

TOO MANY TO COUNT:
FACTORS DRIVING
FERTILIZER PRICES
HIGHER AND HIGHER
Story On Pages 9 & 11



AG LABOR MUST BE
EXEMPT FROM TRAVEL
RESTRICTIONS
Story On Page 14



MASSACHUSETTS FARM BUREAU FEDERATION'S

Vol. 30, No. 1

NEWS & VIEWS

www.MFBF.net

DEC. 2021/JAN. 2022

Letter To The Membership

Dear Massachusetts Farm Bureau Federation member,

After careful consideration, the Massachusetts Farm Bureau Federation (MFBF) Board of Directors has voted to enter into an agreement with A&B Insurance, an independent insurance agency based in Westford, Massachusetts. We will be terminating our relationship with American National Insurance (formerly Farm Family Insurance). Both the new

agreement with A&B Insurance, and the termination with American National took effect Jan. 1, 2022.

Discussion to change insurance partners was not taken lightly by MFBF's Board of Directors. Considerations to switch insurance partners began in response to American National making changes to our agreement, which we felt were not favorable to MFBF or our members. A&B Insurance arose as an alternative

and as negotiations with them progressed, it became clear that what A&B Insurance had to offer was in the best, long-term interests of both our members and the organization.

Advantages with A&B Insurance include, but are not limited to:

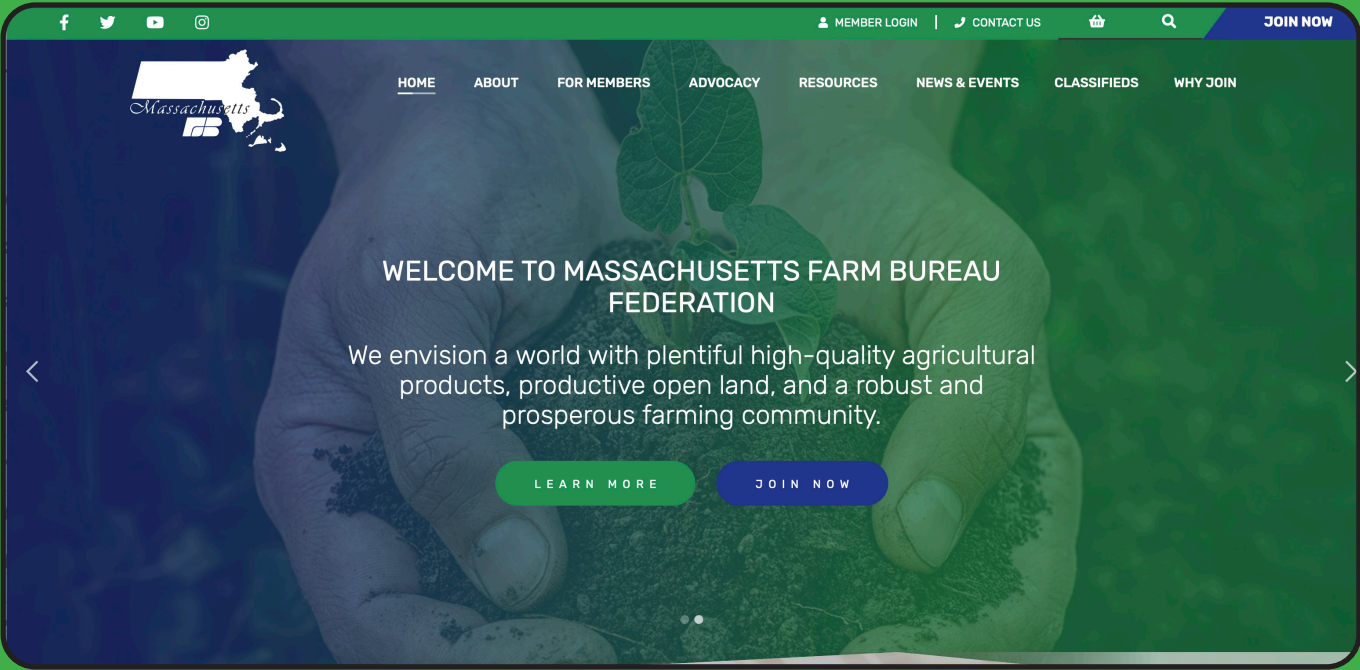
- A&B Insurance is an agency rather than a single company. This allows them to offer multiple insurance products from multiple insurance companies. Offering

choice and competition is clearly in the interest of our members. A&B Insurance offers products from many insurance companies including but not limited to Arcadia, CountryWay, Safety, The Hartford Livestock, Travelers Agribusiness, and others.

- Immediately, A&B Insurance will be able to offer MFBF members discounts on policies with CountryWay, which is affiliated with Virginia Farm Bureau Insurance. However, now

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Check Out MFBF's New Website:
www.MFBF.net



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EPA Muddying the Waters Again

By: Zippy Duvall, AFBF President

I know my farmland like the back of my hand. I can tell you what field our cattle are grazing and under which tree a new mama is tending her calf. I can show you the exact spot my grandkids got their first lesson in feeding goats. I can tell you the spot where I told my father I wanted to be a farmer just like him. What I cannot tell you now is whether the ditch along my field that only has water in it after a heavy rain will be considered a water of the U.S.

My father farmed this land and his father before him. Our family farm has changed over the decades as we are always looking for ways to do better and protect our natural resources, so our farm survives for generations to come. So to say that I was disappointed when the Environmental Protection Agency announced its plans to turn back the clock on responsible regulatory reform is an understatement. Not only are the EPA and the Army

Corps of Engineers repealing the Navigable Waters Protection Rule, but while they work on a new rule, they are reverting to outdated regulations that have caused decades of confusion and litigation. When the economy is struggling, and the supply chain is at its breaking point, I cannot think of worse timing to create further backlogs with regulatory uncertainty and a cumbersome permitting process.

Using the old significant nexus test, the federal government can now, again, extend its regulatory reach onto more private land. This “test” allows the federal government to make case-by-case decisions to determine if a ditch or low spot is a water of the U.S. and subject



Vincent “Zippy” Duvall, a poultry, cattle and hay producer from Georgia, is the 12th president of the American Farm Bureau Federation.

to federal regulation. Farmers and ranchers could be required to get Clean Water Act permits for simple things like plowing a field, planting their crops, or building a fence for their livestock. And if you’ve ever had to deal with a federal permitting process, you know the thick stack of paperwork is more than most farmers and ranchers can handle alone. We shouldn’t have to hire a team of lawyers and consultants to simply plow our field.

As the EPA continues to pursue a new rule to replace the Navigable Waters Protection Rule, the

agency must follow through on Administrator Regan’s promise to listen to rural America and understand how its rule will impact farms. The decision to rewrite the current rule brings uncertainty to farmers and ranchers who have been caught in the regulatory ping pong of the past three administrations.

Farmers and ranchers – and all Americans – need a steady definition of “waters of the United States” that brings clarity and certainty to clean water efforts. The EPA must recognize the burden of overreaching regulations on farmers and respect the statute by not writing the term “navigable” out of the Clean Water Act. This rule serves as a crucial test for Administrator Regan as folks across the countryside watch closely, hoping he keeps his promise.

Zippy Duvall
AFBF President

USDA’s Dairy Margin Coverage Program Now Open For 2022 Enrollment

The signup period for 2022 coverage under USDA’s Dairy Margin Coverage (DMC) program



is now underway. DMC offers effective margin protection for small and mid-sized farms and affordable catastrophic coverage for large farms. More than \$1.1 billion – a record – in DMC payments are expected to be distributed to producers under the 2021 program, according to USDA data as of Dec. 6. Every dairy farmer should sign up for maximum DMC coverage by contacting their local Farm Service Agency (FSA) office by Feb. 18, 2022.

At the urging of NMPF and its member co-ops, this year’s program includes improvements that make the program more valuable than ever, including an enhanced feed cost formula to better reflect the cost of high-quality alfalfa hay, and Supplemental DMC enrollment for many producers whose milk production has increased since 2014.

ELIGIBILITY
All U.S. dairy operations are eligible for DMC. An operation can be run either by a single producer or multiple producers who commercially produce and

market milk. Each producer on an operation must share the risk of producing milk and make contributions (including land, labor, management, equipment, or capital) to the dairy’s operation at least equal to the individual or entity’s share of the operation’s proceeds.

An eligible dairy operation must:

- Have a production history determined by FSA.
- Be registered to participate during a signup announced by FSA.
- Pay a \$100 administrative fee annually for each year of participation, except if the dairy operation qualifies for a waiver.

Eligible DMC participants are also eligible to participate in the Livestock Gross Margin for Dairy Producers Program and the Dairy Revenue Protection Program. Both are administered by the USDA Risk Management Agency.

COVERAGE LEVELS
Producers have multiple options for coverage each year. Basic catastrophic coverage of \$4/cwt. is free, except for the \$100 annual administrative fee. Farms can insure their first 5 million pounds of milk production history, designated as Tier I, in 50-cent increments from \$4/cwt. up to \$9.50/cwt. Annual production above 5 million pounds falls into Tier II. Coverage options in Tier II range from \$4/cwt. to \$8/cwt. Producers must also select a coverage percentage of the dairy operation’s production history ranging from 5 percent to 95 percent, in 5-percent increments.

SUPPLEMENTAL DMC ENROLLMENT
Eligible dairy operations with less than 5 million pounds of established production history may enroll supplemental pounds based upon a formula using 2019 actual milk marketings, which will result in additional payments. Producers will be required to provide FSA with their 2019 milk marketing statement.

Supplemental DMC coverage is applicable to calendar years 2021, 2022 and 2023. Participating dairy operations with supplemental production may receive retroactive

supplemental payments for 2021 in addition to payments based on their established production history. Supplemental DMC will require a revision to a producer’s 2021 DMC contract and must occur before enrollment in DMC for the 2022 program year. Producers can revise 2021 DMC contracts and then apply for 2022 DMC by contacting their local USDA Service Center.

HOW TO APPLY
The deadline to enroll for 2022 coverage is Feb. 18, 2022. Producers must complete Supplemental DMC enrollment before 2022 DMC enrollment.

All dairy farmers who want 2022 coverage must visit their local USDA Service Center office to pay the annual administrative fee, which is \$100 for all coverage levels. Producers must visit their local office even if they locked in coverage in 2019 for five years to take advantage of the 25 percent premium discount offered the first year of the program.

For more information, visit the farmers.gov DMC webpage, or contact your local USDA Service Center. To locate your local FSA office, visit farmers.gov/service-center-locator.

My resolution for 2022...

By: Warren Shaw, MFBF President

I resolve to join with others to find ways to make MFBF grow! It's probably not the way most people would start off their first column as Massachusetts Farm Bureau Federation (MFBF) President, but it works for this one.

As an organization, we've not seen anything like sustained growth in our membership base in some time. As operating costs have increased, the reality of economics, that we as business people are very familiar with, have forced us to make changes and get leaner. Anyone who has made these difficult choices realizes that it's a short term fix and not sustainable in an organization that looks to succeed. The real long term solution lies in growing revenue in ways other than increasing dues.

MFBF will certainly become much more successful in achieving its core mission with more members. Hopefully active members!

My friend Doug Gillespie reminded us on several occasions that there are several thousand active farmers in Massachusetts who are not MFBF members. I just don't believe that's acceptable. I think we need to reach out to them in ways we have not and show them the value that comes with a MFBF membership.



Frankly, I'm not sure why they have not been members, but we need to change that. And no disrespect to the long-held tradition of having board

members out selling memberships but that model has disappointed in the modern world. We need a fix unless we want to further shrink our organization as other states have had to do with resulting ineffectiveness.

Very much in the style of an old fashion political campaign we need to identify these farmers and convince them to come on board. I'm convinced we can do it!

There are compelling reasons for all of them to become members and truthfully the cost of membership, when you compare us with other similar organizations, is affordable.

If we pursue a larger membership it will have the effect of stabilizing our member dues structure going forward. One of the most effective tools of increasing membership is through increasing our member services and marketing our brand.

As I have had the opportunity to meet more Farm Bureau presidents from around the country it is very clear to me that the states that have insurance as an attractive piece of membership services have

done very well. Their growth has been remarkable.

We now have a similar opportunity.

As most of you know, MFBF has had a long standing contract relationship with what is now known as American National, formerly Farm Family. Effective Dec. 31 that relationship has come to an end.

The relationship with American National/Farm Family insurance has been beneficial to both parties over the years, but as MFBF has looked for financial stability exploring other possibilities became necessary.

As you may now be aware, MFBF has signed a 3 year contract with A&B insurance group.

We believe that A&B will help us achieve our goals of increased member services through the potential of one stop shopping for your insurance needs, premium discounts, dedicated staff to follow up on membership renewals, and the possibility that MFBF could own the agency in the future. In my opinion, this opportunity is game changing.

It's important for all of you who do business with American National to know there's no reason for you to end your relationship with them or the agent you do business with if you are satisfied with their insurance product and client service. The difference you'll notice is the value of competition as A&B makes competing offers to members. A&B will also help us

pursue increased membership and will have our membership list to contact our members.

Your MFBF staff and Board of Directors fully understand that we need to look further. Accordingly during the last 12 months we have spent a great deal of time looking at our real estate investments in Littleton renegotiating our lease with Brighton Commission and developing plans to properly maintain the structure and grounds.

In addition to the investment value of this property, the Flame/Brighton Commission livestock auction represents a significant value to our members as a market for their livestock.

Hopefully the folks who take advantage of this service will become members if they are not already.

We will also look to appoint a revenue committee soon. This committee will be charged with an ongoing search for non-membership revenue opportunities.

Let me close by wishing you a Happy New Year and thank you all for the opportunity to make a difference for MFBF and for Massachusetts agriculture.

Warren Shaw
MFBF Present
warren@mfbf.net

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News and Views is published six times a year, by Massachusetts Farm Bureau Federation. Subscription comes with membership. It is received in the homes of almost 6,000 MFBF members.

MFBF’s mission is to strengthen a diverse agricultural community by supporting and advocating for Massachusetts farm families.

Follow us on Facebook and Twitter:
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Farm Bureau Delegates Elect Board Members, Adopt Resolutions

The Massachusetts Farm Bureau Federation (MFBF) hosted its 2021 annual business meeting on Dec. 3, during which delegates voted on board of director positions and discussed and adopted resolutions.

“Farm Bureau is known for its grassroots policy process,” said newly elected President and Dracut dairy farmer Warren Shaw. “By having our members bring up their concerns through the resolutions process, MFBF has a strong grasp on the industry and current events. It makes us relevant in today’s industry.”

This year’s annual meeting was notable as it had heavy participation by a dozen or more new MFBF farmer members, all immigrant and refugee farmers operating farms in Massachusetts, supported by the nonprofit World Farmers. Three of the new MFBF representatives served as voting delegates while more than a dozen sat in attendance.

“Farmers in our program were excited to be part of Farm Bureau forum where they could hear and participate in policy making decisions that influences the farming businesses,” said World Farmers Executive Director Henrietta Isaboke. “Since they are such a big part of the food system in Massachusetts with what they produce, they are looking forward to becoming participating members of Farm Bureau both in the county and at the state level.”

“I’m excited that Farm Bureau, and myself personally, have connected with World Farmers and am thrilled to see the future of these two organizations working together,” said Worcester County Farm Bureau President Heidi Cooper. “This growth in membership reflects the farmers in the Commonwealth and Farm Bureau’s mission statement. When farmers come together, we can achieve great feats.”

At the end of this meeting, MFBF delegates prioritized resolutions that they believe MFBF staff and leadership should tackle first. Following the statewide meeting, if a resolution



has national applicability, the MFBF will bring the resolution to American Farm Bureau Federation’s annual meeting in January for consideration.

During the business meeting, delegates also voted on Board of Director positions that were up for election. Following this election, MFBF’s 2021-2022 Board of Directors now includes:

- Warren Shaw, President
- Ryan MacKay, Vice President
- Wayne Smith, Treasurer
- Mark Amato, Immediate Past President
- Bob Kilmer, Berkshire County Rep.
- Skip Vandals, Bristol County Rep.
- David Ross, Cape & Island County Rep
- Charlie Tully, Middlesex County Rep
- Barbara Rogers-Scharneck, Essex County Rep.
- Lenny Roberts, Franklin County Rep.
- Richard Woodger, Hampden County Rep.
- Karl Norris, Hampshire County Rep.
- Dan Martino, Martha Vineyard’s County Rep.
- Rudy Medeiros, Norfolk County Rep.
- Jim Hayward, Plymouth County Rep.
- Heidi Cooper, Worcester County Rep.
- Steve Ward, Budget Committee Rep.
- Charles Proctor, Budget Committee Rep.
- Will Pickard, Budget Committee Rep.
- Alex Dowse, Director At Large
- Meghan Gennings, Director At Large
- Laura Abrams, Director At Large
- Heather Bonanno-Baker, Young Farmers & Ranchers Committee Chair

The new board was seated Dec. 3 and will serve until the organization’s 2022 annual meeting.

In addition, awards were presented at the meeting that honored members distinguished service to agriculture. Most notably, the John Ogonowski Award for Distinguished Service to Agriculture was awarded toDon and Judy Leab of Ioka Valley Farm in Hancock, Massachusetts.

New Farm Bureau University Media Module Covers Message Crafting, Working with Reporters

The American Farm Bureau Federation’s new “Media Advocacy Skills” training module will help farmers, ranchers and other advocates for agriculture with all aspects of working with the media to deliver an impactful message.

The module is available via FB University, which allows Farm Bureau members to learn through interactive experiences online when and where they want. It’s easy to log onto the program from a desktop computer in an office or on an iPad in the field.

The module provides a deep dive into media engagement, from building relationships with reporters and understanding what makes a good news story to crafting and delivering a message that hits the mark. Though the media lessons are self-paced, the module takes about 50 minutes to complete.

Contact Jordan Henry, director of leadership & organizational training (jordanh@fb.org), with questions about Farm Bureau University.

Update On MAA/MFBF Membership

By: Brad Mitchell, MFBF Executive Director

For several years the Massachusetts Aquaculture Association (MAA) and the Massachusetts Farm Bureau Federation (MFBF) have had a joint membership program where MAA members became regular MFBF members at a discounted rate with their dues payment to MAA. Unfortunately, this program ended on Jan. 1, 2022. Operating costs have continued to rise, and it is simply no longer financially feasible for MFBF to continue to offer discounted memberships to

MAA members.

The close partnership between MAA and MFBF will continue and both organizations will work together on various events such as Ag Day at the State House, legislative tours, etc. MFBF will continue to provide government relations and policy development support to MAA.

Membership in both organizations is extremely important – and makes a difference. For example,

an MAA priority of changing the Jones Act to reduce Workman's Compensation costs for aquaculture producers is currently being worked on in Washington, D.C., by MAA, MFBF, The East Coast Shellfish Growers Association and the American Farm Bureau Federation. Combined efforts need farmer support and such efforts only happen when there is overlap of membership.

We urge all aquaculture members to join both MFBF and the MAA.

We're stronger together than alone, and so are you and your businesses. Please join us, so we can continue to support you.

Links to membership can be found below:

- MFBF - <https://mfbf.net/join-now>
- MAA - maaquaculture.org/maa-membership

Brad Mitchell
MFBF Executive Director
brad@mfbf.net

Changes to Agricultural Commission Membership Program

For several years now, the Massachusetts Farm Bureau Federation (MFBF) has offered free memberships to municipal Agricultural Commissions (Ag Comms). The most frequent and notable benefit of this membership is that agricultural commission members can seek counsel from MFBF on various farming issues, including about state laws and regulations pertaining to agriculture. The result has been that Ag Comms have a resource to ensure farmers in their towns are receiving full and proper benefit of the law. This helps farmers and municipalities. It's been a successful program.

We're several years into the program and MFBF has identified several means by which the program can be improved, and to avoid any potential misuse of the program and benefits. Beginning Feb. 15, 2022, the following changes will go into effect:

1. Memberships will be renewed annually. There is a lot of turnover with Ag Comm membership and we've seen too many instances where former Ag Comm members have remained on our books as members. Often their replacements do not even know about the program. We want to make sure that all current members receive information such as our newsletter.
2. Membership must be requested either on town letterhead or from a town email address. MFBF needs to ensure that the membership is provided only to legitimate and current Ag Comm members.
3. Emails and letter are requested to include the emails of all current Ag Comm members. It's important that all Ag Comm members receive information and are given access to MFBF services. In the past, hard copies of information have been sent to



are only to use their Ag Comm MFBF membership in matters related to the Ag Comm. Those who need assistance pertaining to their own farm should purchase their own, personal

- town halls without any Ag Comm members seeing it – or it only went to the chair.
4. Other than renewals, information will be sent to Ag Comms electronically only. This is to reduce costs. It's not financially feasible for MFBF to send hard copies of things like newsletters to Ag Comms, especially where most have several members.

As always, Ag Comm members

MFBF regular membership. Membership information can be found here: <https://mfbf.net/join-now>.

We're confident that these changes will strengthen the program and the partnership between MFBF and Ag Comms.

For more information, contact MFBF Database Coordinator Kim Ashe at kim@mfbf.net or 508.481.4766

Letter To The Membership

Continued From Page 1

that we have an agreement in place, several other companies have applied or will be applying to the Insurance Commission for permission to offer discounts. We expect discounts with multiple insurance companies to be available to members in the spring.

- A&B Insurance will be hiring a full-time employee to assist MFBF with membership efforts and work in tandem with our organization on marketing initiatives. This full-time employee will also track membership renewals and ensure their discounted policy renewals are not occurring absent a membership renewal. This is a huge benefit to membership retention.

- Long-term, this new agreement also offers a pathway for MFBF to take ownership of A&B Insurance Agency. Included in our new agreement is an *Option to Purchase* clause that lays out how the company may be purchased when the last of the three current partners retire. This was a key selling point with many Board members who see it as both an opportunity for MFBF to generate revenue, and in the future to better serve our members by providing greater control over insurance offerings.
- The Board was also impressed with A&B Insurance's long-standing commitment and involvement in agriculture.
- We were impressed with the entire A&B Insurance

team and their "kitchen table" approach to insurance. It's clear that their client needs come first and foremost.

Our decision does not require you to change your insurer or your agent, rather this action gives you the benefit of a competing offer from A&B. We encourage you visit <https://abinsgroup.com> for more information on A&B Insurance and to call them about how they might be able to best meet your insurance needs.

MFBF is much more than insurance or discounts and we understand that your choice of insurance providers goes beyond discounts and affiliations with Farm Bureau. The single most important reason

we've entered into this new agreement is that we believe it will provide you with more and better options to help ensure the security of your family, home and business.

If you have additional concerns or questions, please don't hesitate to reach out to us.

Very Best,

Warren Shaw
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508.481.4766

Three Farmers Awarded MFBAPF Schipper Grants

Through a generous bequest from the late John and Liolia Schipper, the Massachusetts Farm Bureau Agricultural Preservation Foundation (MFBAPF) was able to award three Massachusetts farmers grants. These grants are focused on assisting Massachusetts farmers in becoming more economically viable and sustainable.

“It is challenging to farm in the Commonwealth as we have some

of the highest costs of production in the world,” said Massachusetts Farm Bureau Federation (MFBF) President Warren Shaw. “These grants allow our organization to assist farmers in their creative projects to diversify their on-farm income. I look forward to seeing the three projects this year’s grants fund completed and working for these farmers.”

From more than a dozen applicants, MFBAPF, selected the

following three farmers for these projects:

- Thomas Farm of Sunderland – They are adding fencing to their pastures so they can rotate pasture and control parasites in their goat herd.
- Kristen Tool & Chris Wheeler of Lanesborough – They are creating metal raised beds to plant in parts of their farm that the soil is currently unsuitable for growing.
- Walker Farm at

Whortleberry Hill in New Braintree – They are purchasing a freeze drier to create dog goodies using offal and bones from processed beef.

Applications for the 2023 grant program will be available next fall with a deadline in late October 2022.

Congratulations to this year’s recipients!

MFBF Member Brian Wick Appointed To National Farm Bureau Issues Advisory Committee

The Massachusetts Farm Bureau Federation (MFBF) is pleased to announce that Brian Wick from Plymouth has been appointed by American Farm Bureau Federation (AFBF) President Zippy Duvall to AFBF’s environmental regulations advisory committee.

“I am honored to be chosen for this position, representing Massachusetts agriculture at a national level,” Wick said. “It’s a great opportunity to interface with producers from across the country and advocate for the many regulatory challenges facing not only cranberry farming but all of

the other agricultural commodities across the commonwealth.”

AFBF’s advisory committees play an important role in the organization’s policy implementation and development. Committee members make contributions to AFBF’s mission, from participating in advocacy fly-ins and doing media interviews to helping the organization development comments on proposed regulations and providing input into the resolutions process.

“We are pleased Brian was appointed to this issue advisory committee for American

Farm Bureau Federation,” said MFBF President Warren Shaw. “His background in the cranberry industry give him a strong understanding of how environmental regulations can impact farmers. He will serve as an important bridge between Massachusetts farmers and AFBF.”

Wick has served as Cape Cod Cranberry Growers Association’s (CCGA’s) executive director for six years. He previously worked at CCCGA’s regulator director for 10 years. In total he has worked in the cranberry industry for more than 28 years.

He has been involved with Farm

Bureau for 16 years in his various roles within the cranberry industry. This includes working with MFBF on state legislative matters and attending Plymouth County Farm Bureau legislative and annual meetings.

Wick holds a Bachelor of Science in animal science from the University of Massachusetts and a Master of Science in management from Lesley College.

He will be formally appointed in January 2022 and will serve a two-year term.

Congratulations, Brian!

Massachusetts Dairy Tax Credit

Dairy Tax Credit farmer applications were sent out on Dec. 7. If you are a dairy farmer, and have not received your tax credit statement form, please visit www.mass.gov/how-to/apply-to-the-dairy-farmer-tax-credit-program.

*If MDAR does not receive your paperwork by Feb. 1, 2022, they will assume that you do NOT want to participate in the 2021 Dairy Tax Credit program. Please contact Myron Inglis at Myron.Inglis@mass.gov with any questions.



USDA Announces Ranking Dates For Conservation Incentive Contracts In Massachusetts

The USDA’s Natural Resources Conservation Service (NRCS) in Massachusetts has announced application ranking dates for Conservation Incentive Contracts (CIC), a new option available through the federal Environmental Quality Incentive Program (EQIP), a voluntary conservation program available for agricultural producers.

The 2018 Farm Bill created the Conservation Incentive Contracts option to address high-priority conservation and natural resources concerns. Through five-year contracts, producers manage, maintain and address important natural resource concerns and build on existing conservation efforts.

Fiscal year 2022 ranking dates in Massachusetts are: Jan. 21, March 18, May 20 and July 15.

Producers should submit a signed application to the local NRCS field office indicating their

interest in an EQIP-CIC contract. While applications are accepted on a continuous basis, interested producers should submit applications to their local NRCS office by ranking dates to be considered for the current funding period.

For more information about EQIP CIC and other technical and financial assistance available through NRCS conservation programs in Massachusetts, visit the NRCS Massachusetts website or contact your local NRCS office.

Through EQIP, NRCS provides financial and technical assistance to install conservation practices that reduce soil erosion and sedimentation, improve soil health, improve water and air quality and create wildlife habitat. In fiscal year 2022, NRCS Massachusetts expanded EQIP to include Conservation Incentive Contracts.

“EQIP CIC enhances resource benefits for producers through

incentive conservation practices such as cover crops, transition to resource conserving crop rotations and precision agriculture technologies on cropland,” said Dan Wright, NRCS Massachusetts State Conservationist. “It allows producers to apply management practices on their operation, which can then be a gateway to Conservation Stewardship Program enrollment and achievement of a higher level of conservation stewardship on their entire operation.”

NRCS is a federal agency that works hand-in-hand with the people of Massachusetts to improve and protect soil, water and other natural resources. The agency has offices in USDA Service Centers in Greenfield, Hadley, Holden, Pittsfield, Westford, Wareham and West Yarmouth, which work with local conservation districts and other partners to serve farmers and landowners in their area.

Young Farmers & Ranchers Committee Happenings



Learn more about YF&R at www.MFBF.net!
Or follow us on social media - Facebook: @MAFarmBureauYFR &
Instagram: @MAFBYoungFamers.

MFBF Member Heather Bonanno-Baker Appointed To National Young Farmers & Ranchers Committee

Massachusetts Farm Bureau Federation (MFBF) is pleased to announce that Heather Bonanno-Baker from Methuen has been appointed by American Farm Bureau Federation (AFBF) President Zippy Duvall to AFBF's Young Farmers & Ranchers (YF&R) committee.

"Being appointed to the American Young Farmer & Rancher Committee is something I have been dreaming about for years," Bonanno-Baker said. "I look forward to working with the other members from across the country and helping shape the way for future generations of young farmers."

While serving on the committee, Bonanno-Baker will help evaluate and update the YF&R long-term plan, assist with executing YF&R

competitive events at the AFBF Annual Convention, provide programming advice for the AFBF YF&R Leadership/FUSION conference, serve on one of four subcommittees, take part in numerous committee meetings, serve as a contact for two to three state YF&R programs and be trained to speak on behalf of AFBF.

"Heather will be an asset to AFBF while serving on their national YF&R committee," said MFBF President Warren Shaw. "On a



state-level, she has focused on bringing in new, younger members to our committee to help with its succession. She's also focused on creative ways to engage our current members. Her enthusiasm and positive can-do attitude will be

an asset to AFBF." Bonanno-Baker works at her family's farm, Pleasant Valley Gardens in Methuen, Massachusetts, alongside her grandfather and mother. The Century Farm raises flowers and vegetables and sells wholesale and

retail to consumers. She is president of Essex County Farm Bureau; chairs the statewide Young Farmers & Ranchers committee; and serves on the statewide Promotion and Education committee. Bonanno-Baker holds a Bachelor of Science in sustainable food and farming from the University of Massachusetts in Amherst. She will be seated in February 2022 and serve a two-year term.

Congratulations, Heather!

If anyone is interested in hosting a virtual tour of their farm or joining the YF&R committee, please email Heather at heatherbonanno@gmail.com.

Committee Update!

By: Heather Bonanno-Baker, MFBF YF&R Chair

The MFBF Young Farmers and Ranchers (YF&R) committee is looking forward to a fun 2022. Some of us are headed to the American Farm Bureau Federation's (AFBF's) Young Farmer and Rancher conference in Louisville, Kentucky, at the end of February. We were supposed to attend this conference in 2020, but it was cancelled due to COVID. I know I have been anxiously waiting for this conference to happen again.

At AFBF's conference we learn about succession planning, leadership, social media, and customer engagement. I always find the breakout sessions extremely helpful and still quote some of the speakers I have listened to.

I would like to thank everyone who participated in our ice cream social over the summer and our trivia night at the annual meeting conference. The funds raised will

help send our members to this conference. As we enter this new year, we have some fun things planned. There have been talks of more socials and farm to fork dinners. If you are willing to host us at your farm for a social and tour, please reach out to me. Our group is growing and we would love to connect with the young farmers in your area!

Thank you!
Heather Bonanno-Baker

Photo Update From 2021 Schipper Grant Award Recipients



Call For MFBF YF&R Board Members

Each county Farm Bureau has two seats on the Massachusetts Farm Bureau Federation's (MFBF's) Young Farmers and Ranchers (YF&R) committee board. Currently we have vacancies from the following counties:

- Berkshire (2)
- Bristol (1)
- Cape and Island (2)
- Franklin (2)
- Hampden (1)
- Hampshire (2)
- Middlesex (1)
- Plymouth (1)

We have approximately four meetings per year via zoom.com and in person (hybrid). We would love to have your support. If you are interested in serving, please email YF&R Chair Heather Bonanno-Baker at heatherbonanno@gmail.com

Business Planning Virtual Workshop Series

Financial, Marketing & Risk Management Planning

Geared to New, Beginning & Expanding Vegetable & Small Fruit Producers

All Sessions (6), Thursday Evenings 7:00 - 9:00 pm
Jan. 27, Feb. 3, 17, 24 & March 10, 17

- **Are you thinking about starting your own farm?**
- **Are you a beginning farmer and wonder what's out there for assistance to fund capital improvements and upgrade your equipment?**
- **Where can I go to get production advice/information?**
- **Do you want to upgrade your marketing outlets but don't know how to go about doing this?**
- **Do you want to learn how to better manage risks on your farm especially in light of recent adverse weather?**
- **Are you a small farmer looking to grow and expand your business?**

If you answered “Yes” to any of the above then this business planning workshop can help you answer those questions. National Crop Insurance Services in conjunction with the UMass Extension Risk Management Education Program is offering this workshop series at no cost to participants. Each session will include a formal presentation on the subject topic as well as guest speakers who are farmers or agricultural service providers with experience in the topics and provide adequate time for questions.

This is a great opportunity to learn about a variety of topics that can benefit your farming operation.

To register, email either Tom Smiarowski: tsmiarowski@umass.edu or Paul Russell: pmrussell@umass.edu and include your name, email address and location (City/Town & State).

A request has been submitted to the USDA - Farm Service Agency (FSA) to have this course certified to meet the FSA borrower training requirement.



Description of Sessions

Session 1 (January 27): Financial Planning
This session will focus on basic financial planning and include information on preparing a Balance Sheet and Income Statement. Guest speaker is Chris Laughton, Director of Knowledge Exchange & Farm Start Program Manager, Farm Credit East, who will explain how Farm Credit East uses financial statements in making credit decisions and what you as a potential borrower should focus on.

Session 2 (February 3): Marketing Basics
This session will explain basic marketing principles including the 5 P's (Product, Price, Place, Promotion & People). Participants will learn how to identify their audience and in turn target that audience. Guest speakers will include farmers discussing how they have gone about identifying and targeting their audience.

Session 3 (February 17): Risk Management
This session will look at the 5 areas of risk (Production, Marketing, Financial, Human Resources and Legal). Participants will learn how to complete a SWOT (Strengths, Weaknesses, Opportunities & Threats) Analysis on their operation. Guest speakers will include farmers explaining how they manage risks on their farms.

Session 4 (February 24): Production Management
This session will focus on where to find information on production issues and Best Management Practices (BMP's). Guest speakers will include representatives from Extension as well as a young farmer who will explain the sources he uses to obtain production information as well as how he goes about deciding what crops to grow in his operation.

Session 5 (March 10): Government Programs/Outside Assistance
This session will focus on the availability of the plethora of Federal, State & outside assistance that is available to farmers to help address a wide range of agricultural issues. Guest speakers will include representatives from Federal, State and private organizations who will provide an overview of their programs as well as how to obtain program benefits. Extra time will be made available for questions.

Session 6 (March 17): Putting It All Together
This session will focus on taking all the information from the previous 5 sessions and putting it all together to develop your own financial, risk and marketing plans. Guest speakers will include farmers who served as previous guest speakers relaying their personal experiences in this session.

Each session will include a homework assignment in which you will take the information discussed during the session to complete your assignment. Don't

worry you won't be graded and you don't have to submit the assignment! The purpose of the assignments are to get you to put to use in your operation the information covered during each session!

This workshop is supported by USDA/NIFA under Award Number 2018-70027-28588 and open to all interested parties. UMass Extension works in partnership with National Crop Insurance Services, the USDA National Institute of Food and Agriculture and the Northeast Extension Risk Management Education Center to educate Massachusetts and New England producers about Federal Crop Insurance and USDA Disaster Assistance Programs. For more information, please contact UMass Risk Management Educators Paul Russell at pmrussell@umass.edu or Tom Smiarowski at tsmiarowski@umass.edu. Additional funding provided by the University of Vermont, supported by USDA/NIFA under Award Number 2018-70027-28584. The University of Vermont works in partnership with the USDA National Institute of Food and Agriculture, the University of Minnesota Digital Center for Risk Management Education and the Northeast Extension Risk Management Education Center to educate Vermont and New England producers about agricultural risk management, Federal Crop Insurance and USDA Disaster Assistance Programs. For more information, please contact UVM Agricultural Risk Management Education Coordinator Jake Jacobs at jake.jacobs@uvm.edu. The USDA prohibits discrimination in all its programs and activities on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital status.

Farm Succession School

Three Tuesdays - Jan. 25, Feb. 15, & March 15, 2022 - Greenfield, MA

M DAR is hosting Land For Good's Farm Succession School for Massachusetts farmers this winter! This is an opportunity for senior generation farmers to talk with peers, learn from advisors, and get support on the challenging process of farm succession and transfer planning.

- Are you unsure who will take over your farm?
- Feel like your family needs

to start talking, but you don't know where to start?

- Have questions about retiring that you don't know how to answer?
- Can the farm support two generations?

Succession planning is a process of exploring how to transfer the farm business and assets to a future owner. Succession School provides farmers and farming partners

with the structured and sustained support to make decisions, engage their families, and organize the legal and financial mechanics.

Meet in-person (subject to current COVID guidelines) at the John W. Olver Franklin Transit Center in Greenfield for a three-session program between 9:00am – 4:00pm on the following Tuesdays: Jan. 25; Feb. 15, 2022; March 15, 2022 (snow dates on each Friday of

the same weeks). The cost is \$100 per farm.

Contact: Shemariah at Land For Good shemariah@landforgood.org or 603-357-1600 with any questions.

Funding for both courses provided by the Massachusetts Department of Agricultural Resources' Agricultural Business Training Program.

Too Many to Count: Factors Driving Fertilizer Prices

Among farmers and ranchers, very few topics are being discussed as much as the skyrocketing cost of fertilizer and increasing concerns regarding availability. Given that fertilizer costs account for approximately 15% of total cash costs in the U.S., fertilizer prices are the number one issue on farmers’ minds as they begin to set up purchases for the 2022 growing season. Unfortunately, the fertilizer sticker price farmers in some areas are reporting is up more than 300% and delivery times are anyone’s best guess. We’ve seen this before, in 2008. During the 12 months ending in April 2008, nitrogen prices increased 32%, phosphate prices increased 93% and potash prices increased 100%. Prices remained there through 2009, then dropped, ultimately returning to pre-2007 levels by the end of 2009. That price surge was associated with strong domestic and global demand, low fertilizer inventories and the inability of the U.S. fertilizer industry to adjust production levels. This time around, those same factors are at play, along with several others that add an extra layer of uncertainty.

All major nutrients used in the production of primary row crops in the U.S., nitrogen (in the forms of anhydrous ammonia, urea, or liquid nitrogen), phosphorus (diammonium phosphate – DAP and monoammonium phosphate – MAP) and potassium (potash), have experienced varying degrees of upward price pressure. Compared to September 2020 prices, ammonia has increased over 210%, liquid nitrogen has increased over 159%, urea is up 155%, and MAP has increased 125%, while DAP is up over 100% and potash has risen above 134%.

Looking at the average price of each nutrient since September 2008, as collected in the Illinois cost of production dataset, anhydrous ammonia is up 118% above its average of \$656 per metric ton; urea is up 101% from its \$453 per metric ton average; liquid nitrogen is up 84% from its \$305 per metric ton average; DAP is up 50% from its \$550 per metric ton average; MAP is up 61% from its \$555 per metric ton average; and potash is up 61% from its \$485 per metric ton average. Fertilizer is a global commodity and can be influenced by multiple market factors beyond the control of U.S. producers. Similar to globally traded commodities, 44% of all fertilizer materials are exported to a different country. This factor has an outsized impact on fertilizer prices because fertilizer production is not only influenced by what is occurring where it is produced or the cost of production in that country, but also affected by the numerous other countries

demanding fertilizer products and the transportation rates to get the fertilizer to its final destination.

Increased Global Fertilizer Demand

Two-thirds of global fertilizer demand is driven primarily by six crops. Globally, corn represents about 16% of the farm-use fertilizer demand, with wheat a close second, representing about 15% of global farm-use fertilizer demand. Rice represents about 14% of global farm-use fertilizer demand, followed by vegetables at 9%, fruits at 7% and soybeans at 5%.

As a large producer of corn, soybeans and wheat, the U.S. is a large consumer of fertilizer. However, with increased technology and innovation for on-farm products, the use of fertilizer in the U.S. has decreased, despite increased planted acres of these crops. At peak use, during the 1980/81 fiscal year, the U.S. used 23.7 million nutrient tons but has pulled back due to the adoption of precision fertilizer application, as shown by the most recent data available – 2015/16 – when U.S. nutrient use was reported at 22.1 million nutrient tons. Corn represents about 49% of the share of U.S. nutrient use, while wheat accounts for about 11% and soybeans account for 10%. Cumulatively, those three crops account for about 70% of U.S. fertilizer consumption.

Though the U.S. has lowered its overall consumption of global nutrient use, other countries have increased nutrient use. Back in the 1960s, the U.S. accounted for 25% of global nutrient use. Today, the U.S. only accounts for about 10% of global use, with U.S. farmers representing only 2% of that share. The Multitude of Supply Factors

Domestic Production vs. Imports

The U.S. is the third-largest producer of fertilizer globally, however, it still requires the importation of all three nutrients, especially nitrogen and potash, to fully meet demand. This means that U.S. fertilizer dealers and U.S. producers are required to pay the price defined by the global market for fertilizer and fertilizer materials, plus transportation.

In 2020, U.S. ammonia was produced at 36 domestic plants and shipped around the country by pipeline, rail, barge and truck. According to the most recent data from the International Fertilizer Association, in 2018 the U.S. ranked second in nitrogen production, representing 11.6% of global production, behind China, which produced 24.6% of nitrogen, and ahead of India, which is the third-largest global producer of nitrogen, producing 11.3% of global supply. For phosphate production, the

U.S. also ranked second, with 9.9% of global production, behind China, which produced 37.7%, and again ahead of India, with 9.8% of the global supply of phosphate. For potassium potash, Canada leads the way in production, representing 31.9% of global production, followed by Belarus, which produces 16.5% of global supply. Russia is a close third as it produces 16.1% of potassium global supply. China ranks fourth. In total, about 80% of the world’s potash comes from those four countries. The U.S. ranks as low as 11th in potassium production, with only 0.8% of global supply coming from the U.S.

When it comes to global exports, the U.S. is not a major fertilizer exporter. The U.S. holds a share of about 4.6% of the nitrogen exports, ranking seventh. Russia is first, with a share of 16.5% of exported nitrogen, followed by China with about 11.2% of share in nitrogen exports, and Saudi Arabia, which holds a share of 6.4% of nitrogen exports.

Of phosphate exports, the fourth-ranked U.S. represents about 11.8%. China is first in phosphate exports, holding a share of 25.2% of global phosphate exports, followed by Morocco with a share of 17.4%, and Russia with a share of 12.7% of global phosphate exports. Of the global potassium exports, the U.S. represents less than 1% of global exports and ranks 12th among other countries. Canada holds the largest share of global potassium exports with 36.2%, followed by Belarus with an export share of 18.5% and Russia, which represents 16.5% of global potassium exports.

Energy & Other Variable Costs Rising

To make fertilizer, along with globally priced raw materials, production facilities require a large amount of energy to convert the raw chemical materials into their applicable farm-use state. For example, anhydrous ammonia is produced by the Haber-Bosch process in which nitrogen is combined with hydrogen to synthesize the ammonia, using natural gas as the source of the hydrogen, as well as the energy, for synthesizing. Since natural gas is the primary building block for most nitrogen fertilizers, it takes about 33 million metric British thermal units (MMBtu) per material ton of ammonia to make the conversion. This accounts for 70% to 90% of the production variable costs in the synthesis process. Natural gas prices have risen dramatically over the past few months, especially in Europe, where they have increased over 300% since March 2021, which has also forced many EU nitrogen plants to close. Plus, plants built for this process typically take

about three to five years to build and cost about \$3 billion to \$5 billion. The long-run impact is that when a demand surge occurs, the response time to fulfill supply via an additional production facility will lag about three to five years at a significant price tag.

Speaking to the natural gas price spike, during the February freeze throughout Texas, much of the natural gas production was interrupted or shifted away from regular uses and pushed to Texas due to the demand spike. This forced U.S. ammonia plants in Oklahoma, Texas and Louisiana, which combined account for about 60% of production, to shut down during this time and cut about 250,000 tons of production. Then Hurricane Ida hit those areas and production was paused once again.

Amid these production halts, delayed plant turnarounds from COVID were stopped again, just as plants were trying to catch up. This caused more production disruptions, either for much-needed regular maintenance or issues that have occurred as a result of delayed maintenance. These plant turnarounds are necessary and essential to maintain the chemical processes and safety of fertilizer production plants. Many plant turnarounds were delayed during the worst of COVID as precautions at production facilities were implemented and the companies contracted to perform these turnarounds were asked to delay visits until it was safe to bring external employees back on site. These disruptions are enough to cause a slight decrease in availability, despite the U.S. spending the past few years increasing its number of production plants to match nearly the same number as in 2002, as influenced by lower natural gas prices from 2009 through the end of 2020.

Short-term costs, like increased natural gas prices and production delays, have a direct impact on production because they create diseconomies of scale. When the short-term variable cost of production rises above the average cost of production in the long-run, a production facility cannot maintain that level of production in an economically viable way. It will scale back production and look for alternatives to backfill supply. With fertilizer, as the price of natural gas skyrockets and increases the cost of production, as in the case of synthesizing ammonia, U.S. producers can no longer compete with other global producers who may have a lower cost of production. This results in a pull-back of production and

Allied Business Directory

Adams Farm

854 Bearsden Rd
Athol, MA 01331
978-249-9441
Products & Services: Full Service Slaughterhouse For Farmers & Mid-Sized Companies.

Berkshire Agricultural Ventures

314 Main Street Suite#11
Great Barrington, MA, 01230
413-645-3594
glenn@berkshireagventures.org
Products & Services: Provides grants, loans, business and technical assistance to support local farms and food businesses in the Berkshire-Taconic region.

Blood Farm

94 West Main Street
West Groton, MA 01472
978-448-6669
Products & Services: We are a 7 generation, family run, slaughter and processing facility.

Cape Ann Tree Service

Ten Fernwood Lake Ave.
Gloucester MA 01930
978-768-7700
capeanntree.com
capeanntree@gmail.com
Products & Services: We improve the outdoor living spaces of our clients- from tree work, to lawn care, masonry to landscape design and installation... we can do it all.

Chickadee Hill Farm Services

Jeffrey Head
366 Central St
Rowley, MA 01969
chickadeehillfarmservices@hotmail.com
978-948-8620
chickadeehillfarmservices.com
Products & Services: firewood, screened loam and compost, mulch, wood chips, lawn mowing and landscaping, pumpkins, Christmas trees and vegetables.

Clearway Energy

41 Brigham St Unit 6
Marlborough MA 01752-5143
(480) 521-1513
daniel.barber@clearwayenergy.com
Clearwayenergygroup.com/careers
Products & Services: Clearway's leading the transition to a world powered by clean energy. Power up your career at our Massachusetts solar farms.

Eastern Solar

Ken Nelson
P.O. Box 60
Wayland, MA 01778
508-882-0102
easternsolarservice.com
easternsolarservices@hotmail.com
Products & Services: Serving the solar industry for 40 years. Service, maintenance, training and repair of existing solar systems.

Greenfield Farmers Cooperative Exchange

269 High Street
Greenfield, MA 01301
413-773-9639
greenfieldfarmerscoop.com
Products & Services: Farm, Home, Garden and Pet Supplies, Nursery, Bulk Grain, Wood Pellets. Member Discount, Local Delivery

Harness / Horseman's Association of New England

POB 1811
Plainville, MA 02762
508-918-8852
www.hhane.com
president@hhane.com
Products & Services: We are a non-profit membership association for harness horsemen and women. We promote harness racing both in Massachusetts and nationally.

Higgins Power-sports

140 Worcester Rd.
Barre, MA 01005
978-355-6343
www.higginspowersports.com
www.higginsenergy.com
Products and Services: LS Tractors & implements, DR & Husqvarna power equipment, Polaris & Can-Am ATV's, UTV's, Woodmaster outdoor furnaces, Vermont Castings, Jotul and HearthStone stoves

Hyperion Systems, LLC

100 University Drive
Amherst, MA 01002
413-549-2900
www.HyperionSystemsLLC.com
Products & Services: Dual-use agricultural solar project development and research company. Funded by NREL and in collaboration with UMass Amherst.

M5 Landworks

1 Mathewson St
Plainville, MA 02762
508-510-2004
M5Landworks1@gmail.com
Products & Services: We specialize in undergrowth brush clearing/excavation. Give us a call for a free estimate!

Major Landscaping

626 Lindsey Street
Attleboro, MA 02703
508-431-4336
majorlandscaping508@gmail.com
Products & Services: Landscaping & construction

Massachusetts Nursery & Landscape Association

P.O. Box 387
Conway, MA 01341
413-369-4731
http://www.mnla.com/
mnlaoffice@aol.com
Products & Services: MNLA is a statewide association dedicated to advancing the interests of "green industry" professionals.

Meatworks

287 State Rd
Westport, MA 02790
774-319-5616
Products & Services: An animal-welfare focused slaughter & processing facility for Southern New England

Mulch By The Yard

781-589-8534
jphorigan@me.com
Products and Services: kiln dried pine shavings. American made. Free storage for 60 days on our trailer.

Otis Poultry Farm

1570 North Main Rd
Otis, MA 01253
413-269-4438
www.otispoultryfarm.com
Products & Services: Selections of chicken & turkey pies with & without vegetables in assorted sizes. They have a large selection of sheepskin slippers & sugarfree candy.

Paul Massad Landscaping

338 Turnpike Road,
Westborough, MA 01581
508-869-6977
www.paulmassadlandscaping.com
info@paulmassadlandscaping.com
Products & Services: We are a full service design-build landscape and nursery company, who supplies specialty trees, shrubs, boulders and granite pieces.

Pope Energy

Doug Pope
42 8th Street, #4413B
Boston, MA 02129
617-337-0199
doug.pope@popeenergy.com
Products & Services: ag solar development

Progressive Grower Inc.

81 Charlotte Furnace Road
West Wareham, MA 02576
508-273-7358
www.progressivegrower.com
Info@ProgressiveGrower.com
Products & Services: The company carries a full line of chemicals and fertilizers at competitive prices and an extensive stock of farm equipment, tools and clothing.

Resource Management, Inc.

1171 NH RT 175
Holderness, NH 03245
605-536-8900
www.rmirecycles.com
RMI@RMIrecycles.com
Product & Services: We provide responsive, innovative and high quality organic residuals and recycling services to address our customer interests and needs.

Rice Fruit Farms

757 Main St
Wilbraham, MA 01095
413-596-4002
www.ricefruitfarm.com
info@ricefruitfarm.com

Products & Services: bakery, fruits and vegetables, coffee, homemade ice cream, milk, eggs, local products, honey and olive oil.

SEMAP, Inc.

P.O. Box 80625
South Dartmouth, MA 02748
508-524-2601
www.semaponline.org
kschwalbe@semaponline.org
Products & Services: local food promotion, sustainable farming education and healthy food initiatives.

Soares Flower Garden Nursery

1021 Sandwich Rd
East Falmouth, MA 02536
508-548-5288
www.soaresflowergardennursery.com
soaresfgn@gmail.com
Products & Services: retail greenhouse featuring locally grown annuals, perennials, vegetables and herbs and shrubs, as well as a landscape design, build and maintenance firm.

Sprague Energy

185 International Drive
Portsmouth, NH 03801
413-374-6280
www.spragueenergy.com
dbogan@spragueenergy.com
Products & Services: Energy supplier since 1870. We provide and deliver Heating Fuels, On-road and Off-road Diesel Fuels, Bio Fuels, Gasoline and Natural Gas.

The 107 Guys, LLC

51 Wareham Street
Carver, MA. 02330
774-433-9903
www.The107guys.com
Mdozier@the107guys.com
Products & Services: certified drone pilots throughout the USA providing NDVI, Thermal, and Aerial Spraying Services to farmers around the country.

The Mane Place

510 W Hartford Ave
Uxbridge, MA 01569-1384
508-278-7563
themaneplace.com
linda@themaneplace.com
Products & Services: The Mane Place offers Poulin grain, hay, shavings, barn supplies, horse supplies, pet food and supplies, apparel, saddles, tack and gifts in a friendly family-owned setting.

World Farmers Inc.

769 Main St
Lancaster, MA 01523
978-706-7935
http://www.worldfarmers.org/
info@worldfarmers.org
Products & Services: education, beginning farmers and ranchers.

High Fertilizer Prices

Continued From Page 9

the search for supply elsewhere, typically via imports. In the case of ammonia, even with domestic U.S. ammonia production, the U.S. must still import as low as 30% of its nitrogen in the 2019/20 fiscal year to as high as 59% back in the 2005/06 fiscal year which is purchased at the global price plus transit costs.

Other fertilizer nutrients have similar production cost woes. Converting phosphate rock from a raw product to its fertilizer-use form is a little different process that involves surface mining. The soil and rock covering the phosphate must be removed using large draglines that are often five stories high. These draglines are very large and very expensive pieces of equipment that operate using electricity, which has gotten even more expensive. This puts phosphate-based fertilizers in a similar situation as ammonia conversion plants, looking to supply the product at a lower cost elsewhere. And, again, though potash production is done via mines for potassium, they also operate on electricity. These mines are anywhere from a kilometer to a mile underground, around the world, with only about 10 countries that produce potash and even fewer countries that export the product, causing a further tightening of supply.

Pivots in Fertilizer Demand Outlook Impacting Production
Further impacting fertilizer supply is the reaction to COVID-19 precautions along with the continuing “accordion effect” throughout the economy. Essentially, the entire supply chain, including fertilizer production and distribution, is working overtime after being forced to slow or stall in response to pandemic safety precautions.

The market outlook for commodities during summer 2020, before massive export buying began in September 2020, was bleak for producers. The farm economy was uncertain and commodity prices were at low

and unpredictable levels. The corn price in June 2020 was \$3.20 per bushel, the lowest level since 2006. Soybeans were estimated to be \$8.20 per bushel, the lowest price since 2006 and wheat was \$4.60 per bushel, the lowest level since 2016.

Similarly, from mid-2019 to mid-2020, fertilizer prices were at or very near their lowest levels since 2016 and 2017, depending on the nutrient. The International Fertilizer Association produces a fertilizer forecast for global demand about every six months. Prior to COVID-19, in December 2019, IFA was forecasting a drop in global fertilizer demand, with about a 1% increase in demand over the next two years. Global fertilizer demand for the 2017/18 fiscal year was set at 190.1 million metric tons of nutrients; 2018/19 fiscal year was set to be 188.8 MMT; 2019/20 global fertilizer demand was expected to be 190.5 MMT; and 2020/21 global fertilizer demand was expected at 192.9 MMT.

When COVID-19 took hold and a flurry of uncertainty arose, forecasts for fertilizer demand grew more pessimistic, with demand expected to drop significantly, according to the new July 2020 forecast. Expectations of global fertilizer demand for the 2019/20 fiscal year were lowered from 190.5 MMT to 189.9 MMT, while global fertilizer demand for the 2020/21 fiscal year was expected to drop from 192.9 MMT to 184.4 MMT, a decrease of 4.5%. Expectations for the newest 2021/22 fiscal year set global fertilizer demand expectation at 189 MMT. Suppliers and producers responded accordingly and adjusted production lower and implied that the outlook indicates no signals of any kind that would cause a ramp-up in production or an increase in imports of raw materials.

Then, unexpectedly, massive export buying of commodities quickly improved the commodity price outlook, particularly for corn, soybeans and wheat. By April 2021, USDA forecasts indicate

the corn price to be \$4.30 per bushel, an increase of 34% and the highest price since 2013. Soybeans were estimated to be \$11.25 per bushel, an increase of 37% and also the highest price since 2013. Wheat came in at \$5 per bushel, an increase of 8%, and continues to climb, going above \$6 per bushel. Increases in commodity prices drive farmers to plant more profitable crops. Thus, the market outlook for farm economy conditions had significantly improved and 2021 planted crop acres for corn, soybeans and wheat were expected to increase, rather than decrease or stay stagnant compared to 2020.

The new IFA forecast, released in November 2020, reflected these changes, indicating an increase in global fertilizer demand. The newest forecast showed an even higher demand for fertilizer than forecasts prior to COVID-19, which is what we continue to see as farmers look to lock in their input prices for the 2022 growing season. The most recent forecast for global fertilizer demand for the 2019/20 fiscal year kept expectations at 189.9 MMT, but increased expectations for global fertilizer demand in the 2020/21 fiscal year, moving from 184.4 MMT back up to 193.5 MMT, which is higher than the expectations in December 2019 of 192.9 MMT. Expectations for the newest 2021/22 fiscal year moved from original estimates of 189 MMT to 195.6 MMT, an increase of 3.5%. The gap of expected demand between July 2020 and November 2020 is the shortage of supply that production plants are working to make up and fulfill.

The narrowing of fertilizer demand followed by a quick expansion, rather than a slow return, created another supply chain shock. Under initial pandemic safety precautions, early forecasts anticipated a negative impact on global fertilizer demand and market reactions to this forecast caused production rationing. Then, the rapid rise in row crop prices led to quick reactions for higher fertilizer demand in the U.S. and abroad, further tightening supplies already strained due to production and distribution issues.

Summary
U.S. agriculture production costs are increasingly important to the near- and long-term viability of U.S. farms. Fertilizer prices are the issue top of mind for farmers heading into 2022 since fertilizer costs account for approximately 15% of total cash costs in the U.S. All major crop production nutrients have experienced increased prices when compared to September 2020: ammonia has increased over 210%; liquid nitrogen has increased over 159%; urea is up 155%; MAP has increased 125%; DAP is up over 100%; and potash has risen above 134%.

While this information helps to understand the factors causing one of the farmers’ biggest concerns, it does not alleviate the rising input costs that are out of their control. Many farmers feel these rising input prices are taking away all the momentum provided by the higher commodity prices that were going to help them break even or be just above the bottom line.

Remembering Farm Bureau Members Who Have Passed

- Robert B. Warren**, age 92, a longtime resident of Middleborough, formerly of Weymouth, died on Friday, Nov. 12, 2021. To read his obituary, please visit: <https://www.ashleydrolettefuneralhome.com/obituary/RobertBOB-Warren>
- Cathy Vollinger**, 54, passed away on Dec. 1, 2021. To read her full obituary, please visit: <https://www.legacy.com/us/obituaries/gazettenet/name/catherine-vollinger-obituary?id=31831831>

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Kickoff 2022 with a 5% discount on your farm package with Countryway Insurance. Coming early 2022, save 3%-5% off your personal auto with various companies. Your friendly A&B Insurance Group Agents offers a full line of insurance services to meet all your needs. Your knowledgeable and experienced agent can help arrange a program that will best meet your farm and personal insurance needs. With four farm carriers and eight personal lines carriers, your agent can tailor a program specifically for you or your family's needs. In addition to Farm Packages, we also offer personal & commercial auto, homeowners, property insurance, workman's compensation as well as health, life & disability insurances.

Visit the A&B's Website at www.abinsgroup.com 978-399-0025.



Massachusetts Farm Bureau members now receive a \$500 Bonus Cash offer from Ford Motor Company on a purchase or lease of a new qualifying vehicle. You must be a Farm Bureau member in Massachusetts for 30 consecutive days prior to purchase or lease.

Visit fordfarmbureauadvantage.com or LincolnFarmBureauAdvantage.com or see your authorized Ford or Lincoln Dealer for qualifications and complete details.

Ford Program Disclaimer:
Farm Bureau Bonus Cash is exclusively for active Farm Bureau members who are residents of the United States. This incentive is not available on Shelby GT350®, Shelby GT350R, Mustang BULLITT, Ford GT, Focus RS and F-150 Raptor. This offer may not be used in conjunction with most other Ford Motor Company and Lincoln Motor Company private incentives or AXZD-Plans. Some customer and purchase eligibility restrictions apply. Must be a Farm Bureau member for 30 consecutive days prior to purchase and take new retail delivery from dealer.






Massachusetts Farm Bureau Federation members can save up to \$2,500 on eligible Cat® machines. On top of that, members receive an additional \$250 credit on work tool attachments purchased with new Cat machines.

Visit <http://www.farmbureau.co/member-benefits/> for more information.

MFBBF members receive up to \$500 off Farmall, Maxxum and more! Visit <http://www.farmbureau.co/member-benefits/> and enter your membership ID number and zip code to print a certificate to use towards your next Case-IH purchase. Please print before heading to your local dealer.





Whether you are looking for an upscale hotel, an all-inclusive resort or something more cost-effective, Wyndham Hotels & Resorts has the right hotel for you! As a Massachusetts Farm Bureau member, you will save up to 20% off the Best Available Rate* at over 8,000 participating hotels worldwide. Discover the benefits of booking your vacation with Wyndham Hotels & Resorts as a Massachusetts Farm Bureau member. Our vast portfolio of hotels and resorts offer a variety of accommodations to meet your travel needs. Wherever people go, Wyndham will be there to welcome them.

To take advantage of this valuable travel discount rate please call 877-670-7088 to connect with a dedicated travel expert and be sure to mention you are a Farm Bureau member or go to www.wyndhamhotels.com/farm-bureau to book.


John Deere now offers GreenFleet Loyalty Rewards to members of Massachusetts Farm Bureau Federation. Farm Bureau members receive discounts, special low rate financing and all other benefits associated with GreenFleet Platinum 2 status.

It's easy to become a GreenFleet member too! Just sign up for John Deere GreenFleet Loyalty Rewards program using a valid member ID and zip code for membership verification and become a Platinum 2 level by visiting www.JohnDeere.com/FarmBureau.



Massachusetts Farm Bureau members save 20% off published at almost 5,000 Choice Hotels Worldwide! Save 20% off at participating Comfort Inn®, Comfort Suites®, Quality Inn®, Sleep Inn®, Clarion®, MainStay Suites®, Suburban Extended Stay®, Rodeway Inn® and Econo Lodge® hotels. Call 800.258.2847 and mention your Massachusetts Farm Bureau ID or go to choicehotels.com and enter your Massachusetts Farm Bureau ID to book online (*if you don't know the MFBBF ID call our office today at 508-481-4766).





Clearway Community Solar

MFBBF members can now go solar, no roof required. When you join a Clearway Community Solar Farm, you can support renewable power for the Commonwealth and receive an additional savings guarantee on energy. Through our special partnership with Clearway, there is no sign up cost, no cancellation fee, and for every MFBBF member that joins, Clearway will donate \$150 to the MFBBF.


To learn about supporting renewable power and Clearway's savings guarantee, please visit www.clearwaysolarfarm.com/MFBBF. Use promo code: MFBBF and enroll online in just 5 minutes.


Cummings School of Veterinary Medicine at Tufts University in North Grafton will apply a 10% discount to Massachusetts Farm Bureau Federation regular members in good standing. Call: 508-839-7926

*Tufts University is a referral medical facility and should not replace your primary veterinarian service. This program is only for pre-qualified medical services provided at Tufts University's Large Animal Hospital when referred by your veterinarian.



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Budget

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National Poll Shows Signs of Reduced Stigma Around Farmer Mental Health

Farmers and people in rural areas are more comfortable talking about stress and mental health challenges with others, and stigma around seeking help or treatment has decreased in rural and farm communities but is still a factor, according to a new research poll from the American Farm Bureau Federation.

AFBF conducted the survey of rural adults and farmers/farmworkers to measure changes and trends in stigma, personal experiences with mental health, awareness of information about mental health resources and comfort in talking about mental health with others. The poll results were compared with previous surveys AFBF conducted in 2019 and 2020 focusing on farmer mental health, and the impacts of the COVID-19 pandemic on farmer mental health, respectively.

“Farm Bureau has been encouraging conversations to help reduce stigma around farmer stress and mental health through our Farm State of Mind campaign,” said AFBF President Zippy Duvall. “This poll shows that we are making a difference, but we all still have work to do. It’s up to each of us to keep looking out for our family, friends and neighbors and let them know they’re not alone when they feel the increasing stress that comes with the daily business of farming and ranching.”

Morning Consult conducted the poll on behalf of AFBF in December 2021 among a national sample of 2,000 rural adults. Key findings include:

Stigma around seeking help or treatment for mental health has decreased but is still a factor, particularly in agriculture. Over the past year, there has been a decrease in rural adults saying their

friends/acquaintances (-4%) and people in their local community (-9%) attach stigma to seeking help or treatment for mental health. But a majority of rural adults (59%) say there is at least some stigma around stress and mental health in the agriculture community, including 63% of farmers/farm workers. Farmers/farm workers are more comfortable talking to friends, family and their doctors about stress and mental health than they were in 2019. Four in five rural adults (83%) and 92% of farmers/farm workers say they would be comfortable talking about solutions with a friend or family member dealing with stress or a mental health condition, and the percentage of farmers/farm workers who say they would be comfortable talking to friends and family members has increased 22% since April 2019. A majority of rural adults (52%) and farmers/farm workers (61%) are experiencing more stress and mental health challenges compared to a year ago, and they are seeking care because of increased stress. Younger rural adults are more likely than older rural adults to say they are experiencing more stress and mental health challenges compared to a year ago, and they are more likely than older rural adults to say they have personally sought care from a mental health professional. A slide deck with additional detail on the full survey results is available here.

AFBF will be featuring two events focused on farmer mental health at the 103rd AFBF Convention in Atlanta, Georgia: a panel discussion with Farm Bureau representatives on Sunday, Jan. 9, at 10:45 a.m. EST, and a QPR mental health training workshop conducted by AgriSafe that offers farmers and farm

families skills to recognize and respond to mental health crises using the Question, Persuade and Refer approach, on Monday, Jan. 10, at 2:00 p.m. EST.

If you or someone you know is struggling emotionally or has concerns about their mental health, visit the Farm State of Mind website at farmstateofmind.org for information on crisis hotlines, treatment locators, tips for helping someone in emotional pain, ways to start a conversation and resources for managing stress, anxiety or depression.

P&E Committee Update

By: Meg Gennings,
P&E Committee Chair

Happy New Year farm bureau! Thank you all who donated to the Promotion and Education committee and purchased raffle tickets. Congratulations to our winners. Priscilla Chandler won the quilt, Lisa Colby won the MFBF membership, and Andre Tougas won the Yeti cooler!

I can’t wait to meet as a committee again after AFBF annual meeting and set some goals for 2022. The funds we raised will make for an exciting and productive year!

Support Massachusetts Farmers - Join MFBF

Name: _____ Farm Name: _____ Date: __/__/____
Address: _____ City, State, Zip: _____
Phone: _____ Email: _____ DOB: __/__/____
Referred by: _____

I hereby make application for an annual membership in the _____ County Farm Bureau and Massachusetts Farm Bureau Federation, whose purpose is to promote, protect and represent the economic, social and educational interests of Massachusetts’ farmers, as well as encourage the protection of agricultural areas and rural interest within the state. I understand acceptance or denial and classification of my membership are determined by the County Farm Bureau.

Contributions, gifts or membership dues to a County Farm Bureau, or MFBF, are not deductible as charitable contributions for federal income tax purposes. However, they may be tax deductible under other provisions of the IRS code. Membership dues are non-refundable and non-returnable.

A service fee of \$15 may be assessed for a returned check.

Signature: _____

Membership dues (please select one):

Voting Members

- ☐ Regular Member: \$225 for 1 year
- ☐ Gold Member: \$350 for 1 year
- ☐ Platinum Member: \$500 for 1 year

Non-Voting Members

- ☐ Associate Member: \$70 for 1 year
- ☐ Allied Business: \$225 for 1 year
- ☐ Student: \$25 for 1 year
- ☐ Friend: \$25 for 1 year

Please indicate which commodity areas best fit the product(s) you produce:

- ☐ Ag/Open Space Supporter
- ☐ Aquaculture
- ☐ Equine
- ☐ Forestry
- ☐ Fruits
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- ☐ Poultry
- ☐ Vegetables
- ☐ Other: _____

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Credit Card:

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- ☐ MasterCard
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CC#: _____

CVV: _____ Exp. Date: __/__/____

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Check:

Make checks payable to:
Massachusetts Farm Bureau Federation

Mail completed application and payment to:
Massachusetts Farm Bureau Federation
249 Lakeside Ave
Marlborough, MA 01752

Thank you for your support!



Recipe: Salted Honey Pie

Ingredients

- Refrigerated pie crust
- 4 large egg yolks, lightly beaten
- 2 1/2 cups (600ml) heavy whipping cream
- 1 cup (144g) unpacked light brown sugar
- 1/3 cup cornstarch, sifted
- 1/2 tsp salt
- 1/2 cup (120ml) honey
- 2 tsp vanilla extract
- Sea salt, optional



How to make

1. Prepare the pie crust in a deep dish 8 inch pie pan, or a 9 inch pie pan, and set it in the fridge. Do not pre-bake it. Preheat the oven to 375 degrees.
2. Add the egg yolks to a large bowl. Set aside.
3. To make the filling, heat the heavy cream, brown sugar, cornstarch and salt in a medium saucepan on medium heat until it comes to a rolling boil, stirring regularly. It should start to thicken.
4. Once the mixture comes to a full boil, remove it from the heat.
5. Temper the eggs by adding a little bit of the cream mixture to the eggs and whisking, then adding a little more. Add the remaining cream mixture and stir until combined and smooth.
6. Add the honey and vanilla extract to the custard and stir until well combined.
7. Pour the mixture into the pie crust.
8. Bake the pie for 40-45 minutes. It will bubble up and start to brown on top.
9. Remove the pie from the oven. It will still be pretty jiggly. Set it on the counter to cool until it comes to room temperature. It will firm up as it sits.
10. Refrigerate the pie until it's cold and fully firm.
11. Sprinkle the sea salt onto the pie and serve.

Recipe from: <https://www.lifeloveandsugar.com/salted-honey-pie/#tasty-recipes-32511>



RMA Publishes Proposed Changes to the Apple Crop Insurance Policy

The U.S. Department of Agriculture (USDA) announced publication of a proposed rule in the Federal Register to amend the Apple Crop Provisions. The proposed changes are based on stakeholder feedback and recommended changes from a contracted study on the apple crop insurance program. Following feedback from the proposed rule, USDA’s Risk Management Agency (RMA) will publish a final rule that is expected to be effective for the 2023 crop year.

“It is vital that we hear from the producers and public about possible updates to our policies and products,” said Marcia Bunger, RMA Administrator. “Information from apples producers will help us create a more effective and beneficial service to America’s agricultural community.”

RMA is proposing to make changes to the apple crop insurance program that:



- Enable producers to elect different coverage levels and percent of price elections by type, which allows producers to manage individual coverage and price risk more effectively.
- Allow producers’ premiums to be reduced in response to orchard management practices, such as removing or grafting trees, that typically occur after the acreage reporting date and decrease an orchard’s productivity.
- Allow producers to insure at a higher price for apples sold predominantly to direct markets or premium processing markets.
- Exclude apples sold for the slicer market from being considered “fresh apple production.”

- Introduce a fresh fruit factor to account for the reduced market value of production insured under the Quality Option sold for a grade other than U.S. Fancy.

RMA is soliciting comments on these proposed changes. The comment period will close on Feb. 14, 2022.

Interested parties can submit comments via the Federal Register.

How to Submit an Effective Comment

Effective comments help others understand your perspective and how proposals will impact your farm or business. This helps USDA best balance needs across impacted apple crop insurance participants.

More Information

Crop insurance is sold and delivered solely through private crop insurance agents. A list of crop insurance agents is available at all USDA Service Centers and online at the RMA Agent Locator. Learn more about crop insurance and the modern farm safety net at rma.usda.gov.

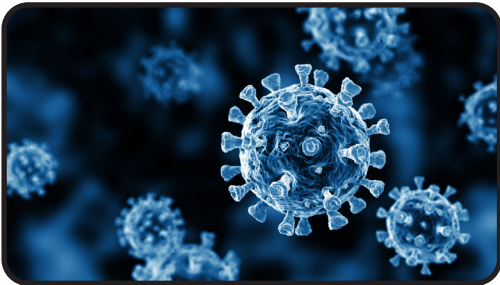
Ag Labor Must Be Exempt From Travel Restrictions

The American Farm Bureau Federation, along with more than 60 other agriculture groups, sent a letter to the Biden administration requesting that agricultural workers be exempted from travel restrictions from South Africa. The “Proclamation on Suspension of Entry as Immigrants and Nonimmigrants of Certain Additional Persons Who Pose a Risk of Transmitting Coronavirus Disease 2019” prohibits travel for individuals from several countries, including South Africa, due to concerns over the omicron variant. The letter also requests flexibility in regard to the “Proclamation on Advancing the Safe Resumption of Global Travel During the COVID-19 Pandemic,” which limits entry into the United States to only those fully vaccinated with a CDC-approved vaccine with limited exceptions.

The letter, addressed to Secretary of State Antony Blinken and Secretary of Homeland Security Alejandro Mayorkas, requests that the agencies ensure access to these essential members of the agricultural workforce by giving

National Interest Exceptions to H-2A workers coming to the United States as outlined in the proclamations as an exception to the travel restrictions. The letter states, “Instead of imposing travel bans that prevent critically needed H-2A workers from traveling to American farms or lead to added transportation costs that do not achieve COVID mitigation goals, farmers, H-2A workers, the Department of Homeland Security and the State Department should work together to allow workers taking appropriate health and safety precautions to travel to the United States directly from their home countries.” Workers should be able to travel directly to the United States and can be vaccinated here with a CDC-approved vaccine.

Almost 7,000 guestworkers originate from South Africa, and the majority of them arrive in the U.S. in February, March and April.



Many of these H-2A workers have a unique skillset, and American farmers are counting on their timely arrival as they make plans for their

upcoming growing seasons. The request for National Interest Exemptions is bolstered by the Cybersecurity and Infrastructure Security Agency designation of food and agricultural workers as essential during the pandemic.

“While protecting our nation from new variants of COVID-19 is critically important, it is in our national interest to ensure production of food, fuel and fiber,” the letter continues. “Considering the severe supply chain disruptions taking place, losing access to key employees who originate from these countries because of travel restrictions would further limit agriculture’s ability to grow safe and nutritious food.”

MFBF Members' Classifieds

FARM STUFF WANTED

FARM STUFF WANTED: We are Interested in picking your barns, outbuildings. etc. Looking for galvanized buckets. tin roof. old boxes and anything we can make into something cool! Call Mike at 978 230 1131

FOR SALE

FOR SALE: Tires: Great prices, all sizes, tire repairs, road service, calcium chloride service. Hoey Tire, Worcester. Call 508-755-6666, www.hoeytire.com

FOR SALE: Vandana Vacuum Seeder for plug trays. Used very little. Will seed 200, 288 and 394 plug trays. Have 7 templates that will plant begonias to snapdragons and more. For veggies cabbage, cauliflower, broccet., tomatoes, peppers and more. Have plug dislodger for the 288 and 394 plug trays. All three items are from Growing Systems inc., Milwaukee, Wisc. 53212 (414-263-3131). All three items brand new over \$12,000. Asking \$6,000. Will deliver within reason. Also 4 brand new boxes of plug trays at no charge. A brand new box of plug trays over \$100.00. Call 774-402-0069.

FOR SALE: Hereford Calves for Sale: 6-7 months old, hand raised and tame, polled, both steers and Heifers, for your feed lot or pasture. 617-840-2074.

FOR LEASE: Route 9, Amherst - 15 acres with newer barn, deer fencing, irrigation system, 3 cold frames, and solar panels. Prime soils and high visibility location. 413-834-8873 for more info.

FOR SALE: 26% Tax Credit on EPA certified Central Boiler Classic Edge HDX models and installation. Call today to learn more 413-296-4320.

FOR SALE: Hay 1st and 2nd cutting. 4' X 5' round and small square bales. Conway Farms, Lakeville, MA 508-821-0149.

FOR SALE: Berkshire boar proven sire excellent temperament \$200/offer. 781-235-7249

FOR SALE: 6400 JD Front Fenders Hardware and mounting brackets, like new. 781-235-7249

HELP WANTED

HELP WANTED: Orchard Manager (Full Time) Sholan Farms in Leominster, MA to manage a 167-acre farm with crops including apples, peaches, pears, blueberries,

raspberries, seasonal vegetables, grapes, and pumpkins. Work tasks include spraying, pruning, planting, weeding, harvesting, washing, and packing. Prior work experience in an apple orchard is desired. Applicant must be able to lift 50lbs and be willing to work in extreme weather conditions. Must have reliable transportation to the farm. Sholan Farms is a uniquely structured business, so we are looking for someone who can be flexible, reliable, open-minded, and have a sense of humor. Wages depend on experience. Send resume to info@sholanfarms.com.

NURSERY MANAGER position available. Green Gardens is seeking a self motivated team member for the growing, maintenance, and sales of ornamental trees and shrubs. This is a working position, plant material knowledge necessary and weekends are required. Call or e-mail Joe Ressler today to learn more 508-886-6691 GreenGar@aol.com Location: Rutland, MA Pay based upon experience: \$20.00-\$25.00 per hour.

LANDSCAPING positions available. Openings for all levels of experience and education with room for growth. Join a well established, full service, design, build, and maintenance company

entering our 43rd season. Contact Joe Ressler at Green Gardens for more information. Location: Rutland, MA 508-886-6691 GreenGar@aol.com Pay based upon experience, licenses held, plant knowledge, etc: \$17.00-\$24.00 per hour.

HELP WANTED: Essex North Shore is seeking a Manager for our farm and grounds operations. The 130-acre campus located in Danvers, includes a large animal barn, equine barn, and small animal building. As well as an apple orchard, greenhouses, and haying fields. This is a 12-month supervisory position reporting to the Director of Facilities, Farm, and Grounds. Applicants can apply online at <http://www.schoolspring.com/job?3741539> or by submitting a resume and cover letter to Kathleen M. Holman Director of Human Resources at kholman@essextech.net

SERVICES

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