

KERNELS OF LEARNING

Quarterly Personalized Education Newsletter— Generation 4 Edition

Q3 2018

Wealth Has Many Meanings

The older we get and the more life experiences we have, we begin to realize that wealth has many meanings. It's far more than numbers on a balance sheet, or items, but rather things that touch all aspects of our lives. Our health, education, life experiences, family, friends, personal and business relationships, beliefs and overall quality of life are all aspects that are markers of "wealth".

With Libby's recent passing, the family finds themselves in new territory. Generation 3 has imparted their hopes and dreams for future generations, provided their wisdom on things of the past and things yet to come, and most importantly shared their enjoyment of being part of a family with such a rich legacy that included hard work, an entrepreneurial spirit, respect for all people, and an appreciation for land.

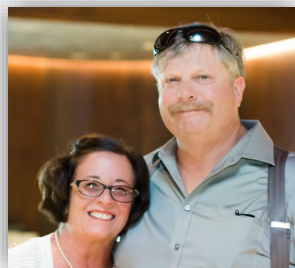
The book, **Entrusted—Building a Legacy that Lasts**, compares the family to more of a hub and spoke rather than a family tree. In the hub and spoke structure, they say there are only three things that can keep a family together: the parents (who will one day pass away), the possessions (which may come and go and be diluted), or purpose (which can transcend and bind for generations). From Henry and Laura Babson to Ted and Betty Tieken, to Nancy, Teddy and Libby, we can be grateful for the "purpose" they conveyed through stories (both of success and failure), through their shared values, through business, through their relationships, and through the lives they lived. It is now Gen 4's awesome responsibility to continue to pass along the family history, values, gratitude, accountability and opportunity to make a positive difference in the world.

Generosity played an important role in the Babson family history and continues today. An idea from the book mentioned above, was the idea of "Philanthropy Therapy". As consultants, they have used philanthropy to help families get through difficult, stressful, and/or transitional periods, in order to keep the family connected to each other and to the family legacy. One added benefit of generosity is an unexpected one. According to a 2006 study published in the *International Journal of Psychophysiology*, people who gave social support to others had lower blood pressure than people who didn't and has helped in the recovery from illness. The same study also found that people who gave their time to help others through community and charitable involvement had greater self-esteem, less depression, and lower stress levels than those who didn't. As Saint Francis of Assisi said more than 800 years ago, "for it is in giving that we receive."

Libby's Celebration Of Life In Pictures



"What you leave behind is not what is engraved in stone monuments, but what is woven into the lives of others." - Pericles





Raising Gen 5

A Fire or a Spark

*Courtesy of the book, **Entrusted - Building a Legacy that Lasts***

A concept frequently referenced in the book **Entrusted** is, “focus on flint and kindling, not on the fire”. The premise is that in almost every personal success story, there are two essential building blocks: flint and kindling. For fun, let's look at these stories:

Elias and Ruth had a son who was very artistic and when he wasn't working for his father for little or no pay, he was drawing. He became so good that he landed a job at age 7 doing a portrait of a neighbor's horse. Recognizing their son's ability, the parents enrolled him in an art class at the Chicago Art Institute. Aside from his artistic abilities, he wasn't a stellar student and dropped out of school after ninth grade. After a mix of success and failure, he eventually built a name, Walt Disney.

Another family, had a daughter who suffered a severe illness that left her unable to see and hear. They sought out to find the best experts and finally found a determined teacher who helped her communicate. Mark Twain introduced the young lady to a Standard Oil magnate, who was so impressed by her, that he paid for her education. She became the first deaf and blind person to graduate from college. You guessed it, Hellen Keller.

The last family, adopted their son, and taught him about mechanics, attention to detail, aesthetics in design, the value of knowing your product and what it is worth. The parents were not college graduates themselves, and saved diligently to send him to college. When their hippie college son and some unusual friends wanted to start a business, they allowed their garage and home to be turned into an assembly plant. Thanks to those parents, Steve Jobs started Apple Computers and changed the world.

Walt Disney, Helen Keller, and Steve Jobs are classic examples of excellence, perseverance, and determination. Each, however, took very different paths to success. Walt was born into tremendous poverty, Helen was born into relative financial security, and Steve grew up in a working-class family. Walt dropped out of high school, Helen was a college grad, and Steve, despite, all the money his parents faithfully saved for college, dropped out. They all had something in common though: each had uncommon abilities that their parents fostered and developed through experience, skill development and assistance, which they took and multiplied many times over. The former, human capital, is the *flint*, and the latter, financial assistance, is the *kindling*.



When it comes to transferring financial resources, the goal is to keep the fire from burning out. Focus on how the fire started, flint & kindling (skills & tools), so future generations can build their own roaring fire.

Giving Back

An Ear Full– Babson Farms in the Community

Courtesy of the DeKalb Area Agricultural Heritage Association

In the last newsletter we shared about the recognition gathering Babson Farms held for the five farm families that have been affiliated with and worked in partnership with Babson Farms from fifty to over seventy years.

Subsequently, the DeKalb Area Agricultural Heritage Association (DAAHA), did a story on Henry Babson in their Spring 2018 newsletter, “An Ear Full”, and made note of the recognition ceremony as well as Babson Farm's role in the community (see excerpt of the story below).

“Henry Babson's legacy in agriculture also continues to live on in northern IL today. In 2011, Taylor Kirkpatrick (Henry's great grandson) became President of Babson Farms. Their holdings consist primarily of thirty-five farms in fourteen blocks. The farms are located mostly in northern and western IL. Locally, the farms are managed by Steve Glascock who has been employed with Babson since 1976. The family continues Henry's management style of conducting their business professionally and without a need for public acclimation or fanfare.

They foster good relationships with tenants and neighbors alike. In addition the Babson family continues to be most generous in financial support to their local community. DAAHA is very grateful to Babson Farms for their recent donation via their family foundation.”

SOIL

Agronomy 101

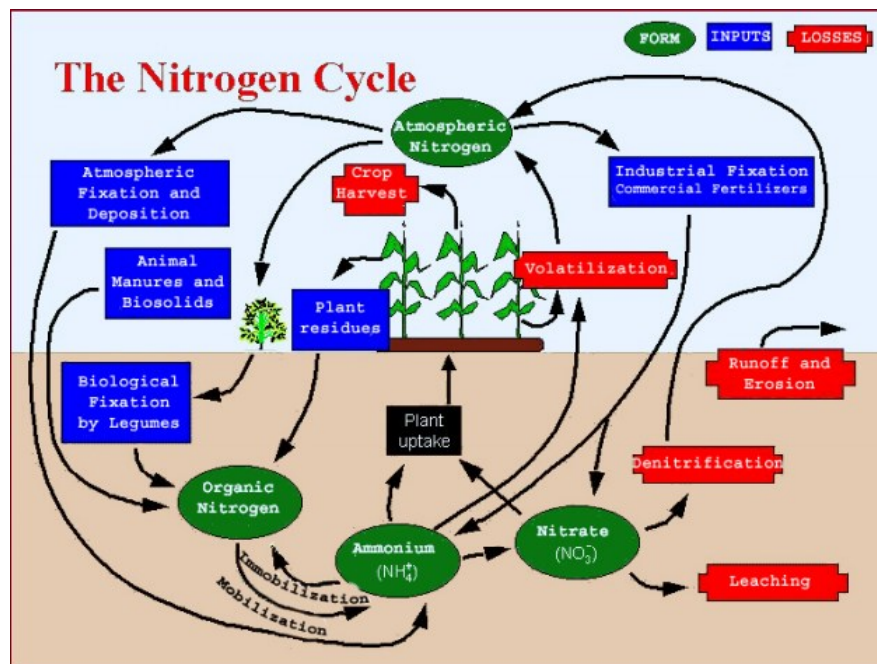
The Nitrogen Cycle

By Eric Lawler - Babson Farms, DeKalb, IL

My last article discussed two of the three primary macro-nutrients: phosphorus (P) and potassium (K). I will now touch on the third and, some may argue, the most important: nitrogen (N). All of these elements are considered macro nutrients because of the higher quantities the plant needs and takes up, but Nitrogen can be one of the most frustrating nutrients because the two forms most used by plants are very volatile. There are several forms of nitrogen, but plants generally benefit only from ammonium (NH_4^+) and nitrate (NO_3^-). The nitrate form is susceptible to leaching and denitrification. Leaching occurs because both the soil and the nitrates are negatively charged; nitrates can't bind to soil particles and are often washed away by excess water. Denitrification is a process where the nitrate form is converted back to nitrite and then into a nitrous gas which is released into the atmosphere rather than the soil. This occurs in anaerobic soils (saturated soils/low oxygen) where soil microbes take the oxygen from nitrates, converting it to a gaseous form of nitrogen.

Ammonium is a more stable form of nitrogen until it gets converted to nitrate (NH_3). In the ammonium form, it is able to bind to soil particles which prevents leaching. However, once temperatures are above 50° , ammonium begins the conversion process. Soil microbes convert ammonium $\Rightarrow$ nitrite $\Rightarrow$ nitrate through a process called nitrification. Unfortunately, plants end up absorbing the majority of the nitrogen in the nitrate form.

The most common nitrogen fertilizers are UAN 32%, UAN 28%, UREA 46%, and Anhydrous Ammonia 82%. The percentages are the amount of actual nitrogen in the fertilizer so we know how much to apply to achieve the total nitrogen needed for the season.



Nitrogen Cycling In Soils

"Nitrogen cycling in soils is a complex mix of chemical and biological processes. Add interactions from weather, fertilizer, manure, cropping system, and soil properties, and it is apparent why management effects on soil N and availability for crop production are difficult to predict." -Iowa State University

CONTENT DEFINITION: WHAT ARE WE EVEN TALKING ABOUT?



Denitrification– A microbial process of reducing nitrate and nitrite to gaseous forms of nitrogen.

Biological fixation– A process in which nitrogen gas (N_2) from the atmosphere is incorporated into the tissue of certain plants.

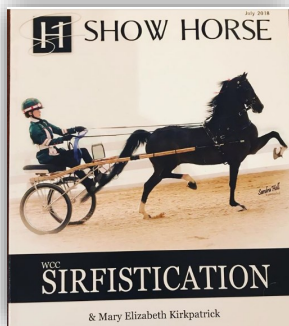
Atmospheric fixation- The enormous energy of lightning breaks nitrogen molecules and enables their atoms to combine with oxygen in the air forming nitrogen oxides. These dissolve in rain, forming nitrates, that are carried to the earth.

Industrial fixation– A deliberate attempt of humans to produce ammonia (fertilizer).

Leaching– Washed away by excess water.

Family Spotlight

Mary Elizabeth received a 2nd & 3rd place ribbon in the Saddlebred Horse Show with Sirfistication. ME is also running cross country this fall. The family enjoyed their trip to England & Paris.

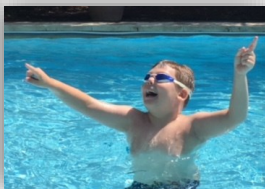


Sarah pictured to the right with New England Patriots coach, Bill Belichick, at the Preakness Stakes. She continues to be a flyer on her competitive cheer team and will be participating in a number of competitions this year.



Henry enjoyed spending his birthday in Libertyville and their trip to France.

He is continuing swimming lessons, flag football, tennis and golf.



Tim hosted Mark Stephentich's family at the ranch where they enjoyed fishing, a personal tour, a BBQ, and all the fun Steamboat and the ranch have to offer.



JT was recognized in May for his contributions on the Equestrian team at New Hampton School.



Check It Out

Libby Memorial Slideshow <https://youtu.be/sgSMvGQrlls>

Babson Memories Slideshow <https://vimeo.com/231610306>

The Babson Family Website <https://zalongo.com/group/babson>

Questions?

Meredith

(303) 243-3300

Meredith@BabsonFarms.com

Eric

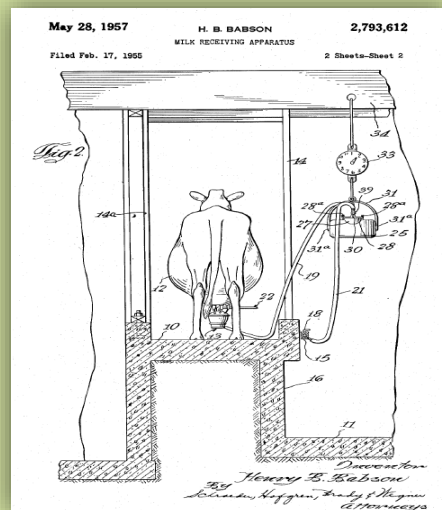
(815) 756-2431

Eshearer@BabsonFarms.com

History Minute



Henry Babson had many filed patents. The one below was a milk receiving apparatus that measured the milk production of individual animals, rather than going into a main holding tank with other animals milk.



- Henry's 7th Birthday July 28th
- Zeff & Andronica's Anniversary August 12th
- Tim's Birthday September 14th
- Dave's Birthday September 15th

Congratulations!

- Taylor's nomination into the Colorado Governors Fellowship
- Dave joining the Board of Councilors for the Carter Center
- Mary Jane & Macadamia won a Blue Ribbon at The Saddlebred Horse Show
- Justify on winning the Triple Crown