience. Long-term outcomes include re-evaluation of heifer inventories, changes in heifer management practices, and improved heifer performance and farm profitability.

The ISU Extension Dairy Team is currently inviting farms to participate in benchmarking heifer development. These farms will be visited at least twice during the project to collect heifer bodyweight and height, and mature body weight will be measured from a representative sample of healthy, mid lactation cows in their third or fourth lactation. Data from

the project collection along with a questionnaire and computer or herd record analysis will be summarized and shared with the producer and their industry representatives if desired.

If producers are interested in participating in the project, a sign-up form is available at <https://go.iastate.edu/OQR1SG>. For further questions, contact Gail Carpenter at ajcarpen@iastate.edu or Jennifer Bentley at jbentley@iastate.edu.

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Stay Connected with ISU Extension Through Social Media



The ISU Extension Dairy Team is dedicated to providing educational resources, research-based information, and timely updates to the dairy industry. This team is passionate about supporting dairy farmers and industry professionals with the knowledge and tools they need to thrive in a dynamic and ever-changing industry. Social media channels also serve as a hub for valuable online resources and fact sheets addressing current issues in the industry for farmers and industry professionals.

- Listen to the “Dairy News & Views from ISU” podcast twice monthly. Listeners can tune in and catch up on the latest in the dairy world on Spotify or Apple Podcasts.

- Receive our updates directly to your inbox by signing up for our newsletter at <https://www.extension.iastate.edu/dairyteam/newsletters-0>.
- Follow “Dairy Extension Team – Iowa State University” on Facebook or LinkedIn to stay current on online and in-person programs as well as resources available to help you navigate current dairy industry issues.
- To explore archived podcasts, webinars, and additional resources, visit the Dairy Team website at <https://www.extension.iastate.edu/dairyteam/>.

To contact the ISU Extension Dairy Team with any questions, email dairyextension@iastate.edu.

2023 Dairy Goat Management Seminars

December Programs Scheduled for Kalona and Sioux Center

The Iowa State University Extension and Outreach Dairy Team will host its annual Dairy Goat Management Seminar on Friday Dec. 8, Historical Village Visitors Center 715 D Ave, Kalona and Saturday, Dec. 9 at the Dordt College-Agriculture Stewardship Center, 700 7th St. NE in Sioux Center. Both events begin with registration at 9:00 a.m., with program to start at 9:30 a.m., concluding by 3:15 p.m. This year's focus is on milk quality and functional type animals.

“Dairy goat production is an important industry in Iowa, especially in eastern and northwest Iowa,” said Jenn Bentley, also a dairy specialist with ISU Extension and Outreach. “We are very pleased to continue this educational opportunity with a lineup of quality speakers and presenters to provide producers with practical take home information.”

The program will cover the following topics and presenters:

- Using antibiotics without compromising milk safety, by Michelle Buckley, ISU College of Veterinary Medicine
- Mastitis Identification and Management, by Fauna Smith, UC-Davis College of Veterinary Medicine
- Setting Goals: VCPRs and Milk Quality, by Fauna Smith, UC-Davis College of Veterinary Medicine
- Doing a Dairy Goat Financial Analysis, by Larry Tranel, Iowa State University Extension and Outreach
- Hands-on lab focused on improving milk quality: functional type assessment, milk hygiene and equipment maintenance, and milk

quality assessment tools, by Trinity Malmanis of Goat-San Dairy Goats, Fauna Smith, UC-Davis College of Veterinary Medicine, and Michelle Buckley, Iowa State University College of Veterinary Medicine

- Justin Korver, creamery update (Sioux Center only)

There is no registration fee to attend, but registration is required. Register online: <https://go.iastate.edu/2023DAIRYGOAT> or by calling ahead. For the Sioux Center location, call Sioux County Extension Office: 712-737-4230 and for the Kalona location, call Washington County

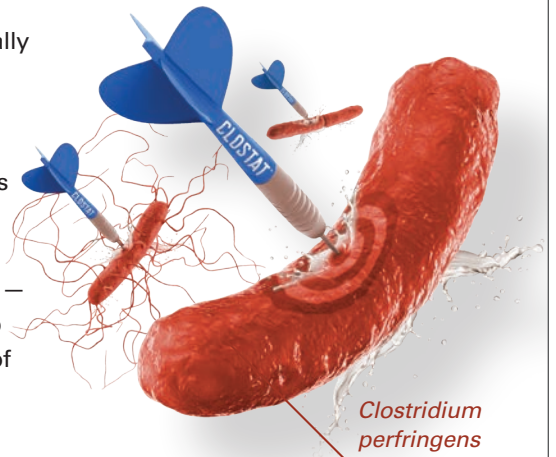
Extension office: 319-653-4811. Please email dairygoatextension@iastate.edu with any questions. The deadline to register for both locations is Dec. 6 at noon.

A complimentary lunch will be provided thanks to sponsorship from Saputo and Big Gain.

Both programs are hosted at no charge. This work is supported by the USDA National Institute of Food and Agriculture, Agricultural and Food Research Initiative Competitive Program, Antimicrobial Resistance number: 2020-04197.

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Pop-up Milk and Cereal Bar Connects with Generation Z at Events in Des Moines and Ames

Midwest Dairy aims to bring dairy to life in fun and creative ways. One of these creative ways includes reminding local Generation Z (Gen Z) of nostalgic childhood memories, including enjoying a bowl of cereal. Midwest Dairy brought this childhood memory to life through two different cereal bars this past summer. Not only are these experiences popular, but more importantly, they are connecting Gen Z to dairy products.



The 80/35 Music Festival is a celebration of music and culture presented by the nonprofit Des Moines Music Coalition. In its tenth year, the festival presents a diverse lineup of musicians from all genres across four free stages and one paid stage in the heart of downtown Des Moines. Over 20,000 consumers attended the event during the two-day festival in July. Midwest Dairy was excited to engage with festival goers through a pop-up milk and cereal bar during the event. Thanks to a generous donation from local



processors, we were able to hand out over 1,000 Undeniably Dairy branded cups of cereal and milk.

Working with our partner Rip Roar Media, we designed a fun, Undeniably Dairy-themed tent to draw in a crowd; it also showcased dairy's role in sustainable nutrition. Their Gen Z staff attended and shared dairy's story and provided a true, Undeniably Dairy experience. We reached over 100,000 consumers through social marketing, online presence, and in-person engagement.

Following the success of the 80/35 Music Festival pop-up milk and cereal bar, Midwest Dairy partnered with Iowa State University (ISU) AfterDark to serve over five hundred Iowa State students an excellent dairy experience. ISU AfterDark is a student-run organization that plans three late-night activities on campus each semester.

Midwest Dairy was eager to bring to life the pop-up milk and cereal bar again to engage with students. Thanks to a generous donation from local processors, we were able to hand out over 500 Undeniably dairy-branded cups of nostalgic cereal and milk in under two hours. ISU students eagerly lined up at the Memorial Union to engage in the

milk and cereal bar, and many were even enthusiastically posting on social media about their experience while recruiting their peers to attend. This truly was a positive environment for Gen Z to engage with dairy, which is key to our success in building trust.



Again, Rip Roar Media designed an Undeniably Dairy-themed setup showcasing dairy's role in sustainable nutrition. Their Gen Z staff provided an Undeniably Dairy experience, mixing up a fun combination of milk and cereal. In addition, Dairy Science Club volunteers engaged with the students, answering questions about responsible dairy production and refueling with dairy.



This milk and cereal bar idea is versatile and can fit into many events. In the future, you can find the milk and cereal bar at the University of Illinois tailgate during the Illinois vs. Indiana game and the Illinois High School Association Leadership Conference, connecting with 600 students. Midwest Dairy is excited to continue to share our cereal bar concept to continue to connect the Gen Z audience to dairy.

New Day Dairy Recognized as First Good Farm Neighbors in Butler County

Dan and Lynn Bolin of New Day Dairy were honored as Good Farm Neighbors on August 3rd, 2023, with a ceremony on their Century Farm. They farm just outside of Clarksville in Butler County with help from Dave and Pam Bolin, Dan's parents.

The Wergin Good Farm Neighbor Award, sponsored by the Coalition to Support Iowa's Farmers, is given to Iowa livestock farmers who raise livestock successfully and responsibly, care for their land, and are involved in their community. The Bolin Family is an excellent example of these three pillars.

"It's in big and small ways that we have to make sure we are getting to consumers and the non-ag public about animal agriculture," said Iowa Secretary of Agriculture, Mike Naig, during the ceremony. "One of the things I love most about New Day Dairy is that they take that to heart."

The big ways New Day Dairy is connecting with consumers and the non-ag public is by being involved in industry organizations like Midwest Dairy, Butler County Farm Bureau, 4-H, Common Ground, Iowa Farm Bureau, and dairy specific boards. These organizations allow dairy farmers to promote dairy products and educate the public about dairy products.

Another way New Day Dairy is advocating for animal agriculture is through their guest barn. The guest barn allows the family to tell the story of dairy farming in a positive and insightful way. Guests can pet a cow, tour the dairy operation,

name a calf if it is born, and ask any questions they may have.

Animal care is a top priority for New Day Dairy. The operation is FARM (Farmers Assuring Responsible Management) certified through their farmer-owned milk cooperative, Prairie Farms. All the cows are housed in a modern barn designed to protect them from inclement weather. The barn also has a robot named Rita, which customizes each cows' milking experience and can alert the family of any possible issues with the cow.

The family grows corn, hay, peas, barley, and oats on 200 acres. To care for the land, the family uses minimum tillage practices to preserve soil health. Manure from the dairy is applied as fertilizer onto the land as well.

"We don't think of what we do as

anything that special," said Dan Bolin, upon receiving the award. "Normative for me is that you care for your cows, you take care of the environment, and you love your neighbors as yourselves."

The Wergin Good Farm Neighbor Award is made possible through a partnership with the Iowa Department of Agriculture and Land Stewardship and The Big Show on WHO Radio. This award recognizes Iowa livestock farmers who take pride in caring for the environment and their livestock and have demonstrated a commitment to their community. The award is named in memory of Gary Wergin, a long-time WHO Radio farm broadcaster who helped create the award.

Know a Good Farm Neighbor? Nominate them at supportfarmers.com/goodfarmneighbor.



New Day Dairy was honored with the Wergin Good Farm Neighbor Award at a ceremony held at the Bolin Farm near Clarksville in Butler County.

ISU Extension Dairy Days Returns in 2024

The ISU Dairy Team is excited to announce speakers for the 2024 Dairy Days series, hosted in person throughout Iowa. This year's focus is on heifer development, inventory management, and colostrum.

“We are excited to get out around the state and visit with Iowa’s dairy producers on these important topics,” said Dr. Gail Carpenter, assistant professor and state dairy extension specialist. “Managing your calves and heifers well and managing the right number of replacements is key for profitable and sustainable dairy production.”

The program will cover the following topics and presenters:

- Carpenter and Jenn Bentley, dairy specialist, will present on updates and lessons learned from the Dairy

Best Heifer extension project on heifer development.

- Greg Palas from Dairy Records Management Services (DRMS) will discuss breeding decisions for inventory management and highlight tools available from PC-Dart and DRMS.
- Bentley and Dr. Phillip Jardon, state extension veterinarian, will provide a hands-on workshop demonstrating best practices for managing and monitoring colostrum for healthy calves.

Registration will open in fall 2023. Save the date for one of the following locations:

- Tuesday, January 16: Elma, IA (Innovative Ag Service)
- Thursday, January 18: Elkader, IA (Johnson’s Restaurant)

- Tuesday, January 23: Kalona, IA (Chamber of Commerce)
- Thursday, January 25: New Vienna, IA (Community Center)
- Tuesday, January 30: Sioux Center (Dordt College-Stewardship Center)

Be sure to follow “Dairy Extension Team – Iowa State University” on Facebook or LinkedIn to stay up-to-date when registration opens. Registration information will be available on the Dairy Team website at <https://www.extension.iastate.edu/dairyteam/>. For more information, please email dairyextension@iastate.edu or call 515-294-9085.

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Tri-State Ag & Dairy Expo Attracts 400+ FFA Members

As we near the end of harvest and prepare for the holiday season, we would like to share what has been happening at the Northeast Iowa Dairy & Agriculture Foundation and Iowa's Dairy Center over the past few months. We are so grateful for all of the exciting events and look forward to the new year ahead.

We started with a busy summer hosting our 13th annual Breakfast on the Farm. We served nearly 1,300 delicious waffle breakfasts to attendees who joined us for a fun morning on the farm. Our visitors enjoyed a variety of activities including guided farm tours, hand milking a cow, a petting zoo, inflatables, and educational booths. Also in June, the National Education Center for Agricultural Safety held a summer Progressive Agriculture Safety Day where children ages 4-12 attended sessions about ATV safety, bike safety, fire safety, machinery safety, and more.

This September, we hosted more than 470 FFA members from 39 schools in Iowa, Minnesota, and Wisconsin for our annual Tri-State Ag & Dairy Expo. The expo featured dairy judging and dairy products contests. In addition, there were several educational sessions including Iowa State University's biosecurity trailer, Hoard's Dairyman judging, and a grain bin rescue demonstration with the National Education Center for Agricultural Safety. Additionally, the expo presented an annual award in memory of Dennis Rud, a former FFA instructor and longtime employee of Nelson Dairy Consultants. The award is given to an individual who has had a significant role in the success of the expo.

The recipient of the annual award was Ron Lenth who was recognized for his dedication to the expo.

We held another successful bovine artificial insemination course in partnership with Select Sires MidAmerica in August. We have another one scheduled for the end of November and are working on scheduling our next courses for 2024.

After a busy summer completing internships, we were excited to welcome our NICC agriculture students back for their fall semester. The students have had an eventful fall as they played an integral part in the Tri-State Ag & Dairy Expo preparing all of the dairy judging classes. The NICC Dairy Judging Team coached by Blake Courtney consisted of Kaylee Ferfecki of Cecil, WI, Cheyanne Troendle of Waukon, Becky Schumann of Garber, and Peyton Luehmann of Lewiston, MN. They found success at the World Dairy Expo contest in Madison, WI

this year placing 5th in reasons and 5th overall as a team.

Our next upcoming event at Iowa's Dairy Center is a Drive-Thru Santa on the Farm event on December 8th from 5-7 p.m. Attendees will be able to meet Santa and Mrs. Claus from their vehicles. Visitors will enjoy milk and cookies served right to their vehicles and receive a dairy goody bag as they drive through the freestall barn. Additionally, we will be hosting a producer bus trip this spring and make stops in Iowa, Minnesota, and Wisconsin. Be on the lookout for this upcoming event, "Moos and Brews Tour."

Stay connected with updates and events by signing up for our e-newsletter on our website at iowadairycenter.com. On behalf of the Northeast Iowa Dairy & Agriculture Foundation, we wish you and your family a wonderful holiday season!



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5 Steps to Increase Employee Retention

How You Treat Employees Makes All the Difference

By Miguel Rangel
Dairy Consultant/Recruiter

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 their 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 working on your operation. 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 them, listen to them and bring donuts

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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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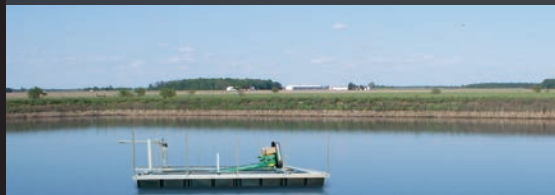
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Revolutionize Your Feeding Operations with the Universal Grain Feeder

Agri-Plastics is excited to introduce our latest innovation in feeding the Universal Grain Feeder. This remarkable product marks a significant leap forward in providing precision, versatility, and durability for farmers seeking to optimize their grain-feeding operations. **Key features of the Universal Grain Feeder include:**

Unparalleled Capacity: The Universal Grain Feeder is our largest capacity feeder to date, holding an impressive 33 lbs. of grain. With this substantial capacity, farmers can reduce the frequency of refilling and focus on other critical tasks.

Adjustable Feed Control Plate: Precision in feeding is paramount for livestock health and growth. The Universal Grain Feeder features an adjustable feed control plate, allowing farmers to fine-tune the feed rate and ensure their animals receive the perfect grain quantity.

Customizable Mounting Options: The bottom bracket of the Universal Grain Feeder is designed with multiple holes, including a slotted option, enabling farmers to tailor their mounting preferences to accommodate various opening sizes and mounting scenarios. This versatility sets it apart from other feeders, providing greater convenience for farmers.

Durable Poly Shell Construction: The Universal Grain Feeder withstands the rigors of demanding farm environments. Its composite construction blends metal and plastic, creating a robust and long-lasting feeder that withstands the challenges of daily use. This ensures a lasting investment for farmers.

Efficient Dimensions: Measuring 8.75 × 25.625 × 12.5 inches, the Universal Grain Feeder offers an efficient design that maximizes capacity without sacrificing space. This compact yet spacious design is ideal for a variety of farm setups.

The Universal Grain Feeder is now available for purchase and elevates grain-feeding operations for farmers across the industry. For more information or to place an order, please visit calfhutch.com or contact us at info@calfhutch.com or **888-231-3575**.

The VanBuuren family founded Agri-Plastics in 1995. These third-generation dairymen know first-hand the difficulties experienced on a dairy farm. They began experimenting with hutch designs to provide healthier, more comfortable environments for calves. Over the years, Agri-Plastics has listened and learned from many other producers, and they have used that knowledge to create game-changing innovations that have since become industry standards.





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**2023 ISDA
Annual Meeting**
December 8, 2023
Quality Inn, Ames, IA
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2024 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 Mariah Busta at 563-449-2414 for information on ISDA's corporate memberships.

Contact Name: _____

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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 to fill out an online membership form. Please make Associate Membership checks payable to the Iowa State Dairy Association. For 2024, the ISDA Producer Membership fee will be waived in recognition of the financial restraints in the agricultural industry in Iowa. In 2024, we will review reinstating membership fees for the 2025 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.**