

Wisconsin Custom Operators, Inc
Annual Meeting / Chula Vista Resort / Wisconsin Dells, WI / January 25, 2017

President Kathy Vander Kinter called the meeting to order at 8:15 am. Kathy welcomed members and sponsors and thanked H&S Mfg for sponsoring the breakfast prior to the meeting.

Roll Call of Directors

Kathy Vander Kinter – President, Cole Olson-VP, Troy Meyer-Secretary, Chuck Rabitz- Treasurer, Bryce O’Leary, Bill Arneson, Isaac Lemmenes, Matt Digman, Maria Woldt-Exec Director (absent: Kevin Shinnors)

Agenda Approval: Motion made by Daryll Manthe, second by Al Deaton

Minutes of the January 27, 2016 annual meeting were distributed (page 9 of the program). Minutes were summarized by secretary Troy Meyer. Motion to approve minutes by Bryce O’Leary with a second from Daryll Manthe.

Treasurers Report: A financial summary was distributed as a portion of the meeting program (page 11). Financials were summarized by Treasurer Chuck Rabitz. Increase in income is due to many 2016 and 2017 sponsorships being paid in 2016. Treasurer’s Report approved by Bryce O’Leary, with a second from Joe Manthe.

President’s Report (Vander Kinter): We had 160 members and 37 sponsors in 2016, a strong and active membership. If you have not renewed your membership, please do so. This year’s certification meeting in March will be in Kimberly, WI and emphasize Business/Human Resource Training.

Executive Director’s Report: WCO has been trending approximately 20 new members per year. We gained 4 new sponsors which is critical as it is our primary source of revenue. March 17 is slated to be our Business Development and HR Conference – see the back page of the program for details – please attend! WCO has converted to a cloud-based membership system for security reasons – a nice upgrade. NR151 is a bill that we all need to pay attention to. It has the potential to affect members and customers.

Committee Reports –

Special Projects: (Matt Digman) Matt has been working with Kathy and Maria on planning for the March 17 Business Development Meeting. Matt presented the 2nd annual WCO rate survey. Matt explained that there were 5 focus areas, the survey is entirely participant information is anonymous and he is presenting 2015 data. Mowing rates were the only group to increase. Merging and Chopping rates were reduced compared to last year’s numbers. In addition to rates for mowing, merging, chopping, transport and packing, the survey also included information relating to employee wages and benefits, client recruitment and safety. The survey will be posted on the WCO website for analysis.

Scholarship / Awards: (Maria Woldt) Maria announced the 2016 scholarship winners: Kristen Woldt (Woldt Harvesting, LLC), Brook Trustem (Larson Acres) and Mathew Schmidt (Lemmenes Custom Farms). All candidates have met their obligations and received a \$1,000 check from WCO – congratulations! Please encourage applicants for the 2017 program, deadline for applications is May 1, 2017. WCO will be sponsoring 3 - \$1,000 scholarships again this year.

New for 2017 was the WCO “Employee of the Year” Award. New Holland Agriculture was the sponsor of the program which was a huge success. WCO was seeking candidates that promote productivity, customer service, safety and teamwork with our member operators. Josh Harkenrider discussed New Holland’s commitment to the program and the award was presented to Steve Burclaw (Biadasz Farms, Amherst, WI). Steve helped the Biadasz Family/Operation through a tremendous tragedy (the loss of Mike Biadasz) in summer of 2016. WCO was honored to present the “First Annual” EOTY Award to Steve.

Mike – WE WILL NEVER FORGET YOU!

News / Media: (Troy Meyer) WCO has maintained a strong presence through newsletter, increase visibility in social media, articles, and events. Kathy Vander Kinter was featured in several publications including Farm Journal, Midwest Agriculture Almanac and Hay and Forage Grower. We intend to keep the 3 newsletter per year format for 2017.

Education / Conference: (Vander Kinter / Harkenrider) Kathy Vander Kinter explained that the trade show was sold out this year! Thanks to all exhibitors who attended this year's convention. We need your survey information from each session in order to assist in topics for 2018, please fill them out. \$100 gift card donated by Meyer Mfg. will be drawn at lunch today for all survey participants. Consider joining a WCO committee if you can contribute.

Recruitment / Nomination: (Cole Olson) Cole explained that there are 3 seats up for election on the current board. Cole explained that WCO By-Laws call for at least 5 Directors that are general members. At least one member shall be from the Northern Region, at least one General Member from the Southeast Region, and at least one General Member from the Southwest Region. No more than 2 Directors may be Associate / Corporate Members. No more than 2 Directors may be Honorary Members. There are 9 Directors total.

Today we will be voting for a Northern Region Director, Director at Large and a Corporate Director. An article appeared in the November issue of the WCO newsletter asking for nominations. The nominating committee met and is pleased to present you with the following slate of nominees: Derek Ducat / Northern Region; Ray Liska / Director At Large; Josh Bartholomew, Bob Doran, Josh Harkenrider and Ritchie Magnuson for Corporate Director. Cole invited all the candidates to introduce themselves and say a few words. President Vander Kinter called for any additional nominations, none were given. Bryce O'Leary moved to close nominations, seconded by Jon Orr

Maria acknowledged outgoing board members Kathy Vander Kinter, Ike Lemmenes and Troy Meyer.

Election Results: Northern Region – Derek Ducat / At-Large – Ray Liska / Corporate – Josh Bartholomew
Bryce O'Leary made a motion to destroy the ballots, with a second from Cole Olson. President Vander Kinter ordered the ballots be destroyed.

Safety / Regulation Committee: (Bryce O'Leary and Bill Arneson)

IOH – let us know if you have any happenings relating to IOH. It has been fairly quiet on that front. Bill reminded members that you should always get things in writing from your local town chairman/representative or anyone that instructs you that you “don't need to do that / don't need to apply for that”.

Kathy recognized Glenn Jantzen and Jon Orr from USCHI for attending our conference again this year.

Call for New Business – there was none.

Move to adjourn by Jon Orr, second by Daryll Manthe - - meeting Adjourned

Respectfully Submitted by: Troy Meyer - Secretary