

Pearls & Rubies

THE MAGAZINE OF FARMHOUSE FRATERNITY

YEAR 116 / SPRING 2021

FARMHOUSE HEROES

ESSENTIAL BROTHERS

Read about the men who were keeping us safe and healthy during COVID-19.

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DURING COVID**
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**“To all of the farmers,
medical professionals
and frontline workers
who kept the world fed,
healthy, connected and
safe, we say thank you.”**



**OPPORTUNITIES ARE
EVERYWHERE...**

To say that the last year and a half has been challenging is clearly an understatement. However, this time has also been rich with opportunity. Opportunity for enhanced leadership. Opportunity for increased inclusion. Opportunity to communicate and learn in new ways. Opportunity to implement new technology. Opportunity to better understand how globally connected we are. Opportunity to care for one another. And opportunity to reimagine a dynamic future for our Fraternity.

We've also had the opportunity to experience brotherhood in new ways. From reinventing leadership and educational programs offered by the International Fraternity to experiencing chapter meetings in new ways to changing how we serve the communities in which we reside, FarmHouse has seized the opportunity to innovate and remain an essential aspect in the lives of our members.

Throughout the pandemic, FarmHouse men have also continued to live up to our call to, “give promise of service to our fellow men and to the world.” Chapters have continued their strong support for the Leukemia and Lymphoma Society and Be The Match and

have continued to raise funds to support other organizations critical to our communities.

Alumni, through their professions and callings, have given of their time, talent and treasure to help us all navigate through this challenging time. This issue of *Pearls & Rubies* celebrates the many FarmHouse heroes who have been essential in keeping us safe and healthy during the pandemic

With vaccinations well underway, we are now also optimistically looking forward to the continued growth and success of our Fraternity. Next semester, we will re-charter a chapter at the University of Missouri and we are planning to soon establish a new presence at the University of Texas-Tyler. Both of these steps will ensure that more individuals and communities will benefit from the FarmHouse experience.

Our chapters and associations are focusing on transitioning operations to a new normal, and the International Fraternity is developing new ways to serve chapters through leadership and health and safety training, while also creating new resources to assist associations and alumni in their roles within our brotherhood.

We also recently celebrated Founders' Day and the FarmHouse Day of Giving. This was a time for us to reflect on how FarmHouse has

shaped our lives and to remember on how the leadership of seven young men 116 years ago put into motion a values-based Fraternity that has positively affected the lives of tens of thousands of members since. It was a reminder of how our actions sometimes have a profound lasting effect stretching well beyond our expectations. And it was, and still is, an opportunity to give back to FarmHouse through support of the Foundation.

As we emerge from the pandemic, we look ahead to a bright future, one in which FarmHouse is needed more than ever. There are great opportunities ahead, and it is up to us to seize them.

Fraternally,

A handwritten signature in black ink, appearing to read 'Gabriel Eckert'.

Gabriel Eckert (Kansas State 95), CAE
President, International Executive Board



FarmHouse Flashback

PEARLS & RUBIES

The Magazine of Farmhouse Fraternity

Fall 1997

Calendar

June 10-13, 2021

The FarmHouse Foundation Power of 7 Seminar

Fraternity and Foundation Board Meetings

Kansas City, Mo.

November 7-9, 2021

International Executive Board Retreat

Oklahoma City, Okla.

November 11-14, 2021

Foundation Board Meeting

Indianapolis, Ind.

January 6-9, 2022

FarmHouse Leadership Institute

Kansas City, Mo.

March 10-13, 2022

The FarmHouse Foundation Power of 7 Seminar

Washington D.C.

July 20-24, 2022

51st Biennial Conclave

Oklahoma City, Okla.

The Iowa State chapter enjoys winning the Ruby Cup three years in a row on the cover of the Fall 1997 issue of Pearls & Rubies.

3-PEAT!!!

Iowa State maintains lock on Ruby Cup as Outstanding Chapter

Pearls&Rubies

Fall 2021



BEHIND-THE-SCENES

A SNAPSHOT OF THE HOUSE MOMS, CHEFS AND ADVISORS WHO MAKE IT ALL HAPPEN.

We're looking for your stories related to FarmHouse supporters! We want to honor those behind-the-scenes workers in our next issue. Nominate a chapter cook, outstanding housemother, association leader or parents club member today: bit.ly/SubmitFHnews

Pearls&Rubies

EDITOR-IN-CHIEF

Christian Wiggins

CREATIVE DIRECTOR

Cody Cramer (Oklahoma State 08)

GRAPHIC DESIGN

Sam Wayne Edwards

CONTRIBUTORS

Jason Butler
Anna Cramer
Gabriel Eckert (Kansas State 95)
Curt Herzog
Jeanine Lane
Kahlin McKeown
Michaela Norton
Jayde Patrick
Allison Rickels
Andrew Stockmann (Wichita State 17)

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1021 Jefferson Street, Kansas City, MO 64105
Phone: (816) 891-9445

FHHQ@FARMHOUSE.ORG

FARMHOUSE.ORG

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CHANGING JUST

CLICKS



CHANGING JUST CLICKS



Dr. Click (top left) and his fraternity brothers pose for a photo together at the Iowa State FarmHouse chapter house.

CHANGE IS HARD FOR MANY, BUT DR. ROGER CLICK (IA 67) HAS PERSEVERED THROUGH MANY CHANGES. ALTHOUGH HE IS NOT IN DIRECT CONTACT WITH COVID-19 PATIENTS, HIS WORK, LIKE MANY OTHERS, HAS BEEN ALTERED. HOWEVER, CHANGE IS SOMETHING HE BECAME USED TO GROWING UP.

“I grew up on a small farm in Iowa—corn, beans, hogs and cattle,” said Click. “I was quite involved in the 4-H Club and showing at various places across the country, as well as with FFA.”

Working on a farm and raising livestock, Roger experienced change regularly. Weather, production costs and effort all affected his ability to be successful in his early days on the farm. When he started thinking about college, the next change in his life started to take shape.

“Knowing what I know about FarmHouse, the men who are in FarmHouse will adapt to it, and do well in the future.”

medical field. “The values I was able to get in FarmHouse, the type of learning I obtained and maturity while in the chapter, lent itself to the medical field,” he said.

“Like all FarmHouse chapters, they strive for high

He attended Iowa State University on an animal science scholarship and knew FarmHouse was the right choice for him. “There were two fellows from my hometown in FarmHouse,” said Click. “It was a natural tendency to join FarmHouse. They had the same values and I felt comfortable there.”

These experiences and friendships opened his eyes to other careers and opportunities. After his freshman year, he switched his major to focus on the

academic excellence and push you to be involved in extracurricular activities,” said Click. “I was involved in a lot of committees. That helped me a lot to be confident as far as leadership responsibilities.”

These experiences helped him learn how to be successful and steered him to medical school and his eventual career. After graduation, he attended graduate school at the University of Nebraska but was drafted into the Army.

At this point in his life, he used this change as an opportunity to serve and participate in the U.S Army Band. He auditioned while in basic training at Fort Leavenworth in Leavenworth, Kansas. He played the trumpet from 5th grade until he was a sophomore at Iowa State. “I traveled all over,” Roger said. “There were really good musicians in the band, I was just an ok musician. When President Harry Turman died, we played at his funeral.”



Dr. Click (circled) played the trumpet in the United States Army Band.

This was one of the many extracurricular activities he said helped him learn how to be a leader. “Being in the extracurriculars and being in leadership positions helped me with confidence and flexibility to roll with the punches and excel in medicine,” he said. After his military service was done, he completed a dual medical degree and his professional career began.

Dr. Roger Click is a cardiologist with the Mayo Clinic in Rochester, Minn. After 32 years of service, he semi-retired in 2013 and provides supplemental support performing echo-cardiac ultrasounds.

His work is related to what many considered elective surgery. Many hospitals put elective surgeries on hold when the pandemic hit so medical staff could support COVID-19 patients. This hold on surgeries and his work was yet another change in Dr. Click’s life.

While many things have changed during the last 14 months, Roger knows there is an end in sight and FarmHouse men will continue to persevere through challenges and changes.

“Knowing what I know about FarmHouse, the men who are in FarmHouse will adapt to it, and do well in the future,” he said.

Many things like masks and social distancing were a shift and change for all of us. “Things are going to change, more remote types of learning for example,” he said. “At first it was awkward, but now it is commonplace and easier to do. As FarmHouse men graduate and go into the world, they will face some challenges. We will bounce back.”★

PERSEVERING IN A VIRTUAL WORLD

“

CH-CH-CH-CHANGES. TURN AND FACE THE STRAIN.” ALTHOUGH DAVID BOWIE WROTE THESE LYRICS IN 1971, IT HAS NEVER FELT MORE REAL THAN IT HAS DURING THE LAST 14 MONTHS.

Not only have our students had to make unprecedented changes to their daily lives, but FarmHouse and the FarmHouse Foundation staff have made changes to meet the needs of both students and alumni.

“Looking back to our Founders, who would have thought a group of men who sought out friendship based in person, would have realized 116 years later friendship would be strengthened through a virtual world,” said Christian Wiggins, Fraternity CEO. “We can still do this thing called ‘fraternity’ through technology.”

When the pandemic began, what we thought would last only a few months, turned into more than a year of virtual interaction. Many of our normal day-to-day operations changed. For instance, face-to-face chapter visits and consultations were moved to virtual platforms.

“It has been a unique experience, trying to balance student’s time and their burnout with making sure that chapter operations are still being completed,” said Luke Munchrath, assistant director of chapter development and volunteer support. “Establishing connections has been difficult, but the members have been patient and have done their best to make the most of our situation.

“Since becoming an assistant director in January, I haven’t been able to experience the traditional consultation model of in-person visits, but my sense is that the virtual

“LOOKING BACK TO OUR FOUNDERS, WHO WOULD HAVE THOUGHT A GROUP OF MEN WHO SOUGHT OUT FRIENDSHIP BASED IN PERSON, WOULD HAVE REALIZED 116 YEARS LATER FRIENDSHIP WOULD BE STRENGTHENED THROUGH A VIRTUAL WORLD,” SAID CHRISTIAN WIGGINS, FRATERNITY CEO. “WE CAN STILL DO THIS THING CALLED ‘FRATERNITY’ THROUGH TECHNOLOGY.”

consultations provide us the opportunity to connect with chapter officers and executive boards to be able to provide coaching and tailored resources,” said Andrew Stockmann, assistant director of chapter development.

“I’ve enjoyed getting to virtually meet the leaders from the chapters I assist. It will be great to get on the road in the fall, but the virtual visits are the next best option.”

Like the students, the association, advisor and volunteer calls were all moved to Zoom. FarmHouse invested in additional meeting capacity space on Zoom to host large groups of students and alumni. The FarmHouse Leadership Institute was also held virtually in January. With the event streamed online, we had the opportunity to host all members for an opening and keynote sessions, in addition to the officer tracks. It was the largest attendance in history, with more than 600 members streaming our keynote session, and more than 260 chapter officers and volunteers participating in virtual tracks during the three-day event. One member shared his thoughts on the benefits of FLI,

“I can tell a lot of the chapters are going through similar situations, so to be able to discuss our problems, learn what has worked for others and brainstorm new solutions is very beneficial.”

The staff, International Executive Board and Foundation Trustees have moved several events to virtual meetings. Both the International Executive Board and the Foundation Trustees fall and spring board meetings, the Foundation’s holiday party, FarmHouse staff celebration and the National Western Stock Show Breakfast were all held virtually. “It allows us to deliver education and content more frequently,” said Wiggins. “This enabled our board to address pressing issues in a more timely manner, rather than waiting for an in-person meeting.”★



FARMHOUSE FRATERNITY PARTNERS WITH PRINTING PLUS

FarmHouse Fraternity has entered into a five-year partnership with Printing Plus, a Greek community printing and shipping business, starting in January 2021.

As part of this collaboration, Printing Plus will create customized initiation plaques and awards, then mount and ship them directly to members. The goal of this partnership is to streamline processes and allow for high-quality production, packaging and faster shipping of membership plaques. The first orders were complete earlier this spring.

In the past, Fraternity staff had to order stationery, print in-house and hand deliver the certificates to be mounted at a local trophy shop before they were shipped. Often this would take a number of weeks to complete.

With this new process, Printing Plus will receive the order of plaques twice each semester, print and ship within four weeks. The new streamlined process will allow for a smoother and faster delivery rate at a reduced cost for the Fraternity. It will also allow the Fraternity staff to focus on other priorities such as education and the student experience.

According to Fraternity CEO Christian Wiggins, "The industry-leading approach of Printing Plus will enable us to save time and money, as well as deliver a high quality product. Additionally, these initiation plaques and awards will be enhanced to better align with FarmHouse style and branding."

"Printing Plus is honored and excited to have the opportunity to partner with FarmHouse Fraternity, said Ben Holtvogt, Printing Plus production manager.

"It was clear very early on in our discussions that the leadership of FarmHouse has great business acumen, communication and attention to detail. These attributes make partnerships wonderful. Having Printing Plus handle the certificate fulfillment, our expertise, will allow FarmHouse to focus on the most important part, its members. We hope to cultivate this relationship and have the opportunity to build upon this strong foundation."★

"The industry-leading approach of Printing Plus will enable us to save time and money, as well as deliver a high quality product. Additionally, these initiation plaques and awards will be enhanced to better align with FarmHouse style and branding."

LEADERSHIP SPOTLIGHT
with
Jim Fitterling (Missouri 80)
CEO | DOW AGROSCIENCES



LEADERSHIP SPOTLIGHT

Jim Fitterling (Missouri 80) is chairman and chief executive officer of Dow AgroSciences, a global materials science company. In 2020, Dow had sales of \$39 billion and a Fortune 500 ranking of 78. Fitterling joined Dow two weeks after graduating from college, in the spring of 1984. He previously served as the chief operating officer for the Materials Science Division of DowDuPont. Fitterling was in a key position during the separation of Dow and DuPont, on April 1, 2019. He's widely recognized for his work supporting LGBT non-discrimination and LGBT+ workplace equality. Fitterling is involved with his alma mater, serving on the University of Missouri's College of Engineering Dean's Advisory Council. He resides in Midland, Mich.

WHAT DO YOU ENJOY MOST ABOUT LEADING DOW?

The people I work with I would say is the first and most important thing. Then the business we are in—the business of chemistry and materials takes you into products you use every day. We work with every large brand owner and manufacturer around the world. Making everything from the clothes and the shoes you wear, to the products you buy in the grocery store, to the materials used to clean at home, like laundry detergent, to all kinds of other things, paints and coatings that are used in your house. You wouldn't recognize it necessarily as Dow material, but if I took you into a local supermarket, or Lowe's or Home Depot, I could almost pick up anything and show you where Dow products are. And that makes it interesting, makes it diverse and challenging.

WHAT IS YOUR LEADERSHIP PHILOSOPHY, AND HOW HAS YOUR MANAGEMENT STYLE CHANGED DUE TO COVID-19?

We believe a lot, and I believe a lot, in empowerment of the teams and having them make decisions at the front line. I think COVID-19 has actually helped that because there were certain things that just needed to be done. It was an unusual environment and you want people to be able to make decisions and move quickly. I would say the biggest management-style change is I traveled a lot before COVID-19. I would either be out to see customers or out at our manufacturing sites on a regular basis. I haven't been able to do any of that. It's all become video conferences, which I do a lot of. In some cases, I've probably seen more people in the last year, through this medium, than I would if I was doing it physically traveling. So in some cases it's interesting. It feels like we're a little bit closer to employees even though we haven't physically seen each other in those settings.

TEAMS ARE INCREDIBLY IMPORTANT IN YOUR WORK. WHAT MAKES A STRONG TEAM?

I think the strongest teams tend to really understand each other's strengths and complement each other's strengths. They also understand what people are going to do and how the team works together. There are times in this COVID-19 environment where a team member might not have been able to come to work because they weren't feeling well. Teams pick up for that absent team member and carry-on with the work. I think that showed through especially strongly. We didn't have a tremendous number

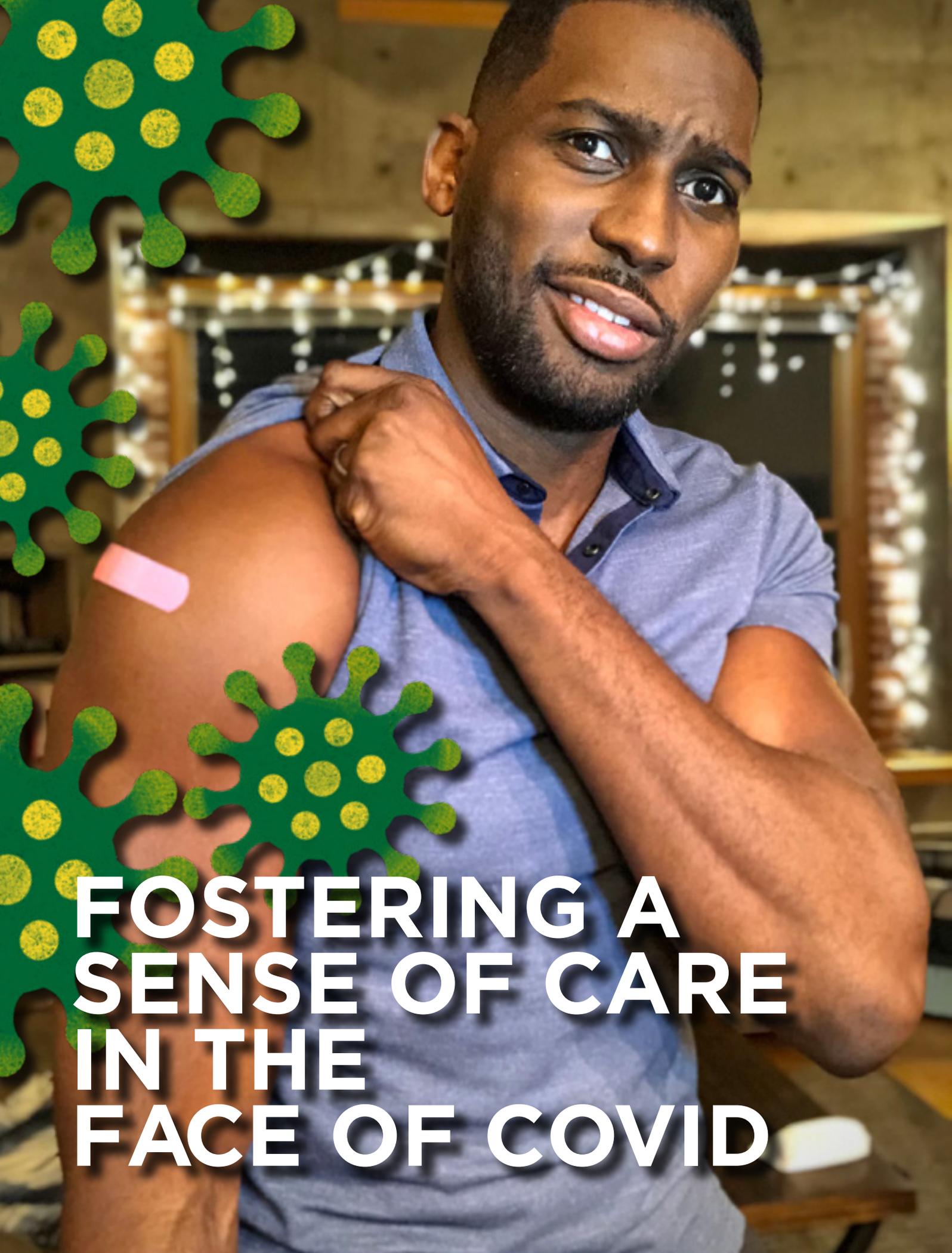
of COVID-19 cases, but we did have cases like you would expect. The strong teams pull together and get things done, even in spite of the fact they might be missing a team member.

WHAT ADVICE WOULD YOU GIVE A FARMHOUSE MAN WHO ASPIRES TO BE A CEO OR LEADER OF A FORTUNE 500 COMPANY?

The most important thing, and what I try to do at Dow, is really learn and understand the business incredibly well. Maybe is just a portion you're hired into, but understand the entire business and what's going on. I always say to people inside the company, "there's running a business unit, and there's running a corporation." They're very different jobs. Running a business unit is all about profit and loss. Running a corporation is about a lot of different things. It's about managing your investors, dealing with your communities, your employees, as well as the business aspects of the job. You have to really understand all those touch points. The best way to do that is get in and do your homework. Understand what makes a company tick. The better you understand that, the better your ability to elevate yourself when situations come at you. For Dow we have got a saying, "you don't get the next job until you demonstrate you can do it in your current job." That's what leaders look for. They look for somebody not only able to do their current job, but they've demonstrated the capability to do the next level job. That's how you get ahead.

WHAT ADVICE WOULD YOU GIVE FOR HOW TO BE INVOLVED AND GIVE BACK TO THE FRATERNITY?

If you've been in a business environment, even if it's your own business, you can contribute back to the organization by helping them in certain situations. There are a lot of things that the associations or the Foundation need from a leadership perspective you could provide. There's certainly always financial needs, so you can contribute financially, but financial needs on the planning side as well, right? There are monies to be invested, there are programs that have to be put together, and I think business experience helps FarmHouse quite a lot. Everybody can give differently at different phases in their life. Right now, my time is pretty limited, but after I retire, I would have more time to give on a volunteer basis. Everybody's in a different circumstance, so recognize what that is, and do what you can do from your position in life. ★



**FOSTERING A
SENSE OF CARE
IN THE
FACE OF COVID**

When Dr. Antwon Chavis (Iowa State 05) headed to college he didn't know he would end up working with children and making a difference in their lives. He chose Iowa State University because he received a scholarship and it was close enough to his hometown in Cedar Rapids, Iowa, without being too close.

He joined FarmHouse while majoring in sociology pre-medical sciences. After graduation, he attended Meharry Medical College, a historically Black College (HBCU) in Nashville, Tenn. Following medical school, his residency led him to Portland, Oregon at the Oregon Health & Sciences University (OHSU). Now he practices as a pediatrician and works for OHSU, serving as an assistant professor for the university.

With his work as a pediatrician, he treats children and has seen how the pandemic has forever changed life for them and their families. In addition to his regular medical evaluations, he often notices outside factors that have an effect on children. The pandemic caused turmoil and challenges for many. In his opinion, added screen time while at home, lack of access to meals at school and an ever-changing environment have all added up. It is Dr. Chavis' goal to mitigate the stress all these factors have had on families. The loss of a job for a family member, moving to virtual school and lack of social interaction all affect children. Even more so, the effect is increased for foster children.

"Bouncing around causes a lot of trauma on kids," said Chavis. Based on these factors and more he felt the calling to become a foster parent. "A lot of my drive to foster was because of my job. Seeing kids stuck in the foster system."

Dr. Chavis joined the foster care system in Oregon, and his first foster child was with him for three years. Working in the medical field in a pandemic as well as being a foster parent took a toll on him as well.

"It was hard for us to navigate because she was in preschool," said Antwon. "I have a ton of respect for stay-at-



home parents. I had to do it for two weeks. I was exhausted from parenting because it changes your mindset."

The passion to foster turned into a love for the child, and he was hopeful he would be able to adopt. However, the child's biological family was eventually able to properly care for her, and she was reunited with them late in 2020.

While he is not currently fostering, he compared this new chapter of his life to his FarmHouse experience. Reflecting on the lessons he learned while an undergraduate member at Iowa State, "FarmHouse in and of itself was an interesting experience," said Chavis. "I was one of the few African-Americans at school and in the Greek community."

His time in FarmHouse included learning leadership skills, time management, dinner etiquette, interacting with others who have different beliefs and being a gentleman. "I thought the best learning I did in FarmHouse was not intentional learning," he said.

"FarmHouse encourages people to be hard working and sacrifice time, pleasures and comforts," said Chavis. This has helped him earn his degrees, and be successful in both his career and as a foster parent.

"FarmHouse taught me very much about hard work and helping people, and i can appreciate that a lot. Those are skills that you use more than you think you do. The pandemic has made these skills more valuable. FarmHouse is an organization that teaches you that." ★

LEFT: Dr. Chavis shows off his Band-Aid after receiving his COVID-19 Vaccine.

BELOW: Dr. Chavis and his foster child play on the beach.

RIGHT: Dr. Antwon Chavis (IA 05).



NEW FHHQ

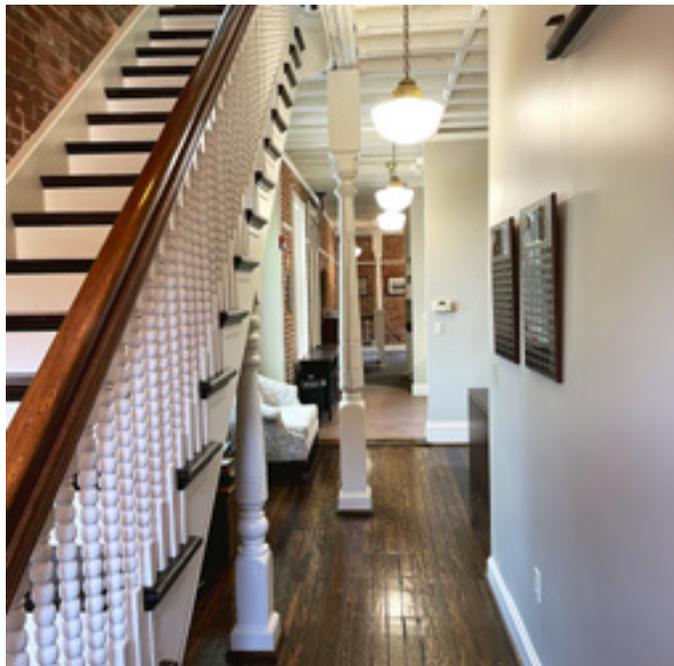
FarmHouse Fraternity and the FarmHouse Foundation relocated their shared headquarters to 1021 Jefferson St., Kansas City, Mo. 64105 on March 1, 2021.

“As we approached the end of our lease, we recognized the current space had served its purpose, but it was time to look at other options.” said Christian Wiggins, CEO of FarmHouse Fraternity. “We spent several months looking at locations in and around Kansas City before settling on this new home for FarmHouse. It’s a beautiful, charming home, on the National Register of Historic Places, that has been converted into office space and is a great fit for our headquarters and staff. As an added benefit, the combined savings over the term of the new lease is \$168,000.”

Since moving to Kansas City, Mo. in 1993, the FarmHouse headquarters was located in the northland near the Kansas City International Airport. The former building was the headquarters for the Fraternity and Foundation in Suite 210 from 2007 to 2016. Then in 2017, a move was made to the building’s third floor.

In the last two decades, FarmHouse’s operations have progressed and the current headquarters space provided stability during staffing changes, successful Foundation fundraising campaigns and unprecedented undergraduate membership growth. However, the building had not had major repairs or remodels during the same time. With new ownership and plans underway for increased development in the area, many tenants have or are planning to vacate the property.

“We have enjoyed our multiple headquarters offices and time in the Northland of Kansas City, especially the close proximity to the airport,” said Allison Rickels, CEO of the FarmHouse Foundation. “Our headquarters offices have grown and evolved over the years, and fortunately, each space has fit our needs at the time. It truly feels like a second home working at our office. I’m



excited about the next chapter in store.”

COVID-19 has provided both challenges and opportunities for the FarmHouse headquarters staff. During the pandemic, many staff members worked remotely, and seven staff members live and work remotely full-time. The new space provides flexibility to enable staff members to work freely while providing space for remote employees when they spend time working in Kansas City.



NEW FARMHOUSE HEADQUARTERS

The new headquarters space, located in downtown Kansas City, is a three-story home with the basement, which provides storage for merchandise, materials and historical files. The staff

“The space is unique, allowing us to be within one building, but with separate work spaces for each entity, as well as collaborative spaces to enable engagement with a larger number of remote staff and volunteers.”

have offices and cubicle spaces on both floors, and each floor has a conference room for meetings and telecommunications with remote employees, volunteers, donors, chapters, associations and other groups.

In addition, the downtown location provides an area within walking distance to restaurants, shopping, entertainment options and the Kansas City streetcar.

“This new space meets our needs in an ever-evolving virtual world,” said Wiggins “The space is unique, allowing us to be within one building, but with separate work spaces for each entity, as well as collaborative spaces to enable engagement with a larger number of remote

staff and volunteers. We plan to host a formal celebration with the full staff, our International Executive Board, Trustees and area alumni when COVID is no longer a threat.”

The historical home was built in the 1880s and restored in 2005 along with four other buildings on its campus, including a Victorian mansion that was known to host many U.S. presidents in the 1900s. Each of these buildings, in a gated complex together, are now used for office spaces, primarily for non-profit organizations, like FarmHouse.

“I’m thrilled about our new headquarters, especially the history, charm and beauty of the building,” said Rickels. “Even the exterior doors were already painted dark green, perfectly matching FarmHouse’s colors. We worked with the owners to update and build-out the interior spaces to fit the needs of our staff and be able to display important FarmHouse archives and symbols. Even Daddy Doane’s furniture has gotten a beautiful facelift. We can’t wait to welcome alumni, undergraduates and friends for tours of FarmHouse’s headquarters. Our door is always open.”★



SUCCESSFUL YEAR ONE: DYAD SURVEY UPDATE

By Kahlin McKeown, Assistant Executive Director of Student Engagement

Through the generous support of donors to the FarmHouse Foundation, the Fraternity has partnered with a national research firm, Dyad Strategies, to collect data and help outline strategic priorities. The Dyad team administered the first Fraternity-wide student survey this fall, gathering information from our entire undergraduate membership. We had a very high response rate of 73 percent, which is especially impressive in the survey's first year. Four chapters reached one hundred percent (100%) participation from members, and nearly all chapters reached a fifty percent (50%) participation rate.

The data from the survey assessment results is incredibly insightful, and will inform priorities for the Fraternity in a number of areas. Not only does our partnership with Dyad provide specific data, but it also allows FarmHouse to compare and contrast across 10 other national fraternities with both chapter-level and overall membership data.

There are a number of positive findings from the survey. First, FarmHouse members are extremely satisfied with their experience. This is especially significant because the survey was administered in September and October 2020, amidst a global pandemic that upended the traditional fraternity and campus experience. Despite these challenges, FarmHouse men are still extremely satisfied with their chapter and fraternity experience. While other fraternities experienced declining satisfaction scores during the pandemic, FarmHouse had the highest satisfaction score of any fraternity collecting data in the fall semester. We will continue to measure satisfaction to see how FarmHouses score evolves outside of challenges related to COVID-19.

FarmHouse men also reported a low level of hazing tolerance, and among the lowest in the entire fraternity dataset. Many FarmHouse men view the new member experience as one to promote learning and commitment to the organization while promoting positive and desirable outcomes for new members. We also had higher than the all-fraternity average on several other commitment measures, including both emotional attachment and sense of obligation to the Fraternity. FarmHouse undergraduates also indicated the organization is a major part of their social identity on campus.

As a part of our partnership with Dyad, they developed individualized scales to measure the saliency of FarmHouse values including academic excellence, personal growth, integrity, selflessness and service. The goal is to track how each of these values shift over a member's time in the chapter, ideally increasing over time. With only one year of data so far, we have a current snapshot of the values' importance to the membership, and all values appear to decrease over time. As we continue to collect data, we will be able to compare these measures more accurately over time.

Another area of focus is the sense of belonging within chapters. The assessment measured how the members define brotherhood, grouped into four categories: shared social experiences, accountability, solidarity and sense of belonging. Each of these are somehow present in brotherhood, but there are more desirable ways each of them can be integrated into chapter culture to promote a positive climate. FarmHouse measured a bit low on sense of belonging as a measure of brotherhood, so we will continue to focus on how men can promote true belonging and acceptance within their chapters.

Overall, the assessment data collected this fall is highly encouraging in multiple areas and provides focus on future priorities. We look forward to being more data-driven in our approach as we grow to make the FarmHouse experience even better. We appreciate the generous investment by the FarmHouse Foundation, which enables us to continue in this important endeavor. ★

Dyad Strategies results outline overall satisfaction amongst FarmHouse members compared to other fraternal organizations.





FARMHOUSE
FRATERNITY

ONLINE  STORE

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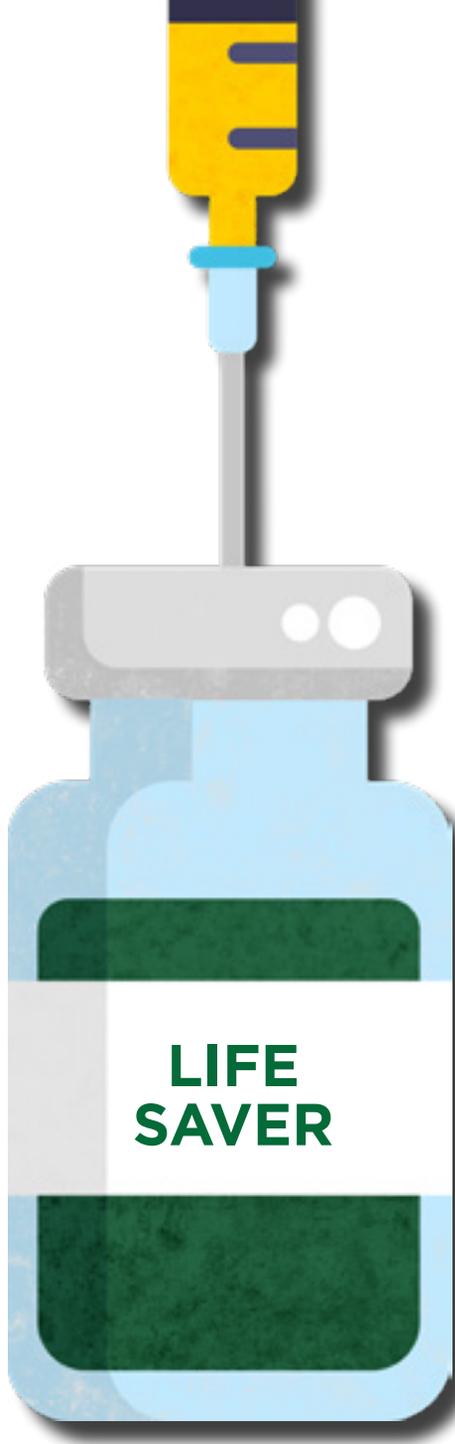


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What does it take to save hundreds of millions of lives? How fast can this process happen in order to save as many lives as possible? The validity and efficacy rate of the SARS-CoV-2 (COVID-19) vaccine is a testament to the team working with Paul Rohlfing (Nebraska 83) at Pfizer, Inc. Paul is the Executive Director of Chemistry, Manufacturing and Controls (CMC) and Regulatory Affairs (RA) for Vaccines with Pfizer, Inc.

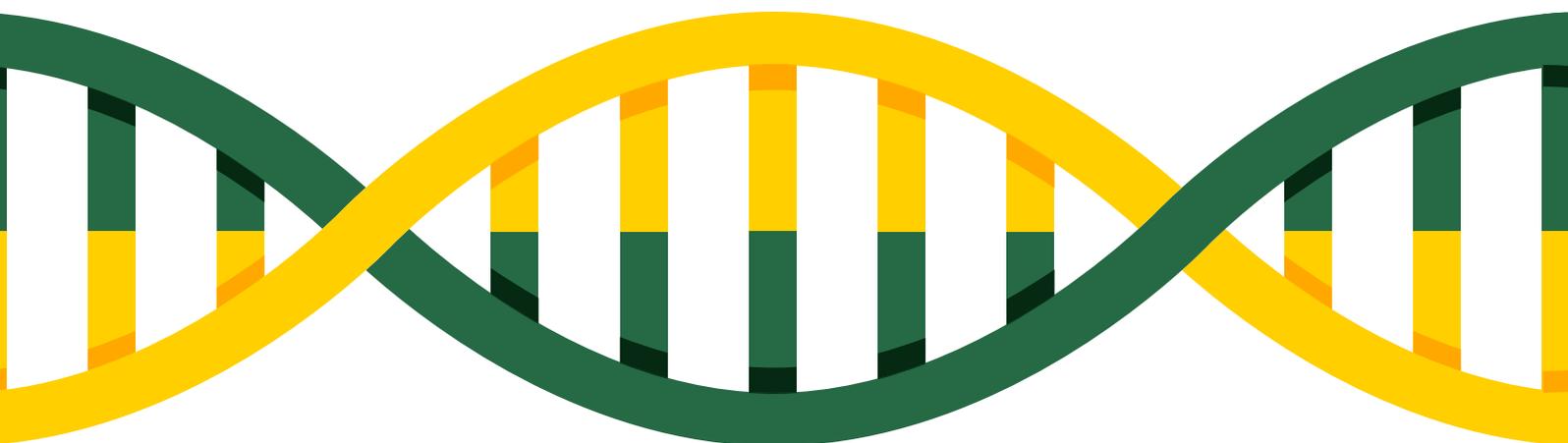
Paul's team develops and maintains the documentation of how Pfizer, Inc. work to develop, manufacture and test their vaccines before releasing.

"I lead a group of 50 colleagues globally in six countries — U.S., the United Kingdom, Spain, Belgium and Ireland," said Paul. "We update them (the documentation) any time we want to make a change to the vaccine or the process we use to make the vaccine."

He has worked for Pfizer, Inc., for more than 30 years, and the development and roll out of the COVID-19 vaccine was something new, but they were equipped to handle. The disease itself may be new, but the process to make the vaccine is not.

The COVID-19 messenger RNA (mRNA) vaccine contains mRNA, which is like a blueprint for the spike protein of the SARS-CoV-2 virus. The vaccinated person's dendritic cells use the blueprint to make the spike protein from the surface of the virus. Once the immune system realizes this protein is "foreign," it creates an immune response against it. So the next time the person is exposed to the virus, the immune system is ready to respond rapidly.

Prior to distribution, vaccinations go through dozens



LIFE SAVER: Paul Rohlfing

of clinical trials, protocols and standards that traditionally take weeks, if not months, to develop. Thankfully, based on processes already in place, the Pfizer, Inc. team were able to shorten the production timeline to produce a vaccine for mass distribution in less than a year.

“The COVID-19 vaccine has required we develop a plan very quickly, but also have flexibility in the plant to be able to quickly respond to new developments and adapt to changes in the plan,” said Paul. “We have learned to set aside time every day to meet with the scientists and engineers who are developing the process and who are installing those processes in our manufacturing plants. That way we can accurately describe those details in our regulatory filings.”

Under the terms of their agreement, Pfizer, Inc., will deliver at least 70 million doses by June 30, 2021. This high volume requirement caused a few additional challenges for Paul and his team.

“I was able to serve as recruitment chair at Nebraska

FarmHouse,” said Paul. “Certainly we have had to expand our Pfizer, Inc. team, so the college experience as chair was helpful in recruiting we have done to expand our team. A key part is it might seem all the pressure is on the initial authorization to get, but there has been even more pressure to ramp up supply. To be able to vaccinate the world.”

“I don’t really consider myself a hero per se, but I am very proud of it.”

His time as recruitment chair was not his only experience at Nebraska that has stuck with him. “Certainly the focus of FarmHouse on excellence and working collaboratively with others has been really key to my career overall,” said Paul. “Especially in my career in regulatory affairs. Attention to detail and being able to describe to others how a process works is a key part of our role.”

Although he has saved millions of lives through his work, he does not consider himself a hero. “I am very proud of what I have contributed

to the effort and proud of what my team has accomplished, but actually the development of this COVID-19 vaccine has been just one of the things we are working on,” Paul said.

“We’ve kept five other major pharmaceutical programs under development and moving forward at the same time. I don’t really consider myself a hero per se, but I am very proud of it.”

The FarmHouse Object is something that Paul refers to periodically. The line, “to give promise of service to their fellow men and to the world. To be and become such may at times require a sacrifice of time, pleasure and comforts,” has been instrumental in his work. “Certainly this has been an accurate depiction of what I have tried to do to make it a little bit better world, a better place for the health of the world,” said Paul. “It has required a few sacrifices, but it’s also really rewarding seeing your friends and family members get their vaccinations.”

FarmHouse also runs through Paul’s veins — his family. Paul’s father Norman (Nebraska 57) and Paul’s son, Pierce (Clemson 19) are FarmHouse members. Additionally, Tom Thurber (Nebraska 60), his father-in-law and Eric Thurber (Nebraska 89) and Lee Thurber (Nebraska 91), his brother-in-laws, are all also FarmHouse members and long-time volunteers. ★

LEFT: Paul Rohlfing (Nebraska 83) sits at his computer where he has spent the pandemic working.

RIGHT: Paul receives his first dose of the Pfizer vaccine.



ONLY IN

FH

“To give promise of service to his fellow man and to the world” is a key piece of The Object of our Fraternity. Through added trials and tribulations brought on over the past year, our fellow men have continued to give. Not only have our undergraduate brothers adapted to virtual classes, shortened semesters, the cancellation or postponement of extracurriculars, but they have dealt with loss and suffered through additional side effects of a global pandemic. Amongst those challenging experiences there has been positive outcomes. Our men have continued their commitment of hard work and promise of service, providing a light in the darkness to those around them.

This section, Only in FH, is dedicated to the ways our men have continued acts of service during the pandemic. These stories feature our incredible undergraduate members. When forest fires ravaged the state of Oregon, our men risked their lives to stop them. Sammy Stevens (Iowa State 19) organized his chapter to lead storm and debris cleanup in Iowa. And, our South Dakota State Chapter raised more than \$12,000 virtually for a local child fighting leukemia.



In addition to Only in FH, last fall, FarmHouse has launched a digital series: FarmHouse Focus. FarmHouse Focus will share videos from alumni, undergraduates and staff expanding on our values and current events. Follow our social media channels or be sure to update your contact information in your MyHerdBook account.

@farmhousefraternity



@farmhouse1905



FARMHOUSEFraternity



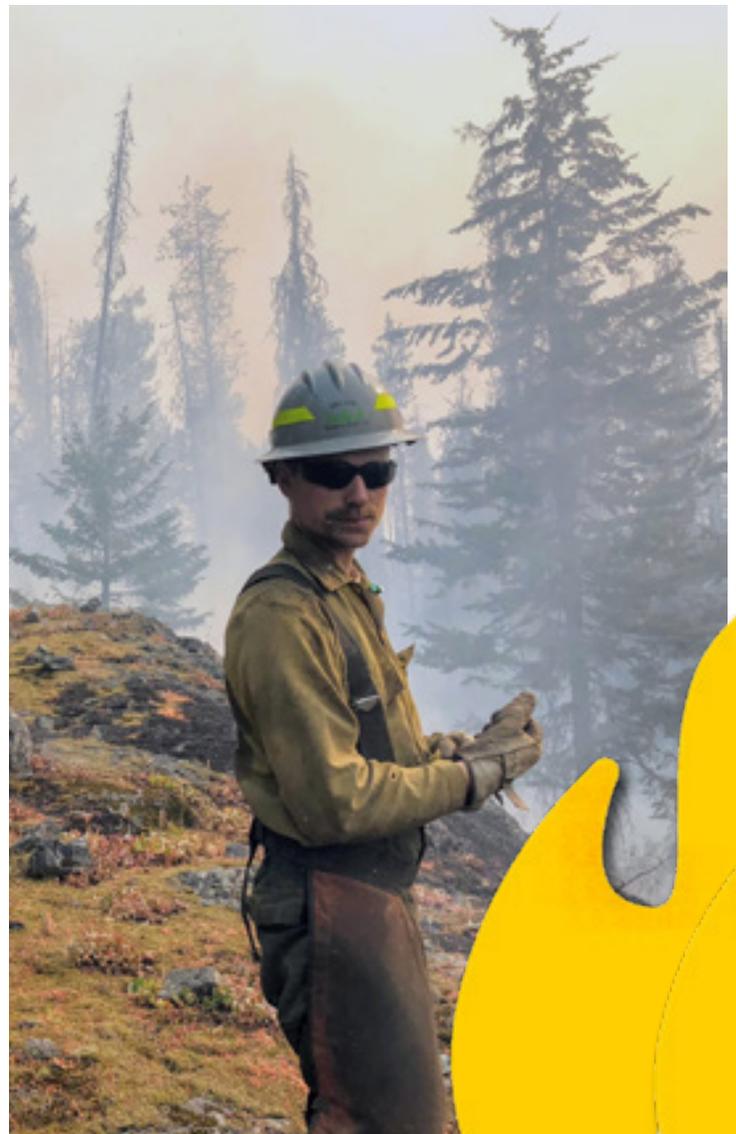
FARMHOUSE

More than 1.2 million acres burned in Oregon in 2020, according to the Oregon Department of Forestry. Five major fires burned 850,000 of the total 1.2 million acres and over 3,000 structures were destroyed. Fire season in Oregon starts in July and continues until winter rains arrive in late October. It was not until mid-August things started to get really busy for firefighters. Labor Day came and with it these fires made national headlines. There were five fires already burning or started burning the night of Labor Day (Sept. 7, 2020). Each of the five fires burned for a period of one to three months.

“Fire season started off relatively slowly until about mid-August when I was needed to respond as Initial Attack (IA) to a fire that threatened many homes,” said Patrick Brewer (Oregon State 20).

“Upon arriving at this fire, four engines, holding six firefighters per engine, were told to protect a single home on a ridge. We worked all night long tirelessly to ensure the home’s safety and we were not finished until 9:30 a.m. the next morning. With another hour and a half drive back to my office, my shift finished at a total of 30 straight hours.”

Patrick has been fighting fires since he was a sophomore at Oregon



FIREFIGHTERS



State University. His passion for helping others and fire fighting led him to change his major to forestry.

Patrick wasn't the only Oregon State member who assisted with the fight. Josh Wood (Oregon State 18) and William Cyrus (Oregon State 19) also assist in various capacities. Josh works for the Central Oregon District (COD) of the Oregon Department of Forestry (ODF). He has worked for ODF for five years, beginning on a hand crew then moving to a helitack crew for the last three years. Due to the thick smoke, his crew could not land at the Salem Airport and had to change course. "My crew was assigned to work with National Guard helicopters doing evacuations," said Josh. "However, the smoke was so thick all aircraft were grounded."

The work they do is very taxing. "Fire season is during summer break, and there is the potential for a lot of overtime hours, and thus money to live on during the school year," said Josh. "On the down side, you don't really get a summer, and it can sometimes be pretty miserable. My longest shift was 24 hours, and the average shifts were 16 hours."

The ability to persevere and continue to work day after day was something he attributes to his time in FarmHouse. "FarmHouse was vital to my growth and maturity as a young man," said Josh. "My brothers encourage and challenge me to grow into a responsible adult, and are also there to help me out when I made poor decisions. Being in FarmHouse gives me vital experience in working with others and helping to run an organization." These skills have helped Josh in his future career goals, and as he studies forestry.

William, on the other hand, has been involved with fire fighting his entire life. His family contracts out large equipment to assist with fire fighting. "Around the farm, I grew up running all of our equipment, so it was a natural transition into fighting fires once I was old enough," said William. "I started running transport for one of our dozers when I was a junior in high school. Now, I work during the day and run night shift on the fire line in the summer."

During 2020, he pulled 36-hour shifts running a bulldozer building a fire line, which is a gap in vegetation or combustible material acting as a barrier to slow or stop the progress of a wildfire.

Teamwork and communication

“FarmHouse was vital to my growth and maturity as a young man.”

are critical needs in firefighting, and these brothers say their time in FarmHouse is instrumental in their growth and development in these areas.

"FarmHouse has given me leadership opportunities, which has allowed me to advance as a firefighter and climb up the ladder faster," said Patrick. "Helping others is always something I have taken time to do, but if it was not for the men in my Oregon State Chapter, last summer I would not have had the opportunity to spend those months helping fight fires and help those who had been displaced by the fires."

The willingness to work tirelessly for days on end has helped shape their perspectives and challenged them on many levels. Much like their time in FarmHouse, they are interacting with others and working towards a common goal— in this case, to stop fires and save lives and property. William said, "My time as a member in FarmHouse has re-instilled the importance of helping my community and staying involved within it."★

LEFT: Josh Wood (OR 18) stands on a hill in between fighting fires.

BELOW: Oregon Department of Forestry Helitack crew (left to right) Justin White, temporary crew member, Taylor Schmadelza, David Pedilla, Jessica Dally and Josh Wood (OR 18).



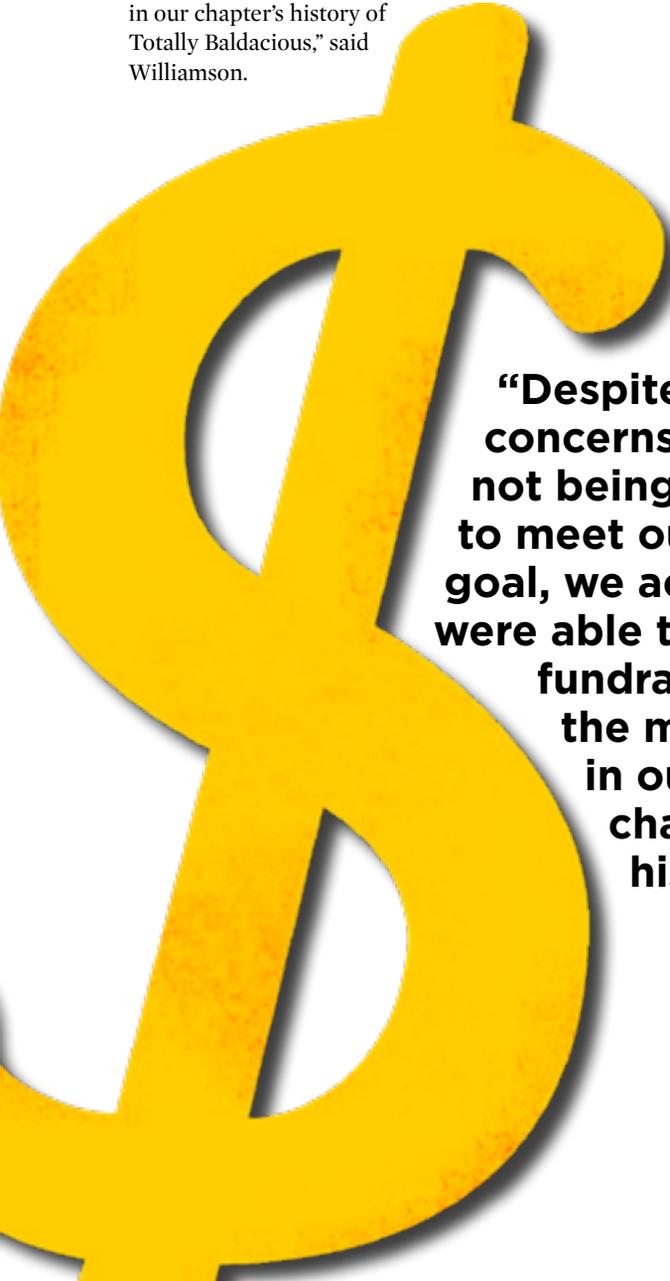
VIRTUAL PHILANTHROPY VICTORY

The National Bone Marrow Registry: Be The Match and the Leukemia Lymphoma Society (LLS), our national philanthropies, have been a part of FarmHouse Fraternity since 2008. Both benefit countless lives by raising money for cancer research or hopefully matching a bone marrow donor to someone in need.

When the pandemic hit, virtual classes, meetings and interactions became the new day-to-day for our undergraduate members. Many have struggled to find ways to keep a sense of normalcy. One of the activities our chapters have utilized to keep things normal has been through their philanthropic efforts.

For example, the South Dakota State (SDSU) Chapter was able to hold their fundraiser using the online fundraising platform, CrowdChange, in the fall. “We ended up postponing our event in the spring and had to do it in the fall,” said Daniel Williamson (SDSU 19), philanthropy chair.

“Despite our concerns of not being able to meet our goal, we actually were able to fundraise the most in our chapter’s history of Totally Baldacious,” said Williamson.



“Despite our concerns of not being able to meet our goal, we actually were able to fundraise the most in our chapter’s history.”

The chapter selected Anna Fliehs, of Groton, S.D., as the recipient of their efforts. Anna was diagnosed with Acute Lymphoblastic Leukemia (ALL) at the age of three. Now, at five, additional funds were needed for her and her family. “A fellow Greek life member reached out to us because she knew our chapter holds Totally Baldacious annually,” said Daniel.



SDSU Chapter members pose during their fall 2020 event.

Depending on the amount raised, SDSU chapter members would shave their legs or their heads completely or in odd patterns – hence the name: Totally Baldacious. The initial promise to shave began at \$500 and would incorporate additional chapter members and hair as more funds were donated. The events we broadcast for all chapter members, campus friends and family members to view.

“This year we decided to livestream the event due to COVID-19, which enabled us to receive campus support along with support from parents and alumni,” said Daniel. “Using a livestream really allowed us to reach more people, which was definitely a factor of our success.”



Chapter members pose with fundraiser beneficiary, Anna Fliehs and family, at the 2019 Totally Baldacious event.

The chapter didn’t let the pandemic stop them from doing good for others. Using CrowdChange enabled them to transition to a virtual format as well as raise more than they ever have.

“We have been supporting LLS for six years, and have raised about \$59,000 total,” said Daniel. “Our original dollar goal was \$6,000 because we did not know how much we would be able to raise during COVID-19 in the spring. We were able to double our goal by raising \$12,550 for Anna and her family.” ★

STORM CLEANERS

On Aug. 10, 2020, a massive storm, called a “derecho,” moved through the state of Iowa, leaving many residents with significant damage. In particular, the Ames, Iowa, area saw all types of destruction from stripped or crushed roofs to down trees. Luckily, the FarmHouse facility was relatively untouched, receiving only slight roof damage and a couple of leaks in the basement. They were extremely fortunate to have felt so few direct impacts from the storm that mangled most of their town and numerous others across the state.

The chapter men sought to help their community, and began by assisting with those on their street and within the Greek community. “We were outside for about two to three hours trying to find anyone who needed help cleaning up around their house,” said Sammy Stevens (Iowa State 19). “We dedicated that day to helping our peers.”

With a simple text, brothers assembled to assist those in the community. Although COVID-19 was an airborne threat during this time, FarmHouse men were still able to assist while maintaining health precautions and socially distancing.

Other parts of Ames, however, weren’t so lucky. Businesses, homes and family farms faced a much larger task as cleanup started. Some Iowa State FarmHouse brothers took it upon themselves to help out the wider community and aid in the cleanup efforts. “We had 25-30 brothers assist fellow neighbors and friends on the day of the derecho,” said Stevens.

Sammy was a key leader during their efforts, helping organize the FarmHouse group as they spread out around their neighborhood and into Ames. They would arrive to debris littered across lawns, and leave with neatly arranged piles of limbs like Lincoln Logs.



“We were all very willing to help out and get the mess and debris cleaned up as fast as we could,” said Stevens. “I am a part of an organization that exemplifies what it means to be leaders not only in our fraternity but to the

community, no matter what the situation might be.”

If there is one thing FarmHouse brothers have been able to do during a pandemic, it is to assist others. Before the fall semester had even started, they were doing good for others.

Sammy added, “Just over my two years being a member of FarmHouse, everyone who is a brother has encouraged me to be a leader and be someone people can look up to as an example on how to be an active member in the community.”★

“I am a part of an organization that exemplifies what it means to be leaders not only in our fraternity but to the community, no matter what the situation might be.”

LEFT: Sammy Stevens (IA 19) helps move storm debris after severe storms hit Ames, Iowa, in August 2020.

FH AWARDS



413 NEW MEMBERS



\$104,538 RAISED



1600+ UNDERGRADS



28,683 COMMUNITY SERVICE HOURS

Although 2020 presented new unprecedented changes and challenges, that didn't stop our chapters from being successful. Excelsior requirements were altered to allow for virtual and social-distanced events, and we saw great perseverance and success. Congratulations to our brothers and chapters for their outstanding efforts!

COMMUNITY SERVICE ACHIEVEMENT AWARD

RECOGNIZING THE CHAPTERS WHO MET THE HIGHEST COMMUNITY SERVICE GOAL FOR EXCELSIOR

**ARKANSAS | AUBURN
SOUTH DAKOTA STATE | SOUTHERN ILLINOIS**

RECRUITMENT ACHIEVEMENT AWARD

RECOGNIZING THE CHAPTERS WHO MET THEIR RECRUITMENT GOAL FOR EXCELSIOR

**COLORADO STATE | ILLINOIS | IOWA STATE
ILLINOIS | THE OHIO STATE**

SOUTH DAKOTA STATE



EXCELLENCE IN RECRUITMENT

THE CHAPTER WHO EXHIBITED TOP RECRUITMENT PERFORMANCE.

PHILANTHROPY OF THE YEAR

THE CHAPTER WHOSE EVENT RAISED THE MOST MONEY FOR PHILANTHROPY

EXCELLENCE IN PHILANTHROPY

THE CHAPTER WHOSE MEMBERS RAISED THE MOST MONEY FOR PHILANTHROPY OVERALL

ARKANSAS



MAGNA CUM LAUDE

RECOGNIZING THE CHAPTER WITH THE MOST IMPROVED GPA

KANSAS STATE



EXCELLENCE IN COMMUNITY SERVICE

THE CHAPTER WHOSE MEMBERS GAVE THE MOST TIME TO THEIR COMMUNITY

IOWA STATE



SUMMA CUM LAUDE

RECOGNIZING THE CHAPTER WITH THE HIGHEST GPA

RUBY CUP WINNER

THE OVERALL MOST OUTSTANDING CHAPTER OF THE YEAR

STRENGTHENING ALUMNI ENGAGEMENT

New services are coming for FarmHouse associations to assist both alumni and students. Currently, FarmHouse associations pay a flat rate to have basic access to the database, MyHerdBook, and affordable directors and officers support insurance. The headquarters staff is available for consultation, support and assistance. Since adding the position of assistant executive director of communications and alumni engagement to the Fraternity staff, FarmHouse has evaluated the role associations play in communicating with alumni and providing mentorship or relationships with undergraduate men.

This fall, a new dues model along with additional support, communications and resources will roll out. “We set out to reinvest in alumni,” said Christian Wiggins, Fraternity CEO. “In doing so, we will help students by strengthening the connection as they transition to an alumnus.” This program is set to launch fall 2021.

By investing in additional staff, the Fraternity will be able to recruit more volunteers to assist in communicating with alumni via multiple channels, ensuring the best pricing for insurance and sharing ideas and best practices for student and alumni engagement.

This past year, the Fraternity has restructured their communications and alumni engagement team. With adding a new staff position, the assistant executive director of communications and alumni engagement, and filling the director of communications role, the Fraternity has been able to provide timely updates, grow and engage on social media while producing two magazines annually.

With these staff members we aim to be more responsive and provide focused attention on our association partners. This summer, the Fraternity will hire a director of alumni engagement to oversee the collection of alumni news, organize regional events and work with the student education team on a new mentorship program.

In addition to staffing, we have re-evaluated how association partner dues are utilized. By varying our prices based on the number of alumni in a specific chapter, we will have a more equitable fee structure.

Well-established chapters have more alumni, therefore, greater costs are associated for various resources and mailings. Newer and smaller alumni groups will share a cost more proportionate to their size.

Additionally, we will launch individualized association web pages, assist in communication with alumni via newsletters and email and offer an education series to provide information for associations with and without chapter facilities.

This new model and services are revolutionary and something not done among our fraternal peers. FarmHouse has an advantage over the other organizations because having fewer chapters. Launching these services on a smaller scale will enable a smoother roll out and ongoing management.

“We want to grow and add a national level by recognizing alumni and holding regional alumni events more often.”

We hope both alumni and undergraduate men will see the benefits of the new resources.

The alumni experience is important for a number of reasons. “We know this mentorship and connection has been left to associations or individuals,” said Christian. “We hope to assist on this foundation by providing staff, resources and expertise to strengthen and grow. We want to grow and add a national level by recognizing alumni and holding regional alumni events more often.” Truly, the possibilities for additional events, communication and FarmHouse connections are endless. ★



ABOVE: Larry Hageman (OH 94) congratulates Aaron Smith (OH 19) at the 2021 Ohio State Chapter scholarship banquet. BELOW: Justin Crowley (MN 09) at the 50th Biennial Conclave in Kansas City, Mo., in 2018.



FARMHOUSE HEROES

On Jan. 21, 2020, the Center for Disease Control and Prevention (CDC) confirmed the first case of the novel coronavirus in the United States. This day will be written in history books as our way of life changed forever. The

pandemic has affected all of us differently. FarmHouse brothers have tested positive and recovered, some lost their lives or experienced the loss of loved ones and many began working or attending classes from home. For a select group of FarmHouse brothers, they have continued working full-time. While there are many FarmHouse men who have been working hard and putting their lives on the line during the pandemic, we connected with three with very unique situations, exposure and viewpoints.

RISKS OF THE ROAD

Jared Beck (Washington State 08) started his job as a state patrol officer for the Oregon State Police in 2015. He went through more than 11 months of training, including time in the academy and on patrol. He began his career in the Mount Hood area, located two hours east of Portland, Ore.

Jared's job starts at his driveway each day. Before COVID-19, he was working from 4 p.m. to 2 a.m. Mainly consisting of rush hour and traffic incidents, things were very busy from the start of his shift. The region encompasses 2,200 square miles and includes 13-15 major freeways and interstate highways.

"In the Portland metro area, I can be called to go anywhere," Jared said. The ability to move about allows him to be proactive. He actively looks for impaired drivers and tends to those with medical conditions or anything else that may endanger the public, such as helping in low patrol coverage areas.

"There is no normal day, and that's why I enjoy the job, but COVID-19 has taken this to another level. Sometimes I may not be able to be proactive. Thankfully we are supplied masks, glasses, etc."

Since COVID-19, his day-to-day work has changed drastically. "With limited travel and traffic, it was very strange to see," Jared said. "Highways were accustomed to seeing as parking lots were empty."

The way he encounters and interacts with people has changed too. "I'm more hesitant to assist with local issues due to the threat of COVID-19" said

Jared. "Especially with asymptomatic individuals. You could expose your coworkers, your family and others you may meet during a traffic stop."

At times, he feels individuals try to take advantage of the pandemic. This is unfortunate since he is there to assist or prevent individuals from harming themselves or others. "Some criminals will say they have COVID-19, when they may not, just so you won't stop, arrest or take them to jail," he said.

Jared always knew he wanted to help people. "I was in the Naval ROTC because I wanted to be an officer in the military," said Jared. "This did not work out, but I knew I wanted to serve something greater than myself."

He didn't let this setback in his career goals stop him from achieving his dream of helping others no matter the cost.

The desire to help others was expressed when he served as chapter president of the Washington State Chapter. He fondly remembers his time as an undergraduate, recalling The Object, which has led him to his career and beyond. "The line, promise of service to my fellow man and the world, led to my decision to go into this type of service," said Jared. He has also served in various capacities as an alumnus. He has volunteered his time on national committees and with the Washington State FarmHouse Association since graduation.

"Having all of those experiences has helped me in my job," he said. "You deal with people of different ages and you learn about them to help them. It's truly a service role. FarmHouse taught me all those things — interacting and reading people socially, but also getting them resources and how to help people of diverse backgrounds." ★



NEWLY NURSING

For Alex Lyons (Mississippi State 11), becoming a nurse was not something he dreamed of achieving. At a young age, he contracted chickenpox from his brother. His illness led to a pancreatic attack and eventually a diagnosis of Type 1 diabetes. As a preventative method, he has stayed active and fit – even cheering while in college at Mississippi State University.

Based on his experiences, his goal is to prevent some of the symptoms while also educating other people about this disease. “I want to help kids with diabetes,” Alex said.

After college, he decided nursing was a good route to gain experience before focusing on becoming a certified diabetic educator.

After finishing his undergraduate degree in kinesiology, Alex completed an accelerated program to become a registered nurse. Later, when Alex and his wife, Claire, had a son, Alex became a stay-at-home dad. The lack of childcare facilities in their community of Tupelo, Miss., made it difficult for them to find a place for their newborn son, and Alex decided to stay home. It wasn't until the pandemic hit, did a spot in childcare become available. “I felt the call to get back into nursing,” said Alex. “My wife is an occupational therapist. She was the only occupational therapist to assist with COVID-19 at her hospital.”

As Alex began practicing again, he was completing normal nursing tasks, but with the addition of giving COVID-19 tests. “I was swabbing daily,” said Alex. “Tons of people daily. People were having strep and the flu at the same time. We were testing 11-month olds to 78 or 79 year olds.”

His normal day-to-day includes triage, blood pressure measurements, oxygen level evaluations and blood draws.

“I haven't administered the vaccines yet,” said Alex. “Hospitals and health departments are doing the vaccinations.” He is excited because the hospital in Tupelo has gone from three wings with COVID-19 patients to one wing. Things are changing for the better in his area.

His desire to go back to work and continue to help others stems from his FarmHouse experience. “FarmHouse

taught me how we should come together for hard times,” said Alex. “Being around guys who would and should be leaders in their careers helped mold me in how I should be and act in my field of work.”

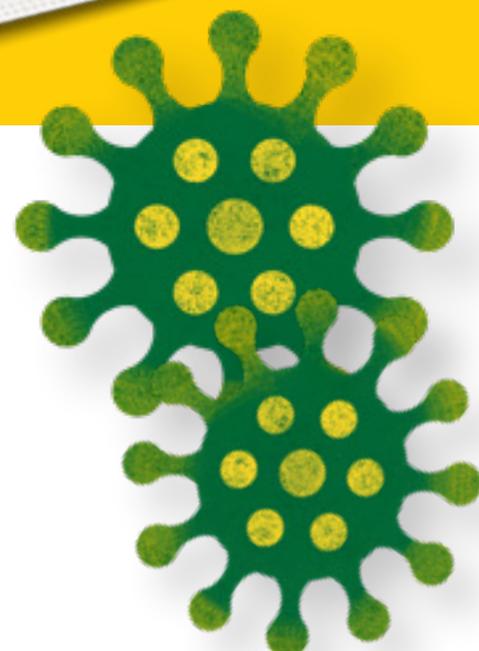
He recalled the values found in the acronym of FarmHouse as great examples of how to deal with COVID-19. “Ambition for example, you have to have a lot of ambition,” said Alex. “Keep a level headed mind and have faith. Faith in what you are doing to help people will help them persevere.”

Alex's dream job is to become a certified diabetic educator, which he will soon achieve. In March, he was notified he will complete specialized training to attain this lifelong goal from his very own childhood endocrinologist professional. “I'm super excited about it,” Alex said. “It's a job I didn't think I would ever get.” His continued ambition and faith this dream would become a reality are paying off. ★



LEFT: Jared Beck (WA 08)
poses in front of his patrol car.
RIGHT: Alex Lyons (MS 11)
performs a blood test.

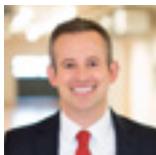
FARMHOUSE HEROES



We applaud our FarmHouse Heroes. While we know not all are represented below, we deeply thank those medical professionals, essential workers and public safety officials. They have continued their frontline duties despite the risk imposed upon them and their loved ones. Day in and day out they live, breathe and carry out The Object of our Fraternity...

“The Object of our Fraternity is to promote good fellowship, to encourage studiousness, and to inspire its members in seeking the best in their chosen lines of study as well as in life. **Progress shall mark our every step**; the spirit of congeniality shall reign at all times; and every member shall be honest with himself as with his brothers. Men elected to our membership are considered to be of good moral character, to be high in scholarship, to have the capacity for meeting and making friends, and to **give promise of service to their fellow men and to the world. To be and become such may at times require a sacrifice of time, pleasure and comforts.**”

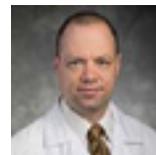
LEARN MORE ABOUT THESE HEROES AS HIGHLIGHTED THEM AND THEIR WORK...



Dr. Danial Aistrop
(Iowa State 02)
Clinical Pharmacist
Cardiometabolic Center Alliance
Kansas City, Mo.



Dr. Roger Click
(Iowa State 67)
Cardiologist
Mayo Clinic
Rochester, Minn.



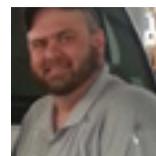
Dr. Joshua Nash
(Texas Tech 01)
General Surgeon
UH Cleveland Medical Center
Cleveland, Ohio



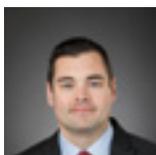
Keith Beeson
(Arkansas 08)
Volunteer Firefighter and
Reserve Police Officer
Jonesboro, Ark.



Tyler Conner
(Texas Tech 14)
Lubbock Police Department
Lubbock, Texas



Stephen Pannell
(Mississippi State 95)
Nationally Registered Paramedic
Starkville, Miss.



Dr. Kit Bredimus
(Texas Tech 02)
Chief Nursing Officer
Midland Memorial Hospital
Midland, Texas



Dr. Mark Keuchel
(Oklahoma State 06)
Associate Program Director
INTEGRIS Southwest Medical Center
Oklahoma City, Okla.



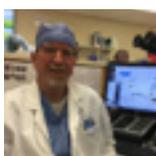
Alex Wiltz
(Kansas State 07)
Director of Public Safety & Chief of
Police at Greenfield Community College
Greenfield, Mass.



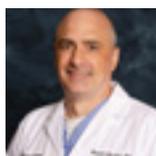
Dr. Antwon Chavis
(Iowa State 05)
Pediatrician, Asst. Professor at
Oregon Health & Science University
Portland, Ore.



Alex Lyons
(Mississippi State 12)
Registered Nurse
MegMed Health
Tupelo, Miss.



Dr. John Cheville
(Iowa State 83)
Consultant, Division of Anatomic
Pathology, Department of Laboratory
Medicine and Pathology, Mayo Clinic
Rochester, Minn.



Wyatt McVay
(Troy 96)
Nurse Manager of Critical
Care at Thomas Hospital
Fairhope, Ala.

**WE ARE THANKFUL FOR THE
HARD WORK AND DEDICATION
OF THESE AND OTHER BROTHERS
WORKING ON THE FRONT LINES
KEEPING US SAFE AND HEALTHY.**

THANK YOU.

ER EXPERIENCE

Working in the emergency room is something Dr. Mark Keuchel (Oklahoma State '06) has done day after day as the associate program director for INTEGRIS Southwest Medical Center in Oklahoma City, Okla. However, working on the front lines changed significantly when COVID-19 hit. Before COVID-19, the emergency room was very busy. "We would see 30 to 40



patients on a normal day," said Keuchel.

With COVID-19, the emergency room started seeing fewer patients due to the fear of catching or spreading the disease. Although they were experiencing decreased volume, the patients were much sicker.

In order to treat patients, new protocols had to be created. "When the pandemic hit, early on we kind of didn't know how to prepare," said Keuchel. "Hospital policies changed all over the country."

Included in these protocols, were how medical professionals would meet with patients.

"We had to put on new face shields, masks and gowns for every patient. You had to do that for every patient and every time you went in, so you tried to get all the information up front. No matter how we prepared, we couldn't have been prepared for how massive this pandemic was."

Hospitals also went from allowing any number of visitors to only allowing one or none at all.

"This year, especially with the pandemic, changed how we approach end of life care," said Keuchel. Many patients who may have previously been admitted to hospice before they pass away were not. Because there were no family members allowed with the patient, the medical staff were the only ones in the room as they experienced their last breaths. The mental toll this took on the emergency room staff was immeasurable.

Changes didn't just happen at the hospital, they also were part of his home routine. Before he could hug his wife, Azure, or two daughters, he had to shower and change clothes. The risk of spreading the virus to his family was too great to risk. Many of his typical stress relievers were also affected. Things like seeing family, going to the gym, and things we



LEFT: Mark Keuchel (OK '06) stands in the emergency room.

ABOVE: INTEGRIS Southwest Medical Center in Oklahoma City, Okla. where Dr. Keuchel works.

took for granted when not dealing with the largest pandemic in 100 years.

Dealing with the pandemic has not been easy, but Mark's time in FarmHouse helped prepare him for many of the stresses he experienced. "There were several things that directly impacted my job," said Keuchel. "The accountability we have. Meeting deadlines or accountability for a mistake."

Not only did his experience on the executive team provide experience with being able to meet and exceed expectations, but also working with a team and being a leader.

"Having a team now, and being on the executive team in the Oklahoma State Chapter, getting to be in a leadership role with peers, allowed me to learn and be a leader in my job today," said Keuchel. "As I look back on it, FarmHouse changed me for the better. I was surrounded by men who wanted to learn and grow." ★

COVID-19 RECRUITMENT: NEW CHALLENGES & OPPORTUNITIES

By Curt Herzog, Director of Growth & Development and Andrew Stockmann, Assistant Director of Chapter Development



While adaptability is not one of the nine pillars of FarmHouses values, members have certainly adapted to the constantly changing world caused by the pandemic. Recruiting potential new members (PNMs) to join the Fraternity during these times has proven to be challenging, but also full of new opportunities, some of which will continue post-COVID-19. FarmHouse staff spent a unique two months re-establishing the University of Missouri Chapter.

Expansion at FarmHouse's founding chapter added pressure to succeed, even before COVID-19 wreaked havoc. Starting in April 2020, Curt Herzog, director of growth and development, built virtual relationships with potential new members and signed over 12 men during the summer. School resumed in August 2020 and Curt, joined by Andrew Stockmann, assistant director of chapter development, met in-person with PNMs. Just hours before formal recruitment was set to begin, they received notice recruitment on campus would now be completely virtual.

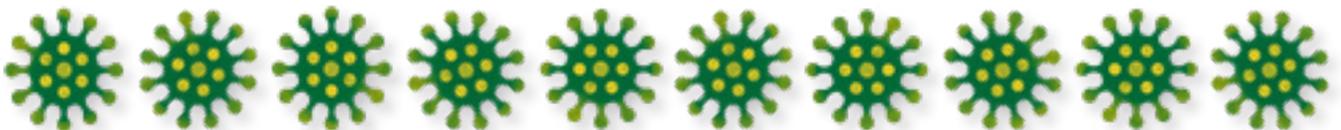
Immediately, the strong social media presence they had been building since the summer would be one of their most useful tools, as it became the only outlets to introduce FarmHouse to PNMs. They continued to engage with PNMs and the broader Greek community through social media by posting pictures of staff, new members they had signed, and even Curt's dog, Mac!

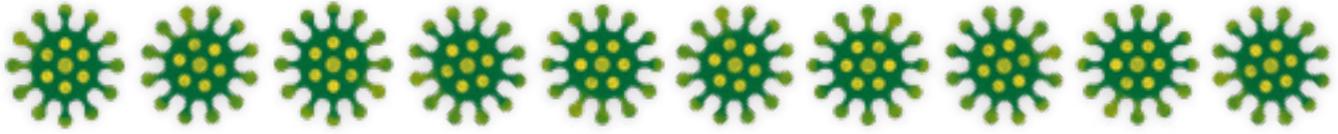


TOP: FarmHouse members pose with the FarmHouse flag on the University of Missouri campus.

ABOVE: Mizzou new members (left to right) Will Linder, Clay Heavin and Zach Bodmer participate in virtual recruitment.

RIGHT: Newly initiated Mizzou members in the fall of 2020.





During the virtual recruitment expo days, Curt gave 30 different seven-minute presentations with Andrew typing nearby on his laptop, noting who asked good questions and was paying attention. Certainly not the same as an in-person event, this was the hand dealt. The University used Campus Director, a student organization software, to help them manage their PNM list. Shortly after expo day presentations, they engaged with the men who had signed over the summer and got them involved in the recruitment process.

Masks, small groups and social distancing: these new hallmarks of 2020-2021 had a major effect on formal recruitment. For four days, no more than 10 new members were permitted to be in the chapter house to facilitate recruitment from their phones and computers. New members were spread throughout the house in groups of two or three, wearing masks while they interacted with PNMs over Zoom. Answering questions, keeping the conversation light and building virtual rapport was critical to the success of this process. When bid day came, only one man signed a FarmHouse bid card. That day, they sat on the house's front step, chatting with the Mizzou IFC Executive Board feeling a bit defeated.

All of the time and effort, and just one member in return? However, that member turned out to be a critical chapter officer, and perhaps more importantly, he helped recruit several of his friends to join him in FarmHouse. Each member recruited has the potential to make a positive difference in the chapter and in the lives of others.



The recruitment process ramped up after the formal period. They built momentum among the new members and asked them to bring their friends. Simply asking new members, “Do you have any friends you would want to do this with?” can often bring new men into the Fraternity. They signed 23 men in the six weeks after formal recruitment, and the rest is history!

Utilizing a 365-day recruitment mindset, they were able to grow membership more rapidly than if they had stopped and been disheartened by the lack of results in the formal process.

At Mizzou, it was difficult at times to follow the University's COVID-19 restrictions of no more than 20 people per gathering, especially when other chapter houses held double or triple the amount in live-in members. They could see dozens of people, male and female, coming in and out of chapter houses across the street. Parties and other large gatherings were occurring, but they stuck to small, brotherhood-centric events or one-on-one meals. These more intimate environments are often more comfortable for PNMs and make it easier to build relationships in a small setting.

Thanks to the efforts of so many heroes (including the FarmHouse men mentioned in this issue of *Pearls & Rubies*), our nation is beginning to recover from the COVID-19 pandemic. However, there are many lessons to be learned in regards to fraternity recruitment. Below are three ways we encourage chapters to think about and continue to utilize:



THE POWER OF SOCIAL MEDIA

Posting regularly on social media platforms like Instagram can expose new PNMs to the chapter. Use university-specific hashtags and always tag your university's IFC and Greek Life office—they'll likely re-post! Having wide visibility on social media is crucial to building relationships of all types as a chapter, from PNMs to other organizations within the fraternal community.



SMALLER EVENTS MAY PROVIDE MORE IMPACT

COVID-19 has prevented many chapters from hosting their typical large recruitment events. Consider a different approach, even after the pandemic. Host a series of smaller events geared towards cultivating belonging; deep, meaningful connections the Dyad Strategies data shows is correlated with positive chapter outcomes.



HYBRID EVENTS ARE HERE TO STAY

Even after the pandemic is fully behind us, consider the usefulness of maintaining a virtual presence during recruitment. Your campus may even change its process to incorporate more virtual events. For high school students who may be far from campus, a virtual house tour or info session can provide the first introduction to the Fraternity. Plus, virtual events often take less manpower to put together, but the impact can be the same. ★

FARMHOUSE IS COMING TO
The University of Texas at
TYLER
FALL 2021

Refer men at: [Bit.ly/JoinFarmHouse](https://bit.ly/JoinFarmHouse)

AFTER POSTPONING OUR EXPANSION AT UT-TYLER, WE ARE EXCITED TO ANNOUNCE WE WILL BE ON CAMPUS THIS FALL RECRUITING MEN TO BECOME FOUNDING FATHERS OF FARMHOUSE.

THIS EFFORT WILL INVOLVE PRESENTING TO STUDENT ORGANIZATIONS, CREATING A POTENTIAL MEMBERS LIST AND MEETING WITH MANY STUDENTS AND STAFF ON CAMPUS. WANT TO HELP? REFER YOUNG MEN WHO ARE ATTENDING UT-TYLER OR VOLUNTEER TO BE AN ADVISOR FOR OUR NEXT CHAPTER.

CONTACT CURT AT CURT@FARMHOUSE.ORG
 IF YOU'D LIKE TO HELP!

HELP FARMHOUSE GROW

DO YOU KNOW ANY UNAFFILIATED MEN OR INCOMING STUDENTS AT THE FOLLOWING CAMPUSES? REFER THEM TO BE A FARMHOUSE MEMBER.

ALBERTA
 ARKANSAS
 AUBURN
 CENTRAL MISSOURI
 CLEMSON
 COLORADO STATE
 ILLINOIS
 ILLINOIS STATE
 IOWA STATE
 KANSAS STATE
 KENTUCKY
 MICHIGAN STATE
 MINNESOTA
 MISSISSIPPI STATE
 MISSOURI
 MOREHEAD STATE
 NEBRASKA
 NORTH CAROLINA STATE

NORTH DAKOTA STATE
 OHIO STATE
 OKLAHOMA STATE
 OREGON STATE
 PURDUE
 SOUTH DAKOTA STATE
 SOUTHERN ILLINOIS
 TARLETON STATE
 TENNESSEE
 TEXAS A&M
 TEXAS TECH
 TROY
 VIRGINIA TECH
 WASHINGTON STATE
 WESTERN KENTUCKY
 WICHITA STATE
 WILMINGTON
 WISCONSIN-PLATTEVILLE

SCAN HERE





Spring into action to benefit FarmHouse members

Doing a little spring cleaning? Why not take care of some spring planning?

One simple way to get organized for your loved ones is by creating your will. Using the FarmHouse Foundation's new online tool, it only takes 20 minutes to check this item off your list and plan ahead.

The FarmHouse Foundation has partnered with FreeWill to make it easy to help you write a legally valid will and 100% free to do. In less than a half hour, you can protect your loved ones. You can also dedicate a portion of your legacy to FarmHouse that has helped shaped your life. If you prefer to finalize your will with an attorney, you can still use this helpful tool to create a draft will and a list of documented wishes.

Nearly 70% of Americans don't have an updated legal will, despite it being an essential task. By planning your estate now, you are able to care for and protect your loved ones in meaningful ways such as:

Prevent disputes. All too often you hear stories of families torn apart by arguments over assets and responsibilities after the passing of a loved one. Having a plan in place lessens conflict and confusion while alleviating stress during an already difficult time.

Save time and money. Without an estate plan, the legal process of the distribution of your assets can be

lengthy and costly for those affected.

Deepen trust and respect. Whether it's the people you designate to handle your end-of-life care or as your children's legal guardians, estate planning shows your loved ones how much you admire and trust them. It's a tangible way to show them just how much they mean to you.

Share your passion. Including a gift to a favorite organization, such as FarmHouse, enables you to express your values, even after your lifetime.

This helpful online tool with FreeWill makes an often-complicated task a bit easier, and presents an opportunity to plan for your future and give your loved ones' peace of mind knowing they are carrying out your wishes as you intended. It is also one of the most powerful ways you can establish a lasting legacy with FarmHouse, without paying a cent today!

This spring, when you include the FarmHouse Foundation in your will, you can take a bold step to support the future of young leaders and the Fraternity — not only today, but every day and forever. ★

Start your will today at:
FreeWill.com/FarmHouse

WHY YOUR GIVING MATTERS.

We encourage you to consider adding the FarmHouse Foundation to your estate plan, which will directly impact the next generation of FarmHouse young men. But don't just take our word for it!

Read what some FarmHouse members have to say about the Fraternity's impact and how your philanthropic intentions change lives today and will in the future:

"When I came to college, it was a very tricky time in my life. I was confused, looking for a way to make my college experience worthwhile. After meeting FarmHouse members, I knew I had found where I was supposed to be. You see, this brotherhood was more than just a house; it was a home. Since I've joined, I have made it my mission to help others find their own home here. Through our mission of Building Men, I believe we are using our morals to guide us through the future in a most productive way."

— *Logan Bechanan (Kentucky 18)*

"FarmHouse was a safe place for me when I transferred to Clemson and knew nobody. The brotherhood to me means a strong bond among men that I will have for the rest of my life. FarmHouse has also given me the opportunity to be a leader that I would not have had otherwise."

— *Brinton Shinn (Clemson 18)*

"Being in FarmHouse gives me confidence I didn't have before I was a member. FarmHouse has also given me good morals and guidelines to live by to be the best man I can be."

— *Benjamin Korniak (Purdue 19)*

WATER LEADER'S LEGACY GIFT CREATES RIPPLE EFFECT

Celebrating Robert Longenbaugh's passions and generosity

It is incredible what foresight, planning and generosity can do to leave a legacy for the future. Robert Longenbaugh (Colorado State 54), was a planner in all facets of his life, including his 55-year career in planning and advocating for Colorado's water resources and its future.



ABOVE: Bob Longenbaugh (CO 54) poses at Colorado State Alumni Association event.
BELOW: Bob's badge donated by his family.

For a number of years, Bob talked to the FarmHouse Foundation staff about his desire to give significantly to benefit young FarmHouse men, through education and developing future leaders, especially those who share his passion for water management. After his passing on Oct. 17, 2020, his thoughtful planning came to fruition.

Bob joined the Colorado State FarmHouse Chapter in 1954 when he enrolled at Colorado A&M, now Colorado State University (CSU). The young chapter was only five years old when he initiated. He was one of the first agricultural engineers to graduate from CSU's new program. The day he graduated in 1957, he was commissioned as an officer in the U.S. Air Force. He was stationed in Guam and served as a meteorologist, further spurring his interests in water, precipitation and storms. Following his military service, he returned to Fort Collins, Colo., to complete a master's degree in agricultural engineering, specializing in soil and water management.

Later, he became a tenured assistant professor in civil engineering. As a faculty member for 19 years, Bob received numerous awards and recognition for his research on water issues and irrigation, working closely with farmers and politicians across the state of Colorado and the nation. In 1975, he was promoted to associate professor.

In 1981, he became the assistant state

water engineer for the Colorado Division of Water Resources where he worked extensively in well permitting, water research, litigation and groundwater issues. He was a pioneer in applying computer methods in water management for the state. He held this position for 11 years until his retirement in 1991. In retirement, he remained active as a consultant in educating people about water issues and the importance of water to agricultural life in Colorado.

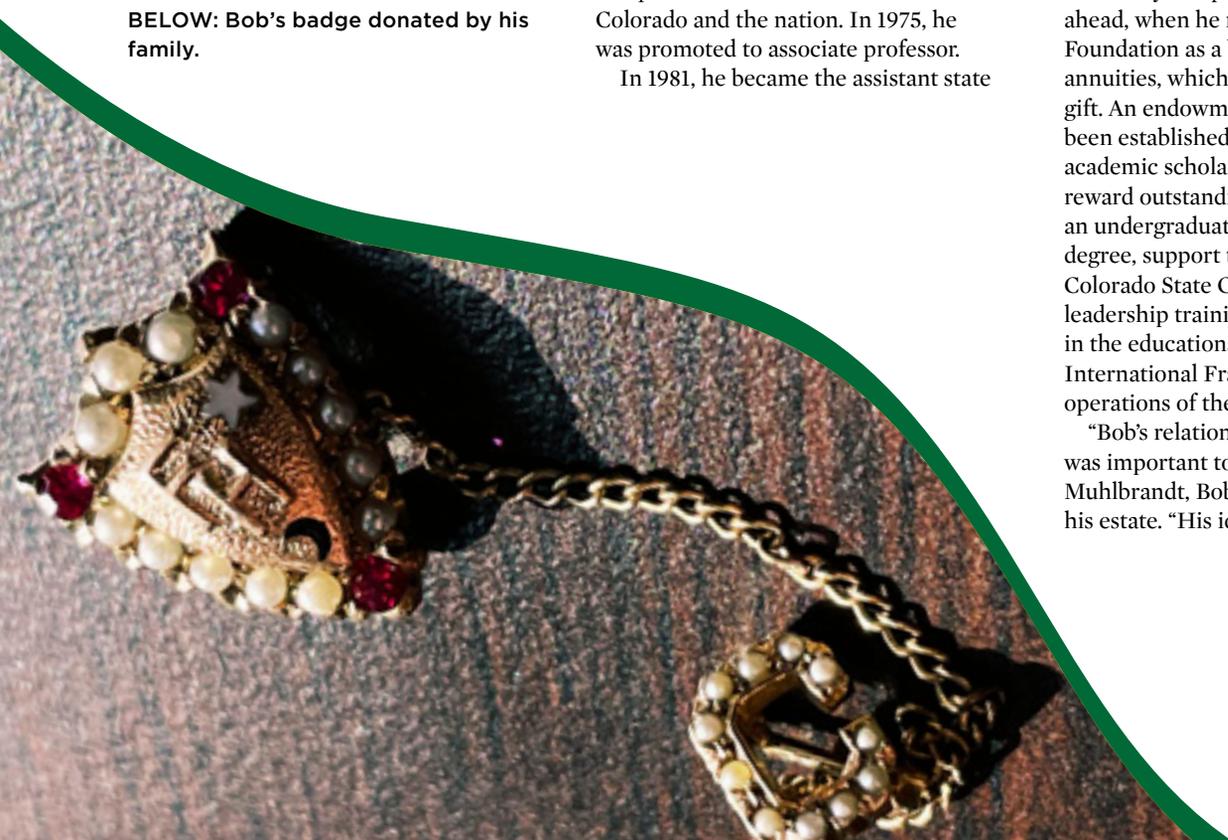
"In Colorado, water is truly the lifeblood of agriculture," said Jim Hendrix (Colorado State 72), president of Progressive Ag Management and a FarmHouse Foundation trustee. "Bob was always interested in what was new and advancing in the technological field of irrigation and how water could be used more efficiently. He was a dedicated FarmHouse Alumnus."

"Bob and I held many discussions on Colorado groundwater issues and shared a deep concern about the future of our state in this regard," said Master Builder Greg Bamford (Colorado State 67). "Bob was a devoted and loyal FarmHouse member for the entire time of my association with the Fraternity."

Bob's generous six-figure legacy gift will have a ripple effect on young FarmHouse leaders for many years to come.

It was years prior and planning ahead, when he named the FarmHouse Foundation as a beneficiary of two annuities, which resulted in this generous gift. An endowment fund in his name has been established, which will award annual academic scholarships to recognize and reward outstanding student leaders seeking an undergraduate or graduate water-related degree, support the participation of the Colorado State Chapter in FarmHouse leadership training programs, invest in the educational programs of the International Fraternity and support the operations of the FarmHouse Foundation.

"Bob's relationship with FarmHouse was important to him," said Dwight Muhlbrandt, Bob's stepson and executor of his estate. "His identity after leaving home



and enrolling at what is now Colorado State University was wrapped around two things, CSU and FarmHouse. He grew up on the family farm and ranch in southwest Colorado near Cortez. He was very active in 4-H as a youngster, and it was only natural that he joined FarmHouse. He maintained life-long friendships with some of his Fraternity brothers.”

“When we started the estate planning process, he identified three primary entities where he wanted to make a lasting financial contribution,” said Dwight. “They were CSU, FarmHouse and the Montezuma County Historical Society. We are pleased he was able to make a lasting contribution to FarmHouse because it was a place that had a very positive impact on him.”

We celebrate Bob's life well lived and

his desire to invest in future leaders as well as his lifelong devotion to water resources and education. His generous legacy gift guarantees his passions will endure for generations to come.

Bob's example is a reminder of the role FarmHouse has played in shaping and building each of us.

“His continued engagement with all generations of FarmHouse members is a true example of the lifelong commitment we all make to our Fraternity,” said John Ortner (Colorado State 04), former FarmHouse Fraternity Board member.

While different generations, John always counted on Bob being at FarmHouse events, advocating for their chapter and supporting the Fraternity experience.

Furthermore, Bob's legacy gift

underscores the opportunity alumni and friends have through the FarmHouse Legacy Society to assure that the Fraternity continues to Build Men indefinitely. ★

Bob Longenbaugh (CO 54) shares a soil sample.



WOULD YOU CONSIDER BOB'S EXAMPLE AND HOW YOU MIGHT LEAVE A SIMILAR LEGACY WITH FARMHOUSE? YOUR PHILANTHROPY AND DEDICATION, LIKE BOB'S, WILL HAVE A RIPPLE EFFECT AS LIVES ARE CHANGED, NOT JUST SOMEDAY, BUT EVERY DAY AND FOREVER.

Parents Give Too!

In March 2021, parents of FarmHouse undergraduates were invited to join the new Parents' Leadership Circle by making a gift in honor of their son to the FarmHouse Excellence Fund. They were also encouraged to write a good luck note to their son to return along with their gift to the FarmHouse Foundation.

Those personalized notes were sent to each student honoree. For a gift of \$115 or more, their son also received a special FarmHouse care package with a lucky treat, FarmHouse branded mask, pen, post-its and more.

Parents wished their sons good luck for finishing the unprecedented school year strong. Our favorite parent note was simply, “Call your Mom.”



Many other parents shared their praise and deep love for their son along with compliments about the skills their son has gained from his FarmHouse experience.

As a result, more than 111 parents have given over \$16,000 to the FarmHouse Excellence Fund. We thank these parents for their generosity.

We also thank all parents for trusting FarmHouse with their sons and allowing the Fraternity and Foundation to partner in their development during such a transformational part of their lives. ★

“Son – Mom and I are very happy that you have found ‘your guys’ in FarmHouse and are beginning to make life-long friendships with quality individuals! We are very proud of the young man you have become! We are excited about your upcoming years in college and beyond.”

– Love Dad

Kansas State FarmHouse member with his mom.

THE TIME IS NOW: TO CELEBRATE!

\$242,600+
RAISED
HIGHEST EVER!

1,338
DONORS
HIGHEST EVER!

1905 MINUTES OF BROTHERHOOD

WOW! The 1905 minutes of the FarmHouse Day of Giving flew by at warp speed! Our heads are still spinning and our hearts are full of gratitude for those who answered “The Time is Now” call on April 14-15 to celebrate the past, invest in today and help secure FarmHouse’s future.

After one of the most unique and challenging years in FarmHouse’s 116-year history, we are humbled by the generosity and outreach that took place. This is a resounding vote of confidence in the Fraternity and affirmation FH undergraduates are not alone. They are supported by an incredible group of alumni, parents, peers and friends who believe in them and FarmHouse’s enduring values.

Specifically, gifts to the FH Excellence Fund will enable the Fraternity to provide virtual learning opportunities for chapter leaders this summer and fall, enhance online educational programs, invest in

the educational portion of the new historic headquarters, support the Dyad research initiative and host the next FarmHouse Leadership Institute.

Furthermore, giving will assist the Fraternity staff to work directly with each chapter, and ultimately help ensure the positive FarmHouse experience continues.

Thank you again to those men and friends who took time to be a part of this special celebration, made a meaningful gift and connected in the name of FarmHouse.

Other highlights include:

- 427 alumni, parents and friends donors
- 911 undergraduate donors
- Donors from 39 states made a gift
- Donors from 36 chapters
- Top 5 alumni donor participation by chapter: Iowa State, Nebraska, Illinois, South Dakota State and Colorado State
- 11 matching challenges and 12 chapter-based challenges
- 44,256 total impressions on social media, reaching over 10,544 followers
- 5,683 individuals shared, liked, commented or watched our videos on Day of Giving and Founders’ Day social media posts
- A virtual Founders’ Day celebration was hosted for FarmHouse alumni, undergraduates and friends with more than 60 people participating ★

“FarmHouse further enriched my undergraduate student experience in the 1980s at my alma mater Oklahoma State University. I strive to live out the FH pillars every day in my life. Giving back to organizations that helped me become the person I am today is very important to me. I will always owe a debt of gratitude to FarmHouse!”

- Milford Jenkins (OK 83)



YOUR OPINION COUNTS!

FarmHouse alumni participate in largest research study of fraternal organizations

A year ago, our world vastly changed, and we worked to adapt resources to support the student and alumnus experience. To make better informed decisions, FarmHouse alumni were invited to share their perspective and feedback.

In 2020, FarmHouse partnered with 36 national fraternities and sororities to conduct the Alumni & Donor Engagement Survey. The study was coordinated by Cygnus Applied Research, a firm with more than 30 years of research experience, in conjunction with the Foundation for Fraternal Excellence (FFE). This is the third research study Cygnus has completed for fraternal organizations in the past decade.

The 2020 Alumni & Donor Engagement Survey is the largest piece of research ever conducted on fraternal organizations. In the spring, Cygnus gathered, confidentially, the thoughts and opinions of more than 128,000 alumni in the survey that covered more than 20 different topic areas and measured the fundraising trends from 37 fraternal foundations.

More than 1.7 million alumni were asked to complete the survey and the overall response rate was 7.6% with more than 128,000 Greek alumni participation.

We were pleased to have 11.3% participation by FarmHouse alumni, the highest among all participating fraternities and sororities.

In August 2020, the results of the survey were published and shared with fraternal foundations. As a result, we have learned more about how alumni view their fraternal relationships, where we should focus efforts in the future, how we can improve the fraternity experience for every member, and key factors that greatly influence charitable giving.

This in-depth research has generated invaluable data about alumni preferences and desires as well as shows how alumni perceptions and participation have changed over the last five years.

Furthermore, with this information we can better shape and define the Fraternity and Foundation's strategic plan for the next three to five years.

HIGHLIGHTS FROM THE ENGAGEMENT SURVEY RESULTS INCLUDE (Based on a 1 to 7 scale, of agreement from least to most):

- FarmHouse alumni shared they are proud to be a member and feel a strong affection for the Fraternity, with a rating of 6.5;
- FarmHouse alumni rated their overall experience as 6.1;
- The quality of the brotherhood connection was rate of 6.4;
- The social experience was also rated 6.4;
- The facilities living experience was 6.3;
- And the mentoring experience was 5.3;
- Collectively, members are enthusiastic about the overall experience, but shared mentoring programs need more development to meet the needs of undergraduate members;
- FarmHouse alumni were asked if they agreed FarmHouse reflected the

following values (on a 1 to 7 scale):

- Integrity and trustworthiness were at the top both with a rating of 6.3;
- Followed by relevancy (6.1), strong management and effectiveness with a 6;
- Nationally, other fraternities averaged less than six for these descriptions;
- They thought FarmHouse was best at shaping future leaders with a 6.1 rating, followed by supporting academic achievement with a 6.0 rating;
- They also believe the FarmHouse experience is a vital part of the university experience, a 6.1 rating. Additionally, they rated 6.2 for FarmHouse providing a vital service to students;
- And, for charitable giving, FarmHouse alumni collectively gave a 6.0 for FarmHouse using charitable donations effectively, with the average rating for all fraternities less than 5.5. ★

Foundation Donors



Frank Bezdicek **Melvin Cotner** **Jim Fitterling** **Mark Fraiser** **Jim Frevert** **Larry Hageman** **Melvin Hunt** **Milton Jellum**



James Kelly **Jim Lodoen** **Robert Longenbaugh** **Tom McDougall** **Birch McMurry** **Dale Miksch** **Daniel Monagham** **Rick Munson**



Barry Pollard **Daniel Schwalbe** **Terry Tobin** **Richard Vathauer** **Roger Williams** **Jamie Winter** **Kevin Wittrock**

71 Alumni Join Top Honor Roll Clubs

THE FARMHOUSE Foundation welcomed 71 members into its highest giving societies between Feb. 1, 2020 and Feb. 28, 2021. We thank these very generous donors.

ORDER OF THE CREST

Accumulative gifts of \$250,000 to \$499,999

Larry Hageman (Ohio State 94) is the manager of the DuPont Crop Protection Research Station. He also manages Hageman-Jackson Trust Farms of North Illinois. Larry was named Master Builder in 2020. He lives in Rochelle, Ill.

Robert Longenbaugh † (Colorado State 54) was retired assistant state water engineer for the State of Colorado after a career as an associate professor in civil engineering at Colorado State University. He also served as a meteorologist for the United State Air Force. Bob lived in Fort Collins, Colo. He died on Oct. 17, 2020. He generously named the FarmHouse Foundation in his estate plans.

CENTURY CLUB

Accumulative gifts of \$100,000 to \$249,999

Frank Bezdicek (Minnesota 67) is the founder and owner of The Other Right Answer, LLC, a marketing communications consulting firm. He retired as director of marketing communications for Land O'Lakes Animal Milk Products Company and Feed Division in 2004, after over 30 years with Land O'Lakes. He led the fundraising efforts for the Minnesota FH building campaign. He serves as a chapter advisor and is on the Minnesota FH Association Board. Frank was named Master Builder in 2020. He lives in White Bear Lake, Minn.

Mark Frasier (Kansas State 77) is business manager of Frasier Farms, a 44,000-acre family-owned and operated ranch, in Woodrow, Colo. He and his wife, Tina, live in Fort Morgan, Colo.

Milton Jellum (Minnesota 53) is retired professor of agronomy with the University of Georgia. He and his wife, Pauline, reside in Fort Mill, S.C.

G. Richard Munson (Kansas State 73) is a farmer, real estate agent and co-owner of Century 21 Gold-Team Realtors. He also co-owns Gatherings at 3 Thirteen, a retail boutique store in Manhattan, Kan. He served on the International Executive Board for six years, as an advisor for the Kansas State FH Chapter and on the Kansas State FH Association. He is chair of the Kansas State FH Foundation Council. He was named Master Builder in 2010. He lives in Manhattan, Kan.

Richard Vathauer (Illinois 57) is emeritus professor of animal sciences with the University of Wisconsin-Madison, where he specialized in rotational grazing and sustainable agriculture. He and his wife, Virgene, reside in Middleton, Wis.

Kevin Wittrock (Oklahoma State 78) is an investment advisory representative for Voya Financial Advisors, Inc. He serves as chair of the Oklahoma State FH Foundation Council. His son, Rob (Oklahoma State 07), is also a member. He and his wife, Monica, live in Edmond, Okla.

Foundation Donors

DOANE CLUB

Accumulative gifts of \$50,000 to \$99,999

Keith Houghton (Kansas State 69) is an airline pilot for American Airlines and owns Ringneck Ranch, 10,000-acre hunting resort. He and his wife, Debra, live in Tipton, Kan.

Melvin Hunt (Kansas State 61) is professor emeritus of food and meat sciences at Kansas State University. He is a long-time chapter advisor and volunteer with the Kansas State FH Chapter. Hunter and his wife, Rae Jean, live in Manhattan, Kan.

James Kelly (Auburn 81) is a retired CPA and partner with PriceWaterhouseCooper, LLP. He is a FarmHouse Foundation Trustee. He and his wife, Janice, live in Birmingham, Ala.

James Lodoen (North Dakota State 79) is a partner and attorney with Spencer Fane, LLP, specializing in financial and bankruptcy law. He is a past FarmHouse Foundation Trustee. He and his wife, Teresa, live in Burnsville, Minn.

Daniel Monaghan (Nebraska 73) is a senior wealth advisor for Allen Capital Group. He is a certified financial planner, practicing for over 30 years. Daniel and his wife, Susan, live in Central City, Neb.

Jamie Winter (Kansas State 88) and his family own the Furniture Mall of Kansas. His son, Cameron (Kansas State 15), is also a member. He and his wife, Jeanne, live in Lecompton, Kan.

H.K. WILSON CLUB

Accumulative gifts of \$25,000 to \$49,999

Christopher Bradberry (Auburn 68) is an engineering manager of commercial projects for El Paso Southern Natural Gas. He and his wife, Rene, live in Birmingham, Ala.

Melvin Cotner (Kansas State 46) is retired after serving as an administrator of the economic research department with Michigan State University Extension Services. He lives in Falls Church, Va.

Douglas Deets (Kansas State 70) is president of Buchanan & Company, an agricultural risk management and commodity futures trading firm. He lives in Manhattan, Kan.

James Fitterling (Missouri 80) is

chairman and chief operating officer for Dow AgriSciences in Midland, Mich.

Jim Frevert (Iowa State 58) is retired president of Hertz Farm Management. His son, Larry (Iowa State 83), is also a member. He and his wife, Clare, live in Nevada, Iowa.

Douglas Johnson (Kansas State 71) is CEO of Guaranty Bank in Beloit, Kan., where he and his wife, Janet, reside.

W. Larry Justice (Kansas State 60) is retired vice president of operations for ConAgra Soybean Processing Company. He and his wife, Marie, live in Olathe, Kan.

Tom McDougall (North Dakota State 84) is president and owner of High Point Networks, an information technology solutions company. He is treasurer of the North Dakota State FH Association. He and his wife, Christine, live in West Fargo, N.D.

Birch McMurray (North Carolina State 54) is retired after serving as director of veterinary service and research for Seaboard Farms. He and his wife, Nancy, live in Morganton, N.C.

C. Dale Miksch † (Kansas State 55) was retired after a long, successful career in production management with Garst and Thomas Hybrid Corn Company and succeeding companies. He died on July 26, 2020, and lived in Coon Rapids, Iowa.

Barry Pollard (Oklahoma State 70) is a neurosurgeon and owns Neurological Surgery Associates. He is also owner and president of P&K Equipment, a network of John Deere dealerships across Oklahoma, Arkansas and Iowa, and he owns an Angus breeding operation, Pollard Farms, LLC. He and his wife, Roxanne, live in Enid, Okla.

Daniel Schwalbe † (Minnesota 58) was president of the Schwalbe Group Alliance. He died on Dec. 23, 2019, and lived in High Point, N.C. He generously included the FarmHouse Foundation in his estate plans to benefit the Minnesota FH Chapter.

Terry Tobin (Iowa State 76) is the chief operations officer for Partners Enterprise Capital, LLC, a real estate investment firm. He serves on the Foundation's Chapter Housing Loan Program Committee. He and his wife, Maureen, live in Clive, Iowa.

Earl Watson (Mississippi State 64) is a retired agronomist with the U.S. Sugar Corporation. He resides in Clewiston, Fla.

Roger Williams (Iowa State 2018) is a financial professional with TS Bank, specializing in agriculture and business banking. His late son, Taylor † (Iowa State 11), was a member of FarmHouse. Roger

was made an associate member in 2018. He and his wife, Georganne, live in Glenwood, Iowa, and she operates her family's funeral home and mortuary business.

Don Wiruth (Kansas State 69) is an energy logistics consultant. He and his wife, Treva, live in Tulsa, Okla.

1905 CLUB

Accumulative gifts of \$10,000 to \$24,999

Glenn Alpert (Kansas State 66) is retired after a long, decorated career as a fighter test pilot in the U.S. Air Force Reserves. He farms and lives in Paola, Kan.

Duncan Barks (Missouri 76) is a CPA for Deloitte & Touche and lives in Poolesville, Md.

Kyle Bauer (Kansas State 77) is general manager of KFRM and KCLY, two radio stations in the Clay Center area, where he resides with his wife, Lisa. His son, Blake (Kansas State 01), is also a member.

David Bellairs (Iowa State 81) is a pilot for American Airlines. His son, Sam (Iowa State 17), is also a member. He and his wife, Beth, live in Osage, Iowa.

Tre Brashear (Nebraska 86) is the chief operating officer for Lozier Enterprises, a manufacturer of fixtures and shelving. He and his wife, Kris, live in Omaha, Neb.

Boyd Burhoop † (Kansas State 58) owned and operated a small animal veterinarian practice in Aurora, Neb. He served in the U.S. Air Force. He died Dec. 30, 2019, at age 81. He generously included the FH Foundation in his estate plans to benefit the FH Excellence Fund.

Kyle Cott (Kansas State 01) is a farmer for Cott Family Farms and Keeott Farms, a multigenerational farm in north central Kansas. He resides in Clay Center, Kan.

Richard Cott (Kansas State 73) is a farmer for Cott Family Farms and Keeott Farms, a multigenerational farm in north central Kansas. He resides in Clay Center, Kan.

Robert Cott (Kansas State 80) is a farmer for Cott Family Farms and Keeott Farms, a multigenerational farm in north central Kansas. He resides in Clay Center, Kan.

Thomas Cott (Kansas State 74) is a farmer for Cott Family Farms and Keeott Farms. He resides in Clay Center, Kan.

L. Franklin Cox (Auburn 71) served in the United States Air Force. He lives in Leeds, Ala.

Foundation Donors

P. Grant Culp (North Carolina State 04) is superintendent of East Coast Drilling & Blasting, Inc. He serves as a chapter advisor for the North Carolina State FH Chapter. Grant and his wife, Meredith, live in Wake Forest, N.C.

G. Lynis Dohm (Kansas State 61) is a retired biochemistry professor for East Carolina University. He and his wife, Carol, reside in Greenville, N.C.

Gregory Fox (Auburn 82) is vice president of sales for Sigma Corporation. He and his wife, Margot, reside in Alexander City, Ala.

Bruce Frank (Illinois 05) is a product line marketing manager for John Deere. He is president of the Illinois FH Association. Bruce lives in Olathe, Kan.

Robert Graves (Missouri 68) is a veterinarian in Booneville, Mo. He serves on the Missouri FH Association Board.

Dana Hauck (Kansas State 68) farms and is a partner in his family's farm and livestock business in Delphos, Kan.

Larry Hiller (Iowa State 59) is a retired associate professor with the horticulture and landscape architecture department for Washington State University. Larry and his wife, Janet, live in Pullman, Wash.

Andy Larson (Kansas State 99) is a sixth-generation owner and manager of Larson Farm and Ranch in Green, Kan., where they grow corn and soybeans and raise commercial black Angus cattle.

Gregory Leet (Kansas State 77) is a senior consultant for Aspen Leadership Group, with more than 25 years of fundraising experience. He lives in Phoenix, Ariz.

Keith Littlefield (Iowa State 64) is a retired pilot for Alaska Airlines. He and his wife, Molly, reside in Kent, Wash.

Kenneth Long (Oklahoma State 71) is retired director of Cross Point United Methodist Camp. He and his wife, Jody, live in Stillwater, Okla.

Michael McMullen (Auburn 90) is founder and CEO of Prominence Homes, Alabama Rental Managers and Mike McMullen & Associates. He lives in Birmingham, Ala.

Kenneth McNeal (Mississippi State 90) is a partner with Gum Tree Mortgage. He and his wife, Melanie, reside in Tupelo, Miss.

Ronald Meinke † (Nebraska 61) was a retired homebuilder for Brighton Homes in the Houston area. He died on March 12, 2021.

Richard Meyer (Minnesota 57) is professor emeritus for the department of agricultural, environmental and development economics at The Ohio State University. He and his wife, Carol, live in Dublin, Ohio.

Alan Morgan (Mississippi State 69) is a manager for Jimmy Sanders, Inc.. He lives in Boyle, Miss.

David Nelson (Kansas State 73) is a financial advisor for Edward Jones. He and his wife, Mary Jo, live in Saint George, Kan.

Mark Nelson (Nebraska 79) is partner and director for CFO Systems, LLC. He serves as treasurer of the Nebraska FH Association. He and his wife, Julie, reside in Lincoln, Neb.

Thomas Pruitt (Kansas State 76) is CEO for Peoples Bank & Trust. He and his wife, Joni, live in McPherson, Kan.

James Shirley (Mississippi State 88) is a partner and mortgage consultant for Gum Tree Mortgage. He and his wife, Angela, live in Myrtle, Miss.

Dustin Stanton (Oklahoma State 96) is senior vice president and a financial advisor for Merrill Lynch. He specializes in providing wealth management services to corporate executives and their families. He and his wife, Candis, reside in Ardmore, Okla.

Jack Stickle (Ohio State 03) is a funeral home owner and director of Henderson-Van Atta-Stickle Funeral Service. He lives in Newark, Ohio.

Walter Stinson (North Carolina State 54) is a retired veterinarian with Animal Hospital of Wilkes in Wilkesboro, N.C., where he and his wife, Gwen, live.

R. Ken Strausz (Washington State 63) is a retired bank examiner and consultant. He lives in Edmonds, Wash.

Stanley Sutton (Nebraska 62) is a retired Lieutenant Colonel in the U.S. Army. He and his wife, Joan, live in Topeka, Kan.

Dennis Swanstrom † (Nebraska 62) was a retired Air Commander for the United States Air Force and lived in Omaha, Neb. He died Jan. 30, 2021.

Brian Thalmann (Minnesota 90) is vice president of Thalmann Seeds, a family soybean seed company. He and his wife, Karen, live in Plato, Minn.

Dennis Toalson (Nebraska 91) is vice president of trade and risk management for Archer Daniels Midland (ADM) Milling. He and his wife, Natalie, reside in Forsyth, Ill.

Martin Wilson (Mississippi State 68) is a contractor with MEWCO, Inc. He and his wife, Jean, live in Hamilton, Miss.

VALIDATING THE FRATERNITY EXPERIENCE: FARMHOUSE INVESTS IN RESEARCH

By Jason Butler, FarmHouse Foundation Director of Leadership Giving



Ask a FarmHouse alumnus what his affiliation means to him and most are quick to point to things like life-long friendships, academic support, like-minded men, or a values-based experience. For those that wear the badge it is easy to articulate the value of fraternity. However, the court of public opinion is not always as quick with a favorable reaction, especially in times of poor behavior or a tragic event on a college campus.

The FarmHouse Fraternity and Foundation seeks to validate what our members know and believe by investing in academic research directly through a partnership with Dyad Strategies (see article on page 15) and indirectly through memberships in the North American Interfraternity Conference (NIC) and the Foundation for Fraternal Excellence (FFE).

THE VALUE PROPOSITION: STUDENT ENGAGEMENT, LEARNING, AND SATISFACTION

Fraternities continue to face increasing scrutiny about overall contributions to higher education despite values that align with the goals of higher education. Dr. Gary Pike, Indiana University Professor, noted, "...the espoused values of Greek-letter organizations align closely with the goals of higher education. However, concerns about alcohol use, hazing, sexual assault and the contributions of fraternities and sororities to student learning and have led some writers to question the value-added by fraternities and sororities." In one of the largest studies to ever examine the outcomes of fraternity and sorority membership, Pike analyzed the 2014 and 2017 National Student Survey on Student Engagement (NSSE) with over 200,000 students on 650 campuses across the U.S.

Key findings from the 2020 study include:

- Fraternity and sorority membership indirectly improved learning gains, acting through higher levels of student engagement.
- Despite being less diverse than students in general, fraternity and sorority members reported higher levels of interaction with people different from themselves than did other students.
- Membership in a fraternity or sorority is associated with greater involvement in curricular and cocurricular activities, promotes student learning and development, and promotes satisfaction with the college experiences.
- The largest positive effects were generally found for first-year students, arguing against deferring recruitment until the second semester or second year.

THE CAMPUS MENTAL HEALTH CRISIS

Research indicates more than 80% of college students deal with anxiety, and more than 60% feel socially isolated/lonely and depressed, according to JED Foundation in 2020. The very nature of fraternity—a home away from away, a built-in support network, deep personal

connections, and countless engagement opportunities—would suggest our members fare better than other students. FFE engaged the Postsecondary Education Research Center (PERC) at The University of Tennessee Knoxville to study mental health in fraternity and sorority member undergraduates compared to their unaffiliated peers.

The 2020 research concluded:

- Members report higher levels of positive mental health along with lower rates of depression and anxiety.
- Members believe good support systems exist on campus for students going through a tough time.
- Members are more likely to seek therapy or counseling at some point in their lives.
- Members have a lower chance of being diagnosed with depression throughout their lives.

PERCEPTION PROBLEMS ON CAMPUS

Fraternity chapters require critical mass to create the optimum experience. It is no secret the experience in a 50-man, or 100-man chapter is often better than in a 20-man chapter. It is simple math. There are more bodies to shoulder the weight of chapter operations and more brothers to share in the comradery, connections, and brotherhood. More good men equal less work and more fun.

So why don't interested students ultimately join fraternities and sororities? The NIC partnered with EverFi on a three-year research project. The first of their findings were released in 2021 and focus on the perceptions of non-members. Nearly 24,000 students at 43 universities, who are not members, were surveyed about their perceptions of fraternities and sororities: 79% were third-year or older, two-thirds never considered joining while one-third did consider joining, but ultimately did not join.

Among the one-third who considered joining but did not, approximately 8,000 students in the survey, the reasons cited are not what make the news: hazing, alcohol use, and lack of diversity. Those ranked number six, seven, and nine, respectively, as reasons for not joining. Too busy with academics and too expensive were the top two reasons cited for ultimately not joining a fraternity or sorority after

initially considering doing so. The third reason, did not have a good impression, gets interesting when exploring the research further. Among those who did not have a good impression, 39% admitted never interacting with a fraternity or sorority member and 29% indicated rarely interacting. Their less than favorable impressions came from, at best, second hand information including social media, traditional media, and word of mouth.

All is not lost. FarmHouse chapters have a long tradition of excelling in academics. Among those who considered joining but did not, 35% reported their perceptions of fraternities and sororities as neutral or not sure with an additional 32% indicating very positive or somewhat positive. Even among those students who had never considered joining, 39% were neutral or not sure while 12% admitted very positive or somewhat positive perceptions.

ACTIONS HAVE CONSEQUENCES

It's anecdotal and not academic research, but the vast majority of FarmHouse alumni had a positive experience. Fraternity works and FarmHouse works exceptionally well. Yet, we will always entrust the future of FarmHouse to a new class of young men every year. The research is clear: action, and in some cases lack of action, has consequences. Oftentimes for the better. Sometimes to our detriment. Yet, 51% of students who have never considered joining still have a neutral or better impression of fraternity. When done well, fraternity is life changing. And the research validates this. ★

ALUMNI NEWS

ARKANSAS

Shane Gadberry (Arkansas 91) was highlighted in the fall University of Arkansas Animal Science newsletter for his participation and presentation at The North Mississippi Area Beef Conference in October 2020.

COLORADO STATE

While serving as Central Asia Director for Resource Exchange International, Inc., **Ron Wiley** (Colorado State 75), was recently appointed associate professor at Kazakh-American Free University in Oskemen, East Kazakhstan, he is teaching International Relations and offering conflict analysis and resolution training and consulting. This year marks his 30 years of involvement in this former Soviet region, 17 of which they were there full-time.

ILLINOIS

Drew DeSutter (Illinois 06) was appointed to the American Farm Bureau Young Farmers and Ranchers Committee.

Wayne Gehrke (Illinois 10) was elected to serve as the 2021 Chair of the Young Leader Executive Committee for Illinois Farm Bureau.

IOWA STATE

Shawn Eagleburger (Iowa State 02) has been named Executive Director of Pi Beta Phi Fraternity's Housing Corporation and the Fraternity. He will start on April 2, 2021.

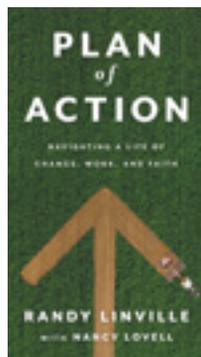
The Henry family, Steve (Iowa State 80), his wife Laurie, sons **Scott** (Iowa State 09) and **Eric** (Iowa State 14) have been named 21 Top Producer of the Year by *Farm Journal*. They own and operate Longview Farms in Nevada, Iowa.



KANSAS STATE

Randy Linville (Kansas State 73) wrote a new book, "Plan of Action." His book outlines navigating life and includes stories and experiences about his career, his time with FarmHouse and as chairman of the FarmHouse Foundation. Additionally, FarmHouse Foundation CEO and Executive Director, Allison Rickels, wrote the books' forward. The book is to be published in May 2021.

He lives in Leawood, Kan., is former CEO of Scoular and an agribusiness entrepreneur.



MINNESOTA

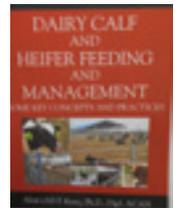
Doug Huebsch (Minnesota 84) was awarded the 2020 Distinguished Service Award by the University of Minnesota Alumni Association. He was also selected by the State's Legislature to serve a six-year term for the University of Minnesota Board of Regents.

MISSISSIPPI STATE

Pete Weisenberger (Mississippi State 78) lives in Tyler, Texas, and serves as the 2020-2021 vice president and secretary of the American Society of Agricultural Consultants. He spends his time volunteering for the Catholic Diocese of Tyler, the Cathedral of the Immaculate Conception, and the Knights of Columbus, in addition to involvement with local FFA and other youth agricultural events.

MISSOURI

Dr. Alois Kertz (Missouri 64) self-published a new book, "Dairy Calf and Heifer Feeding and Management."



TEXAS A&M

Dalton Ervin (Texas A&M 11) was ordained into the priesthood for the Diocese of Victoria in Texas on May 31, 2020.

Danny Miller (Texas A&M 03) started a new position as Great Lakes Territory Enterprise Account Executive for ACTSolution. ACTS is an information technology company focused on all three Microsoft cloud platforms and is located in Jacksonville, Fla.

WASHINGTON STATE

Ian Ducey (Washington State 13) started a new position as Editor-in-Chief of the *Seattle Journal of Technology, Environmental and Innovation Law*.

WICHITA STATE

Brandon Eckerman (Wichita State 17) was recognized by the *Wichita Business Journal* as a 2020 Health Care Hero for his volunteer work in the Wichita community.

Andrew Stockmann (Wichita State 17) started a podcast titled, "Hallowed Ground: The Sports Museum Podcast" featuring behind-the-scenes interviews with sports museum staff. His podcast is available on Apple. Andrew works as an assistant director of chapter development for FarmHouse Fraternity.

IN Memoriam

The following are notices received by the International Office between Sept. 1, 2020 and March 15, 2021.

Listed by—Name (Initiation year); Death 0/0/000; Age at time of death; Resided in

ALBERTA

MICHAEL J. MCEVOY ('77); 10/21/2019; 67; Dunrobin, Ontario

ARKANSAS

ROBERT H. LATIMER ('59); 4/15/2020; 80; Dresher, Pa.

RANDALL L. LOCKHART ('70); 3/17/2016; 65; Bentonville, Ark.

BILLY M. LONG ('58); 02/12/2019; 82; Trichnor, Ark.

FRED D. WESTFALL ('69); 4/9/2020; 79; Royston, Ga.

AUBURN

WILLIAM A. COX ('71); 8/13/2020; Birmingham, Ala.

COLORADO STATE

ROBERT A. LONGENBAUGH ('54); 10/17/2020; 84; Fort Collins, Colo.

TERRY L. VAUGHN ('80); 11/27/2021; 62; Greeley, Colo.

IDAHO

BRIAN DIXON ('07); 11/4/2019; 32; Idaho Falls, Idaho

JAREN P. DOHERTY ('63); 3/10/2020; 76; New Bern, N.C.

MARVIN FIFIELD ('62); 12/4/15; Logan, Utah

KENNETH E. HARRISON ('57); 7/27/2020; 84; Meeker, Colo.

IVAN C. HOPKINS ('60); 1/5/2021; 87; Shoshone, Idaho

ELWOOD W. KINTNER ('57); 3/8/2020; 82; Seattle, Wash.

ILLINOIS

DAN W. GOUWENS ('60); 10/10/19; Indianapolis, Ind.

ROBERT G. HELTSLEY ('50); 7/10/2020; 89; Kansas, Ill.

CHARLES E. MARTIN ('48); 5/25/2019; Greenwich, Conn.

DONALD W. NIEWOLD ('50); 1/22/2021; 92; Loda, Ill.

DON RICH ('87); 8/31/2020; 54; Midland, Mich.

IOWA STATE

THEODORE I. AXLAND ('52); 7/21/2019; 85; Rio Verde, Ariz.

KENNETH D. BRUENE ('49); 8/25/2016; Platte City, Mo.

RICHARD J. HILL ('52); 5/15/2020; 88; Mundelein, Ill.

CURTIS C. RODGERS ('57); 4/10/2020; 81; Huntsville, Mo.

NORMAN W. SAWYER ('67); 12/29/2020; 74; Princeton, Iowa

KANSAS STATE

PAUL L. DEETS ('62); 9/29/2020; 78; Cramerton, N.C.

W. DALE EUSTACE ('59); 1/31/17; ; North Newton, Kan.

ROLAND A. GALL ('61); 12/1/2019; 92; Racine, Wis.

RICHARD A. JOHNSON ('70); 3/4/2021; 69; Valley Falls, Kan.

THOMAS M. KIRK ('42); 05/22/2002; 80; Scott City, Kan.

CHARLES D. MIKSCH ('55); 7/26/2020; 84; Coon Rapids, Iowa

WILLIAM H. PARMELY ('41); 11/5/2018; 95; Broken Arrow, Okla.

KENTUCKY

EDWARD L. CONDER ('51); 2/16/2021; 89; Richmond, Ky.

LOUIS F. ELLIOTT ('67); 3/4/2021; 74; Shelbyville, Ky.

TED HOWARD ('51); 10/9/2019; Murray, Ky.

JACK S. KIMBROUGH ('55); 12/4/2014; 79; Shelbyville, Ky.

HARVEY D. LUCE ('61); 10/5/2020; 78; Mansfield Center, Conn.

CHESTER R. PENDLEY ('52); 3/24/2020; 86; Morgantown, Ky.

JOSEPH E. SLACK ('73); 9/17/2020; 68; Guthrie, Ky.

WILLIAM F. SOARDS ('55); 9/19/2020; 86; Greenfield, Ohio

EDWARD S. TAMME ('76); 9/3/2020; 63; Danville, Ky.

R. DOUGLAS WOOD ('60); 12/11/2020; 79; Island, Ky.

MICHIGAN STATE

RAYMOND M. FOX ('59); 1/15 2020; 79; Cass City, Mich.

DONALD H. HERING ('60); 12/4/2015; 75; Warren, Mich.

JOSH V. HUMM ('00); 11/4/2018; Ithica, Mich.

CERNYW K. KLINE ('43); 5/16/2019; 97; Eaton Rapids, Mich.

CARL H. MOORE ('36); 2/28/2016; 99; San Antonio, Texas

ROBERT MUIR ('49); 12/12/2020; 95; East Lansing, Mich.

MICHAEL G. REEVES ('65); 4/19/2016; Phoenix, Ariz.

GEORGE D. WILSON ('46); 11/14/2016; Grand Rapids, Mich.

FREDERICK H. WOLFE ('51); 11/29/2017; 79; Green Valley, Ariz.

MINNESOTA

DAVID L. COLE ('61); 1/8/2020; 79; Cottonwood, Ariz.

PAUL A. DEBRIYN ('75); 2/15/2021; 65; Estero, Fla.

HOMER W. HAGGANS ('46); 9/25/2017; Nevada, Mo.

J. MARVIN KITTELSON ('46); 3/28/2020; 94; Longview, Wash.

IN Memoriam

GEORGE T. LANGEMO ('55); 2/22/2018; Kenyon, Minn.

CLARENCE C. OLSON ('46); 10/28/2020; 97; Madison, Wis.

DONALD L. RONDORF ('68); 12/13/2020; 71; Seward, Neb.

GENE SCHENCK ('73); 7/11/19; 64; Landsdowne, Pa.

THOMAS W. WANOUS ('54); 10/17/2020; 84; Minneapolis, Minn.

MISSISSIPPI STATE

NOBLE S. KEARNEY ('64); 12/18/2019; College Station, Texas

KENNETH G. STRONG ('67); 10/10/2018; Forest, Miss.

MISSOURI

WILLIAM R. BENNETT ('56); 11/18/2018; Saint Catharine, Mo.

JOHN R. CAMPBELL ('71); 11/17/2018; Columbia, Mo.

JOE R. CARNEY ('52); 8/28/2019; 91; San Antonio, Texas

RICHARD E. COCHRAN ('52); 5/29/2015; Cairo, Mo.

JAMES E. DILLION ('48); 7/30/2020; 93; Boise, Idaho

ARTHUR T. GOODSPEED ('40); 9/7/2015; Maryville, Mo.

ROBERT W. HILL ('56); 2/24/2020; Stet, Mo.

WALLACE W. JOHNSON ('51); 5/22/2018; Bates City, Mo.

KIEFFER R. LEHMAN ('48); 3/2/2019; Fresno, Calif.

GEORGE R. MORSE ('49); 12/3/2018; 91; Leawood, Kan.

ARLAND W. PAULI ('48); 3/8/2017; Lombard, Ill.

WILLIAM REGAN ('32); 3/3/2017; Columbia, Mo.

JAMES L. REPP ('68); 7/31/2018; Napton, Mo.

RICHARD B. RHEA ('47); 6/11/2019; La Plata, Mo.

ARCHIE D. STONE ('47); 12/24/2015; West Des Moines, Iowa

MICHAEL L. TWADDLE ('69); 1/30/2017; Denver, Mo.

FRANK WILHITE ('53); 3/24/2020; Lincoln, Ill.

FRANCIS M. MCCRORY ('75); 10/6/2020; 64; Eolia, Mo.

MIKE E. SCHLICHTMAN ('82); 10/6/2020; 57; Steamboat, Colo.

MONTANA STATE

VERLIN W. MILLER ('79); 11/25/2019; 62; Miles City, Mont.

NEBRASKA

GERALD R. ABENHAUS ('40); 11/18/2020; 100; Creve Coeur, Mo.

DONALD D. BAUDER ('60); 11/19/2020; 78; Elgin, Ill.

JOHN S. CAMPBELL ('65); 9/19/2020; 74; Lincoln, Neb.

WILLIAM M. FRANKEN ('54); 9/13/2018; 83; Ogallala, Neb.

JEROME A. HOFFMAN ('53); 7/1/2020; 85; Tuscaloosa, Ala.

JIM MCCABE ('48); 11/24/2020; 93; Lincoln, Neb.

GERALD B. OWENS ('62); 9/28/2020; 76; Seward, Neb.

WALTER H. SCHMIDT ('54); 11/17/2020; 85; Fremont, Ohio

DENNIS B. SWANSTROM ('62); 1/30/2021; 79; Omaha, Neb.

NORTH CAROLINA STATE

GEORGE H. PORTER ('54); 2/24/2019; 85; Pikeville, N.C.

CARROLL J. SOUTHARDS ('54); 1/2/2019; 86; Maryville, Tenn.

LAWRENCE F. HELT ('55); 11/13/2016; East Grand Forks, Minn.

NORTH DAKOTA STATE

DONALD PRIEBE ('72); 1/29/2015; Fargo, N.D.

WAYNE WEISHAAR ('64); 8/22/2020; 76; Bowman, N.D.

OHIO STATE

TED W. CHANDLER ('44); 11/29/2018; Medina, Ohio

ROBERT D. FLEMING ('98); 12/12/16; Lima, Ohio

ROBERT C. HUMMEL ('61); 10/7/2020; 83; Fort Collins, Colo.

ROYCE B. KINNEY ('55); 9/12/2020; 87; Pleasant Hill, Ohio

OKLAHOMA STATE

SIDNEY A. EWING ('61); 1/3/18; Stillwater, Okla.

DONALD C. HUGHES ('59); 1/8/2021; 82; Aline, Okla.

LARRY D. JANSSEN ('52); 11/24/2020; 88; Albuquerque, N.M.

JACK B. MAY ('52); 8/23/2020; 91; Kountze, Texas

JERRY C. SCHMIDT ('67); 10/7/2020; Enid, Okla.

KENNETH J. SIMS ('60); 5/22/20; 81; Louisville, Ky.

OREGON STATE

EMERY N. CASTLE ('66); 10/31/2017; 94; Corvallis, Ore.

PETER S. RIBBLE ('74); 12/13/2020; 69; Redmond, Ore.

PURDUE

MARION F. BAUMGARDNER ('63); 8/24/2020; 94; West Lafayette, Ind.

KEITH C. BOWERS ('58); 10/12/2016; Brazil, Ind.

THEODORE R. BRITTON ('59); 5/9/2018; Sarasota, Fla.

JAMES L. BROUGHER ('62); 12/17/2020; 77; Danville, Ill.

PHILLIP D. COFFMAN ('58); 3/1/2019; Richmond, Ind.

DONALD T. COOPER ('59); 7/18/2018; Stoneville, Miss.

PAUL E. HART ('52); 10/9/2020; 88; Thorntown, Ind.

IN Memoriam

ROGER P. HENLEY
(’52); 1/19/2016;
Crawfordsville, Ind.

THOMAS P. KABRICH
(’64); 10/15/2017;
Edinburgh, Ind.

THOMAS R. KENDALL
(’64); 3/2/2015;
Concord, Calif.

ROGER W. KOLLER (’70);
12/24/2020; 69;
Pomeroy, Wash.

RICHARD A. LAWS (’83);
12/22/2020; 58;
Crestwood, Ky.

DON J. MCKEE
(’65); 2/10/2019;
Brookhaven, Ga.

JOHN W. MEEK (’66);
7/17/2019;
Milroy, Ind.

PHILLIP Q. MICHAL
(’59); 10/9/2017;
Crawfordsville, Ind.

RONALD L. ROBERTS
(’59); 11/25/2016;
Syracuse, Ind.

MARVIN G. SHEW (’58);
2/14/2015;
Avon, Ind.

SOUTH DAKOTA STATE

DWIGHT A. TOBER (’70);
11/27/2017;
Fargo, N.D.

TENNESSEE

JAMES A. BICKEL
(’10); 1/11/2019;
Nashville, Tenn.

FREDDIE BREWSTER
(’65); 6/26/2018;
Lenoir City, Tenn.

BOBBY J. DEMOTT
(’59); 3/5/15;
Powell, Tenn.

WYOMING

GENE BENGTON
(’65); 9/23/2017;
Cheyenne, Wyo.

He best builds lives of other men who starts from within so that when the job’s all done the Judge will say, “A Master Builder passed this way.” – BUILDER OF MEN CREED

Justus ‘Jud’ Ammons (North Carolina State 54)



Jud was quick to tell a joke and a story, usually using his own dictionary of “Jud-isms.” A respected developer and businessman, he believed in dreaming big, working hard and taking risks. Most of all, he loved God and his family, including his late wife, JoEllen, their four children and their 13 grandchildren.

Jud grew up on a farm in western North Carolina, where sharecropping and plowing gardens shaped what he called his “country boy” work ethic. At N.C. State, he dabbled in his first entrepreneurial pursuits including selling books, starting

a laundry pickup business and working as an engineer for the state, all on top of college classes (and while holding the presidency of his FarmHouse chapter). He also met JoEllen, a Meredith Angel, and they were married in 1957 in Monroe, N.C.

They spent their early married years traveling the world while Jud served in the U.S. Air Force. In the mid-’60s, the Ammons settled in Raleigh and Jud founded Ammons Construction Company. As a real estate developer, Jud built, owned and operated major subdivisions, day care facilities, golf course communities, industrial parks, retirement communities and shopping centers from the mountains to the coast of the state. He cared about what he was doing and about the people he was building for, no matter the project. In 2000, he wrote a book named for his life motto, “Don’t Wish You Had, Be Glad You Did.”

Jud’s happiest days were those spent with his children: Andy, David, Alma, and Jeff, who all live in the Triangle area, and his 13 grandchildren.

Always driven by the desire to meet the needs of the people of Raleigh, Jud served in leadership on the Wake County

Planning Commission, Raleigh Greenway Commission, Raleigh City Task Force and Raleigh Bicentennial Commission. He was president and board member of the Raleigh-Wake County Home Builders Association and a director of the National Association of Home Builders. In 2011, he was inducted into the Raleigh Hall of Fame. He and JoEllen helped found Greystone Baptist Church. He served on several legislative study commissions, as a member of the Raleigh volunteer fire department and as a trustee of Mars Hill College in his hometown. Jud also loved raising champion beagles and was inducted into the Brace Beagling Hall of Fame.

Jud and JoEllen were generous philanthropists and benefactors of Mars Hill College, Meredith College, N.C. State and the Salvation Army and Baptist Children’s Homes of North Carolina.

They were very generous to FarmHouse, especially the North Carolina State Chapter campaign. Jud was a member of the Century Club and both were often found attending the Power of 7 Seminar. Jud was named a Master Builder of Men in 2014.

Master Builder: John C. Foltz (Ohio State 55)



John C. Foltz passed away on Jan. 7, 2021, in Dublin, Ohio, from complications of COVID-19, with his family at his side. He was 87 years old, born in West Lafayette, Ohio, on Feb. 23, 1933.

He grew up in Bremen, Ohio, was a class officer all through high school and was valedictorian of his graduating class. He was president of his 4-H Club and active in the Future Farmers of America (FFA) becoming state resident. He won a four-year competitive scholarship to the Ohio State University (OSU). He was selected for the United States Navy officers

training program and commissioned upon graduation in June 1955. At OSU, he joined Alpha Zeta agricultural fraternity. John was instrumental in the merger and bringing FarmHouse Fraternity to OSU in 2010.

After several military tours abroad, he was ordered to serve and become a naval weapons instructor at the Naval Schools Command in Newport, R.I. He married his wife, Anne, on June 24, 1956. Just before being released from active duty, their first-born, John Clark (OH 54), arrived. They moved to northern Virginia, where he worked for the *National Future Farmer* magazine before becoming FFA public relations manager and director of the FFA Foundation.

Later he was appointed to the office of the Secretary of Agriculture as Deputy Under Secretary for Congressional Relations, which began a lengthy career working in agriculture both at the national level and Ohio. He worked for Ohio Governor Jim Rhodes, Ohio Director of Agriculture, John Stackhouse, and Secretary of Agriculture, Clayton Yeutter (Nebraska 49). He served a Presidential appointment as Administrator of the Federal Grain Inspection Service (FGIS), then

Commodity Futures Trading Commission (CFTC) as an Assistant Commissioner.

He earned the Certified Association Executive (CAE) designation. He had board appointments to the American Feed Industry; USDA Extension and Research Advisory Board; Ohio Agricultural Research and Development Center (OARDC) Support Council; Ohio Beef Association; County Farm Bureau; State Farm Bureau rural development advisory team; the OSU Alumni Advisory committee and eMerge Interactive.

He served as President of the Ohio Agricultural Council and the ATZ/FarmHouse Association Board. He received the Distinguished Service Award from the American Feed Industry; Ohio Farm Bureau and the OSU College of Agriculture and was inducted into the Ohio Agricultural Hall of Fame.

Upon retiring to Ohio, John and Anne assisted with the fundraising of the new Ohio 4-H Center. He is survived Anne, their two children, four grandchildren and four great-grandchildren.

John served as a FarmHouse Foundation Trustee and was named a Master Builder of Men in 2010.

Master Builder: Wilbur Frye (Kentucky 77)



Dr. Wilbur W. Frye, emeritus professor of plant and soil science at the University of Kentucky, died on Sept. 27, 2020 in Lexington, Ky. He was 87.

Wilbur was born Aug. 6, 1933, and raised on a farm in western Tennessee. He earned a bachelor of science in soil science from the University of Tennessee. After serving in the U.S. Air Force and working as an air traffic controller with the Federal Aviation Administration, Dr. Frye attended the University of Tennessee, graduating in

1967 with a master of science in agronomy. Frye then attended Virginia Tech, graduating with a Ph.D. in 1970. He taught at Tennessee Technological University in Cookeville from 1970-1974 then moved to Lexington, teaching at the University of Kentucky for 25 years. Retiring from education in 2000, Frye served four years as the executive director of the Office of Consumer and Environmental Protection with the Kentucky Department of Agriculture from 2004-2008.

During Frye's career in education, he taught and conducted extensive research in soil science and environmental management and chaired the University Senate Council and was a faculty representative on the presidential search committee. While teaching at the University of Kentucky, Frye notably lectured at Shandong University in China in 1985. He authored and co-authored close to 80 articles in scientific journals, as well as numerous symposium proceedings and

book chapters in his area of expertise. He was the editor of one book and served as an associate editor for the *Soil Science Society of America Journal* between 1990 and 1993.

Wilbur has been a member of the Lexington Lions Club since 2001, where he served as chairman of the program committee, the board of directors, and vice president and president. He received a Lion of the Year Award in 2004 and Lexington Lions Hall of Fame Award in 2018. He has been an active member of the First United Methodist Church in Lexington since 2003. He served as chairman of the administrative board at Park United Methodist Church, Cookeville, Tenn. and Trinity Hill United Methodist Church, Lexington, Ky.

Married in 1957, Wilbur is survived by his wife, Martha, his two sons and five grandchildren.

Wilbur was named a long-time volunteer with the Kentucky Chapter and a Master Builder of Men in 2014.

FH PHOTO

Exterior of the new FarmHouse headquarters located at 1021 Jefferson St., Kansas City, Mo. This building is on the National Register of Historic Places.

FARMHOUSE FRATERNITY

1021 Jefferson St
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