

# FARM SUCCESSION READINESS INDICATOR



Name: \_\_\_\_\_

Date: \_\_\_\_\_

Score My Current Situation: On a scale of 1-10 (1-Poor, 10-Excellent)

Farm Succession Strategy	Score
As a family, we understand our core values and these critical beliefs guide our actions and decisions	
My timeline to slow down and step back from farm leadership is understood	
There is a clear, documented vision for the future of the farm that is strongly aligned across multiple generations	
We have high trust for each other and are supportive versus caught up in competitiveness	
Everyone's roles and responsibilities on the farm are well defined and we have identified the pathway to ownership control for multiple generations	
<b>Farm Succession Strategy Total</b>	
Leadership Readiness	Score
The farm is prepared to run efficiently without me and there are no major dependencies on my talents or experience	
My successor(s) has the talent and knowledge required to succeed as a leader and owner	
I fully trust my successor(s) to make sound decisions and do not need to check up on them	
My successor(s) have been vetted against objective criteria to verify they're the right fit to run and own the farm business	
I feel prepared to release accountability, decision making and control to my successor	
<b>Leadership Readiness Total</b>	
Farm Governance	Score
We have open and healthy conversations where we respect differences, debate ideas, and land on aligned decisions	
We consistently schedule farm business meetings that are productive and effective in running the business	
We each understand our role and it is clear what decisions will be made together versus independently	
We have full transparency on the inner workings of the farm, including the financials and human resource decisions	
We review the succession plan annually to guide our steps and ensure our assumptions and expectations are clear	
<b>Farm Governance Total</b>	
Financial Readiness	Score
I know what I need from the farm assets to maintain or reach my lifestyle goals	
We have a family philosophy on what fairness means that is understood by both farming & non-farming children	
I understand the financial viability of the farm to sustain the needs of both generations	
Our compensation is aligned to individual contribution and is based on the market value of their roles	
My successor(s) can afford to buy the business	
<b>Financial Readiness Total</b>	
Legal and Accounting	Score
I have implemented an ownership structure that is best suited for the transfer of the farm	
The farm valuation has been documented, is up-to-date and has been shared with, and agreed to, by the family	
I have actively involved my successor with my team of professionals	
I have consulted with a tax expert and we have created a tax efficient strategy for transition	
I have an updated will and power of attorney that reflects our plan in the event I become unable to work or die prematurely	
<b>Legal and Accounting Total</b>	
<b>FARM SUCCESSION READINESS TOTAL</b>	