

Riverside School Board Business Services are pleased to offer

## A Training in Maple Sirop Production

and

## A Training in Farm Transfer

\* Please note that trainings are in English and that meals are not included (please bring your own).

### Maple Syrup Production



**Mr. Sylvain Mailloux, Maple Syrup Production Adviser**

Forest Technician  
Graduated in Forest Management

1984 -1999 : Worked with private landowners in different regions of Quebec : Laurentides, Estrie, Outaouais and Montérégie;

1999 - 2010 : Maple Syrup Production Consultant for *Club acéricole Montérégie-Est*;

2008 à 2012 : Trainer for the *Centre des Moissons* (Beauharnois): Maple Syrup Production Diploma;

2010 - Today: Independent Consultant in Maple Syrup Production.

Registered at *Réseau Agriconseils*

Instructor for different school boards helping the Maple Syrup Production Business

### Farm Transfer



**Martine Deschamps, M.Sc., CRHA, CFBA, CFWA [www.syneraction.ca](http://www.syneraction.ca)**

Senior consultant  
Farm Transfer and Human Resources Management, Key Note Speaker, Trainer, Author.

*SynerAction Management* is a member of *Family Firm Institute* - studying the dynamics of family enterprises.

Martine Deschamps holds two certifications (CFBA and CFWA) as a Certified Counselor for the *Family Firm Institute*

Member of the *Ordre des conseillers en ressources humaines agréés du Québec*

Author of the book *Planifier sa retraite ou sa relève... ça ne fait pas mourir!*

Finalist for the Award Reconnaissance RH, category Livre RH

### Contact

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## Training Sessions

<p><b>Maple Syrup Production</b>  <b>Instructor: Mr. Sylvain Mailloux</b></p> <p><b>Sugar Bush Management : Tree Health and Growth</b>  <b>Day 1 - 7 Hours : Theory and Practice</b></p> <p><b>Use of the GPS and his Application in the Sugar Bush</b>  <b>Day 2 - 7 Hours : Theory and Practice</b></p> <p><b>Installation of Tubing for Sap Collection</b>  <b>Day 3 - 7 Hours : Theory and Practice</b></p> <p><b>Tapping Maple Trees</b>  <b>Day 4 - 7 Hours : Theory and Practice</b></p> <p><b>Cleaning and Sanitizing the Material</b>  <b>Day 5 – 7 Hours : Theory</b></p> <p><b>Osmosis</b>  <b>Day 6 - 7 Hours : Theory</b></p> <p><b>Guidelines for a Better Performance of the Evaporator</b>  <b>Day 7- 7 Hours : Theory</b></p> <p><b>The training will take place at the Hilltop Sugar Shack in Duhnam. <a href="http://www.erablierehilltop.com">www.erablierehilltop.com</a></b></p>	<p><b>Farm Transfer</b>  <b>Instructor: Mrs. Martine Deschamps</b></p> <p><i>One-Day Training Session on Successful Farm Transfer based on Martine Deschamps' Book <i>Planifier sa retraite ou sa relève ... ça ne fait pas mourir !</i></i></p> <p><b>PART ONE</b>  <b>When Retirement Planning Rhymes with a Business Transfer</b></p> <ul style="list-style-type: none"> <li>◇ Questions from the inside !</li> <li>◇ Question from the outside !</li> <li>◇ The Mother-Factor, the Father-Factor</li> <li>◇ Being Fair and Equal ! Mission possible ?</li> <li>◇ Overview of all the different aspects of a farm transfer (legal, financial/taxation, organizational, human)</li> </ul> <p><b>PART TWO</b>  <b>The Different Human Aspects of Succession Planning and Retirement</b></p> <ul style="list-style-type: none"> <li>◇ What "Phasing out" means to me ?</li> <li>◇ The Hero's Farewell – 4 styles of phasing out</li> <li>◇ Who is the Source ?</li> <li>◇ Loss of Identity</li> <li>◇ Andropause and menopause ! When the couple is paused too !</li> <li>◇ Career stages and life cycles</li> </ul> <p><b>PART THREE</b>  <b>Retirement for anyone</b></p> <ul style="list-style-type: none"> <li>◇ 8 steps</li> <li>◇ Planning, experiencing, honeymoon, disenchantment, finetuning</li> <li>◇ Conclusion : Key Success Factors</li> </ul> <p><b>Location to be confirmed</b></p>
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### Summary

Trainings: Maple Syrup Production and Farm Transfer For a group of 12 participants (approximatively)						
Content	Days	Hours	Prices	Instructors	Suggested Dates	Location
Maple Syrup Production	7 Days	49 hours	<b>350,00 \$ per* participant for complete course</b> or 75\$ per module	Sylvain Mailloux	November 2018: 2, 9, 15, 22, 29, 30 January 2019: 11	Hilltop Sugar Shack in Duhnam
Farm Transfer	1 Day	7 hours	<b>215,00 \$ per * participant</b>	Martine Deschamps	November 21, 2018	T.B.C.
<b>Total</b>	8 Days	56 hours				

\* 415,00 \$ per participant that will take both trainings

\* More than 15 participants, the training price for *Maple Syrup Production* comes to 268,00 per participant

\* More than 15 participants, the training price for *Farm Transfer* comes to 150,00 per participant