



NEW ZEALAND

DAIRY INDUSTRY
• AWARDS •

PASSION FOR PROGRESSION

Winners Field Day

Southland/Otago

Winners:

Share Farmer – Russell & Tracy Bouma

Dairy Manager – Ann Linton

Dairy Trainee – Ben Mclean

Tuesday 11th April 2017

1794 Clydevale Road, Clydevale

Handout prepared by:

Liam Carey, Consulting Officer, Southland

dairyindustryawards.co.nz

Field Day Programme

11th April 2017

10:30am **Welcome, Introductions and Health & Safety**
Jono & Kelly Bavin, NZDIA Regional Managers; Southland/South Otago

Lead facilitator of today's field day is Liam Carey, Consulting Officer, Southland

10.35am **Dairy Trainee of the Year – Ben Mclean**
Guy Michaels, Consulting Officer, South Otago DairyNZ

10.45am **Dairy Manager of the Year – Ann Linton**
Liam Carey, Consulting Officer, Southland DairyNZ

11.15am **Share Farmers of the Year – Russell & Tracy Bouma**
Guy Michaels, Consulting Officer, South Otago DairyNZ

12:55pm **Past Winner's Reflection – Don & Jess Moore**

1.05pm **BBQ lunch kindly sponsored by Westpac & Silver Fern Farms**

2017 Results

Share Farmer of the Year	Russell & Tracy Bouma
Runner Up	Jared & Sara Crawford
Third	Jeremy Smith & Michelle Oldam-Smith

Dairy Manager of the Year	Ann Linton
Runner Up	Angela Nicholson
Third	Matt Mckenzie

Dairy Trainee of the Year	Ben Mclean
Runner Up	Tane Boyce
Third	Brooke Buchanan

Health and Safety notices:

- All children must be supervised by an adult at all times
- Visitors must remain with the group and follow signs and directions
- The farm has a non-smoking policy
- This is an agricultural workplace, please take care
- Please see one of the DairyNZ team if you require any assistance

Merit Awards

Dairy Trainee of the Year	
Vetsouth Most Promising Entrant Award	Tegan McLaughlan
FarmRight Farming Knowledge Award	Jase McNaught
Silver Fern Farms Communication & Engagement Award	Tane Boyce
Shand Thompson Community & Industry Involvement Award	Tane Boyce
DairyNZ Practical Skills Award	Ben Mclean
Dairy Manager of the Year	
Claude Wuest Memorial Trophy Encouragement Award	Fraser Anderson
Malloch Mclean Leadership Award	Randy Saldana
McIntyre Dick & Partners Employee Engagement Award	Angela Nicholson
Fonterra Farm Source Dairy Management Award	Ann Linton
DeLaval Livestock Management Award	Ann Linton
PrimaryITO Power Play Award	Matt Mckenzie
Fonterra Farm Source Feed Management Award	Ann Linton
Westpac Financial Management & Planning Award	Randy Saldana
Share Farmer of the Year	
DairyNZ Human Resources Award	Jared & Sara Crawford
Ecolab Farm Dairy Hygiene Award	Russell & Tracy Bouma
Federated Farmers Leadership Award	Jared & Sara Crawford
Honda Farm Safety and Health Award	Russell & Tracy Bouma
LIC Recording and Productivity Award	Russell & Tracy Bouma
Meridian Energy Farm Environment Award	Russell & Tracy Bouma
Ravensdown Pasture Performance Award	Matthew Van Hout
Westpac Business Performance Award	Jeremy Smith & Michelle Oldam Smith

DAIRY TRAINEE OF THE YEAR

Ben Mclean



Background

Ben was born and raised in Invercargill, after a couple of years studying at Lincoln University, he realised that studying wasn't the highest on the priority list at the current point in time. (But who knows what lies ahead, he may go back and finish!). His first dairy stint was a summer job during university holidays, and that was where he found passion for the dairy industry.

After a stint in Western Australia harvesting wheat, it was full time dairy farming from there on out, and he can't see that changing. Outside of work Ben enjoys getting into the outdoors spending time indulging in a range of recreational activities.

Farm Overview

- Castle Rock Farming Company.
- Employed by Guy & Vikki Goodeve, General Managers, who also sharemilk the dairy unit.
- 1050 spring calving FXJ cows.
- Cows are wintered on farm.
- 370ha Effective.
- 244ha irrigated via centre pivots, effluent is also applied through one of them.
- 10ha of Turnips are grown annually to graze over the drier summer months.
- 54 bail fully automated DeLaval shed, ACR'S, protrack, in shed feeding (crushed barley and mineral pellets), auto teat sprayer, heat detection camera, milk meters, and auto wash hygienist.

DAIRY MANAGER OF THE YEAR

Ann Linton



Background

- Ann was brought up on a beef and sheep farm owned by her parents
- She left school at 15
- She studied at the Barony College, Dumfries, Scotland for 3 years – left with a Higher National Diploma in Animal Care
- Went to work on a 360 cow dairy farm milking 3 times a day for 18 months
- Became self-employed and worked on 3 dairy farms, sometimes doing 5 milking's in 1 day
- Her dream was to be in NZ by the time she was 21
- Ann arrived in NZ in August 2012
- Worked at Tapanui as a Herd Manager for 2 seasons - Learning the kiwi system
- Ann moved to her current employers farm 3 seasons later. She started as a Herd Manager, progressing through to Assistant Manager. Her main goals were to increase knowledge and skills around pasture management, team management, and nutrient/environmental management.

Farm Overview

- Owned by John and Helen Kerse since 1976, they converted the property to dairy in 2001
- 50/50 share milked by Nathan and Debbie Erskine and this is their 7th season on the property
- The milking platform is 265ha effective (flat to gentle rolling) and supported by 170ha of support land.
- Farm infrastructure includes a 50 bale Rotary cowshed and a Deep Litter Wintering Barn (capacity 360 cows).
- 4 full time staff and 1 seasonal over the calving period
- System 3 milking 800 cows

Ann's Responsibilities

- Milk production – Milk Harvesting and Quality.
- Stock management – Animal Health and Welfare and day-to-day recording
- Pasture management – Managing pasture allocation, weed control, assist with strategic use of supplement, assist with pasture renovation
- Staff management – Assist with the management of staff and contractors, empowering staff to meet daily work plans.
- Tractor work – Cultivation, Fertiliser application, Feeding out
- Health and safety
- Effluent management
- Repairs and maintenance
- Record keeping
- Seasonal management – calving, mating and wintering
- Keep the farm clean and tidy

Challenges to the Farm

- Seasonal management of the heavy soils.
- Effluent Management – Larger amounts of effluent due to the wintering barn on farm. Farm policy is to ensure best practice always. This mindset influences even the contractors the farm chooses to engage for specific work.
- Lease land – Part of the milking platform is leased land. Managing the whole unit to an excellent standard is important for so many reasons, one of which is to ensure that this land continues to be a part of the system for many years to come.

Strengths to the farm

- Layout of the farm
- Location – Close proximity to Gore
- Winter barn – ability to utilise this in a variety of ways
- Self-contained
- All plant, equipment and machinery is of a good standard and well maintained
- On and off farm training is encouraged and provided. Leadership is promoted regardless of job titles.

Training and development

- Dairy awards 2017 – Manager of the year
 - Livestock merit
 - Pasture merit
 - Farm Dairy Management merit
- Dairy awards 2016 – Runner up in Manager of the year
 - Livestock merit
- Workplace Safety Southland – Workplace First Aid
- Primary ITO Level 4 – Certificate in Agricultural Dairy Farming
- Primary ITO Level 3 - Feeding and Pasture
- Primary ITO - Milk Quality level 3
- Attend Veehof training in Lame cow management
- Attend Dairy NZ and Dairy Woman's Network discussion groups
- World Wide Sires - DIY Artificial Insemination Course

Goal Setting

Short term

- To challenge against peers in order to improve knowledge, skills and create new opportunities
- To have a work/life balance
- To grow our partnership
- To go contract milking - 18/19 season

Long term

- To be 50/50 share milking by 2020
- To get dual citizenship
- Progress staff and give them opportunities that I have had
- Buy a house
- Farm ownership

Financial

- Sell the 29 cows that we currently own
- Continue to graze our young stock
- Continue to evaluate our opportunities and make smart decisions
- Continue to build equity

What's next?

Scott and I are going managing next season, moving to Clinton to work for David and Robyn Balchin, milking 485 cows through a 40 ashb with ACRS and Automatic teat spray.

After 1 season on the property the plan is to move into a contract milking position on the same farm. We are taking our 9 R2s with us. We are also going to rear both Friesian bull calves and heifer calves every year from now on to help us reach our long term goals.

SHARE FARMER OF THE YEAR

Russell & Tracy Bouma



Ecolab Farm Dairy Hygiene Award

Judges Comment:

Russell & Tracy have great systems in place for ensuring top quality milk is produced. Staff have obviously been brought into this system and implement it.

The cow shed and surrounding areas were very tidy and a credit to your guys and staff.

Honda Farm Safety and Health Award

Judges Comment:

Russell & Tracy had good systems and procedures in place and it was clearly demonstrated that they are being adhered to on farm all times. There is safety equipment in all the appropriate areas and all equipment is well maintained in a safe operating condition.

LIC Recording and Productivity Award

Judges Comment:

The Bouma's passion for their livestock was clear to see. The recording of the cows was outstanding. The Judges enjoyed seeing the full life and recording history of cow 617, which proved that recording on farm is utilized and of benefit to the system. As a result of this they achieve year on year high stock sales and excellent reproductive results.

Meridian Energy Farm Environment Award

Judges Comment:

Russell & Tracey understand the environment they are farming in very well, and appreciate the challenges they face. Alongside their farm owners, they have developed a system that covers all aspects of environmental control with full engagement of all parties involved. They have shown very good level of knowledge, engagement and understanding around regional council regulations and potential future directions.

Background

Russell & Tracy both grew up in the Waikato and Central Plateau areas. Russell left school at 16 to pursue his dairy farming career, while Tracy finished school at 18 and went farming shortly after. The year 2000 would be the first of many to come that the pair worked together in a lower order share milking position milking 530 cows, with Tracy finding time to complete a social science degree and become a qualified social worker as well!

Their business has grown over the years to now running two 50:50 share milking jobs with different owners within 15kms of each other, calving down 1200-1250 cows combined. Next season they are moving back to Taupo for another share milking position milking 1100 cows closer to extended family. They will keep their 50:50 job in Clinton and will come down every 4-6 weeks to monitor progress.

The couple first entered the dairy awards in 2002 during their time lower order share milking in the Central Plateau. The experience was invaluable to their business, particularly around goal setting, and future direction. The social aspect of the awards was a very handy platform for when Russell & Tracy moved to the South Island in 2013 not knowing anybody. "The awards are an excellent way to meet likeminded people. They also give you the opportunity to have your business analysed by professionals in the industry. We have entered 3 times in the Southland/ Otago region, and each time we have taken on board the feedback the judges have given, and been able to implement changes and improvements to our business."

Vision

"To be a sustainable business with strong goals, ethics, and solid support systems in place enabling us to have a happy, healthy, family. Ensuring we create time and financial freedom to create not only opportunities for us and our family, but also for others in the industry."

Short Term Goals 1-5 Years.

- 1 million dollars' equity growth within 5 years.
- Complete the DairyNZ governance and leadership course.
- To achieve in excess of 560,000 KGMS
- Maintain work life balance.

Long Term Goals 5-10 Years.

- Have a herd that is in the top 25% for BW.
- Own our 400-500 cow farm with solid equity percentage.
- Family holiday to Disneyland.

Farm Information

Clinton Farm 460 Cows

Farm Owners: Wayne & Fiona Black

50:50 Sharemilkers: Russell & Tracy Bouma

Staff: June (Galeio) Chiu & Efen Cuadra, Part-time: Tyran Galicia & Mitzie Chiu (Shared between both farms).

Clydevale Farm 762 Cows

Farm Owners: Owen & Andrew Johnston

50:50 Sharemilkers: Russell & Tracy Bouma

Staff: Bou Galicia & Chad Cullen.

Area: 270ha effective, 11ha fodder beet, 12ha summer turnips used for lactation feed throughout the season.

Farm Dairy: 50 bail rotary with ACRS

Soil type: Pomahaka clay along with Pomahaka sandy silt along the wash pool.

Pastures: Predominately ryegrass/white clover, harvesting 11.4T/Ha.

Drainage: Nova flow + Mole ploughing.

Special Features: 2.4km to furthest paddock over rolling contour. 30% of farm 1.4km walk from the shed. A OAD mob of 180-200 cows is run from the 20th of October. This has contributed to a dramatic increase in 6WIC rates with no intervention, and minimal loss in production.



Stock & Production

	Area	Cows	KG/MS To Factory	KGMS/ha	KG/MS/Cow	Sup/cow bought in feed
2013/14	270	761	290,250	1075	381	605
2014/15	270	771	281,070	1041	369	496
2015/16	270	762	279,720	1036	367	482
Average	270	764	283,680	1051	372	
2017/18 YTD	270	762	246,644	913	323	
Target	270	762	285,000	1055	374	

Pasture Management

DairyNZ system 2 grass based system, 482kg/cow supplements bought in and cows wintered off. Supplements bought in are:

- 280 tonnes grass silage. 60 tonne fed to springers, 220 tonne used to fill feed deficits throughout the season.
- 56 tonnes PKE. Used in early lactation for colostrum's and milker's, if weather conditions allow.
- 31 tonnes Prolig. Fed in the shed over mating.

Pasture management tools used throughout the season are:

- Spring Rotation Planner
- Round length is determined by soil temperature and visual pasture inspection for grazing at second leaf emergence.
- 5-7 day farm walks with plate meter.
- Feed wedge for paddock selection.
- A feed budget is produced in February of each year to determine when to cull, dry off, and crop requirements to ensure average pasture cover doesn't fall below 1800kgsDM/Ha on the 1st of June.

Winter Management

All cows are wintered off farm, the Johnsons who own the Clydevale farm have a runoff at a cost, It means however Russell & Tracy have full control over feeding to achieve body condition score targets.

Effluent System

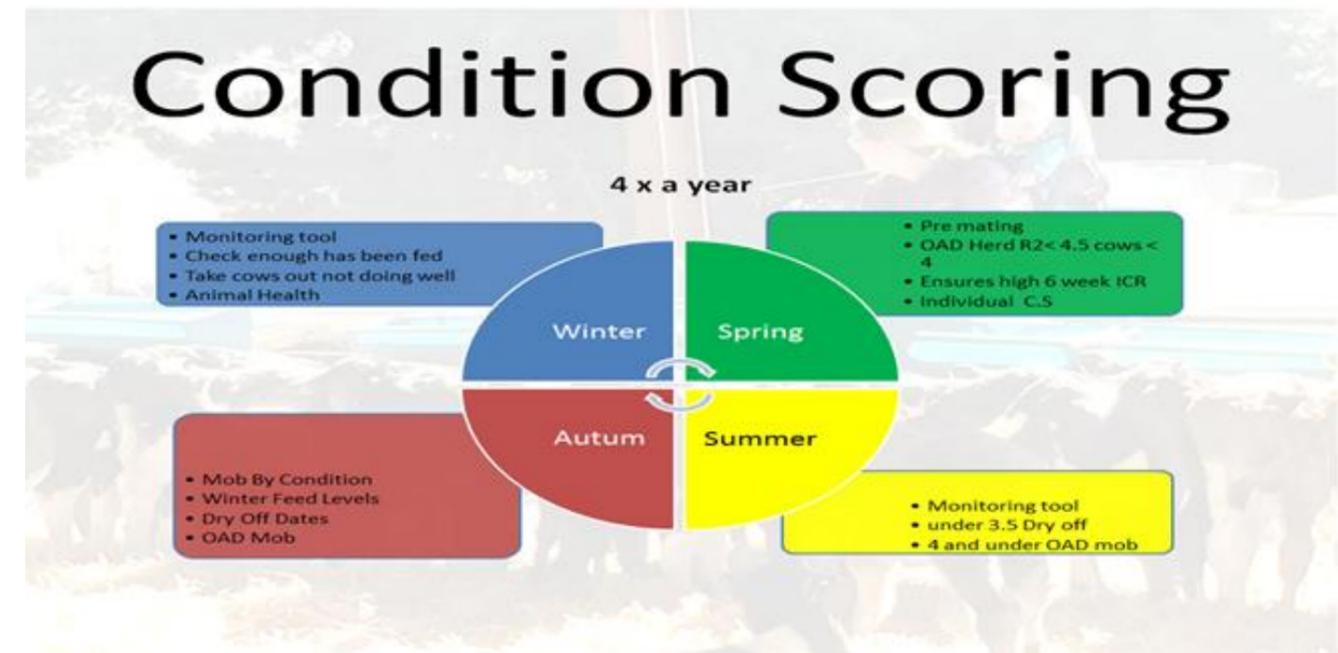
The pond system has 146 days storage, effluent is applied through a travelling irrigator. Having extra storage allows effluent to be applied at low risks times with a better response.

Management Tools Used:

- Weekly Team Meetings.
- 6-8 weekly meetings with farm owners and farm consultant.
- Cash Manager
- Minda
- Info Vet
- Weekly health & safety meetings.

Livestock Management

- Individual body condition scoring 3 times per year. Runoff 1 x average herd score per year.



Mating

- 12 weeks mating length.
- No intervention.
- OAD Herd
- 4.5 weeks AI followed by DNA bulls.
- Friesian, Jersey cross herd.
- BW 47 PW 62.
- Recording ancestry 78%.
- Calving date 6th August.

Results	2013-14 (%)	2015-15 (%)	2015-16 %	2016-17 (%)	Difference % Avg from 13-14 season
3 Week Sub rate Heifers	71	83	81	82	+ 4
3 Week Sub rate herd	83	82	85	87	+2
Conception rate	45	57	59	62	+12
Heat detection	86	90	91	91	+ 4
6 week in calf Rate	61	78	76	75	+ 17
Empty Rate	14	8	6.5	7	+7

The Value of a 17 % increase in 6 wk in calf rate (\$5.30/KGMS,700 cows) = \$39,934

Below are values of where the \$39,394 comes from:

- Additional heifer replacements
 - Calculated on 4.5 weeks of Ai = 8.5 % (17/2) additional
Ai heifer calves = 60 additional calves @ \$500 each = **\$30,000**
- Additional Milk – estimate the average calving date of the additional 17 % in calf cows moving forward 3 weeks (midpoint of 6 weeks) = 21 days extra in milk for 17 % (119 cows) of the herd at 1.5 KGMS/COW/DAY
= 3,749 KGMS at a \$5.30 KGMS Our half share = **\$9,934**

This gives us an estimated value of = \$39,934

Value of a 6 % reduction in empty rate = \$42,000

- This is based on the estimated difference between a pregnant cow and an empty cow being \$1,000. If we maintain our 6% reduction in empty rate it will correspond into 42 less empty cows which equals the **=\$42,000**

As a 50:50 share milker it's an increase in potential cash of = \$81,934/ Year

Profitability KPI'S

DairyBase Profitability KPI's						
Chellima Clydevale Ltd (Farm ID: 570082) Dairy Season ended: 2016 Printed: 1 April 2017						
Number in Benchmark Group: 57		Full financial analysis		Farm business type : 2- Sharemilker '50-50'		
Benchmark Group Selected by:		Island : South Island		Benchmark Group Ranked by:		
FARM PHYSICAL KPI'S						
	2015-16		2014-15		2013-14	
	Farm	Benchmark	Farm	Benchmark	Farm	Benchmark
Cows/ha	2.8	3.2	2.8	3.3	2.8	3.2
Kg Milksolids/ha	1,036	1,354	1,041	1,399	1,075	1,356
Kg Milksolids/cow	367	427	369	424	381	419
Cows/FTE	177	172	177	162	186	160
Kg MS/FTE	65,082	73,315	65,345	68,570	70,819	67,299
PROFITABILITY						
Dairy						
	2015-16		2014-15		2013-14	
	Farm	Benchmark	Farm	Benchmark	Farm	Benchmark
Gross Farm Revenue/ha	3,158	3,179	4,906	4,768	5,628	5,943
Operating Expenses/ha	3,416	3,762	3,187	4,201	3,329	4,209
Operating Profit (EFS)/ha	-257	-583	1,718	566	2,299	1,734
Gross Farm Revenue/kg MS	3.05	2.35	4.71	3.41	5.23	4.38
Operating Expenses/kg MS	3.30	2.78	3.06	3.00	3.10	3.11
Operating Profit (EFS)/kg MS	-0.25	-0.43	1.65	0.40	2.14	1.28
FWE/kg MS	2.78	2.31	2.66	2.56	2.65	2.64
Operating Profit Margin %	-8.2%	-18.3%	35.0%	11.9%	40.8%	29.2%
LIQUIDITY						
	2015-16		2014-15		2013-14	
Net Cash Income	909,021		1,194,692		1,404,883	
Farm Working Expenses	778,597		748,722		769,140	
Cash Operating Surplus	130,424		445,970		635,743	

- Stock sales are one of the key profitability drivers to the business, constantly achieving over 90c net sales annually.
- 25-30% heifer calves are reared annually. This can be achieved as long as the farm owners are paid for rearing costs above 22%, and animals leave the farm at weaning.
- Good quality young empties are carried through.
- Low empty rates of 6-8% provides scope after culling to sell a computer split of the herd each year.
- These stock sales add an extra 36-42 cents to farm working expenses annually, (Grazing, Breeding, A.I, freight, and animal health). This is why F.W.E sit above the benchmark.

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National Awards Dinner

Saturday 6 May 2017

Sky City Convention Centre, Auckland

Ticket Cost \$195

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