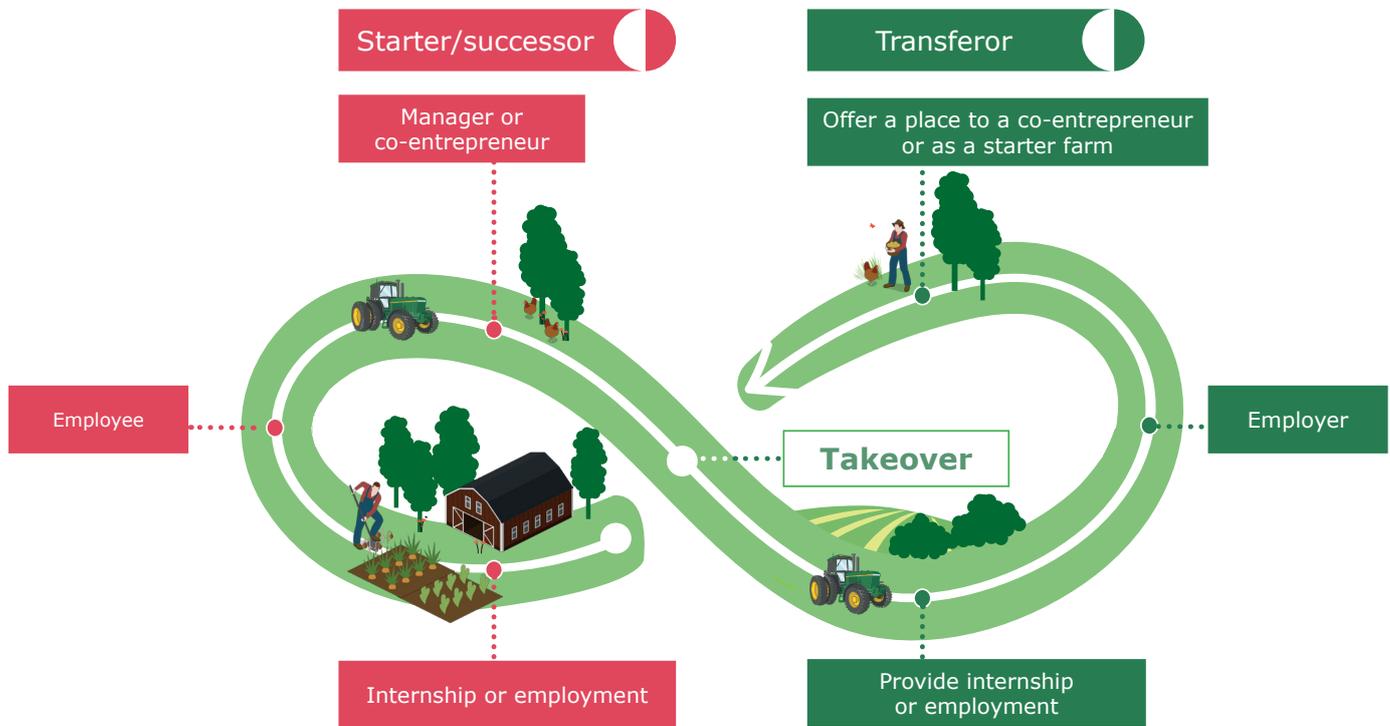


# Roadmap to farm succession



As a starting farmer, you will gain experience and learn how to run a business. Only then can you choose if you wish to take over a farm. As an agricultural entrepreneur you begin by taking on an intern and you then increasingly share responsibilities with employees or a co-entrepreneur. Only after this would you transfer your farm. Do you see that a starter and an entrepreneur need each other?

**Will you start as an (organic) farmer?  
Will you take over a sustainable farm?**

**Will you transfer your business within or outside your family?  
Will you start a conversation with a potential business partner about starting or taking over?**

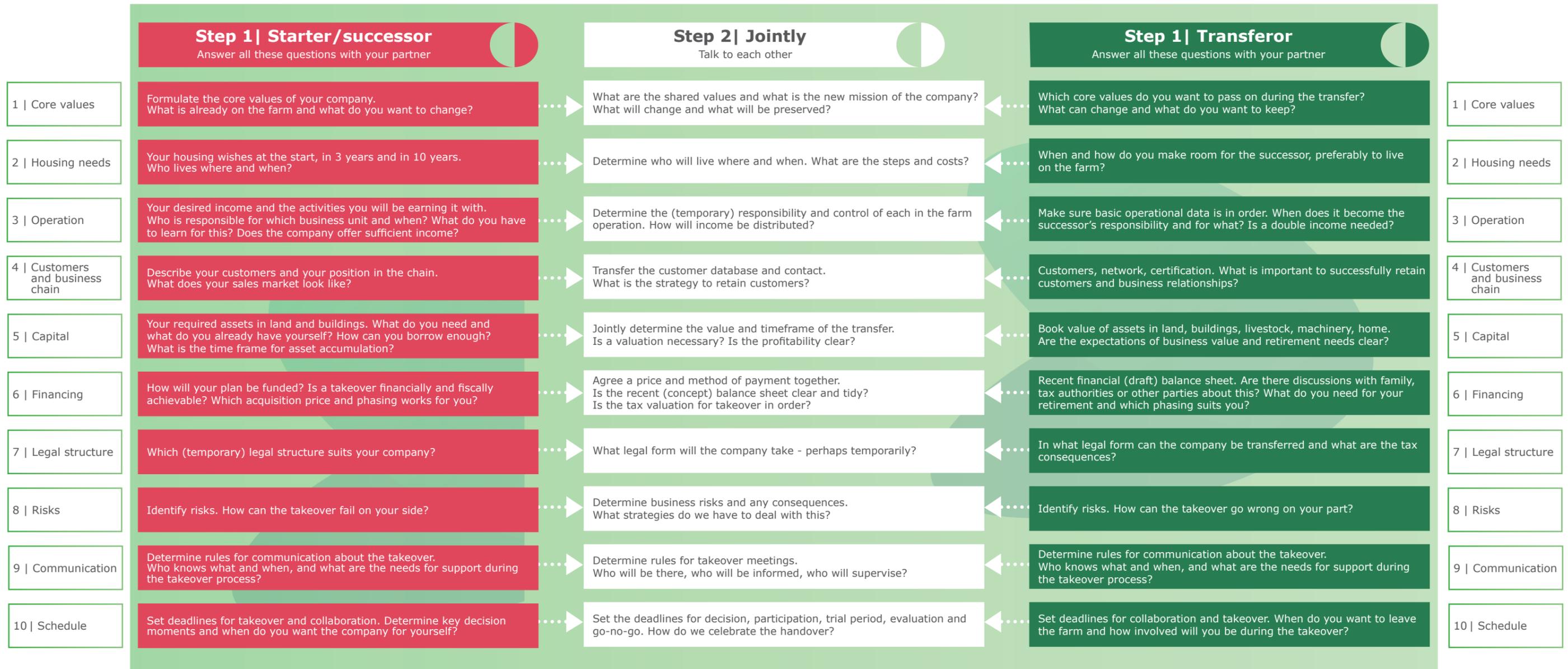
**Use Landgilde's roadmap to farm succession.**

Business aspects, personal feelings, your family: a lot is involved when starting or transferring a business. Do you want to start or take over an existing farm? Do you want to transfer your company? It helps to know what you want. And it helps to know what your partner wants.

Important questions for starting farmers are: what do you want to change and what will you keep? Where do you want to live? How can you earn an income during the takeover period? And important questions for those who are transferring their farm business include: what core values do you want to keep, what can change? What do you need in income and assets for retirement? Do you have your business information in order?

Good agreements are half the battle. Many promising takeovers fail due to differences in expectations. The roadmap to farm succession helps you to stay on track. And to be well prepared to enter the takeover process.

# Roadmap to farm succession



## Have a good journey using this roadmap

### These tips increase your chance of success:

- It always turns out differently than you expected. That's okay, make the journey with enthusiasm and persistence!
- Choose an independent counselor to ensure that everything is discussed in detail, even difficult subjects. **Visit [www.landgilde.nl](http://www.landgilde.nl)** for experienced counselors.
- Divide the timeline into bite-size pieces. Give yourself and your business partners peace of mind and direction through steps with decision points.
- Make clear agreements about the living arrangements: which family will be allowed to live on the farm? Housing can be an unexpectedly tricky discussion topic.
- Celebrate and nurture your collaboration. Also do fun things together. A party - for example with customers - is an important step in the process.



## Step 3 | Roadmap for company takeover

Draw up and celebrate a takeover and/or a cooperation agreement!

## Pitfalls along the way



### Farm succession often goes wrong when the following mistakes are involved:

- Thinking that during the takeover period two family incomes are easily achievable, even if this is not actually the case.
- Making verbal agreements, but not writing them down or sharing your agreement with your family or other people involved.
- Expecting that two families living under one roof or living in a mobile home remains fun during the takeover period of five years.
- Forgetting to discuss the plans with your children, siblings, family or other stakeholders not directly involved in the takeover.
- Making plans for the company or your departure on your own, without sufficiently involving your partner.
- Thinking that farm succession is purely a business affair and ignoring the emotions involved.



Q

"We had already looked at different places and had drawn up plans to start a farm. We even calculated. That is why we knew what we were looking for in a farm. Horticultural farm de Es suited us. With the aid of a counselor we discussed the farm takeover questions in this roadmap. We discussed our common mission and the transfer of customer contacts. This resulted in a relatively quick takeover: we took over within a few months."

**Bart Pijnenburg** | successor on horticulture farm de Es

Q

"It's important to prepare well for the takeover process, to know exactly what you want so that you can stay consistent during conversations. Our discussions were intense and often took place in-between work, then you really have to switch focus and leave your work behind for a little while. It has been quite a tough process. It was important to work together for some time to ensure an easy transfer."

**Anna Jooss** | transferred horticulture farm de Es

Q

"The roadmap helps you to identify and maintain important benchmarks. It also has a reassuring effect: if you go through this, you have done a large part, and you prevent the thought "if only we had talked about it earlier". It is a kind of compass that helps you to see where you are now and what you still have to think about. It is a good instrument between dream and reality, to make all your ideals and dreams into something viable, so that your good intentions lead to something."

**Herman Jan Stroes** | entrepreneur and starter in agriculture

## Landgilde for start and succession in organic and diversified agriculture.

- matching site landgilde.nl for supply and demand for organic companies and employees
- guidance at the start and takeover
- training and starter days

*The Newbie project is funded by the EU research and innovation program Horizon 2020 (No. 772835). Join the Newbie network and take advantage of information about new entrants in Europe: [www.newbie-academy.eu](http://www.newbie-academy.eu)*

### Colophon

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