# Worksheet 4 Customer Segmentation

TASI

Complete this Worksheet for each major product you plan to produce. Develop a profile of the customer(s) you intend to target by market segment. Note the geographic, demographic, and psychographic characteristics of each segment. Be sure to describe your customers' needs and preferences and what they value. Use additional sheets of paper if this product has more than three major market segments.

Product:			
		•	
<b>Customer Segment:</b>	<u> </u>	2	3
Geographic			
0			
Domographic			
Demographic			
<b>Psychographic</b>			
Needs/Preferences			
Neeus/Freierences			

**Potential Sales Volume** 

Worksheet

Complete this Worksheet for each major product you plan to produce. Use your information about average product consumption, geographic location, and customer preferences to develop simple sales projections for each segment of your market. Be sure to specify the timeframe (month, season, year) for each projection. You may want to calculate your potential sales volume for best and worst case scenarios—adjusting the estimated sales volume per customer and the potential number of customers as market conditions may change. If you decide to look at more than three customer segments, more than one sales season, or best and worst case sales projections, use additional paper or Worksheets to calculate and record your business' potential sales volume. Finally, describe any assumptions upon which your sales estimates are based. Be sure to list data sources (such as surveys, market reports, sourcebooks, etc.).

Product:		
Time Frame:		
Customer Segment: I	2	3
Potential number		
of customers: (a)		
Estimated volume per		
customer (b)		
Potential sales		
volume (a x b) =		

#### Market Assumptions/Research Results

Describe your marketing assumptions and research. Include information about general industry conditions, competition, and future market potential for your product.

# Worksheet 4 3 Product and Uniqueness

Complete this Worksheet for each major product you plan to produce. Describe your product and why it will appeal to each market segment. Begin by noting industry trends and general market conditions. Describe supply and demand market trends for this product. Discuss whether they are short-term fads or long-term, emerging trends. Note perceived marketing opportunities that may exist locally, regionally, nationally or internationally. Include evidence that supports your ideas. Then, describe the unique features that distinguish this product within the marketplace. For which customer segments are these unique features important? How easily could competitors imitate these features?

#### **Product:**

dustry Trends/Changing Market Con	iaitions:
Product Characteristic I	
Appeals to which segments?	
Easy for competitors to imitate?	
Product Characteristic 2	
Appeals to which segments?	
Easy for competitors to imitate?	Yes/No
Product Characteristic 3	
Appeals to which segments?	
Appeals to which segments? Easy for competitors to imitate?	
Appeals to which segments? Easy for competitors to imitate?	
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No
Appeals to which segments? Easy for competitors to imitate?	Yes/No

# Competition

Worksheet

4.4

Complete this Worksheet for each major product you plan to produce. List your competitors in each market segment for this product. Describe competitors' product marketing strategies and the prices they charge for each product. Note any advantages and disadvantages you may have with respect to your competition. Then, develop and describe your strategy for competing or positioning your business in the marketplace.

Product:			
Customer Segment:	<u> </u>	2	3
Competitor names			
Competitor products			
Major characteristics			
Product price range			
Our advantages			
Our disadvantages			
Competition strategy	R		

таѕк

4.5

# Distribution and Packaging

Complete this Worksheet for each major product you plan to produce. Describe how you intend to move and package this product for each target market segment. Note where and how the product will be shipped (location and scope) and what type of distribution channel you will utilize (movement). Next, based on each distribution plan, research and describe one or more packaging strategies for this product. Consider what type of packaging might be valued by customers (e.g. convenience) or even required by intermediaries and distributors. Describe a delivery and handling schedule by period (month, season, year). Then, summarize your distribution and packaging strategies for this product.

Product:	Period:	
Customer Segn	nt:	
Location:		
Scope:		
•		
Movement (dist	oution channel):	
Industry packag	g requirements / certification requirements:	
Packaging ideas		
00		
Delivery schedu	& handling:	
_		
	CONTINUED	

### Worksheet 4.5

# Distribution and Packaging

product for each target market s type of distribution channel you more packaging strategies for thi ience) or even required by interr	CONTINUED ch major product you plan to produce. Describe how you intend to move and package this segment. Note where and how the product will be shipped (location and scope) and what will utilize (movement). Next, based on each distribution plan, research and describe one or s product. Consider what type of packaging might be valued by customers (e.g., conven- nediaries and distributors. Describe a delivery and handling schedule by period (month, bur distribution and packaging strategies for this product.
Product:	Period:
Customer Segment:	
Location:	
Scope:	
Movement (distribution char	
Industry packaging requirem	ents:
Packaging ideas:	
Delivery schedule & handling	۶
	BUILDING A SUSTAINABLE BUSINESS

# Worksheet 4.6 Pricing

roduct:			
Our Power to Set Prices:	Low	Some	High
emand Sensitivity to Price Cha	nges:Low	Some	High
Price Range:	Low	Expected	High
Pricing Strategies			
trategy #1:			
			· ·
trategy #2:			
ricing Strategy:			

total) for each customer develop a promotional m use to communicate you customers (timing and fr	segment. Then use y nessage for this prod r message. Describe equency). It may be l	your information about custome uct. Next, think about what adv how often you intend to prom helpful to use a calendar or blar	ose an advertising approach (pro er needs and preferences (Work ertising tools and delivery metho ote your product and communic ik sheet of paper to map out an r. Finally, summarize your promot	sheet 4.1) t ods you can ate with advertising
Product:				
Customer Segment:	<u>I</u>	2	3	
Approach (product, image, total):				
Message:				
Tools:				
Delivery:				
Timing/frequency:				
Promotion strategy:				

	Inventory and Storage Management
Jsing the spac ndustry standa product quality	e below, describe how you will store and manage inventories for each product. Consider any regulations ards that might apply to your business (Worksheet 4.11). Note how you will comply with any standards f y.
Product:	
ndustry reg	ulations/standards:
Product stor	age:
nventory ma	anagement:
Quality cont	

# 4.9 Marketing Strategy Summary

Worksheet

Complete this Worksheet for each major product you plan to produce. Compile your market research (Worksheets 4.1–4.7) for each year in your transition period and for your long run or expected market outlook, as appropriate. Begin with a description of your target market (by segment). Then summarize product characteristics and competition, as well as your plans for distribution, pricing and promotion. Next, use the space below to estimate gross sales revenue and to record marketing expense estimates. You will use this expense information when evaluating the business' projected financial performance in the Evaluation section of Planning Task Four. Finally, summarize your marketing strategies for this product or the whole farm. Be sure to include a SWOT (strengths, weaknesses, opportunities, threats) analysis. This will be the start of your marketing strategy section for the written business plan.

Product:	Long Run		Transition Period	l
	(Expected)	Year I	Year 2	Year 3
Target Market Segments				
-				·
-				
Number of Customers (a)				
Number of Customers (a) _				
Sales Volume/Customer (b)				
Potential Sales Volume				
(c) = (a x b)				
Product Characteristics				·
(appeal and value)				·
-				·
-				
				·
-				
_				
Distribution				
_				
-				
-				
-				
Packaging				
-				·
-				· ·
-				
-				
_				CONTINUED

ross Sales Revenue (e) = (c x d) larketing Expenses: Distribution & Handling Storage Packaging Advertising Other Promotion Licensing and Legal Fees Membership Fees Market Research/Consultant Other Total Expenses	(Expected)       Year I       Year 2       Year 3         romotion				COI	NTINUED
ross Sales Revenue (e) = (c x d) arketing Expenses: Distribution & Handling Storage Packaging Advertising Other Promotion Licensing and Legal Fees Membership Fees Market Research/Consultant Other Total Expenses	ross Sales Revenue (e) = (c x d) arketing Expenses: Distribution & Handling Storage Packaging Advertising Other Promotion Licensing and Legal Fees Membership Fees Market Research/Consultant Other Total Expenses	romotion	-	Year I		Year 3
Marketing Expenses:   Distribution & Handling   Storage   Packaging   Packaging   Advertising   Other Promotion   Licensing and Legal Fees   Membership Fees   Market Research/Consultant   Other	(e) = (c x d)	rice Range/Unit (d)				
Distribution & Handling   Storage   Packaging   Advertising   Other Promotion   Licensing and Legal Fees   Membership Fees   Market Research/Consultant   Other   Total Expenses	Distribution & Handling   Storage   Packaging   Advertising   Other Promotion   Licensing and Legal Fees   Membership Fees   Market Research/Consultant   Other   Total Expenses					
		Distribution & Handling Storage Packaging Advertising Other Promotion Licensing and Legal Fees Membership Fees Market Research/Consultant				
			Strategy Summar	y:		

4 ()

# **Production System and Schedule**

Use the space below to describe the production management system(s) that you use for each enterprise. You may have more than one enterprise for each product that you plan to produce. Be sure to detail your management plans for all enterprises. If you plan to gradually transition into a new management system, complete this Worksheet for each year or season during the transition period. You might find it helpful to use a map or calendar to describe any seasonal or transition-related management plans.

Enterprise			
Year			
System			
Schedule/Rotation			

TASK

4

List any permits, institutional requirements, and other government policies that will affect your operations. When noting permit requirements, be sure to describe any ongoing compliance issues such as annual permit renewals and fees. Next, describe your ability to meet these conditions.

Permit/License/Policy	
Issued by:	
Conditions and compliance issues:	
Fees:	
Can we meet these conditions?	
ermit/License/Policy	
Issued by:	
Conditions and compliance issues:	
Fees:	
Can we meet these conditions?	
ermit/License/Policy	
Issued by:	
Conditions and compliance issues:	
Fees:	
Can we meet these conditions?	

tion									
ource acquisi		Labor	Type						
or the res			Hrs/ Acre						
e the basis f			Price/ Unit						
formation will b		out	Units						
an, since this in	eage:	<b>Operating Input</b>	Quantity/ Acre						
T. I. Z. Complete this Worksheet for each major crop enterprise. Be as specific and accurate as you can, since this information will be the basis for the resource acquisition strategies that you consider.	Current Acreage:		ltem						
<b>T.I.L</b> Complete this Worksheet for each major crop enterprise. Be as specific and accurate as strategies that you consider.			Machine 2						
major crop enter		<b>Machinery Operations</b>	Machine						
et for each der.		Machine	Hrs/ Acre						
<b>T. L</b> Complete this Worksheet fo strategies that you consider.	erprise:		Operation						
Complete strategies	Crop Enterprise:		Month						

 Worksheet
 4, 13
 Describing Potential Livestock Production Systems

 Complete this Workshame E

### **Resource Needs and Acquisition**

Return to Worksheets 2.3 (Tangible Working Assets), 2.5 (Describing Crop Production Systems), and 2.6 (Describing Livestock Production Systems) where you described your current resource base and use. Study these Worksheets and compare them to Worksheets 4.12 and 4.13. Think about how your resource needs will change as you add a new enterprise, expand markets, or reallocate resources. If you used a map in Planning Tasks Two and Three to describe your current situation and future vision, then you may want to do so again here. Illustrate which parcels of land will be devoted to buildings, crops, livestock, recreation, education and wildlife according to your operations management strategy. Then, using the space below, describe any gaps between current resource availability and future resource needs. Lastly, develop your acquisition strategy for meeting or filling future resource needs. Will you redirect or make better use of current resources? Will you purchase or rent additional resources (new or used)? Or will you gain access to resources through agreements, custom-hire or contracting services? List your acquisition strategy alternatives in the space provided.

Acquisition Strategy I	Acquisition Strategy 2

### Institutional Considerations

Describe institutional factors that will affect your ability to use and manage physical resources under your new operations strategies. Include any long-term leasing arrangements, conservation easements, permit requirements, legal restrictions, and production or marketing contracts.

#### Long-term Leasing Arrangements for Real Estate

Specify whether items will be leased in for your use or leased out for the use of others.

#### Long-term Agreements and Easements

### **Permit and Legal Restrictions**

Specify the agency responsible for issuing permits, conditions and compliance factors, fees, and your ability to meet these conditions.

Long-term Production Contracts and Marketing Agreements

### **Estimating Output and Capacity**

Complete this Worksheet for each major product you plan to produce. Compile your market research (Worksheets 4.1–4.7) for each year in your transition period and for your long run or expected market outlook, as appropriate. Begin with a description of your target market (by segment). Then summarize product characteristics and competition, as well as your plans for distribution, pricing and promotion. Next, use the space below to estimate gross sales revenue and to record marketing expense estimates. You will use this expense information when evaluating the business' projected financial performance in the Evaluation section of Planning Task Four. Finally, summarize your marketing strategies for this product or the whole farm. Be sure to include a SWOT (strengths, weaknesses, opportunities, threats) analysis. This will be the start of your marketing strategy section for the written business plan.

Enterprise:				
	Long Run		Transition Period	
Typical output	(Expected)	Year I	Year 2	Year 3
-				
Expected output				
-				
High output				
-				
Low output				
• -				
-				
Production capacity				
-				
-				
At the whole-farm	level, we plan to (gro	w/maintain/contract	) our business:	

TASK

4

**Operations Strategy Summary** 

Complete this Worksheet, using your research from Worksheets 4.9–4.16, for each new enterprise or an existing one that will change. Begin with a brief description of the management system and implementation (describe your crop rotation, pasture layout and rotation, milking schedule, etc.). Next, list new resource needs and your strategy for acquiring them. Then record all operating expenses associated with this enterprise, including the overhead value of new equipment, machinery, and breeding livestock that may be needed. Try to allocate your overhead costs across this and other enterprises in proportion to use. Finally, summarize your operations strategies for this enterprise and the whole farm in the space provided. This will be the start of your operations strategy section for the written business plan. Be sure to include a SWOT (strengths, weaknesses, opportunities, threats) analysis.

Enterprise:		Transition Period				
	Year I	Year 2	Year 3			
Production Syst	em					
and Rotation						
-						
-						
-						
-						
-						
-						
<b>Resource Needs</b>	and Acquisition					
Land	·					
-						
-						
-						
-						
-						
_						
Buildings						
-						
-						
-						
-						
-						
Machinery						
& equipment						
=						
-						
- Due e din e						
Breeding						
livestock						
-						
-						
-			CONTINUED			

Worksheet 4.17	<b>Operations Strate</b>	egy Summary		
			CONTINUED	
Enterprise:		<b>Transition Period</b>		
	Year I	Year 2	Year 3	
Labor				
				_
				-
				-
Supplies				-
				_
				_
Other				_
inputs				_
				_
Permits				TAS
Permits				- /
				-6
Output				
				_
				_
				-
Storage				-
				-
				-
<b>Operations Expenses</b>				
Seed				
Fertilizer				_
Chemicals				_
• • • •				_
Other direct				
				-
Feeder livestock				
expenses			CONTINUED	—

Iterprise:       Transition Period         Year I       Year 2       Year 3         ieed and forages	terprise:       Transition Period         Year I       Year 2       Year 3         eed and forages	terprise:     Transition Period       Year I     Year 2     Year 3       eed and forages			egy Summary	CONTINUED
Year I     Year 2     Year 3       Geed and forages	Year I     Year 2     Year 3       eed and forages	Year I     Year 2     Year 3       eed and forages	terprise:		<b>Transition Period</b>	
Breeding fees   /eterinary  ivestock supplies   Fuel and oil   Repairs and   maintenance   Storage   Processing   Dues and   professional fees   Office supplies   Jtilities   Start and leases   Equipment/   machinery   Bareeding livestock   Buildings   and   Other	ivestock supplies   uel and oil   maintenance   torage   rocessing   Dues and   professional fees   Diffice supplies   bitlities   and leases   quipment/   machinery   irreeding livestock   uildings   and   Dther   tal expenses	reeding fees	-	Year I	Year 2	Year 3
//eterinary	deterinary   ivestock supplies   uel and oil   iepairs and   maintenance   torage   irocessing   Dues and   professional fees   Diffice supplies   itilities   itilities   iequipment/   machinery   irreeding livestock   uildings   and   Dther   tal expenses	eterinary	eed and forages			
Livestock supplies   Fuel and oil   Repairs and   maintenance   Storage   Processing   Dues and   professional fees   Diffice supplies   Jtilities   Rent and leases   Equipment/   machinery   Breeding livestock   Buildings   and   Dther   math expenses	ivestock supplies uel and oil uel and oil uel and oil maintenance torage	ivestock supplies uel and oil epairs and maintenance torage rocessing Dues and professional fees Uffice supplies tilities ent and leases quipment/ machinery reeding livestock uildings and Dther tal expenses	reeding fees			
Guel and oil   Repairs and   maintenance   Storage   Orocessing   Drocessing   Dues and   professional fees   Diffice supplies   Jtilities   Storage   Guipment/   machinery   Breeding livestock   Buildings   and   Dues   Dues   and   Dues   machinery   and   Dues   and   Dues   and   Dues   machiners   and   Dues   and	uel and oil   maintenance   maintenance   torage   torage   rocessing   Dues and   professional fees   Diffice supplies   Juilities   caller and leases   iquipment/   machinery   inreeding livestock   and   Dues and   caller and leases   caller and lease   caller and lease<	uel and oil   epairs and   maintenance   torage   torage   rocessing   Dues and   professional fees   Diffice supplies   tilities   ent and leases   quipment/   machinery   reeding livestock   uildings   and   Dther   tal expenses	eterinary			
Repairs and   maintenance   Storage   Processing   Dues and   professional fees   Office supplies   Jtilities   Rent and leases   Equipment/   machinery   Breeding livestock   Buildings	depairs and	epairs and	ivestock supplies			
maintenance   Storage   Storage   Processing   Dues and   professional fees   Office supplies   Jtilities   Attal eases   Equipment/   machinery   Breeding livestock   Buildings  and   Other   Ital expenses	maintenance   torage   torage   torage   processing   Dues and   professional fees   Diffice supplies   Intervent   machinery   machinery   machinery   Intervent   machinery   Intervent   machinery   Intervent   Intervent </td <td>maintenance   torage   torage   rocessing   Dues and   professional fees   Diffice supplies   htilities   ent and leases   quipment/   machinery   reeding livestock   uildings   and   Dther   tal expenses</td> <td>uel and oil</td> <td></td> <td></td> <td></td>	maintenance   torage   torage   rocessing   Dues and   professional fees   Diffice supplies   htilities   ent and leases   quipment/   machinery   reeding livestock   uildings   and   Dther   tal expenses	uel and oil			
Storage   Processing   Dues and   professional fees   Office supplies   Julities   Aent and leases   Equipment/   machinery   Breeding livestock   Buildings   Land   Dther   math expenses	torage	torage	epairs and			
Processing   Dues and   professional fees   Office supplies   Juilities   Rent and leases   Equipment/   machinery   Breeding livestock   Buildings   Land   Other   mtal expenses	rocessing	rocessing	maintenance			
Dues and   professional fees   Difice supplies   Jtilities   Rent and leases   Equipment/   machinery   Breeding livestock   Buildings  and   Dther   matal expenses	Dues and	Dues and   professional fees   Diffice supplies   Itilities   ent and leases   quipment/   machinery   reeding livestock   uildings   and   Dther   tal expenses	torage			
professional fees Dffice supplies Utilities Rent and leases Equipment/ machinery Breeding livestock Buildings and Dther	professional fees  Diffice supplies  Diffice sup	professional fees  Diffice supplies  Hilities  ent and leases  quipment/ machinery reeding livestock uildings and Dther tal expenses	rocessing			
Diffice supplies   Jtilities   Rent and leases   Equipment/   machinery   Breeding livestock   Buildings  and   Dther   matal expenses	Dffice supplies   Jtilities   dent and leases   iquipment/   machinery   irreeding livestock   and   Dther   tal expenses	Office supplies   Itilities   ent and leases   quipment/   machinery   reeding livestock   uildings   and   Other   tal expenses	ues and			
Jtilities   Rent and leases   Equipment/   machinery   Breeding livestock   Buildings   and   Other   Dther	Jtilities   Lent and leases   iquipment/   machinery   breeding livestock   buildings   and   Dther   tal expenses	dtilities   ent and leases   quipment/   machinery   reeding livestock   uildings   and   Other   tal expenses	professional fees			
Rent and leases   Equipment/   machinery   Breeding livestock   Buildings  and   Other   Dther	Lent and leases   iquipment/   machinery   irreeding livestock   buildings   and   Dther   tal expenses	ent and leases   quipment/   machinery   reeding livestock   uildings   and   Other   tal expenses	Office supplies			
Equipment/   machinery   Breeding livestock   Buildings	inquipment/   machinery   breeding livestock   buildings   and   Dther   tal expenses	quipment/   machinery   reeding livestock   uildings   and   Other   tal expenses	tilities			
machinery   Breeding livestock   Buildings   Land   Other   Intal expenses	machinery machin	machinery   reeding livestock   uildings   and   Other   tal expenses	ent and leases			
Breeding livestock	and Cherren Ch	reeding livestock uildings and Other tal expenses	quipment/			
Buildings Land Dther Dth	and Cher Cher Cher Cher Cher Cher Cher Cher	uildings	machinery			
Land Control C	and Dther	and Dther	un a din a live at a al c			
Other	Dther tal expenses	Dther	reeding livestock			
tal expenses	tal expenses	tal expenses				
			uildings			
isiness Plan Input - Operations Strategy Summary:	isiness Plan Input - Operations Strategy Summary:	siness Plan Input - Operations Strategy Summary:	uildings			
			uildings and Dther			
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	
			uildings and other cal expenses	Operations Strategy S	Summary:	
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	
			uildings and Other <b>tal expenses</b>	Operations Strategy S	Summary:	

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# Worksheet 4.8

Tasks and Workload

Use the space below to describe the marketing, operations, human resources and finance tasks associated with each new enterprise. Refer to Worksheets 4.11–4.12 (Describing Potential Crop and Livestock Systems) for operations workload estimates. Then estimate the workload (hours) associated with each task. If your business tends to be seasonal, distribute the total hours for each activity by periods of the year. Use a separate sheet of paper if more space is needed or make copies of this Worksheet to detail workload changes for each year in your transition period, as appropriate.

Enterprise	Timeframe											
					Ηοι	urs/Mont	th					
Tasks Marketing:	Jan	Feb	Mar	Apr		june		Aug	Sep	Oct	Nov	Dec
	·						·					
Operations												
Management:												
	·		- <u></u>				·					
Finances:												
	·						·					
Total Hrs/Month												

19

4

### Filling Workforce Needs

Use the space below to flesh out new position titles and task descriptions for each new enterprise or existing enterprise that is short on labor. Next, if adding labor, describe the type of position that will be created—full-time or part-time, temporary or permanent, seasonal or year-round—as well as the skills desired for each position. Lastly, describe your strategy for addressing workforce gaps and acquiring and training labor. Workforce strategies may include: reassigning current labor; adding new labor (family, employees, volunteers, interns); hiring out work to custom operators or consultants; or developing work trade arrangements with neighbors or relatives. You might also consider reducing some of your labor needs through the use of additional equipment and machinery or through new business arrangements.

<b>Position/Task</b> (title)	<b>Type of Position</b> (full time/part time, temporary/permanent)	Skills/Experience Desired	Acquisition Strategy
sk			
<u> </u>			
			CONTINUED

n/Task	<b>Type of Position</b> (full time/part time, temporary/permanent)	Skills/Experience Desired	CONTINUED Acquisition Strategy
ribe training	that may be required for r	new positions or new members of	f the workforce:
will training	be accomplished?		

# Worksheet 4.20

TASK

Compensation

Research and record standard wage, salary and benefits for each new job or position. If you plan to create more than four new positions, make copies of this Worksheet or use additional sheets of paper.

	Position/Job	Position/Job 2	Position/Job 3	Position/Job 4
			<b>.</b>	
Average inductivy				
Average industry wage/salary/fees				
(\$/hour):				
Typical industry be	nofits			
Typical industry be				
Tax rate:				

# Human Resources Expense Estimates Worksheet Use the space below to estimate and record your human resources input expenses for all family members and hired labor. Make these estimates as realistic as possible-use your research about industry standards and tax rates as well as your own compensation goals. Position/Job Position/Job Position/Job Position/Job L 2 3 4 Job title/description Name \_\_\_\_ \_ \_ Wages/salary/fees (\$/hour) \_ \_ \_ \_ **Benefits** (health care, \_ \_ \_\_\_\_\_ retirement) Taxes **Insurance (workers** \_\_\_\_\_ compensation) Other **Total labor** (a) \_\_\_\_\_ expenses \_ \_ **Total hours** (b) \_\_\_\_\_ \_ worked Total labor expenses/hour (a) / (b) \_ \_

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# Worksheet Management Strategy Return to your skills assessment in Worksheet 2.7. Are you ready to manage the operation? If not, who will? As you answer the following questions, try to be honest and realistic. Then, develop a strategy for whole farm business management. I. Are you willing and ready to manage the operation and hired labor? If so, what skills do you bring to the management position? Are you a good communicator? 2. Will you share management responsibilities? If so, how will you divide tasks? Will you develop a written management agreement? What skills do other management team members bring to the business? 3. Can the business function without you? Who will manage the operation when you are gone or ill? Who is your back-up? 4. How often will you check in with family and other members of your workforce? 5. Our management strategy can be summarized as follows:

# Human Resources Strategy Summary

Worksheet

4

Complete this Worksheet for each major enterprise. Compile your research (from Worksheets 4.18–4.22) for each year in your transition period (if appropriate) and for the long run or expected market outlook. Begin with a description of workload requirements. Next, describe your labor and management strategy for meeting workload requirements. Use additional paper if needed. Next, record your human resources expenses for this enterprise. You will use this expense information when evaluating the business' projected financial performance. Finally, summarize your human resources strategies for this enterprise or the whole farm. Be sure to include a SWOT (strengths, weaknesses, opportunities, threats) analysis for each strategy. This will be the start of your human resources strategy section for the written business plan.

Enterprise:	Long Run		<b>Transition Period</b>	
	(Expected)	Year I	Year 2	Year 3
Workload (hours/month)				
Labor and Acquisition				
Management				
Expenses				
Recruitment				
Wages				
Fees				
Training				
Education				
Salary				
Benefits				
Taxes				
Insurance				
Other				

#### Business Plan Input - Human Resources Strategy Summary:

# Worksheet 4,24 Risk Management

Production Risk				
Exposure to production risk: Type of production risk:			•	
Market Risk				
Exposure to market risk:	Low	Medium	High	
Type of market risk:				
Tools to minimize market risk:				
Financial Risk				
-		Medium	High	
Type of financial risk:				
Tools to minimize financial risk:				
Personal Risk				
Exposure to personal risk:	Low	Medium	High	
Type of personal risk:				
Tools to minimize personal risk:				
Our risk management strategy can b	e summarized a	s follows:		

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# Worksheet 4.25 Business Organization

Use the space below to record information about the organizational alternatives that you are considering for the business. Your state's Small Business Association is an excellent place to begin your research. If you are planning a major reorganization of the business, be sure to consult a lawyer regarding necessary documentation and tax ramifications. Be sure to note advantages and disadvantages of each alternative as it pertains to your current situation, business vision and personal goals.

Organizational Alterna	itive I	
Ownership:		
Tax rates:		
Filing requirements:		
Advantages:		
Disadvantages:		
Organizational Alterna	ntive 2	_ (
Ownership:		_
Tax rates:		- 1
Filing requirements:		
Advantages:		
Disadvantages:		
Organizational Alterna	ntive 3	
Ownership: Tax rates:		
lax rates:		
Filing requirements:		
rinng requirements:		
Advantages:		
Auvanages		
Disadvantages:		
BIJUNTUI MAZCO		

# Worksheet 4.26 Farmland Affordability

Use this Worksheet to estimate what price you can afford to pay for farmland.

Maximum financially feasible land price	=
Down payment on land	+
Cash available for principal and interest on added land debt	=
Nonfarm income	+
Total cash family living investments & nonfarm capital purchases	
Social security taxes	-
Depreciation reserve	
Principal payments on term debt	
Income taxes	_
Cash expenses (excluding interest)	_
Gross cash farm income	=

This worksheet was adapted from Analyzing Land Investments, videotape, Gayle S. Willett, 1988.

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Finance

Use the space below to begin developing your financing strategy for any start-up, annual operating, and longer-term capital and real estate needs associated with each major business strategy alternative (for marketing, operations, and human resources). Begin by having each member of your planning team (if appropriate) evaluate the importance of the financing criteria described in Figure 82 (control, cost, risk, liquidity). Next list money that will be needed to finance start-up, operating, and long-term needs as well as one or more financing strategy for each. If any of your strategies include the use of external financing, be sure to research and record interest rates and financing conditions in the space provided. Be sure to talk with your local lender, accountant or Extension educator—they can help you locate and evaluate which finance strategy best fits your personal criteria and business needs.

### Strategy Criteria

Rank the importance of each of the following finance strategy criteria:

Control	Low	Medium	High
Cost	Low	Medium	High
Risk	Low	Medium	High
Liquidity	Low	Medium	High

#### **Financing Needs**

List money needed for each expense category. Then, briefly describe one or more financing strategies for each.

	Value	Strategy One	Strategy Two	
One-time start-up needs	\$			TA
Annual operating needs	\$			4
Intermediate needs (5-7 years)	\$			
Long-term needs (7-10 years)	\$			
Real estate needs	\$			

#### **Finance Options**

If you plan to seek outside financing (including government cost-share payments), research interest rates and other financing conditions (such as easement terms) from up to three sources for each financial need.

Need	Source/Institution	Interest Rate	Conditions
Start-up			
Operating			
Intermediate			
1 4			
Long-term			
Real estate			
Near Estate			

4

# Financial Strategy Summary

Complete this Worksheet for each enterprise or for the whole farm. Use information from Worksheets 4.24–4.26 to record information about your strategies for risk management, organization and financing. If appropriate, describe how your strategies will change throughout your transition period. Then, list available financial expense information. Last, summarize your financial strategy for this enterprise and the whole farm. Be sure to include a SWOT (strengths, weaknesses, opportunities, threats) analysis in your strategy summary.

Enterprise:	Long Run		<b>Transition Period</b>	
	(Expected)	Year I	Year 2	Year 3
Risk exposure and				
management				
Organization and taxes				
Financing needs (\$) and				
strategy				
Financial Expenses				
Consultant				
Filing fees				
Software				
Membership fees/collateral				
Interest on operating loan				
Interest on long-term debt				
Insurance				
Other				

#### Business Plan Input-Financial Strategy Summary:

### Summarize a Whole Farm Strategic Plan of Action

Ask yourself if each of the marketing, operations, human resources, and finance strategy alternatives you've identified are compatible as a system. If you are considering more than one functional strategy (such as two marketing strategies or two finance strategies), be sure to explore on paper how these different strategies will affect the business as a whole. How will they affect other functional areas of the business? Rule out those strategies that are not compatible with one another or your business vision as a whole. Then, use the space below to name one or more system-wide business strategies for your whole farm and describe, in one to two paragraphs, how each strategy addresses your critical planning needs, vision, mission and goals.

#### Whole Farm Strategy Alternative # 1:

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Worksheet

Whole Farm Strategy Alternative # 2:

# Worksheet 4.30 Annual Operating Expenses for the Whole Farm

Using your current tax records (if applicable), estimate total variable and fixed expenses for your base plan—for your business as is. Then, list annual operating expenses for each major whole-farm strategy alternative that you are considering. Be sure to calculate and include (1) annual ownership costs of machinery, equipment, and buildings (depreciation, interest, repairs, taxes and insurance); and (2) start-up costs as either one-time cash expenses or as part of annual debt or lease payments (it depends on how you decide to finance these costs). Try to break all of your annual whole farm expenses up into variable- and fixed-expense categories.

	Base Plan	Alternative One	Alternative Two
Direct Expenses			
Marketing			
Seed			
Fertilizer			_
Chemicals			
Crop insurance			
Other direct crop expenses			
Feeder livestock purchases			
Feed and forages			
Breeding fees			
Veterinary			_
Livestock supplies			
Other direct livestock expenses			
Custom hire			
Fuel and oil			
Repairs and maintenance			
Storage			
Processing			_
Dues and professional fees			
Interest on operating loan			
Sales taxes			
Other operating expenses			
Total variable costs			
Overhead Expenses			
Utilities			
Rent			
Hired labor			
Depreciation			
Farm insurance			
Repairs and maintenance			
Taxes			
Interest on intermediate debt			
Interest on long-term debt			
Other fixed costs			
Total fixed costs			

### **Enterprise Budget Break-even Analysis**

Worksheet

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Calculate your break-even value or volume for each enterprise or product. If you plan to look at break-even volumes, use the cost estimates that you developed in Worksheet 4.25 along with market values developed in Worksheet 4.6. Try experimenting with a range of market prices to see how they affect your break-even volume. Then, compare your break-even volume to the sales volume projections and output capacity estimates that you generated in Worksheet 4.2 and 4.12, respectively.

Likewise, when calculating break-even values, look back at Worksheets 4.4 and 4.6—can you break even and still remain competitive? Is your break-even value below the projected market price that you identified in Planning Task Four?

		_
- Annual overhead costs	(a) =	
Direct costs/unit	()	
Estimated market value/unit	(c) =	
Break-even value		
Estimated sales volume	=	(Worksheet 4.2)
Upper limit or output capacity		(Worksheet 4.12)
-		
Average overhead expenses	(a) =	
Average overhead expenses Average direct expenses	(a) =	
Average overhead expenses Average direct expenses Production volume	(a) = (b) = (c) =	
Average overhead expenses Average direct expenses Production volume	(a) = (b) = (c) = (a+b)/(c) =	
reak-even Volume Enterpri Average overhead expenses Average direct expenses Production volume Break-even value	(a) = (b) = (c) =	

# Partial Budget

If appropriate, calculate and record the impact of each whole farm business strategy using the partial budget approach. Begin by estimating additional income (added inflows) and new expenses (additional outflows). Next, estimate any reduction in your annual expenses (reduced outflows) and income (reduced inflows) that will occur as a result of your proposed strategy or business change. Lastly, total up the positive impact of your business strategy (e) and the negative impact (f). What is the net effect on profit and cash flow? What is your return on assets?

#### Whole Farm Strategy:

4.32

Added Inflows	Profit	Cash Flow	Added Outflows	Profit	Cash Flow
				- <u> </u>	
				<u></u>	
Subtotal (a) =			Subtotal (b) =		
Reduced Outflows			Reduced Inflows		
			-		
Subtotal (c) =			Subtotal (d) =		
Total (a + c) = (e)			Total (b + d) = (f)		
			Net (e – f) = (g)		
			Added Interest (h) =		
			Total Investment (i) =		
			<b>Return on Assets</b>		
			[(g + h) / i] =		

4.33

### Long-Range Projected Income Statement

Use the space below to record average income and expenses (variable and fixed costs) for your present business (base plan) and the whole farm strategy alternative you are considering. The base plan should project the average expected future results for your current farm operation. Do this column first based on past history (Worksheet 2.10) and then build on it for each of your alternative strategies using information from your gross sales revenue projections (Worksheet 4.8) and the whole farm cost analysis (Worksheet 4.27). Then, calculate the net farm income for each alternative by subtracting total expenses from total revenue. How do your proposed alternatives compare to your present business income? Remember, when projecting the income for each strategy alternative, assume that your strategy has been fully implemented.

Revenues:	Base Plan	Strategy #I	Strategy #2
Gross product sales	 		
Cull breeding livestock	 		
Other income			
Total revenue (a)			
_			
Expenses: Annual variable			
expenses	 		
	 		· · - <u></u> ·
Annual fixed			
expenses	 		
Other farm expenses	 		
Total expenses (b)	 		
Net farm income (a – b)			

4.34

# Long-Range Projected Cash Flow

Use the space below to calculate and compare your business' present cash flow and its cash flow under the alternative wholefarm strategies that you are considering. Begin by estimating total cash inflows and outflows. Then subtract outflows from inflows. If the projected net cash flow is positive, then the plan will cash flow—it will be able to make debt payments on time. On the other hand, if the net cash flow is negative, the business alternative will have trouble servicing short-term debt.

		Base Plan	Strategy #I	Strategy #2
rojected Cash Flow:				
Net farm income				
Depreciation expense				
Interest expenses on term debt				
Nonfarm income				
Total cash inflows	(a)			
Owner withdrawals				
Income and social security taxes				
Principal and interest payments on term de	bt			
Loan				
Total cash outflows	(b)			
Projected net cash flow	(a – b)			

# Projected Balance Sheet

Worksheet

4.35

Construct a projected balance sheet for your business base plan and for each whole farm strategy alternative you are considering. Where possible, include itemized details under each asset and liability category. Then, calculate your overall change in wealth earned from farm and nonfarm income after adjusting for living expenses and partner withdrawals. You may want to use a computer software package, such as FINPACK (available from the Center for Farm Financial Management), to collect and process the information needed for your projected balance sheet.

Year:				
		Base Plan	Strategy #I	Strategy #2
Assets				
Current Farm Assets				
Cash and checking balance				
Prepaid expenses & supplies				
Growing crops				
Accounts receivable				
Hedging accounts				
Crops and feed				
Crops under gov't loan				
Market livestock				
Other current assets				
Total current assets	(a)			
Intermediate Farm Assets				
Breeding livestock				
Machinery and equipment				
Other intermediate assets				
Total intermediate assets	(b)			
Long town Found Access				
Long-term Farm Assets Farm land				
Buildings and improvements				
Other long-term assets				
Total long term assets	(c)			
Total Farm Assets	(d) = (a + b + c)			
Nonfarm Assets	(e)			
Total Assets				
IVIAI ASSELS	(i) – (a + e)			
				CONTINUED

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Year:				
		Base Plan	Strategy #I	Strategy #2
Liabilities				
Current Farm Liabilities				
Accrued interest	-			
Accounts payable & accrued expense	-			
Current farm loans	-			
Principal on CCC loans	-			
Principal due on term loans	-			
Total Current Farm Liabilities	<b>(g)</b>			
Intermediate Farm Liabilities	<b>(h)</b>			
Long-term Farm Liabilities	(i)			
Total Farm Liabilities				
Nonfarm Liabilities				
Total Liabilities				
Net Worth	(m) = (f - l)			
Earned Net Worth Change Per Yea				
Net Farm Income (from Worksheet 4	4.33) <b>(n)</b>			
Nonfarm Income				
Family Living/Partner Withdrawals				
Income Taxes				
Earned Net Worth Change (r) =	(n + o) – (p + q)			

# Worksheet 4.35 Projected Balance Sheet (continued)

CONTINUED

# Worksheet 4.36 Risk Analysis

Use the space below to record and compare the results of a five percent decrease in market prices, a five percent increase in expenses, or a two percent increase in interest rates for each whole-farm strategy alternative. You will need to use software or another sheet of paper to calculate the effect of these very real market uncertainties. How do these market and finance-related shocks affect your present business and its future under the whole-farm strategy alternatives that you are considering?

	Base Plan	Strategy #I	Strategy #2
Effect of a 5% decrease in prices			
Net farm income			
Net cash flow			
Effect of a 5% increase in expenses			
Net farm income			
Net cash flow			
Effect of a 3% increase in interest rates			
Net farm income			
Net cash flow			

TASK

### **Transitional Cash Flow**

Use the space below to project the business' first three years' cash flow. Begin by recording gross income from sales of products. Then, record other farm and nonfarm income as well as borrowed funds that will be used by the business. Record total projected income or total inflows (a) for each year. Next, record all cash outflows (b), including annual farm expenses, owner withdrawals (for family living), taxes, and debt payments. Subtract total cash outflows (b) from total cash inflows (a) to calculate net cash flow for the year.

#### Whole Farm Strategy:

4.37

Projected Cash Inflows:         Gross product sales         Other income         Capital sales         New borrowings         Total Cash inflows (a)         Projected Cash outflows:         Farm expenses         (excluding interest)	
Other income   Nonfarm income   Capital sales   New borrowings     Total Cash inflows (a)     Projected Cash outflows:	
Other income   Nonfarm income   Capital sales   New borrowings     Total Cash inflows (a)     Projected Cash outflows:	
Nonfarm income   Capital sales   New borrowings    Total Cash inflows (a)  Projected Cash outflows: Farm expenses	
Nonfarm income   Capital sales   New borrowings    Total Cash inflows (a)  Projected Cash outflows: Farm expenses	
Nonfarm income   Capital sales   New borrowings    Total Cash inflows (a)  Projected Cash outflows: Farm expenses	
Nonfarm income   Capital sales   New borrowings    Total Cash inflows (a)  Projected Cash outflows: Farm expenses	
Nonfarm income   Capital sales   New borrowings    Total Cash inflows (a)  Projected Cash outflows: Farm expenses	
Nonfarm income   Capital sales   New borrowings    Total Cash inflows (a)  Projected Cash outflows: Farm expenses	
Capital sales New borrowings Total Cash inflows (a) Projected Cash outflows: Farm expenses	
Capital sales New borrowings Total Cash inflows (a) Projected Cash outflows: Farm expenses	
New borrowings   Total Cash inflows (a)    Projected Cash outflows: Farm expenses	
Total Cash inflows (a)         Projected Cash outflows:         Farm expenses	
Projected Cash outflows: Farm expenses	
Projected Cash outflows: Farm expenses	
Farm expenses	
Farm expenses	
· · · · · · · · · · · · · · · · · · ·	
(excluding interest)	
Owner withdrawals	
Income and social security taxes	
Capital purchases	
Debt payments	
Total cash outflows (b)	
Net cash flow (a – b)	
Cumulative net cash flow	

# Scoring and Deciding on a Final Business Strategy

Worksheet

4.38

Use each of the strategy tests (described in Figure 96) to assess your whole farm business alternatives. Give each strategy a subjective score, from one to five (five being the highest), for each test. Once each strategy is scored, sum the scores across all tests. The strategy with the highest score is apparently the best for the farm and your planning team. If more than one strategy ranks similarly, then spend more time researching and evaluating the remaining strategies before making a final decision about which direction to take your business.

Proposed Strategy:	Base Plan	Strategy #I			
Strategy Tests (high = 5, low = 1)					
Vision Consistency					
Goodness of Fit					
Building for Future					
Performance					
Importance					
Feasibility					
Resources					
Confidence					
Total Score					
Which whole farm or enterprise strategy will we pursue?					

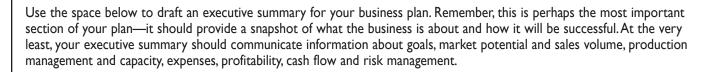
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# Worksheet 2 20 Contingency Statement

	Describe future challenges and risks for the business. Think about what internal circumstances or external events might p vely and negatively affect the business and how the business would respond to each.
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# Executive Summary

Worksheet



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BUILDING A SUSTAINABLE BUSINESS