

Vision For Pa DHIA

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regions into "my" area and "your" area. Now we talk of "our." "We" need to move together. We have stopped using the "personal" pronouns and started to be a team.

"With any organization of this size, you have different divisions and different people working in different areas. There are going to be problems. But Dave has worked hard to pull things together."

When the organization was developing a centralization program, many people expressed fear that the communication and input from the grassroots would be lost. But with the mechanism in place to bring resolutions from the local district to the annual meeting, grassroots ideas are being heard better than ever. Even more important is a sensitive board and a sensitive management that have made the ideas from the grassroots come to the attention of the state organization without going through the resolution process.

In addition, the DRCP committee and the technician improvement committee have helped bring communication between members

and the board; members and management, and between members and employees. The business community has also been drawn into a support position in the organization.

Sollenberger said that one of his concerns was in the area of DRCP services that are done by large non-farm businesses. These businesses may become unresponsive to members and may not, down the road, provide the quality records needed by the bull studs and by USDA.

"I hope we maintain a choice between the university-type DRCP, the business-type DRCP, and the farmer-run DRCP," Sollenberger said. "I hope we are careful how quickly we jump into something that takes away these choices."

In the open competition that has developed through National DHIA's new "no boarder" policy for regional organizations, Sollenberger believes that where one organization penetrates another's business, these organizations are going to take a look at what they can afford to do and not do.

"I believe the competition has forced organizations to talk to each other and find out where they can work together," Sollenberger said. "Farmers don't have the option to fight among themselves. If our organizations fight among themselves, the farmer is going to be hurt. In all the talks we have, the bottom line must be to ask what will be the result of this action to the farmers we serve. If that is not the bottom line, then I'm not sure what it is."

"Of course, we can't just meet the needs of the present. We must be able to see in the future. But as fast as technology is moving this industry, I'm not sure how far we really can see into the future. But this should not prevent us from trying."

"In the end, people make the difference. We have good people heading our departments at Pa DHIA. I would like to see us maintain the quality of people we have. From the technician on the farm to the general manager, ultimately the organization is people."

Ardrossan Herd Sold

BRATTLEBORO, Vt. — The world-known Ardrossan Ayrshires will be leaving Pennsylvania to travel to Colorado, following the death of Ardrossan owner, Hope Scott, in January.

Dr. Charles Hanson and his son Eric Hanson have purchased the entire herd, approximately 280 animals, including about 150 head of milking and dry cows.

"We were planning on adding to our herd when Eric was ready to develop an operation in Pueblo," said Hanson. "The opportunity to buy this large a number of cows of this caliber was very good timing. Everything sort of fell into place."

The Hansons plan to move the animals gradually, moving cows as they dry up, and bred heifers as they approach calving dates. They intend to ship one load a month from April to September, with all remaining animals coming in September. The Hansons also intend to have an entirely new facility by the first of November, located 10 miles east of Pueblo.

"We look forward to the challenges and opportunities of carry-

ing the breed forward," said Hanson of what has been ranked as one of the top producing herds in the nation for many years.

"The herd has tremendous genetic potential, and they have demonstrated their ability to produce. We look forward to continuing to develop the genetic pool, and enhancing it to create environment and circumstances to allow expression of that genetic potential."

The Hansons have worked with Ayrshires for about 17 years.

"We think that they can be competitive with the Holsteins, which we have experience with," he said. "We feel that the Ayrshires with the right genetics and the right production pedigree can be very competitive on a commercial basis."

The Hansons also commented that they intend to continue the Ardrossan tradition of placing some of their genetics in national and club sales, to continue the legacy of the original Ardrossan animals.

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