MLICA Scoop

2025 ISSUE 1

LAND IMPROVEMENT CONTRACTORS ~ MICHIGAN CHAPTER

2025 Michigan LICA Board of Directors

Russ Talaski, Chairman of the Board Talaski Farm Tiling Inc, Harbor Beach

> Dave Kemp, President Kemp Farm Drainage

Nate Payne, Vice President Payne Farm Drainage, Galien

Nikki Payne, Treasurer Payne Farm Drainage, Galien

Adam Auernhamer
Auernhamer Trenching Inc, Frankenmuth

Keith Cottrill
Keith's Trenching, Adrian

Ben Cook Cook's Drainage Mgmt Inc, Croswell

Will Word
Word Construction, Camden

Jed Bushey Bushey Farm Tiling, Caseville

Casey Potts
ADS Pipe, Otisville

Matt Carter, RWF BRON Woodstock, Ontario, Can.

Sarah Cook, Executive Director & Secretary Soil & Water Mgmt Systems, St. Johns

Scott Everett, Government Relations
Frasier Law Firm



In-Coming Lead Plow, Dave Kemp, President MLICA

It's an honor to serve as your new Michigan LICA President. I am excited to take on this leadership role and work alongside each of you to further the mission of our organiza-

tion. Hopefully you and your families have managed to stay healthy, this long and cold winter. I know in my area the sugar beet piles are disappearing and winter seems to be dwindling



ahead. I also ask God to keep watch over our members because we all know who is really in control. Thank you for the opportunity to serve LICA.



Out-Going Lead Plow, Russ Talaski, Chairman MLICA

Spring has arrived! Even though the weatherman might say otherwise, this season is about green grass, blooming flowers, yard work, and new growth. After attending our face-to-face LICA Board meeting in Frankenmuth, I see that same kind of growth in our Board—their dedication to this organization is clear.

I encourage you, as members, to connect with your Board representatives and share new ideas that could help make our organization even better. A strong organization depends on its members and how well they work together. At Michigan LICA, we've always taken pride in sharing knowledge and ideas that help us all succeed.

Now, as a Senior Member, I'll always be here to offer advice when needed, but I also look forward to watching you take things on, just like I did as a member and Board member.

During our winter convention in January, I had the honor of presenting Mike Cook, a lifelong



friend, with the seventh Honorary Member Award in Michigan LICA history. This award recognizes all he has done to support this organization—his hard work, his dedication to keeping things running smoothly, and his efforts to keep us financially strong. I don't think I've met a LICA member, in Michigan or at the national level, who doesn't feel the same way we do about Mike's passion for this industry and the friendships he's built along the way.

As my older brother put it best: **THANK YOU**, **THANK YOU**, **THANK YOU**.

FEATURES

SAFETY MATTERS TRUCKING: PRE-TRIP VEHICLE SAFETY INSPECTION	Page 2
DIARY OF AN EXECUTIVE DIRECTOR	Page 3
MICHIGAN LICA WINTER CONVENTION HIGHLIGHTS IMPACTS OF MLICA SCHOLARSHIP	PAGES 4 & 5
JTAKE ME OUT TO THE BALLGAME J MLICA EVENT FLYER	Page 7
NATIONAL HAPPENINGS: HIGHLIGHTING NEWEST MEMBER BENEFITS	PAGE 8
NATIONAL HAPPENINGS: PINNACLE MOMENTS AT WINTER CONVENTION	Pages 9 & 10
SMALL BUSINESS BULLETIN: EXPECTING TO HIRE IN 2025 & COST-CUTTING TIPS	PAGE 13
In Remembrance of Betty Auernhamer	Page 14
RECIDE MICHIEUT - WHITE CHOCOLATE FRIIT TART CLASSIFIERS	Page 15

Safety Matters Trucking

Provided by: Prins Insurance, Inc.

Pre-trip Vehicle Safety Inspection

When driving a personal vehicle for everyday use, most drivers simply jump in and go. However, for commercial motor vehicles used to transport cargo or passengers, extra consideration should be taken to ensure that they are safe and ready for the road.

Pre-trip vehicle inspections can catch potential problems before they have a chance to endanger the safety of you and others on the road. Take care of problems right away to prevent future costs and delays.

Driving Compartment

Start your inspection in the driving compartment.

- Turn on the engine.
- Check that all gauges and warning lights are functioning properly upon startup.
- Turn steering wheel back and forth, making sure there is not any excessive play.
- Check that the horn is working and audible.
- Check that windshield wipers are in good working condition.

Outside Check

Start your external check at the front of the vehicle and work your way to the back. Then, circle around to the opposite side and make your way back to the front.

Lights

Not only can a missing signal light lead to an accident, but a burned out bulb could also lead to a costly ticket.

 Make sure all headlights, clearance lights, taillights, brake lights, side marker lights, license plate lights, reflectors and turn signals are clean and operational.

Tires

Tire failure can be very dangerous and can be time consuming to repair.

- Check that all lug nuts are securely fastened and that tires are at the proper pressure.
- Check tread depth. Pay special attention to any balding or irregular wear.
- Make sure a spare is available and that it too is properly secured for travel.

Cargo

For vehicles transporting cargo, it is extremely important that all loads are secured properly before departing.

- Whether cargo is exposed or in a covered trailer, make sure that it cannot shift during transportation.
- For covered trailers make sure all compartment doors are closed and locked as required.
- Check all restraining and tie-down straps for damage that could cause them to fail. Replace if necessary.
- If transporting hazardous materials, make sure all placards and other warning materials are properly displayed.

Trailers

If your vehicle is pulling a trailer:

- Ensure all hoses and lines running from the vehicle to the trailer are properly attached.
- Check all couplings, including fifth wheels, tow bars and all safety locking devices.



Diary of an Executive Director

It was great to see those of you who were able to attend the MLICA Winter Convention and Annual Meeting in January! Be sure to check out the recap on page 4. Hopefully, you have all been able to finish up your winter maintenance and are out in the fields as the spring weather begins warming up.

As we look ahead, we're excited to welcome all members—past and present—along with employees, families, and friends for an early summer ballgame June 14th at Dow Diamond in Midland, MI. Mark your calendars

and don't forget to mail in your registration forms by May 1st! We're always looking for ways to make MLICA even better, so if you have suggestions for newsletter content, have a great location to host an MLICA Field Day, or have suggestions on educational topics you'd like us to cover, send them my way at scook@michiganlica.org. I'd love to hear from you!

MLICA BASEBALL OUTING

PLEASE MAIL REGISTRATION BY MAY 1, 2025

GREAT LAKES LOONS VS. WISCONSIN TIMBER RATTLERS SATURDAY, JUNE 14TH, 2025 FIRST PITCH: 7:05PM

DOW DIAMOND, MIDLAND, MI 48640

NATIONAL LICA SUMMER MEETING

RADISSON DULUTH HARBORVIEW 505 W SUPERIOR ST, DULUTH, MN 55802 \$139/NIGHT (PLUS TAXES & FEES) DULUTH, MN **JULY 8 - 12, 2025**



AlSequip.com

Saginaw 4600 AIS Drive Bridgeport, MI 48722

West Detroit 56555 Pontiac Trail New Hudson, MI 48165

Traverse City 8300 M-72 East Williamsburg, MI 49690 **Grand Rapids**

600 AIS Dr. S.W. Grand Rapids, MI 49548

Richmond 65809 Gratiot Ave Lenox. MI 48050



Building Connections: 2025 Michigan LICA Winter Convention & Annual Meeting Recap

The 2025 Michigan LICA Winter Convention & Annual Meeting, held on January 13th and 14th at the Okemos Event Center, brought together industry professionals for two days of education, networking, and celebration. Attendees had the opportunity to gain valuable insights from a dynamic lineup of speakers, engage with peers, and support the organization's initiatives.

Educational Sessions Deliver Valuable Insights

This year's convention featured an impressive array of educational sessions, offering members crucial information to enhance their businesses and ensure compliance with industry standards. Don Karn of Marathon Pipe

Line provided essential guidance on Safe Digging and Farming, emphasizing best practices to prevent acci-



dents and protect underground infrastructure. Eric

Urbain of MISS Dig updated attendees on the latest developments within MISS DIG, ensuring contractors remain informed on state requirements.

Fred Delgado of IDS Geo Radar showcased the latest in Ground Penetrating Radar technology, highlighting its application for subsurface drainage and utility detection.

Dee Thomas from the Michigan Center for Truck Safety delivered an informative session on Trucking Safety: Load Securement, reinforcing proper techniques for securing



loads. Officer Jessica Penn of the Michigan State Police conducted a Mock Load Securement DOT Inspection, offering attendees a hands-on perspective on DOT compliance and enforcement.



Additionally, Bill Mills of Pinion Global shared strategies for "Getting the Most Out of Info," helping members optimize data management and decision-making.



Scott Everett, Michigan LICA's Director of Legislative Affairs, provided a comprehensive overview of the 2025 Sick/Paid Leave Requirements and a Legislative Update, ensuring members stay ahead of regulatory changes that may impact their businesses.

Networking, Celebration, and Support for the Future Beyond the educational sessions, the convention served as a platform for members to reconnect with associates and build valuable relationships within the industry. A highlight of the event was the recognition of our first Michigan LICA scholarship recipients. Attendees joined in celebrating the achievements of these outstanding students with their families, reinforcing the organization's commitment to supporting the next generation of industry professionals.



Monday evening featured the much-anticipated MLICA Annual Auction & Fun Night, a lively event that generated generous contributions toward the organization's scholarship program and operating expenses for the year. Members came together in a spirit of camaraderie and generosity, ensuring continued support for educational opportunities and the growth of Michigan LICA.

Looking Ahead With another successful convention behind us, Michigan LICA is already looking forward to an exciting year ahead. We extend our gratitude to all attendees, speakers, and sponsors who made this event possible. Your dedication and support continue to drive our mission forward. See you next year!

PAGE 4 MLICA SCOOP

Investing in Futures: Impacts of the MLICA Scholarship

The money was helpful to purchase my books and some supplies for the semester. It helped a lot to off set the costs.

~Erica Cook

The Michigan LICA scholarship has truly been instrumental in helping me achieve my financial goal of funding my college semester.

~Grace Kemp

I am so thankful to everyone who has made this scholarship possible. The extra financial boost as well as your vote of confidence in choosing me as a recipient means the world as I begin embarking further on my educational journey, and work toward becoming a nurse. Thank you again!

~Courtney Rodifer

The Michigan LICA Scholarship was important in allowing me to fully immerse myself in Michigan Tech's forestry program. It provided significant support as I prepared for graduation and my career in forestry.

~Logan Word



BRON

POWER TO PERFORM

- ▶ 5 Core Cooling Package (T4f/Stage V Compliant)
- ▶ DL850 Plow Standard
- ▶ Best in Class Hydraulic Filtration
- ► HD Drive Package
- ► Machine Telematics Standard
- Oscillating Tracks & Body Tilt Standard
- ► Camera System Optional

BRON 585

SELF-PROPELLED DRAINAGE PLOW

JOHN DEERE OR CATERPILLAR ENGINE LOW GROUND PRESSURE AUTO STEER READY



FACTORYRECONDITIONING

- ▶ 150 Point Machine Inspection
- ► All Fluids Sampled
- ► Internal Inspection of All Drivetrain Components
- ► Detailed Quote for Suggested Repairs
- ▶ Factory Trained Technicians Complete Repairs
- ▶ Post Repair Testing
- 6 Month Parts Only Warranty Assigned



THE BRON

- ► Repairs on All Drainage Plows & Selected Construction Equipment
- Road Service For All BRON Products
 & Other Selected Equipment
- ► Custom Fabrication
- ► New & Used Equipment Sales
- ► Parts & Service For All BRON products
- Selected All Makes Parts For Construction Equipment
- Certified Rebuilds on BRON Products
- Parts Facilities in Woodstock ON, and LeRoy MN





AVAILABLE WORLDWIDE

Visit us online at www.rwfbron.com

610 MAIN ST. W, LEROY MN 55951 ≡



☐ Take Me Out to the Ballgame ☐

Join Michigan LICA for a fun night at Dow Diamond Stadium!





Check your mailbox for the registration form that was mailed separately. Please mail registration forms by May 1, 2025. Questions? Contact scook@michiganlica.org

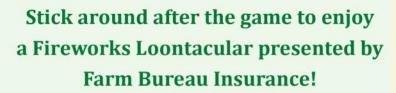
Great Lakes Loons vs.
Wisconsin Timber Rattlers
Saturday, June 14th, 2025

First Pitch: 7:05pm

O Dow Diamond,

Midland, MI 48640

Night is



Back!

\$25 PER PERSON INCLUDES:
Lawn Seating Admission
&



Know Before You Go

OCASHLESS PAYMENT

Dow Diamond is cashless for parking, tickets, concessions, and merchandise. Cash-to-card kiosks (Reverse ATMs) are available to exchange cash for prepaid Mastercard debit cards, usable anywhere Mastercard is accepted. No service fees.

OPARKING

On-site parking: \$5 (700 spaces). Additional 2,000 spaces nearby at local businesses and public lots.

OOUTSIDE FOOD & DRINKS

No outside food, drinks, or coolers allowed, except for infants or special dietary needs. Bags are subject to search. Alcohol is prohibited in parking lots and cannot be taken out of the ballpark.

OBAG POLICY

Fans are encouraged to leave bags at home. Bags brought in will be searched.

OLAWN SEATING

Blankets and small chairs allowed. Chairs are not permitted on concrete walkways. Staff may direct chair placement for safety.

OSMOKE-FREE FACILITY

Smoking, including e-cigarettes, is prohibited inside the stadium and near entrances.

NATIONAL HAPPENINGS: HIGHLIGHTING NEWEST BENEFITS

LICA Enables Members to Bring ELDT Training Program In-House

The Land Improvement Contractors of America (LICA) is proud to announce its new Entry-Level Driver Training (ELDT) program, designed to help members comply with federal training requirements for commercial driver's licenses (CDLs). This initiative provides an accessible and cost-effective solution for obtaining the mandatory ELDT certification.

As a contractor, chances are you already have the expertise to provide federally mandated ELDT for employees seeking a CDL. Instead of outsourcing to expensive driving schools, LICA can help you become an ELDT training provider, allowing you to save money by training your employees in-house.

LICA is offering resources to simplify this process. To access ELDT Training Provider Resources and learn how to start training your employees in-house, email Caroline Krug at Cnational.LICA@gmail.com.

401K EMPLOYEE PROGRAM







Our mission at the Association is to do everything we can to help members succeed by providing valuable services, promotional efforts, and member benefit programming. To that end, we're excited to announce a powerful new retirement planning solution that is now available exclusively for members of the Land Improvement Contractors of America Association

We've partnered with Lincoln Financial, a nationally recognized leader in retirement planning services, along with trusted local expert and Association member World Insurance, to develop this unique program that leverages the strengths of group participation to provide a cost-effective and easy way for you to implement a turnkey 401K employee program. Our Multiple Employer Aggregation Program is a retirement plan solution that lets you offer your employees a competitive 401K benefit that can help reduce your fiduciary and administrative responsibilities in the process

- IF YOU CURRENTLY HAVE A RETIREMENT PLAN FOR YOUR COMPANY, it's worth asking for a free proposal to see if switching to this Group 401K Plan can save you time and money, give you greater peace of mind, and provide added flexibility for your employees potentially.
- IF YOU DON'T CURRENTLY HAVE A RETIREMENT PLAN OPTION for your employees but are interested in adding this important benefit, please reach out to learn more and receive a proposal / quote. An employee Retirement Plan option can be a significant driver of employee retention as well as a recruiting benefit.

FOR NEXT STEPS. PLEASE FEEL FREE TO CONTACT US FOR MORE INFORMATION OR REACH **OUT DIRECTLY TO OUR PROGRAM'S FINANCIAL ADVISORY PARTNER:**

> Mike Coughlin, CIC, CPIA, World Insurance Associates LLC mikecoughlin@worldinsurance.com 201 - 559 - 8157





(>) 848-668-4300 (>) HELLO@MVCUSTOMAPPAREL.COM

PAYROLL & TAX ADMINISTRATION Reduce processing time and ensure

accuracy and compliance with our unified platform.

- · Payroll setup and tracking
- · Gross-to-net calculations
- · Tax administration, filings, payments · Check printing and distribution
- · Direct deposits

CONTACTUS

- · Year-end processing
- General ledger processing
- · Compliance support and reporting

HUMAN RESOURCE SERVICES

Reduce administrative tasks so HR managers can pursue more value added activities.

- · Benefits administration
- · HR consulting and support
- · Recruitment and talent acquisition · Onboarding and offboarding
- · Performance management
- · Compensation management
- HR recordkeeping
- · Handbook builder and job descriptions

WORKFORCE MANAGEMENT

Control labor costs and reduce compliance risk across your diverse workforce.

- Time and attendance
- Scheduling
- · Accruals tracking
- · Leave/absence management
- · ACA management and reporting · Attestation management
- · Multiple punch options
- · Data collection

SECURITY FEATURES

Safeguard the physical security of your data and have consistent uptime for applications.

- · Intrusion prevention/detection system
- · Secure transmission sessions
- · Virtual code authentication
- · Best-practice coding
- · Penetration and vulnerability scanning
- · Antivirus software
- · Risk assessment and patch management
- · Security incident management

Michael Coughlin 201-559-8157 Nicole Lewicki 201-591-1838 Vince Basciano 973-871-1512 Joe Amato 848-208-2405

NATIONAL HAPPENINGS PINNACLE MOMENTS

MIKE COOK NAMED 2024 LICA CONTRACTOR OF THE YEAR

We are proud to announce that Mike Cook has been named the 2024 LICA Contractor of the Year! This prestigious award recognizes Mike's unwavering dedication to the land improvement industry and his outstand-

ing contributions to LICA at both the state and national levels.

With decades of experience, Mike has been a driving force in promoting excellence in conservation and contracting. His commitment to sustainable land management, innovation in the field, and mentorship of fellow contractors has left a lasting impact on the industry.

Throughout his years of involvement with LICA, Mike has played a crucial role in advocating for responsible land

stewardship and advancing best practices in excavation, drainage, and soil conservation.

Beyond his professional achievements, Mike is known for his leadership, integrity, and willingness to support others

in the industry. His passion for land improvement is evident in everything he does, from his hands-on work in the field to his active participation in LICA events and initiatives.

Please join us in congratulating Mike on this well-deserved honor! His dedication and hard work exemplify the very best of LICA, and we are grateful for his continued contributions

to our organization and the industry as a whole.





For over a century,

penerations of customers
have trusted Baughman Tile
for their drainage needs.
With the focus on providing
the most superior agricultural
drainage tile, Baughman wants
to earn your trust. Agricultural
drainage is our past, our present
and our future.

Since 1883

James Proffer | Phone: 810,955,3868 | Fax; 810.277.4645 | E-mail; james@baughmantile.com 8516 Road 137 | Paulding, OH 45879 | 419.399.3160 | www.haughmantile.com

PINNACLE MOMENTS CON'T

2024 LICA LADY OF THE YEAR



The 2024 LICA Lady of the Year award was presented to Nordis Estrem in a heartfelt moment by her daughter, Dee Larson. Dee shared how special it was to surprise her mother with the honor, saying, "I got to present this award to my mother tonight.

She had no idea until I got up to speak that she was getting an award. I worked hard to maintain my composure so I didn't cry through it, and it mostly worked." Nordis has been an integral part of LICA for nearly 50 years, dedicating countless hours to the organization. As a devoted leader, she has played a significant role in strengthening LICA, ensuring that it continues to thrive and grow. Her commitment and passion have left a lasting impact, making LICA a better organization than it was when she first joined in the early 1970s.

2024 LICA STATE CHAPTER OF THE YEAR



In Jacksonville, Florida, Indiana LICA (INLICA) was honored as the 2024 LICA State Chapter of the Year for its outstanding contributions to the industry and dedication to advancing land improvement practices. One of its most notable achievements was collaborating with National LICA to coordi-

nate the inaugural National LICA Water Management Forum at St. Joseph College in Rensselaer, Indiana. This groundbreaking event brought together industry experts, contractors, and policymakers to discuss critical water management strategies and innovations. Beyond this, INLICA demonstrated exceptional leadership through educational initiatives, member engagement, and advocacy efforts, strengthening both the chapter and the broader land improvement community. Their commitment to excellence and collaboration set a high standard for LICA chapters nationwide.

2024 PRESIDENTIAL TRANSITION



The passing of the President's Pin, is a long standing tradition within LICA. This symbolizes the transfer of leadership and the continuation of the organization's legacy. LICA Members gathered to celebrate the outgoing President and welcome a new leader!

PAGE 10

MAYAN

Insurance Since 1915

www.mayanagency.com

989-643-7207

Auto-Owners.

LIFE . HOME . CAR . BUSINESS



INDUSTRY LEADING FINE GRADE RTK GPS
MACHINE CONTROL SYSTEMS



Design and machine control for tile drainage, land leveling and surface water management needs.

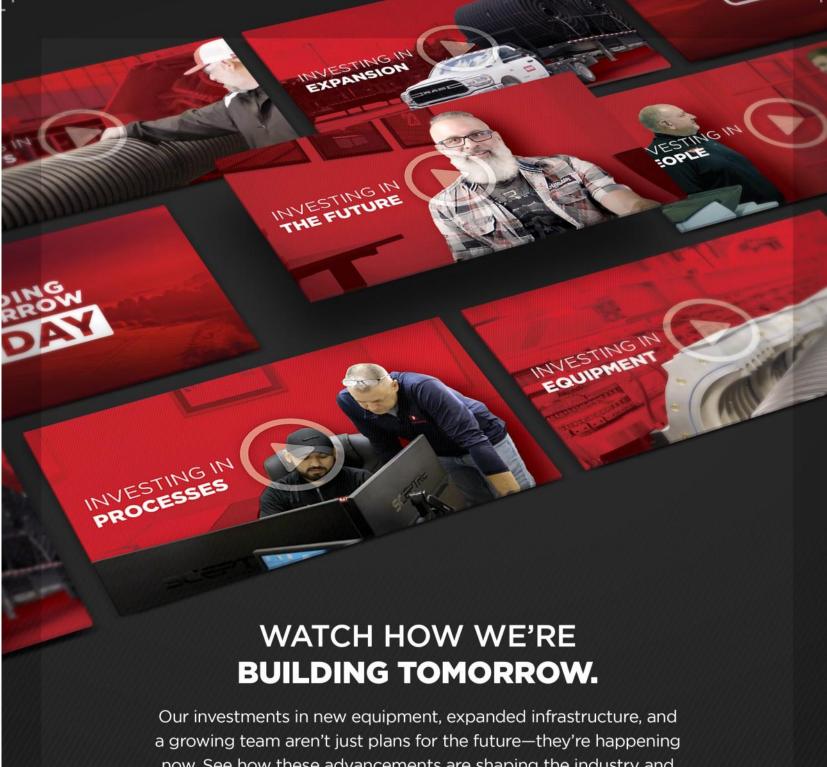


GPS-GNSS RECEIVERS & ANTENNAS

New in 2022 our NovAtel receivers are able to use $GALILEO\ \&\ BEIDOU\ satellites$ for better availability near obstructions like trees.

ASK ABOUT OUR NEW LOW-COST RTK SURVEY/GUIDANCE TABLETS

Contact Nate at 989-640-2347 or nate@cookswms.com Visit our new website at www.cooksagps.com



now. See how these advancements are shaping the industry and strengthening the Fratco legacy. Watch our video series and hear directly from the people making it happen.





PLAY VIDEOS



FRATCO.COM/TOMORROW



Small Business Bulletin

March 2025

Provided by Prins Insurance, Inc.

Small Businesses Expect to Increase Employee Count in 2025

Nearly 2 in 3 CEOs of small and midsized businesses (SMBs) expect their total number of employees to increase in 2025, according to a quarterly analysis by Vistage, a CEO coaching organization. These CEOs (65%) are optimistic about hiring and growth this year. The latest Vistage quarterly confidence score is the highest recorded since the second quarter of 2021.

"More than half of CEOs expect the economy to improve in the coming year, with many optimistic about the new administration and the potential for pro-business policies, reduced regulations, lower inflation and reduced borrowing costs to drive investment and fuel growth."

- Joe Galvin, chief research officer, Vistage

Much of this hiring confidence is tied to the potential impact of a new presidential administration and economic conditions, including administration policies, trade regulations and inflation. More than half (55%) of surveyed CEOs believe the economy will improve over the next year and anticipate that the following policy shifts will positively impact their businesses:

- Tax policy changes
- Regulatory compliance changes
- Labor and employment laws

SMB owners are divided on whether environmental, sustainability and health care policy changes will negatively or positively impact their organizations. Despite optimism for other policy shifts, 60% of CEOs expect that tariffs and trade policy changes will negatively impact their business, and 29% anticipate that immigration policy changes will do so.

Several industry reports, including the National Federation of Independent Business Small Business Optimism Index and the MetLife and U.S. Chamber of Commerce Small Business Index, validate the Vistage analysis, supporting SMB owners' optimism about economic expectations and business growth.

Employer Takeaway

As leaders of small businesses express a positive outlook about revenue, profits and growth in 2025, their hiring plans are poised to exceed pre-COVID-19-pandemic levels this year. Employers should continue to monitor labor market trends and economic conditions. Contact us for more resources.



5 Cost-cutting Tips for Small Businesses

Reducing expenses may be essential for any organization, but it's especially important for small businesses since they typically have fewer resources than larger employers. Instead of cutting costs randomly or conducting unnecessary layoffs, successful organizations tend to optimize their resources strategically.

Savvy small businesses can identify areas to reduce expenses without compromising productivity or future growth.

Here are five cost-cutting tips for small businesses:

1. Invest in New Technology

Technology allows organizations to improve or even automate manual, error-prone tasks. Adopting new technology, such as software, automation and artificial intelligence may decrease costs by streamlining operations and increasing efficiency. Technologies for small businesses may include project management software, HR information systems, delivery and packaging systems, and automated inventory management.

2. Strengthen Employee Retention

Employee turnover can be detrimental to small businesses due to the costs to replace employees, decreased productivity and lost profits. To avoid this, small businesses can prioritize retention efforts by providing employees with learning and development opportunities, focusing on developing a healthy workplace culture, permitting flexible working arrangements and offering evolving employee benefits to meet workers' needs.

Manage Health Care Costs

For small businesses that offer health care benefits, costs can add up quickly. Solutions may include reevaluating plan designs and offerings, directing employees to cost-effective services and improving employee health care literacy. Small businesses can better manage health care costs by adopting several cost-cutting strategies without sacrificing employees' needs.

4. Embrace Outsourcing

While performing tasks in-house can often be cost-effective, there are instances when outsourcing nonessential tasks can be more economical. Manual, time-consuming tasks—such as accounting, payroll and benefits administration—may be better suited for outsourcing for some organizations. In some cases, businesses may also find cost savings by outsourcing tasks such as delivery or even customer service.

Outsourcing these kinds of tasks can enable employees to focus on tasks that directly impact a small business's bottom line and potential growth.

Review Expenses

Regularly reviewing expenses can be an effective way to reduce and even eliminate extra costs. Employers should consider negotiating with providers, suppliers and vendors to potentially defer payments, reduce fees, improve rates and receive additional services to help during difficult times. By establishing and fostering relationships with these individuals and entities, organizations can cultivate allies and acquire strategic partners, which can pay dividends by creating cost-savings solutions and opportunities. In addition, periodic audits of contracts and expenses for excess spending may uncover spending that is no longer necessary.

Employer Takeaway

Employers can implement several strategies to reduce costs and impact their bottom line. Which strategies are feasible will vary by small business, but a proactive approach to cost-cutting may allow for a larger budget to reinvest in the core of the business and its employees.

In Remembrance of Betty Auernhamer



Mike, Sarah, ... and Nate Thank you for your kindness and sentiments of condoleness.

Monetary memorials for Betty have been directed to an appropriate charity to support the purpose of possion she had

Dove, Adam & Janitigs

Your prayers have
comforted us,
your support has
strengthened us,
and God's love will continue
to sustain us.
God has blessed us with your
kindness.



Christmas 2024

Be still! -Psalm 46:10

Still?

Eight snow capped grandchildren and a pair of salt and pepper companions are easier to silence than the hoopla of adults. Stocking caps were the choice—no hair spray, styling or primping for the ladies, one which has less than the guys. Grab a hat—"head" to the deck.

Then be still!

Our Cass River backdrop flows at a slow, easy pace today—a stillness so often witnessed this fall—summer. But come spring, the ice will give way, and the roar will break the silence. The deck exposed to the north is the fastest way to beat traffic—not travel I-75 to the stillness of lakes, rivers, and recreation of northern Michigan. Our northern setting boasts of wildlife, birds, ducks.

boating, kayaks, pontoons but when the eight snow-capped grandchildren return, so does excitement and love.

The world was soon to be silenced. Everything stood still while the announcement was made to the Shepherds by the angels . . . "Still" . . . until Herod wanted to also worship baby Jesus and The Magi were called in to search for the baby . . . from calmness to confusion!

Be still before the Lord and wait patiently for Him. Psalm 37:7

But Mary and Joseph waited in silence in the stable for the baby Jesus to be born. He was swaddled in cloths and kept still. We too, wait in silence. The calmness of the river of life has turned for us. Betz's cancer diagnosis set our hearts on being "still," waiting on the Lord, often on the deck. We return. The stillness over the river, gazing on wildlife, sunrises, God's healing hand takes us back to the Baby Jesus the people awaited!

There is "stillness" for G-pa until the phone buzzes, doorbell rings or circus of grandkids bombard back door. But "still" #1 consultant for AT, Adam and crew (of 3). Not a huge crew, but for him huge knowledge . . . which way the water flows, how much the main can handle, why the water lays still and doesn't drain and who last put the tiling system in. Then it's time to drain the bilirubin, Betz's bags—don't confuse them . . . water . . . bilirubin. He stays still and controlled as he cares for Betz and Jason. Jason's home closed and he had one month to find a new location . . . Cass City scenic route or Saginaw city streets. Rural Cass City home wins!

Very "still" is Jason in any home . . . His caregivers love him; he smiles; he's got a mission of Jesus love to flow . . . like the river out back . . . it changes with the day. His voice is still, but his joy is real; no walk; lots of feeding tubes in and out . . . but life is still stable. Today David fills bird feeders and Christmas stocking; and hopes squirrels don't clean out bird concoctions! Church on occasion reminds us how he loves the Lord. "Be still and know that I am God!"

Can a family of six be still? Not so—Phil retired from City Clerk, but not from Firefighter Phil; well, they didn't retire from him. He's never still from helping someone . . . asking 20 questions, driving rambunctious wannabe-firefighter boys in restored fire trucks and loving his calm still wife. Lisa, serves her mom and children in the day and in the stillness of the night. She bakes gluten free and dairy free cuisine; delivers on demands; and "sports a "decor" of lights and siblings soccer, volleyball and b-ball. Grant (freshman) played JV soccer; homework when it's still; Ellie (6th grade) plays volleyball and b-ball; Mallory began 3th grade and loves volleyball. Loves homework. She receives most kind of all and delivers sticky notes to all who need encouragement. Wade entered kindergarten and kindergarten entered Wade . . . full of smiles and life. He loves the Lord and follows the example of his still faith filled family.

<u>Still</u> far, but ever so close to grandkids of Scott and Renee, in Grand Haven and unsettled Lake Michigan recreation . . . ice cream, water sports . . . Boys with unsettled stillness.

The Lord said be still. Christmas adrenalin ran out. Sleepiness, increased pain, increased meds, decreased nourishment, decreased fluids, fever, and disorientation led to an ER visit. Meanwhile, previous referred grandkids, Calyx, Krew, Callahan, and Klae packed bags to come to Nana's house for Christmas. Their bags included all the usual necessities such as personal hats, boots, gloves, and "Workhartts," to help G-pa with firewood. Mom Renee scurries to secure all essential needs of family and physical therapy patients, while keeping an eye of concern on the home front across the state.

The ER visit resulted in admittance and need for transfused blood. Doctors conferred, and suggested a plan of Hospice care to control pain and forgo further chemo and its brutal side effects. Relying on the promises of God, fortified with felt prayer support therapy, without negative side effects, we snowslid home. Yes, just in time for Christmas Eve. Betz was placed in her recliner, propped with pillows and served with appropriate meds. Around her swirled play activity of kids, and cooking, baking, and grilling of dinner by adults to meet the Christmas Eve tradition. Family Christmas Eve worship was done together at church, and with the aid of livestream to our homes here and in Cass City.

An extra amount of varied forms of precipitation gave Adam freedom from end of season work pressure, to be **still** and spend quality time with his mom. The **stillness** had burps of anxiety as Adam and wife, Kalie, fine tuned the business bookkeeping end of year. This was a phase of transition over the past months, overseen by Betz, with urgency and yet reluctance to withdraw. Without too much interference from the labradors, the adjustments to lifestyle will be tempered with time spent on their home remodeling.

On December 29th, for the 39th year, the intimate neighborhood "Away In a Manger" gathering assembled in our garage rather than the usual barn setting. The hour-long carol sing and fellowship was a calming closure for all and audible to Betty through the open door.

At just the right time . . . in the **stillness** of the early morning "Starlight" of New Years Eve, the Lord called Betty to her eternal home. One assumes just in time for choir rehearsal to sing "Auld Lang Syne."

White Chocolate Fruit Tart



Total Time Prep: 30 min. Bake: 25 min. + chilling "It takes a little time to make, but this tart is absolutely marvelous, especially in summer when fresh fruit is in abundance." —Claire Darby, New Castle, Delaware

Ingredients

CRUST:

- 3/4 cup butter, softened
- 1/2 cup confectioners' sugar
- I-I/2 cups all-purpose flour

FILLING:

- I package (10 to 12 ounces) white baking chips, melted and cooled
- 1/4 cup heavy whipping cream
- I package (8 ounces) cream cheese, softened
- I can (II ounces) mandarin oranges
- I can (8 ounces) pineapple chunks
- I pint fresh strawberries, sliced
- 2 kiwifruit, peeled and sliced

GLAZE:

- 3 tablespoons sugar
- 2 teaspoons cornstarch
- 1/2 teaspoon lemon juice
- Optional: Minced fresh basil or fresh mint

Directions

- I. In a small bowl, cream butter and confectioners' sugar until light and fluffy, 3-4 minutes. Gradually add flour and mix well.
- Press into an ungreased 11-in. fluted tart pan with removable bottom or 12-in. pizza pan with side. Bake at 300° for 25-30 minutes or until lightly browned. Cool on a wire rack.
- 3. For filling, in a small bowl, beat melted chips and cream. Add cream cheese; beat until smooth. Spread over crust. Refrigerate for 30 minutes.
- 4. Drain oranges and pineapple, reserving 1/2 cup fruit juices. Arrange oranges, pineapple, strawberries and kiwi over filling.
- 5. For glaze, in a small saucepan, combine sugar and cornstarch. Stir in lemon juice and reserved fruit juices until smooth. Bring to a boil over medium heat; cook and stir for 2 minutes or until thickened. Cool.
- Brush glaze over fruit. Refrigerate for I hour before serving.
 If desired, sprinkle with fresh basil or mint. Refrigerate leftovers.

Nutrition Facts

I piece: 335 calories, 21g fat (13g saturated fat), 45mg cholesterol, 133mg sodium, 35g carbohydrate (24g sugars, 1g fiber), 4g protein.

https://www.tasteofhome.com/recipes/white-chocolate-fruit-tart/

Classifieds

Equipment for Sale?

List it here in the MLICA Scoop!

Send your information to

scook@michiganlica.org

Please include any of the following information that applies:

- Photo
- Make & Model
- Size & Color
- •New, Used, or Reconditioned
 - Price & Location
- Contact Info including Name & Phone Number







Drainage Plows GPS Machine Control Design Software Custom Fabrication

Since 1952 16179 W 500 S Francesville, IN 47946 (219) 567-9158 www.SchlattersInc.com





Michigan Land Improvement Contractors Association

Sarah Cook, Executive Director & Secretary
4780 E Townsend Rd
St Johns, MI 48879
scook@michiganlica.org
517-282-1083

Nikki Payne, Treasurer treasurer@michiganlica.org 269-612-2648

MLICA Mailing Address 4372 S. Wright Road Westphalia, MI 48894

Government Relations
Fraser Consulting
Fraser-Trebilcock-Davis & Dunlap PC
124 West Allegan St. Ste 1000
Lansing, MI 48933
Scott Everett, Cell: 517-204-3328





MLICA 4372 S. Wright Rd. Westphalia, MI 48894

The MLICA Scoop is the official publication of the Michigan Land Improvement Contractors Association, dedicated to the professional conservation of soil and water.

The MLICA Scoop welcomes letters, subject to editing for accuracy and brevity. The MLICA Scoop also welcomes articles relevant to the land improvement industry. All letters and articles c a n b e e m a i l e d t o scook@michiganlica.org. Please include your name and phone number for verification purposes.

