

Farm Management Plan for Dispersion Farm

Summary

This Farm Management Plan document (the “**FMP**” or “**Plan**”) frames the management practices, obligations, and future plans for Dispersion Farm, located at 2889 County Hwy F, Brigham, WI (the “**Farm**” as shown in **Appendix A**) managed by Alexander Tanke and Emma Kloes (together the “**Farmer**”) operating on lands co-held by The Farmers Land Trust, Inc. (the “**Trust**”, together with Farmer referred in this document as “**we**”, “**us**” and “**our**”) pursuant to a recorded Remainder Interest. The Farm operates on the principles of sustainability, environmental stewardship, and community engagement as more specifically outlined in the forthcoming *Shared Agreements for Land-Based and Equity Practices*. This Plan provides a high-level overview of the farm's layout, our commitment to regenerative farming, and our overall approach to land management. It is anticipated that at a later date The Trust will convey its interest in the Farm to a 501(c)(25) nonprofit corporation for continued stewardship consistent with this Plan.

Farm Overview

Annual Payment

Farmer and the Trust have engaged in constructive dialogue regarding financial practices and agree that Farmer will make the following “**Annual Payment**” to the Trust: \$600 per year starting on the recording date of the Life Estate until its conclusion:

- The Trust will use the Annual Payment received from Farmer to make a \$50 per month voluntary tax paid by Trust to a local or regional Indigenous Community.
- Beginning in 2027, the Annual Payment will be due on the first day of January.
- Any other pre-approved stewardship, operational, or future development costs agreed to by Farmer and the Trust may lead to an adjustment of this amount.
- We agree to review the Annual Payment at least every 3 years.
- If any of the following events occur before the 3 year time period, we agree to come together to reevaluate the Annual Payment within 30 days of the event occurring:
 - Ecological and human-caused disasters;
 - Increases or changes in applicable tax rate or insurance requirements;
 - Farmer and Farm Family health and life-crisis events;
 - Mutually agreed upon building or infrastructure improvements.
- The Annual Payment is separate from and in addition to any costs and expenses

that Farmer is obligated to pay under the terms of the Life Estate Agreement between Farmer and the Trust.

Stewardship Contribution

A “**Stewardship Contribution**” is a tracked commitment to return more to the Land than is taken. Both the Farmer and the Trust have Stewardship Contributions.

Farmer’s Stewardship Contribution can include such things as:

- Improving soil organic matter and soil quality through rotational grazing, composting, soil amendments, controlled grassland burns, biochar production for use on-farm, and/or other regenerative methods;
- Increasing plant diversity via overseeding native forbs and grasses;
- Farming endangered breeds/varieties;
- Distributing scion and seed from on-farm tree crops whether or not they are distributed at a profit;
- Controlling highly invasive species such as leafy spurge, crown vetch, and wild parsnip;
- Harvesting the nut crop for sale or distribution to prevent a rodent infested landscape rich in ticks and to reduce disease pressure on the trees; and
- Creating public-facing programming through guided tours, cultural events, or other programming.

Farmer will share the Farmer’s Stewardship Contribution with the Trust annually using one or more of the following reporting criteria: (1) in-person or virtual tour or (2) by photos and corresponding narrative. Farmer and the Trust will coordinate the delivery method.

The Trust’s Stewardship Contribution can include such things as:

- Making investments in farm infrastructure;
- Contribution of capital secured by the Trust;
- Working with Farmer to receive grants related to improving or stewarding the Farm;
- Communications and storytelling to build awareness, interest, and understanding that expands support and creates replication from and by others;
- Developing and sharing processes, resources, and content on the Farm and the Farmland Commons and the structures and agreements between them as open source resources for all;
- Any other allowable activity under Section 501(c)(25) of the Internal

Revenue Code.

Unless otherwise agreed upon by the Trust and Farmer, all Stewardship Contributions made with the funds or assets of the Trust will remain part of the Trust.

Both the Annual Payment and Stewardship Contribution will align with the Terms of the forthcoming *Shared Agreements for Land-Based and Equity Practices*.

Land Use and Layout

The Farm spans 43 acres, with diverse land uses to support our vision of regenerative and integrated farming. Maps included in **Appendix A** provide a visual representation. Sustainable Practices, outlined below, apply to all land use types.

The farm is divided into several key areas that may include the following and may overlap and/or have distinct boundaries:

- **Crops with Tillage and Cultivation:** Areas designated for crop cultivation are spread across 2 acres south of the solar well. The Farmer rotates crops and uses cover cropping to maintain soil health, reduce pest pressure and disease, and limit soil compaction and mineral depletion focusing on any produce and/or fiber crops to support local food systems. Cover crops that live through the winter should be present on no less than 50% of this land type over the winter.
- **Tree Crops - Hickory, Red Oak Group, Persimmon, Honey Locust, Chestnut Only:** Areas designated for tree crop cultivation are spread across 16 acres and may only be locally tilled no more than 4ft in width for the purposes of bed prep prior to planting new trees. Thinning/cutting down any individuals of these species that are greater than 4" DBH requires *advance consent or approval* of the Trust. Farmer is always permitted to cut out entirely dead wood. Farmer may prune for fruit/nut production purposes and for propagation purposes without notice to the Trust. Herbicide may not be used to kill any individuals of these species.
- **Other Forest/Tree Crops:** Approximately 10 acres of the Farm is forested. This area is managed for biodiversity; wildlife habitat and food; and sustainable timber, firewood, and biochar harvesting. Any timber harvested for sale and transport off site, except for use at the Farmer's residence, must be *agreed to or approved by* the Trust. However, if Farmer needs to harvest timber for any uses on-farm and not for sale or transport off property, Farmer may do so without the consent of the Trust. Farmer is permitted to harvest non-tree crop timber for any on-farm indoor heating provided all brushy material is left to rot or used to make biochar for use on-farm. Farmer is permitted to harvest timber for use in the

production of biochar for use on-farm without consent of the Trust.

- **Grazing:** Livestock grazing may occur on any acre of the Farm where Farmer practices rotational grazing. To ensure animal health and minimize land degradation (factoring in slopes, wetness, ground coverage, etc), Farmer has the authority to determine loafing and sacrifice areas factoring in whole farm environmental health. Farmer shall also have authority to determine transition of land use and practices for such. Farmer must not graze prairie areas more than twice annually during the growing season.

Sustainable Practices

The Farm is committed to the following sustainable practices with consideration for balance to manage Farm for environmentally sustainable production.

● No Harmful Chemical Use:

1. Farmer will not use pesticides, insecticides, or fungicides on the land, even if they are permitted by the US government under Organic certification standards, except as described below.
2. Rat poison is permitted inside well-sealed buildings only.
3. Farmer is permitted to backpack spot spray triclopyr or glyphosate to eradicate wild parsnip, leafy spurge, crown vetch, and poison ivy.
4. Farmer is permitted to use contact herbicide, but not spray, aminocyclopyrachlor or picloram to eradicate leafy spurge, only if necessary.
5. Herbicides may only be used if Farmer commits to treating as close to 100% of the target species on the property as possible and following up during flowering to ensure as close to 0% seed set as possible for as many years as required until the species is extinct from the property.
6. The same eradication approach to herbiciding may be used after selecting the least toxic/environmentally harmful, effective herbicide option for use on other toxic and/or ecologically devastating non-native invasives not yet present.
7. Smooth brome, reed canary grass, quack grass, bindweed, burdock, garlic mustard, teasle, japanese hedge parsley, canadian thistle, birdsfoot trefoil, and all annual weeds are not considered ecologically devastating.
8. It is always recommended to use a parsnip predator instead of an herbicide where effective on biennials, annuals, and taproot perennials such as on wild parsnip, birdsfoot trefoil, spotted knapweed, and burdock.
9. It is always recommended to intentional graze to control where effective such as with poison ivy. Poison ivy is native but is toxic and loves to grow under hickory species and loves the well drained soil of Dispersion Farm; it is well controlled with triclopyr or grazing.

● Soil and Land Management:

1. To prevent soil erosion, overgrazing, and compaction, Farmer will implement strategies such as cover cropping, careful tillage, and careful management of livestock density.
2. Use of synthetic, mined, and other types of fertilizer is permitted.

3. Applications of synthetic nitrogen are limited to 50lbs for any one acre annually.
- **Water Management:**
 1. Irrigation is permitted but overuse is cautioned against to prevent calcium build up, soil pH elevation, salt accumulation, and leaching of nutrients.
 2. Ditching is not permitted.
 - **Additional Specific Practices:** In addition, the Farmer is committed to practices highlighted in the *Shared Agreement for Land-Based and Equity Practices* to be mutually prepared within twenty-four months of the date of this Plan.

Compliance and Collaboration

In addition to the obligations set out elsewhere herein, or in the Life Estate Agreement between Farmer and the Trust, the following shall be ongoing affirmative obligations of the Farmer:

- It is a requirement of the Farmer to monitor, prevent seeding, and eradicate any **leafy spurge, wild parsnip, and crown vetch** on the property. The work has already been done to nearly or entirely eradicate them from the property so control should only require spot spraying or manual digging methods at the edge of the property. Given the surrounding pavement and trafficked grass roads, the boundary is easy to control.
- The Farm shall not be used for any of the farming operations listed in Wis. Stat. §182.001(3) or any successor provision, except to the extent that such operations are authorized in writing by the Trust and do not result in a violation of Wis. Stat. §182.001.
- Where consent or approval of the Trust is required for stewardship practices, it shall be obtained by email communication directed to: info@thefarmerslandtrust.org. Notice will be deemed to have been duly given upon receipt if delivered via email and a delivery receipt is requested and received by the sender. The Trust will respond within 30 calendar days.
- We will meet by phone, virtually, or in-person for a designated annual conversation to discuss:
 - Stewardship Contributions of the Trust and Farmer
 - Land Use Map Changes, including loafing and sacrifice areas
 - Sustainable Practices for prior and upcoming years.

Should additional management plans be developed, and agreed upon by Farmer, through grants, certifications, or other partnerships (e.g. NRCS programs), the Farmer and the Trust will review and integrate these additional management plans into our overarching farm management strategy.

Future Development Plans

As part of our shared commitment to farm growth, the following are options that could be explored: food farm-to-fork integration; farmer housing; and community outreach, engagement, and education through the development of:

- **Buildings and Infrastructure:** Plans for new or improved facilities for farm operational needs, affordable housing, education, processing, or storage will meet town, county, city, state, and federal requirements, be insurable, and be made according to the form provided in **Appendix B**. This includes potential sites for wells and water system improvements.
- **Community Engagement and Education:** The Trust and Farmer will coordinate outreach programming for purposes such as engagement, education, fundraising, and storytelling.

This Farm Management Plan reflects our dedication to sustainable farming practices, environmental stewardship, and community involvement. We are committed to adapting and evolving our practices to meet the challenges of modern agriculture while maintaining the integrity of the Farm. We agree to meet every 3 years to review this Management Plan, but may meet sooner if requested by either of us. This Farm Management Plan, as amended, shall run with the land and be governed by the laws of the State of Wisconsin, without regard to its conflict of laws provisions. This Farm Management Plan shall remain in effect for the duration of Farmer's Life Estate and may be amended or terminated only with the mutual written consent of both parties.

Trust: The Farmers Land Trust, Inc.

Signed by:

 Kristina Villa
 Co-Executive Director

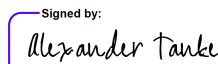
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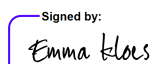
 Ian McSweeney
 Co-Executive Director

Date: 12/29/2025

Farmer:

Signed by:

 Alexander Tanke

Date: 12/30/2025

Signed by:

 Emma Kloes

Date: 12/30/2025

Appendix A

Maps of the Farm

This map includes present buildings/infrastructure and land use areas.



All thin soil areas have been seeded with diverse forbs and grasses and managed with annual burns. The boundaries of the land are Hwy F, Jefferson Drive, and the fenceline on the South edge of the property.

Insert maps prepared by Foresight Conservation

Appendix B
Dispersion Farm
Farm Improvement Request Form

Improvement Details

1. Area of Improvement:

Dwelling (e.g., home)

Structural (e.g., barns, greenhouses, storage facilities or processing buildings)

Water Management Systems (e.g., irrigation systems, water harvesting structures, drainage improvements)

Energy Efficiency (e.g., solar panels, wind turbines, biogas digesters)

Safety and Accessibility (e.g., farm roads/paths, safety upgrades)

Environmental Stewardship Projects (e.g. windbreaks, pollinator habitats)

Other: _____

Description of Suggested Improvement

2. Please provide a detailed description of the proposed improvement, including what it is, how it should be implemented, any off-site, sub-surface, and associated improvements needed, timeline for implementation and the specific area on the Land or process it relates to:

3. Briefly explain the goal or objective of this improvement. What problem does it solve, or what benefit does it bring to the Farm?

4. Please detail all impacts to land and to farm and how they will be mitigated.

5. If possible, outline any steps you believe are necessary to implement this improvement. Include any resources, tools, or changes needed.

6. Are you requesting funding or other support from the Trust?

Yes, as a Stewardship Contribution

Yes, but not as a Stewardship Contribution

No

If yes, please provide details of desired support:

7. Estimated Costs (if known): Please provide an estimate of the costs associated with this improvement, including materials, labor, and other resources: _____

8. Estimated Funding Source (if known): Examples include debt, grants, farm operations fund, the Trust, etc.: _____

9. Discuss the potential impact of this improvement on the farm's operations, stewardship, community engagement, or other relevant areas.

10. Please share needed, recommended, and optional permits, approvals, codes and standards.

11. Please add any additional comments or information that could help in evaluating this improvement.

Farm Equity

12. A **"Farmer Equity Calculation"** is an agreed-upon method for determining the value of the Improvement for the purposes of calculating and tracking the amount of equity or value Farmer has invested in the Land. This can be done at the end of the Life Estate or while actively farming. Are you proposing this improvement have a Farmer Equity Calculation determined now?

Yes

No

If Yes, please select preferred method to calculate:

Market appraisal at time of completion with depreciation schedule;

Farm enterprise functional assessment appraisal at time of completion and within 2-years of lease termination or transfer to determine median;

Cost of construction with depreciation schedule; or

Other:

13. Please explain your rationale for your response to question 12 (whether yes or no) or any questions you have about this process here.

Feedback For Trust Use and Response

Received By: _____

Date Received:_____

Review Status: [] Approved [] Pending [] To Be Discussed

14.Comments/Feedback:

Farmer and Trust Follow-Up Actions:
