

Every farm and ranch operation is unique, that is why it is so important to sit down as family and work on a succession plan that is understood by each member and clarifies viable options for the future. Succession planning represents more than estate planning. Family members come together to discuss their vision for the future and the steps it will take for a smooth, successful transition. Many families need a place to start. Kansas Agricultural Mediation Services and K-State Research and Extension provide farm and ranch succession planning facilitators to help guide the process, so families generate options and implement a plan.

**KANSAS AGRICULTURAL
MEDIATION SERVICES**
800-321-3276

Farm & Ranch Succession

Facilitation Services

Call 800-321-3276

for more information on facilitation services

ksre.k-state.edu/kams/succession

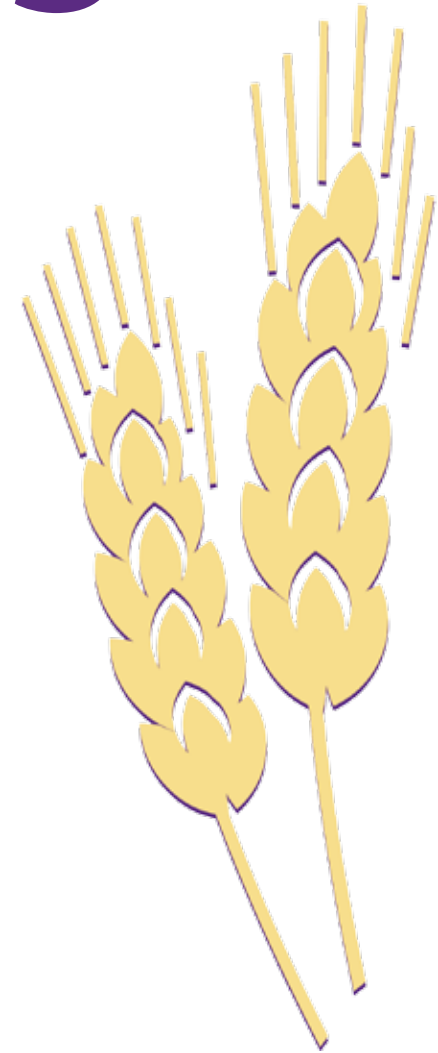
**Kansas State University
Agricultural Experiment Station
and Cooperative Extension Service**

K-State Research and Extension is an equal opportunity provider and employer. Issued in furtherance of Cooperative Extension Work, Acts of May 8 and June 30, 1914, as amended. Kansas State University, County Extension Councils, Extension Districts, and United States Department of Agriculture Cooperating, John D. Floros, Director.

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Succession planning is about developing a comprehensive plan for the future sustainability of the farm. Many farms do not last past the fourth generation and with the increasing age of American farmers Kansas Agricultural Mediation Services and K-State

Research and Extension sees a greater need for succession plans to be in place in order to ensure the future of our farms, communities and state economy.

Role of the Facilitator

Succession planning facilitators sit down with families to guide them through the process of developing their own plan. Many families do not know where to begin and a facilitator helps identify existing commonalities and the vision and goals for the operation so they have a firm foundation before moving into

management, financial and legal issues. Facilitators assist families as they explore options and pinpoint resources to support their successful transition. They lead discussions, negotiate between different perspectives and ensure all participant's viewpoints are heard. A facilitator helps to make this overwhelming process easier.

Knowledge from Experts

Families should obtain the services of competent and experienced experts before initiating new ventures or implementing plans they develop during facilitation. Experts may include legal counsel, agricultural lenders, accountants, agronomists, animal scientists, mediators, family counselors, and other professionals who can give specific advice about each situation. The facilitator and family will develop a strategy for additional educational services that may be needed.

Farm Financial Analysis

Finpack™ computer analysis done by the K-State Research and Extension Farm Analyst program is an option. The family will be asked to prepare the necessary balance sheet and enterprise budget information prior to the analyst's visit so as to utilize the analyst's time most efficiently. Generally, a minimum of six hours is required for the day of the analyst's visit to the operation.

Mediation Services

Kansas Agricultural Mediation Services has mediators to help families work through conflict that may be inhibiting the succession planning process.

Extension Specialists

Agronomists, animal scientists, crops specialists and other experts are available to assist families as they explore ideas and opportunities.

Confidentiality

All information is kept strictly confidential by the facilitator and support services.

Requesting Facilitation

Families can start the succession planning process today by calling 800-321-3276 and requesting facilitation services. Information will be gathered in order to set up the first facilitation meeting. Reasonable fees include a one-time administrative/set-up fee, facilitator meeting preparation and actual meeting time, plus, facilitator driving time and mileage.

As you discuss succession planning with your family encourage everyone to visit ksre.k-state.edu/kams/succession for helpful resources including videos, slideshows and informative documents.

ksre.k-state.edu/kams/succession
for succession planning resources

