FARM V5 Governance & Timelines

Emily Yeiser Stepp & Beverly Hampton Phifer
FARM Program
Who Makes Decisions about FARM?

- **NMPF Board of Directors** (67%)
- **NMPF Animal Health & Well-Being Committee** (60%)
- **Animal Care Task Force** (26%)
- **Farmer Advisory Council** (100%)

- Approval
- Recommendation
- Guidance/Input & Ambassadors
- Farmer Representation
FARM Farmer Advisory Council

<table>
<thead>
<tr>
<th>Milk Marketer</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agri-Mark</td>
<td>Nate Chittenden</td>
</tr>
<tr>
<td>Cayuga Marketing</td>
<td>Jeremy Brown</td>
</tr>
<tr>
<td>Darigold</td>
<td>Dan DeGroot</td>
</tr>
<tr>
<td>Dairy Farmers of America</td>
<td>Jennifer Leech</td>
</tr>
<tr>
<td>First District Association</td>
<td>Duane Laveau</td>
</tr>
<tr>
<td>Foremost Farms</td>
<td>Kris Scheider</td>
</tr>
<tr>
<td>Grande Cheese Company</td>
<td>Sandy Larson</td>
</tr>
<tr>
<td>Land O’ Lakes</td>
<td>Stuart Hall, DVM</td>
</tr>
<tr>
<td>Land O’ Lakes</td>
<td>Deb Reinhart</td>
</tr>
<tr>
<td>Maryland Virginia</td>
<td>Jim Biddle</td>
</tr>
<tr>
<td>Organic Valley</td>
<td>Leon Corse</td>
</tr>
<tr>
<td>Select Milk Producers</td>
<td>Chris Weaver</td>
</tr>
<tr>
<td>Southeast Milk</td>
<td>Sutton Rucks</td>
</tr>
<tr>
<td>Tillamook</td>
<td>Mike Prince</td>
</tr>
<tr>
<td>United Dairymen of Arizona</td>
<td>Jennifer Millican</td>
</tr>
</tbody>
</table>

• Dedicated producers provide guidance and input for consideration in FARM’s ongoing and future development

• Champion FARM within other organizations and communities

• Represent FARM throughout the industry
# FARM Animal Care Task Force

<table>
<thead>
<tr>
<th>Member</th>
<th>Industry Role/Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>Karen Jordan, DVM</td>
<td>Farmer/Chairwoman</td>
</tr>
<tr>
<td>Cassandra Tucker, PhD</td>
<td>University of California, Davis</td>
</tr>
<tr>
<td>Antone Mickelson</td>
<td>Northwest Dairy Association</td>
</tr>
<tr>
<td>Fred Gingrich, DVM</td>
<td>American Association of Bovine Practitioners</td>
</tr>
<tr>
<td>Marcia Endres, PhD</td>
<td>University of Minnesota</td>
</tr>
<tr>
<td>Steve Maddox</td>
<td>Farmer</td>
</tr>
<tr>
<td>Richard Doak, DVM</td>
<td>Advaca LLC</td>
</tr>
<tr>
<td>Justin Potts</td>
<td>Land O’ Lakes, Inc.</td>
</tr>
<tr>
<td>Kayla Rink</td>
<td>Dairy Farmers of America</td>
</tr>
<tr>
<td>Nate Chittenden</td>
<td>Farmer</td>
</tr>
<tr>
<td>Kris Scheider</td>
<td>Farmer</td>
</tr>
<tr>
<td>Cricket Jacquier</td>
<td>Farmer</td>
</tr>
<tr>
<td>Brandon Treichler, DVM</td>
<td>Select Milk Producers</td>
</tr>
<tr>
<td>Pat Gorden, DVM</td>
<td>Iowa State University</td>
</tr>
<tr>
<td>Kate Lott, DVM</td>
<td>Tillamook</td>
</tr>
<tr>
<td>Mike Machado</td>
<td>Glanbia</td>
</tr>
<tr>
<td>Jennifer Van Os, PhD</td>
<td>University of WI – Madison</td>
</tr>
<tr>
<td>Josh White</td>
<td>National Cattlemen’s Beef Association</td>
</tr>
<tr>
<td>Emily Miller- Cushon, PhD</td>
<td>University of Florida</td>
</tr>
</tbody>
</table>
# NMPF Animal Health & Well-Being Committee

<table>
<thead>
<tr>
<th>Member / Organization</th>
<th>Member / Organization</th>
<th>Member/Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eugene Audet/Agri-Mark Farmer</td>
<td>Brandon Meiwes/DFA</td>
<td>Doug Chapin/ MMPA Farmer</td>
</tr>
<tr>
<td>Mike Barnes/ Agri-Mark Farmer</td>
<td>Dr. Dan Senestraro/DFA Farmer</td>
<td>Antone Mickelson/Northwest Dairy Assoc.</td>
</tr>
<tr>
<td>Dr. Fred Gingrich, DVM /AABP</td>
<td>Jerrel Heatwole/DFA Farmer</td>
<td>Dr. Bill Wavrin/Northwest Dairy Assoc. Farmer</td>
</tr>
<tr>
<td>April VonRuden/AMPI</td>
<td>Karen Jordan/ DFA Farmer Chair</td>
<td>Dan DeGroot/Northwest Dairy Assoc. Farmer</td>
</tr>
<tr>
<td>Darrel Maus/ AMPI Farmer</td>
<td>Randy Mooney/ DFA Farmer-NMPF Chair</td>
<td>Kevin Olson/ Prairie Farms</td>
</tr>
<tr>
<td>Manuel Machado/ CDI Farmer</td>
<td>Mike Paulus/ FarmFirst Farmer</td>
<td>Johan Heijkoop/ Southeast Milk Farmer</td>
</tr>
<tr>
<td>Neil Zwart/CDI Farmer</td>
<td>Jim Leroux/First District Farmer</td>
<td>Meghan Austin/ Southeast Milk Farmer</td>
</tr>
<tr>
<td>Steve Maddox/CDI Farmer</td>
<td>Patti Schaefer/ First District</td>
<td>Dr. Kate Lott/ Tillamook County Creamery</td>
</tr>
<tr>
<td>Jeremy Brown/Cayuga Farmer</td>
<td>Rachel Turgasen/ Foremost Farms</td>
<td>Tom Thompson/ UDA Farmer</td>
</tr>
<tr>
<td>Lisa Ford/Cayuga</td>
<td>Lindsay Reames/ MD VA Milk Producers</td>
<td>Eric Zuber/ Upstate Niagara Farmer</td>
</tr>
<tr>
<td>Jimmy Kerr/ Cooperative Milk Producers Farmer</td>
<td>Roddy Purser/ MD VA Milk Producers Farmer</td>
<td>Madison Simmons/ Upstate Niagara</td>
</tr>
<tr>
<td>Alan Gerratt/DFA Farmer</td>
<td>Roddy Purser/ MD VA Milk Producers Farmer</td>
<td></td>
</tr>
</tbody>
</table>
NMPF Board of Directors

1) James Jacquier | Agri-Mark
2) Sheryl Meshke | Associated Milk Producers
3) Steve Schlangen | Associated Milk Producers
4) Tom Beringer | Bongards’ Creameries
5) Brad Anderson | California Dairies, Inc.
6) William Dyt | California Dairies, Inc.
7) Gerben Leyendecker | California Dairies, Inc.
8) Robert Vandenheuvel | California Dairies, Inc.
9) Simon Vander Woude | California Dairies, Inc.
10) Neil Zwart | California Dairies, Inc.
11) Dale Mattoon | Cayuga Marketing
12) Jimmy Kerr | Cooperative Milk Producers Association
13) TBA | Dairy Farmers of America
14) Craig Edler | Dairy Farmers of America
15) Travis Fogler | Dairy Farmers of America
16) Ed Gallagher | Dairy Farmers of America
17) Brian Hardy | Dairy Farmers of America
18) Jerrel Heathwole | Dairy Farmers of America
19) Kent Herman | Dairy Farmers of America
20) Neil Hoff | Dairy Farmers of America
21) Harold Howrigan | Dairy Farmers of America
22) Karen Jordan | Dairy Farmers of America
23) Jackie K lippenstein | Dairy Farmers of America
24) Chris Kraft | Dairy Farmers of America
25) Melvin Medeiros | Dairy Farmers of America
26) Randy Mooney | Dairy Farmers of America
27) Doug Nuttelman | Dairy Farmers of America
28) Jeff Raney | Dairy Farmers of America
29) Brian Rexing | Dairy Farmers of America
30) Dennis Rodenbaugh | Dairy Farmers of America
31) Dan Senestraro | Dairy Farmers of America
32) Rick Smith | Dairy Farmers of America
33) Perry Tjaarda | Dairy Farmers of America
34) John Wilson | Dairy Farmers of America
35) Scot Meyer | Ellsworth Cooperative Creamery
36) Jeff Lyon | FarmFirst Dairy Cooperative
37) Joe Becker | First District Association
38) David Scheeven | Foremost Farms USA
39) Greg Schlafer | Foremost Farms USA
40) Joey Fernandez | Land O’Lakes
41) Duane Hershey | Land O’Lakes
42) Pete Kappelman | Land O’Lakes
43) TBA | Land O’Lakes
44) Sonia Fabian | Lone Star Milk Producers
45) Jay Bryant | Maryland & Virginia Milk Producers
46) Doug Chapin | Michigan Milk Producers Association
47) Joe DiGilio | Michigan Milk Producers Association
48) Gib Martin | Mount Joy Farmers Co-op
49) Tony Freeman | Northwest Dairy Association
50) Allan Huttema | Northwest Dairy Association
51) Stan Ryan | Northwest Dairy Association
52) Tony Graves | Prairie Farms Dairy
53) Joe Wright | Southeast Milk Producers
54) Joe Jenck | Tillamook County Creamery Association
55) Craig Caballero | United Dairymen of Arizona
56) Larry Webster | Upstate Niagara Cooperative
# Version 5 Timeline

<table>
<thead>
<tr>
<th>2022</th>
<th>Farmer Advisory Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bi-monthly</td>
<td>AC Task Force</td>
</tr>
<tr>
<td>Monthly</td>
<td>AHWB Committee Meeting</td>
</tr>
<tr>
<td>Q2/Q3</td>
<td>NMPF Board Meeting</td>
</tr>
<tr>
<td>Q1/Q2/Q4</td>
<td></td>
</tr>
<tr>
<td>September - November</td>
<td>Public Comment Period</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2023</th>
<th>AHWB Approval of Version 5.0 / Draft to NMPF Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>NMPF Board Webinar</td>
</tr>
<tr>
<td>February</td>
<td></td>
</tr>
<tr>
<td>March</td>
<td>NMPF Board of Director Meeting &amp; Target Approval</td>
</tr>
<tr>
<td>March – December</td>
<td>Producer &amp; Evaluator Resources Update</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2024</th>
<th>Version 5 Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1st</td>
<td></td>
</tr>
</tbody>
</table>
Version 5 Progress Communication

Quarterly NMPF Board Memos
• Summarizing topics of discussion from FAC, AC TF and AHWB Meetings

Quarterly NMPF Board & Industry Town Hall Webinars
• Opportunity for ongoing engagement and feedback

Quarterly Public Facing Properties
• Version 5.0 Public Webpage
• Recorded town hall webinars
• Press releases
• Memos
• Dairy pub placements
FARM Website

- Town hall registrations
- Recorded town hall webinars
- Press releases
- Memos
- Dairy pub placements

FARM V. 5.0 Industry Survey Results

Dr. Steven Roche & Julia Saraceni
ACER Consulting
Survey Goal

Evaluate industry stakeholders’ perspectives on high priority animal care issues

1. Solicit standardized feedback from farmers, veterinarians, academics, processors/co-ops across the U.S.

1. Identify opportunities to improve FARM Animal Care V5

1. Assess the representativeness of focus group results with a larger population

Open for response from September 21st – November 8th
Key Questions

Demographics (role, region)

Prioritizing most important animal care issues that must be addressed

Choosing top 5 standards that require modifications and providing rationale

Identifying standards that should now require a corrective action

Level of support for specific proposed changes

Other animal care issues that must be introduced to V5

Final comments

Survey questions available on pages 31 - 34 of the FARM Animal Care Version 5 Survey Report
Participant Demographics

967 total responses
682 analyzed

Large majority of responses from Northeast & Midwest

63% farmers

16% co-op/processors
12% veterinarians
5% staff in dairy org., retail, government

Available on page 4 of the FARM Animal Care Version 5 Survey Report
Animal Care Issues of Importance
Animal Care Issues

Q: How would you rank the following animal care issues in order of how important it is that the U.S. dairy industry addresses them? (1 = top priority, 11 = lowest priority)

Top Priority
- Timely care of sick cows
- Lameness
- Calf management / Management of non-ambulatory cattle / Pain management for common procedures
- Transport of young calves / Handling
- Euthanasia / Transport of cull cows
- Cow-calf separation/ Broken tails

Lowest Priority

*Note: some issues were tied for level of importance
Changes to Corrective Actions
Consistent Theme

Farmers and Co-Op/Processor Responses Often Consistent

Generally less supportive of change

Veterinarians and Other Staff Often Consistent

Generally more supportive of change
Please indicate whether you feel a corrective action should be assigned to any of the following standards if they are not met by a given farm:

<table>
<thead>
<tr>
<th>Standard</th>
<th>No Corrective Action</th>
<th>MCAP</th>
<th>CIP</th>
<th>Which Roles Were Most Supportive of Change?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing allows all age classes of animals to easily stand up, lie down, adopt normal resting postures and have visual contact with other cattle without risk of injury</td>
<td>38%</td>
<td>28%</td>
<td>34%</td>
<td>Farmers and veterinarians</td>
</tr>
<tr>
<td>Resting area for all age classes of animals that is clean, dry, provides traction at all times when away from the milking facility and does not pose risk of injury</td>
<td>41%</td>
<td>23%</td>
<td>36%</td>
<td>Veterinarians and other staff</td>
</tr>
<tr>
<td>Protection from heat and cold for typical climatic condition</td>
<td>41%</td>
<td>24%</td>
<td>34%</td>
<td>Veterinarians and other staff</td>
</tr>
<tr>
<td>Facilities designed to prevent injuries, slips and falls of animals</td>
<td>43%</td>
<td>18%</td>
<td>40%</td>
<td>Veterinarians and other staff</td>
</tr>
<tr>
<td>Having a protocol for lameness prevention and treatment</td>
<td>44%</td>
<td>21%</td>
<td>34%</td>
<td>Veterinarians</td>
</tr>
<tr>
<td>Having a protocol for treatment of common diseases (mastitis, metritis, milk fever, ketosis, displaced abomasum, pneumonia, diarrhea)</td>
<td>44%</td>
<td>26%</td>
<td>30%</td>
<td>Other staff</td>
</tr>
</tbody>
</table>

50% or more of each type of respondent was supportive of change
Assessing Support for Change
Please indicate your level of support for the following potential changes to FARM Version 4.0: *Program Design and Administration*

<table>
<thead>
<tr>
<th>Change Description</th>
<th>Very Supportive (%)</th>
<th>Very Unsupportive (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>MCAP Time Frame</td>
<td>20%</td>
<td>58%</td>
</tr>
<tr>
<td>Evaluators visit all facilities</td>
<td>32%</td>
<td></td>
</tr>
<tr>
<td>Evaluate hospital pen</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>Change to BCS evaluation</td>
<td></td>
<td>1%</td>
</tr>
</tbody>
</table>

Available on pages 20 - 22 of the FARM Animal Care Version 5 Survey Report
Please indicate your level of support for the following potential changes to FARM Version 4.0: Practices and Protocols

Available on pages 22 - 24 of the FARM Animal Care Version 5 Survey Report
Please indicate your level of support for the following potential changes to FARM Version 4.0: **New Standards**

![Bar chart showing levels of support for new standards.](image)

Available on pages 24 - 25 of the FARM Animal Care Version 5 Survey Report
Please indicate your level of support for the following potential changes to FARM Version 4.0: Animal Based Measures

Standards Requiring Change
Assessing Support for Change

Q. Listed below are a number of the standards from Version 4.0 that have been identified as potentially needing changes. Please select the standards that you feel are the most important to modify in next version (Version 5.0)

37% felt no standards required changes
63% felt one or more standards required change
Do all family and non-family employees with animal care responsibilities have documented annual continuing education conducted within the past year?

23% felt that this standard required changes

Key Comments:

- Standards for small farms vs. large farms
- Family members vs. labourers
- Annual training is excessive
- More clarity needed
Do all age classes of animals have access to sufficient quantities of feed for maintenance, health and growth?

22% felt that this standard required changes

Key Comments:

• Should be evaluated based on body condition score (BCS)
• Statement is too subjective & repetitive of other standards
• More severe action if not met
Are all pre-weaned calves (heifers and bulls) receiving a volume and quality of colostrum or colostrum replacer within 6 hours after birth, even if immediately transported off of the farm?

21% felt that this standard required changes

Key Comments:
- Farmers/farm staff, veterinarians, other (e.g. nutritionist, researcher, consumer) more likely to suggest change was needed
- Define ‘volume’
- 6hr timeline is unrealistic
95% or more of lactating cows do not have broken tails?

20% felt that this standard required changes

Key Comments:
- Tail docking
- Define ‘broken tail’ – not all result from human handling
- Better method of evaluation – hard to track progress
- % is too high

Available on pages 13-14 of the FARM Animal Care Version 5 Survey Report
Are calves being disbudded before 8 weeks of age?

19% felt that this standard required changes

Key Comments:

- Veterinarians, staff of other organizations more likely to suggest change was needed
- Should be earlier (1d – 2 weeks)
- Should be later (12 weeks)
- Timelines should be flexible – weather, missed calves, polled etc.
Is pain mitigation provided for disbudding?

19% felt that this standard required changes

Key Comments:

- Veterinarians, co-op/processors, staff of organizations, other (e.g. nutritionist, researcher, consumer) more likely to suggest change was needed
- Not necessary (particularly caustic paste)
- Should be mandatory, documented, and an MCAP
- Not all veterinarians are in agreement
The facility maintains permanent (written or electronic) treatment records, available for review by the Veterinarian of Record, for the treatment of the facility’s common diseases

18% felt that this standard required changes

Key Comments:

- Veterinarians & co-op/processors more likely to suggest change was needed
- Records should be kept for specified period of time – not permanent
- Records are cumbersome & not user friendly
Do all pre-weaned calves (heifers and bulls) receive a volume and quality of milk or milk replacer by day 3 to maintain health, growth, and vigor until weaned or marketed?

18% felt that this standard required changes

Key Comments:

• Define ‘volume’
• Can be evaluated elsewhere (e.g. BCS)
All pre-weaned calves (heifers and bulls) having access to clean, fresh water appropriate for climatic conditions by day 3?

17% felt that this standard required changes

Key Comments:

- Veterinarians more likely to suggest change was needed
- Timeline should be extended
Does the written Herd Health Plan include written protocols for the treatment of common diseases including mastitis, metritis, milk fever, ketosis, displaced abomasum, pneumonia, diarrhea?

16% felt that this standard required changes

Key Comments:

• Protocols change often & updating is time consuming
• Blanket protocols are not effective – need to be specific
Is the written Herd Health Plan reviewed annually by the Veterinarian of Record and the review has been conducted within the past year?

15% felt that this standard required changes

Key Comments:

• Southwest
• Timeline (6 months – before next evaluation)
• Only one vet signature required for VCPR, HHP, etc.
Are all calves (heifers and bulls/steers) offered fresh, palatable starter feed by day 3 to maintain health, growth and vigor?

15% felt that this standard required changes

Key Comments:

• Timeline should be extended
• Not all operations feed starter (e.g. grass-fed)
Other standards that require changes:

8% felt that other standards required changes

Key Comments:
- No additional changes
- Less paperwork in general
- Allow tail docking
- Better/new protocols for certain issues
- Housing
- Overcrowding
- Calf/cow transport

## Major Qualitative Themes

### Educational Opportunities & Collaboration
- Increase producer education on FARM standards & allowing collaboration with advisors for farm management

### FARM Timelines
- Cycle updates are too frequent to allow for on-farm adaptation

### Clarity & Guidance
- Need more specific detail and guidelines on standards

### Flexibility & Farm Size
- All farms are different and operate in different capacities

### Farmer Support
- Farmers feel they are micromanaged and left without adequate support

Available on pages 28 - 30 of the FARM Animal Care Version 5 Survey Report
Major Takeaways
**Take Home Messages**

- Program changes for V5 should be focused on tweaks and improvements
- Areas of change should focus on high risk areas for animal care
- Introducing some corrective actions around housing/facilities might be appropriate
- Doubling down on outcomes-based is key to providing flexibility
- More guidance and education on specific standards would be useful
- Clearly explain the rationale and science behind different standards
- More communication across the supply chain around what is being done and why

Available on pages 28 - 30 of the FARM Animal Care Version 5 Survey Report
Questions?
Contact us

(703) 243-6111
nationaldairyfarm.com

#FARM Proud
dairyfarm@nmpf.org