



FARMHOUSE FOUNDATION ANNUAL REPORT 2019—2020



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We thank outgoing Trustees during the
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(MO 94) and **JIM WIELAND** (ND 72).

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- JASON BUTLER**
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ANNUAL REPORT

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Because . . .

You give more. You inspire. You make a difference.

We have seen this time and again during our service as Foundation Trustees. Last fiscal year (FY 2019–20) was no exception when you and 2,173 other FarmHouse brothers and friends joined together to invest over \$2.36 million through the FarmHouse Foundation.

YOUR GIVING speaks volumes about your confidence in your Fraternity and your belief in our FarmHouse undergraduate brothers. Through your generosity, you continue to help our leaders – students, volunteers and staff – be nimble in the face of unexpected challenges, and you help ensure FarmHouse continues to be relevant, innovative and responsive.

As an example, for stronger alignment, the International Fraternity and the Foundation have moved to the same fiscal year, which began July 1, 2020. To make this transition, our FY 2019-20 was 16 months, from March 1, 2019 to June 30, 2020.

This means there were four more months last fiscal year for us to recognize donations, celebrate donors, take pride in our successes, understand new challenges and invest in FarmHouse young men through the Fraternity's educational initiatives. Many of you stepped up and have been a bright spot during this unprecedented time.

This was most evident during our FH Day of Giving held on Founders' Day on April 15, 2020. Many of you rose to the occasion by giving, reconnecting and sharing the positive impact FarmHouse has made, and we were able to surpass our goal, raising \$118,000 for the FH Excellence Fund.

What is the return on your investments last fiscal year?

You enabled the Fraternity to provide new virtual learning opportunities, enhanced online educational programs and resources to connect members together when they couldn't gather in person. You invested in a new student-based annual research initiative, a robust online new member education platform and helped award a record-setting grant of over \$160,000 to fully fund the 2020 Leadership Institute,

where 260 incoming officers participated.

We're very proud you helped the Foundation achieve its stretch goal to double the educational grants to the International Fraternity, providing a record \$537,198 for leadership training, educational programming, facilitation, chapter services and educational staff time. A third of the Fraternity's budget is made possible because of Foundation donors, a higher percentage than any other men's fraternity.

Additionally, because of you, the Foundation awarded a record-setting \$177,118 in academic scholarships to 212 undergraduates, the largest number of recipients ever. One student story that tugs at our hearts is featured on page 42 from Tony Phan (North Dakota State 19), about his struggles growing up, how FarmHouse has changed his life and is helping him become the first in his family to earn a college degree.

Improved housing continues to be a top priority for many FH Associations. Over \$2.37 million was granted to nine Associations for the educational portion of new or renovated chapter houses. In particular, we assisted with the expansion and renovation of the Kansas State FH Chapter House, which was complete in August 2020 for students returning to campus for the fall semester.

Because of you, much has been accomplished together. In total, 342 grants were awarded totaling over \$3.36 million.

However, our work isn't done. There are new students to invest in, educational initiatives in need of our support, stories to share and lives to help change through FarmHouse.

I, Bob, am so pleased to pass the leadership torch to Loren Peterson, who became Foundation Chairman in late April. The Foundation is in great hands with Loren's

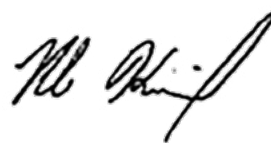
leadership along with the Trustees, Allison Rickels as our CEO and the Foundation staff.

One of the parts of my role I enjoy most is seeing young people grow, contribute and develop into leaders and helping them along in that process. At the same time, I know that FarmHouse has played a significant role in my own development. I continue to be involved with the Foundation because I feel a need to see FarmHouse remains strong for the next generation of students.

I, Loren, thank you for your dedicated generosity and Bob for his impressive leadership the last two years as chair. The Foundation Trustees, Staff and I continue to be amazed by the impact you, as donors, make in the lives of young FarmHouse men.

Your involvement is always shining bright and is the encouragement our chapter leaders need. We look forward to your partnership and philanthropy in our new fiscal year.

Fraternally,



BOB KNIEF (Illinois 89)
*Immediate Past Chairman,
Foundation Board of Trustees;*



LOREN PETERSON (Nebraska 75)
Chairman, Foundation Board of Trustees;



FARMHOUSE FOUNDATION 2019—2020 HIGHLIGHTS

PROVIDED **342 GRANTS**
IN THE BELOW **SIX AREAS** TOTALING:

\$3,360,502

“I now feel more prepared than ever to help my chapter grow and am ambitious about the things we can accomplish. FLI has, without a doubt, made me a better officer, but more than that, it has helped put me in contact with like-minded individuals who can help me grow as a man both in FarmHouse and in life.”

—Jacob Pitts (Colorado State 18)

1. Fraternity Support

\$101,405

supported the operations of the International Office, membership database, online communications to all members, and *Pearls & Rubies*.

2. Computer Labs and Affiliated Technology

\$13,373

in grants were made to the Fraternity and four chapters for in-house computers and technology.



3. Scholarships

\$177,118



in academic scholarships were awarded to 212 undergraduates—a record!



4. Leadership Training

\$573,152



was granted to the Fraternity and to individual chapters for leadership programs—a record!

5. Educational Portion of Chapter Housing

\$2,375,113

was administered for the educational portion of new or renovated chapter houses on nine campuses.

6. Program Services

\$120,341

for the Foundation staff to administer educational grants to the Fraternity and chapters.

“Thank you for your generosity and support towards my degree. I promise I will continue to work hard in my classes so I can one day give back to others, just like you have done for me.”

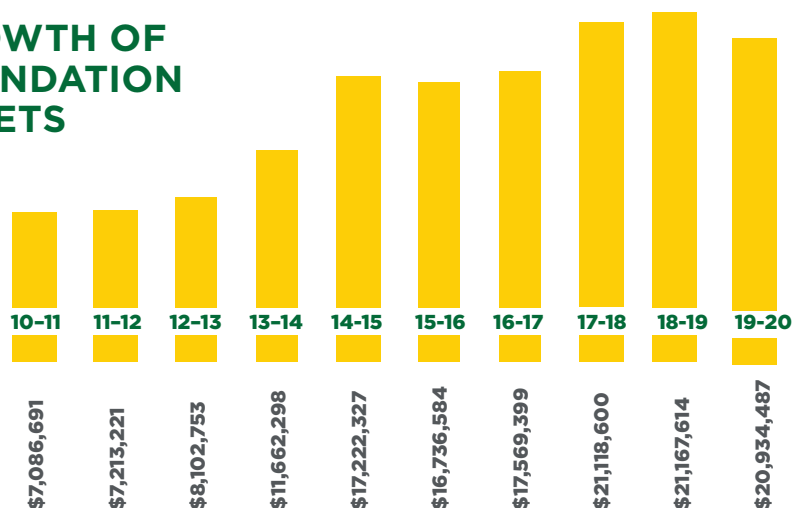
—Alec Higgason (Illinois 17)

STEWARDSHIP, GIFTS AND FUNDRAISING

2,174 ALUMNI, STUDENTS
AND FRIENDS GAVE TO THE
FOUNDATION A TOTAL OF

\$2,362,913

GROWTH OF FOUNDATION ASSETS



OVER **9.6%** OF
FARMHOUSE MEMBERS
MADE A GIFT IN FY 19-20.

40.7% OF ALL
FARMHOUSE ALUMNI
HAVE EVER MADE A GIFT.

**Fraternal foundations average 3%
in alumni participation.*



\$0.21 FUNDRAISING
EXPENSES

\$1.00 PER DOLLAR
RAISED

**Non-profit industry average
is \$0.35/\$1.00.*

4 new endowment funds
were established
bringing the total
number of endowed
funds to 177.

390

DONORS GAVE
MORE THAN

\$118,690

ON THE FH DAY OF GIVING
AND 115TH FOUNDERS' DAY

212

ALUMNI, ASSOCIATIONS
AND FRIENDS JOINED
THE 8TH ANNUAL
CHAIRMAN'S CLUB



In August 2019,
received the Foundation
for Fraternal Excellence's
"Best Development Effort
Award of Distinction"
and "Best Use of a
Foundation Grant."

A RECORD

943

UNDERGRADUATES
DONATED

\$9,480

TO THE 2019 RUBY SOCIETY



77

individuals have included
FarmHouse in their estate
plans, totaling over

\$5.2 MILLION

in pledges through the
"100 Legacies in the Making"
Campaign.

Learn more about those who
invested in the FarmHouse
Foundation, see your name in the
Donor Honor Rolls, review the
Foundation's financial statements
and discover more ways you and
other donors are building young
men by reading our 2019-20 Annual
Report.

<http://bit.ly/FHAnnualReport>



FARMHOUSE FRATERNITY 2019–2020 HIGHLIGHTS

Membership Numbers

36

CHAPTERS

1,578

UNDERGRADUATE MEMBERS

42

MEN AVERAGE CHAPTER SIZE



3.09

COLLECTIVE GPA

MORE THAN

\$88,000

RAISED TOWARDS PHILANTHROPIC CAUSES

32,000+

HOURS OF TOTAL COMMUNITY SERVICE



In May 2020, **U.S. SENATOR CORY GARDNER** (*Colorado State 95*) delivered a virtual commencement address for FarmHouse graduates and their families.

MORE THAN

260

CHAPTER OFFICERS received position-based education and leadership development at the annual FarmHouse Leadership Institute in January 2020



While Conclave was canceled due to COVID-19, four men were recognized as Master Builders of Men for 2020. Frank Bezdicek (Minnesota 67), Don Ferguson (Kansas State 63), Larry Hageman (Ohio State 94) and Craig Harris (Iowa State 63) will be honored at the Power of 7 Seminar in March 2021.

10

chapters will begin testing in Fall 2020 for a new international new member education program.

CHAPTERS RECEIVED

20,000+

HOURS OF IN-PERSON SUPPORT

10,000+

HOURS OF REMOTE SUPPORT

7

webinars focused on COVID-19 response were given



The Fraternity launched a five-year partnership with Dyad—a firm that will help the organization use student assessment to refine its educational offerings and chapter support model.



The Fraternity redesigned its staff chart to better reflect the needs of students and alumni while also adopting a conservative budget position to navigate the impacts of COVID-19.

Equipping Leaders . . .



TO BE & BECOME: EMERGING TALENT RETREAT

May 31-June 2, 2019 | Heartland Center | Parkville, Mo.

To Be and Become (TBB) offers FarmHouse men in their first year of membership an opportunity to gather with brothers to solve the most pressing challenges faced on their campuses. Through large group training, small group discussion, independent reflection and the experiential learning of an outdoor adventure environment, TBB participants leave the Retreat with increased self-efficacy, a deeper connection to the Fraternity and tactics for personal success. The 2020 Emerging Talent Retreat was canceled due to the COVID-19 pandemic.



FARMHOUSE LEADERSHIP INSTITUTE (FLI)

January 2-5, 2020 | Kansas City Airport Marriott | Kansas City, Mo.

More than 250 FarmHouse undergraduate leaders attended FLI, representing every FarmHouse chapter. The Institute was designed to address today's challenges and enable student leaders to be a positive change in their chapter and on their campuses. Through Strengths-Based Leadership curriculum, leaders explored, defined, challenged and enhanced their skills, personal awareness and commitment to FarmHouse. They also learned best-practice applications for their officer role and chapter experience. As a culmination of FLI, chapters spent time together creating a goal-setting action plan, which will help them plan their progress for the coming year. The cost to attend the FH Leadership Institute was fully-funded by donations to the FH Excellence Fund and leadership endowment funds.

POWER OF 7 SEMINAR

April 5-7, 2019 | The Peabody Hotel | Memphis, Tenn.

The Power of 7 Seminar is an engaging first-class think-tank on the national and world business climates, our economy, forces that impact our daily business and personal lives, and an insight into the next generation of business leaders. Some of the Fraternity's most prominent alumni and their spouses, the Foundation Trustees and Staff, International Fraternity representatives and 10 top FarmHouse undergraduates gathered for a weekend of brotherhood, life-long learning and mentoring. The 2019 Seminar was structured in a "go around the table" format with interactive dialogue providing insight on the state of the world today. In addition to insightful conversations, participants toured the National Civil Rights Museum and enjoyed the Peabody Hotel. The 2020 Power of 7 Seminar was canceled due to the COVID-19 pandemic.



Equipping Leaders . . .

HERBERT EDUCATIONAL ENDOWMENT FUND

Thanks to the generosity of Jim (Tennessee 61) and Judi Herbert, the Fraternity's Director of Education and Leadership Development is funded by the Herbert Educational Endowment Fund. Through ongoing grants from their Fund, it covers the salary and benefits, travel, curriculum design resources, professional development and other expenses involved for this key staff member of the Fraternity. This position is responsible to develop curriculum, structure, guidance and educational programs impacting student leaders. It also supports recruiting, retaining and supporting local FarmHouse volunteers.

NEW MEMBER EDUCATION

In Fall 2020, the Fraternity began piloting a virtual new member education curriculum. Covering topics such as FarmHouse's Ritual, History and Organization Civics, the six-week new member education program is designed in a blended learning model that includes individual instruction, peer discussion and real-world application. After completing the interactive content and knowledge checks within the module, each member submits a personalized certificate of completion to their chapter's new member educator. This act of accountability ensures each member learns the proper content. Each new member is to complete one to two online modules each week. Having gained new knowledge from the instruction module, new members then meet with the chapter's director of new member education and fellow new members to discuss the content. Each member brings their own unique experiences and interpretations to the sessions, enabling positive discussions in their small group. This format also enables guest speakers to add a deeper perspective to the conversation. Discussion questions and completing each module enables positive collaboration and helps avoid hazing, which is not tolerated in FarmHouse Fraternity. Each new member is expected to complete all modules on time and participate in each new member education meeting. The pilot program is being administered by the Fraternity staff.

FRATERNITY'S CHAPTER SUPPORT PROGRAM

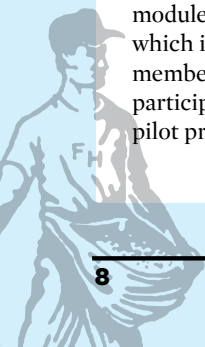
The Fraternity ensures all chapters receive at least one visit semester from the Staff, with more than 50% of chapters receiving two or more visits. They also continue to receive virtual support, mentoring and resources throughout the academic year and stay in regular communication with officers from each chapter. This increased level of support allows the consultant level of staff to have a year-round educational impact on chapters and members. Funded by the FarmHouse Excellence Fund, this grant provides financial support for the educational costs and staff time associated with chapter visits, chapter resource development and educational program delivery during the academic year. Grants include reimbursement for the hard costs of staff travel, lodging, meals and on-site program facilitation expenses. Additionally, for the first time, these grants included a reimbursement for the staff salaries and benefits related to implementing the consultant program and for chapter support.

ASSOCIATION & ADVISOR EDUCATIONAL SUPPORT

Trained staff work with chapters and associations to assess and monitor the effectiveness of the chapter advisory team leadership. They connect alumni volunteers with chapters and associations and assist in training and educating advisors and association board members on topics and issues relevant to chapters and students. Additionally, grants were made to the Fraternity for hosting webinars and virtual training for chapter advisors and association leaders about COVID-19 and to provide educational resources, best practices and recommendations in support of chapters, their facilities and student members.

SUPPORT FOR INDIVIDUAL CHAPTERS

Through the chapters' Foundation Councils and chapter-based endowment funds, the Foundation provides grants for chapter programming such as chapter retreats, etiquette dinners, community and professional speakers and leadership training seminars on campus and at the national level.





PROGRAMS BREAKDOWN

Awarding Scholarships

Thanks to the generosity of the following individuals, the FarmHouse Foundation awarded a record \$177,188 in academic scholarships for undergraduate members.

[READ WHY SCHOLARSHIPS MATTER](#)



Tony Phan (far right) joins fellow NDSU undergraduate recipients of scholarships for the fall 2020 semester.

Why Giving Matters . . . My FarmHouse Experience

BY TONY PHAN (NORTH DAKOTA STATE 19)

GROWING UP, the question of what my plans after high school were, never came to my mind. It was the thought of surviving every day in an abusive environment. I was never given the choice to express my own values due to my childhood. After school activities and clubs weren't an option for me because I had to take care of my siblings. After years of abuse, I was fortunate enough to enter the foster care program during my 10th grade year of high school and leave the nightmare that was my childhood.

Although, I have found a loving family that supports my college career, I find that I'm not nearly as experienced as the average child when it comes to being a respectful person. I only learned so much as a kid since I had to self-teach myself while

trying to survive. Doing so only got me so far since I also had to try and not become what my parents wanted me to be, which is to repeat the abuse onto my future family.

When I first visited and had dinner with the North Dakota State FarmHouse Chapter, I saw a chapter filled with gentlemen who dressed and acted so formal. After talking to them during dinner about what FarmHouse represents and meant to them, I realized joining FarmHouse would be my best decision since my arrival at North Dakota State University (NDSU).

The Fraternity's values, conduct and characteristics align with my own since I'm still learning how to continually improve myself, and with the help of my brothers, they will play a big part in

helping me get where I want to be as a person. I also want to further improve my social and moral characteristics that FarmHouse is willing to provide.

I have worked hard to attend NDSU with all of the money I saved from taking a year off between high school and college. I am the first in my family to go to college. I am confident that I will be the first in my family to graduate in four years as long as I can keep up with my studies. Being successful after college is what gives me motivation to keep going.

Not only does the scholarship I received help me financially, it also helps me to move a step closer to making my dreams become a reality. I can't thank you enough for bestowing me with this scholarship. I'm very grateful for FarmHouse to assist me in my academic career and my personal development. ★

Tony is a sophomore at NDSU, majoring in finance, originally from Grand Forks, N.D. During the 2019-20 academic year, Tony was selected as one of seven recipients to receive a \$3,000 scholarship for incoming freshmen from the NDSU FarmHouse Incoming Freshmen Scholarship. He joined the chapter a few weeks after being selected for the scholarship, which is open for any young man to apply who attends NDSU. He lives in the chapter house this academic year and was recently awarded the NDSU FH Sophomore Scholarship. These incoming freshmen scholarship recipients, like Tony, demonstrated the characteristics of grit: resilience, strong work ethic, direction, desire for success and perseverance, which are consistent with the values of FarmHouse.

Safe and Affordable Chapter Housing

Housing Grants For FY 2019-20

23

CHAPTERS WITH ACTIVE BUILDING FUNDS

\$2,365,401

GRANTED FOR NINE HOUSING PROJECTS

\$1,033,014

WAS RAISED FOR FUTURE HOUSING GRANTS

\$1.68M

in Chapter Housing Loans. Since its inception, the Trustees have vetted eight loans, approved seven and now administer three loans. One loan was repaid by Association in FY 2019-20.



The Auburn FarmHouse Association is raising funds to build a new chapter house, with a goal of \$2 million. They have raised over \$863,000 for their building fund.



Construction and renovation work were completed in Fall 2018. The Arkansas Association received grants totaling \$37,870 last fiscal year for the renovations and debt reduction.



The Association continues to maintain and renovate their chapter house, which the expansion was complete in August 2016. Last fiscal year, the Association received over \$93,000 in grants to maintain, operate and renovate the educational portion of the chapter house.



The Kansas State FH Association completed its \$2.5 million chapter house expansion and renovation project in August 2020. Over \$1.16 million was granted to the Association last fiscal year for the project.



Grants totaling nearly \$50,000 were made to the Michigan State FH Association to maintain, operate and renovate the educational portion of the chapter house.

Safe and Affordable Chapter Housing, cont.



The Minnesota FH Association completed their new 18,000-chapter house in 2017, with over \$3 million raised through their building fund. Donations continue to be made to their building fund for expenses to maintain the educational portion of the chapter house.



The new chapter house was dedicated in September 2018, and more than \$4.3 million was raised for the educational portion of the chapter house. Grants totaling \$370,000 were made to the Association during FY 19-20.



Grants totaling nearly \$11,000 were made to the Mississippi State FH Association to maintain and operate the educational portion of the chapter house.



Grants over \$31,000 were made to the Association to maintain and operate the educational portion of the chapter house.



The Association recently completed their campaign to reduce their mortgage debt. Grants totaling over \$497,000 were made to the Association to maintain and operate the educational portion of the chapter house.



The \$6 million chapter house was complete in 2016. Grants totaling nearly \$116,000 were made to the Association for the construction and operational expenses for the educational portion of the chapter house.



The Dyad Research Project

How a new partnership will provide donors with student-driven data

THE DYAD PROJECT sounds like the title of a science fiction novel, not the unofficial name of a partnership between a fraternity and a data consulting firm. However, just as science fiction can help provide a look into the future, partnering with Dyad Strategies will give donors to the FarmHouse Foundation a glimpse how their investment will pay off for future undergraduates.

Dyad Strategies is a consulting firm based in Pensacola, Fla. Their goal is to help organizations, like FarmHouse, tell their story. Dyad looks beyond the data collected in the past, to illustrate the culture of the organizations they serve. Dyad currently works with over a dozen fraternity and sorority headquarters on applied research and membership assessment and has conducted assessment projects on over 60 college campuses in the last four years. Their services will help FarmHouse ensure that each chapter is performing in a positive manner, and help staff collect both anecdotal and quantitative data about the organization as a whole.

Dyad is using a robust assessment strategy to measure several attributes of undergraduate membership and chapter

culture over the next five years.

In 2019, Dyad staff members visited several FarmHouse chapters to conduct focus groups and to better understand FarmHouse's culture and values.

Starting with this fall semester, every FarmHouse undergraduate will take a confidential online survey assessment to measure the impact FarmHouse membership has on their behaviors, beliefs and values. Dyad's standard assessment measures six different points of interest including fraternal brotherhood, sense of belonging, organizational commitment, alcohol use/consequences scale, attitudes toward hazing and motivations to join. Hazing and sexual assault are not tolerated in FarmHouse Fraternity.

Taken collectively, these measurements will allow Dyad to paint a clearer picture of how men experience their membership in FarmHouse, how those experiences vary in chapters, how those experiences can be improved, and how those experiences contribute to other areas of personal development. The results of the first assessment taken this fall semester will be ready to share with chapter leaders

and volunteers in January 2021.

Kahlin McKeown, Fraternity Assistant Executive Director for Student Engagement, is heavily involved in the partnership with Dyad. She said due to Dyad's large reach across the fraternal industry, FarmHouse chapters will not only be able to see how they compare internally to other FarmHouse chapters but also compared to other fraternities who participate in similar Dyad research. The Fraternity staff will then use all of this robust data to assist individual chapters and note changes of behavior over time.

"It's so interesting to have this information to then go chapters and effectively help them and coach them appropriately. This data will not only speak to retention rates but allow us to provide assistance to chapters who may be under-performing. Not only will be able to identify potential issues, but we will be able to better celebrate the positive stories of FarmHouse chapters our members," said Kahlin.

"FarmHouse is committed to providing a value-added membership experience, and we are thrilled to partner with them in that effort," said Dyad CEO Dr. Gentry McCreary.

The Dyad Research Project

“Our partnership will allow the Fraternity to focus on the things that matter most in moving the needle towards a more developmental membership experience.”

Additionally, alumni will be able to see how Foundation-sponsored leadership training and chapter consultations are impacting undergraduate members’ involvement, behavior and personal development.

“We will be able to track specific leadership programs such as FarmHouse Leadership Institute, the Power of 7 and the Emerging Talent Retreat, and compare them to what members share in their survey results and look for correlations,” said Kahlin. During the fiscal year 2019-20, the Foundation provided grants to the Fraternity for over \$17,000 in support of the work by Dyad Strategies and the expenses for this new partnership. It is the first-time the Foundation has provided a research-based grant to the Fraternity, but won’t be the last.

Thanks to the donors who gave to the FarmHouse Excellence Fund as well as two endowment funds, the International

Executive Board Endowment Fund (IEB) and the Gabriel Eckert FarmHouse Fraternity Endowment Fund, these grants were possible, and fully funded the expenses for this partnership project. The Dyad project’s annual expense will be \$21,000 per year as a four-year longitudinal assessment project, which the Foundation Trustees have committed to be funded by donations to the FarmHouse Excellence Fund.

Gabriel Eckert (Kansas State 95), IEB President, spoke very highly of the new partnership during a Zoom Q&A call on April 15, which celebrated Founders’ Day and the Foundation’s Annual Day of Giving.

“We believe this partnership with Dyad will be a valuable tool to enhance our goal as a Fraternity—to be Builders of Men. I’m excited because this research project will provide new data so we can clearly articulate the outcomes achieved through FarmHouse programs, services and experiences, and link this directly back to our communications with donors to thank them for the investments they are making. I think donors will be really pleased.” ★

Trust
Compassion
Listen
Empathy
Personal Connections
Being Understanding
Showing you care about others
Availability
Collaborate
Being Encouraging
Positive Attitude
Organized and Plan Ahead

- These acts define
- Building men is more than our motto; it
ultimate purpose.
- We should improve and expand
- We hold both chapters and individuals
for the choices they make.
- Through education



Making FarmHouse shine: FH Day of Giving results

The FH Day of Giving and 115th Founders' Day on April 15, 2020, was a tremendous success! We are humbled by the generosity and outreach that took place especially during the COVID-19 pandemic, in the midst of a challenging and uncertain time for the Fraternity, our students, communities and country

A total of 390 individuals donated \$118,690 for the FH Day of Giving. The majority of the donations were designated for the FH Excellence Fund.

Other highlights include:

- 46 new donors
- 85 undergraduate donors
- 28 friends of FarmHouse donated
- Donors from 40 states and two other countries made a gift
- Donors from 36 chapters
- 11 matching challenge gifts
- 56,800 total impressions on social media, reaching over 9,900 followers
- 2,800 individuals shared, liked or commented on Day of Giving and Founders' Day social media posts
- Implemented new CrowdChange giving platform with running donor honor roll list and total giving thermometer
- Two Zoom calls were hosted for FarmHouse alumni, undergraduates and friends with more than 100 people participating in the virtual events on April 15

FH Day of Giving donors enabled the Fraternity to pivot and provide new virtual learning opportunities, enhanced online educational programs, resources to connect members together and much more. Ultimately, they helped ensure the positive FarmHouse experience continues.

What does FarmHouse have to do with a cure for cancer?

BY CHRISTIAN WIGGINS, CEO,
 FARMHOUSE FRATERNITY

A FEW YEARS AGO, I was working late into the night and one of my colleagues encouraged me to go home. The next day he asked, "you know we're not curing cancer, right?"

It has taken a few years, but I am more confident in my answer than ever before. He's right; we're not curing cancer. But if we do our jobs right, one of the young men we recruit, he will.

I shared that story during our FarmHouse Day of Giving and Founders' Day Zoom call on April 15. However, little did I know that hours later a more exacting message with a similar tone would be shared by a donor as she made her gift to FarmHouse.

Kathy said, "thank you for all your organization does for others. Through you (FarmHouse) we were connected to Be The Match, and found a donor for a stem cell transplant for my husband Larry, who was diagnosed in August 2018 with Mantle Cell Lymphoma. We found a perfect 100 percent matching stem cell donor with Braden Wilson."

Braden (Colorado State 13) joined the Be the Match Registry as an undergraduate and went on to serve on the FarmHouse Headquarters staff for four years. During this time, he became a bone marrow donor and humbly gave without knowing who the recipient would be. A few months ago, he met his recipient, Larry, and his

wife, Kathy, who live in New York.

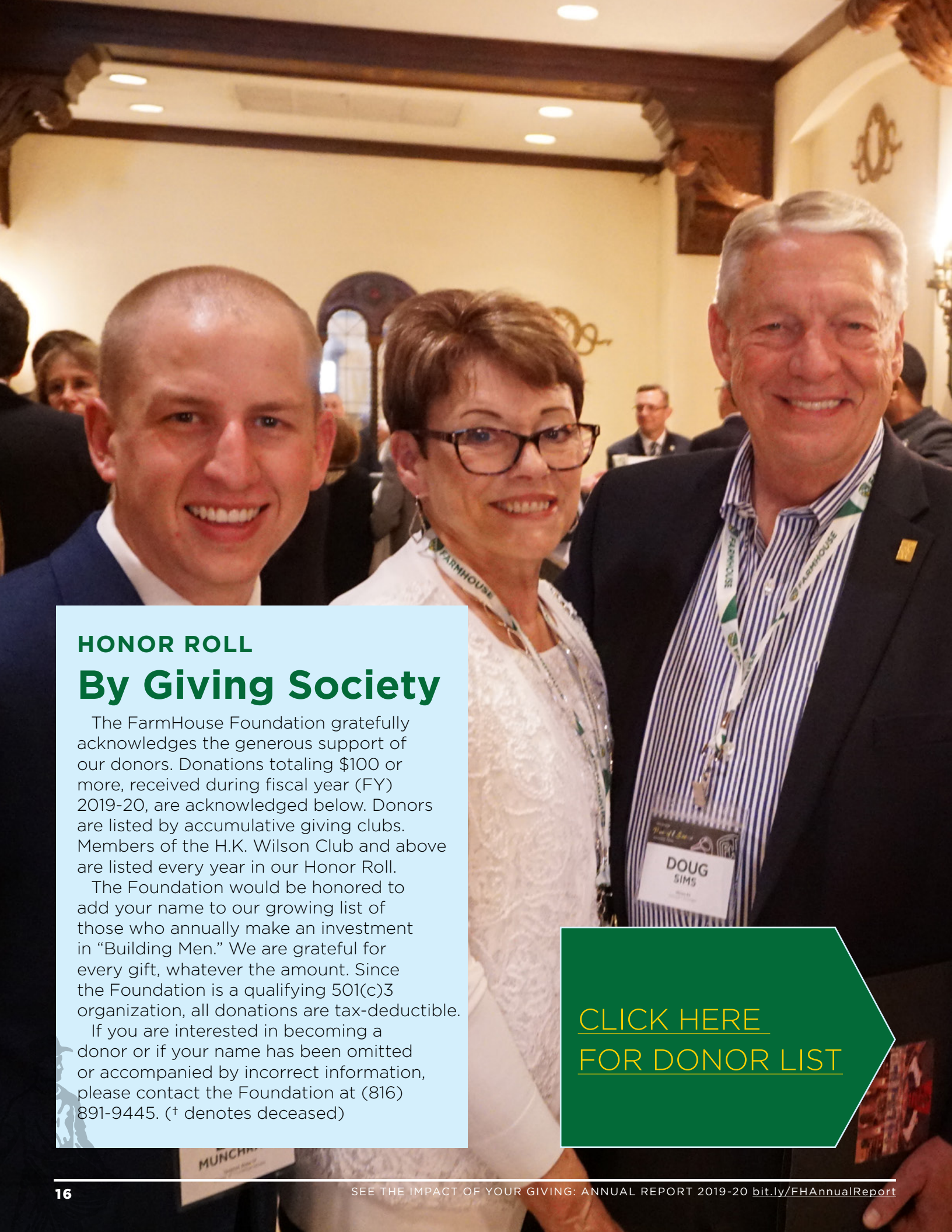
Kathy goes on to say, "we are so blessed for his donation of stem cells, for my husband, Larry, who is now cancer-free and will be celebrating his 2nd Re-Birthday on May 30, 2020. We were able to meet Braden this past year for the first time and he is amazing! We owe him so much for giving Larry a second chance at life. And we feel so blessed to have made a lasting friendship for life with Braden."

She added, "FarmHouse has impacted my life because it gave me my husband back. I am inspired to give knowing a fraternity like yours, does so much for others."

While I did not know Kathy would make a gift or share her story, her testament exemplifies the difference FarmHouse men make in this world. While not directly curing cancer, Braden saved Larry's life. And the story goes deeper because the Be the Match Registry was started by the late Bob Graves (Colorado State 53).

There are plenty of worthwhile causes in the world. We need a new generation of FarmHouse men ready to help who are prepared with a Fraternity experience the grounded in strong values, true friendship, research-based education and mature adult guidance. An investment in FarmHouse men means they have more opportunities to create a better world. ★





HONOR ROLL

By Giving Society

The FarmHouse Foundation gratefully acknowledges the generous support of our donors. Donations totaling \$100 or more, received during fiscal year (FY) 2019-20, are acknowledged below. Donors are listed by accumulative giving clubs. Members of the H.K. Wilson Club and above are listed every year in our Honor Roll.

The Foundation would be honored to add your name to our growing list of those who annually make an investment in "Building Men." We are grateful for every gift, whatever the amount. Since the Foundation is a qualifying 501(c)3 organization, all donations are tax-deductible.

If you are interested in becoming a donor or if your name has been omitted or accompanied by incorrect information, please contact the Foundation at (816) 891-9445. († denotes deceased)

[CLICK HERE
FOR DONOR LIST](#)



HONOR ROLL By Chapter

The FarmHouse Foundation gratefully acknowledges the generous support of our donors. All donations received during fiscal year (FY) 2019-20 are acknowledged below. They are listed by chapter, in order of founding. The Foundation would be honored to add your name to our growing list of those who annually make an investment in "Building Men." We are grateful for every gift, regardless of the amount. Since the Foundation is a qualifying 501(c)3 organization, all donations are tax-deductible. If you are interested in becoming a donor or if your name has been omitted or accompanied by incorrect information, contact the Foundation at (816) 891-9445. (* denotes deceased)

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DONORS

CORPORATE GIVING

Corporations of all sizes encourage support of charitable causes by offering payroll deductions or to match gifts made by their employees to qualifying 501(c)3 organizations, such as the FarmHouse Foundation. Some employers will match retired employees' gifts too. The FarmHouse Foundation thanks the following corporations that matched employees' gifts to the Foundation during the 2019-20 fiscal year.

Altria
American Society of Association Executives
Bank of America
Battelle
Cargill
CDK Global
Deere & Co.
Dell Technologies
Duke Energy
FMC Corporation
Honeywell International
John Deere
Land O'Lakes
Medica
Meredith Corporation
Monsanto
Nordson Corporation
Oracle
Pfizer
State Farm
TC Energy Corporation
Thrivent
Union Pacific
United Way
Wells Fargo





DONORS Friends of FarmHouse

The Foundation is grateful to the following FarmHouse parents, wives, widows, fraternity and sorority professionals, and other friends who supported the FarmHouse Foundation during fiscal year 2019--0. We are encouraged so many believe you don't need to be a member of FarmHouse to invest in and support our mission of *Building the Leaders of Tomorrow*.

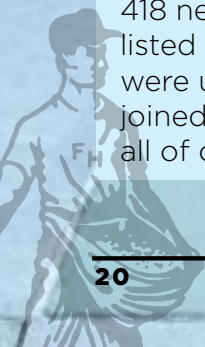
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New Foundation Donors

Welcome, new Foundation donors! We welcomed 418 new donors during FY 2019-20. They are listed by initiation era. Many of these new donors were undergraduate members of FarmHouse who joined the Foundation's Ruby Society. We thank all of our donors for their first contribution.

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EXCELLENCE FUND

To see a list of donors to the FarmHouse Excellence Fund visit <http://bit.ly/FHAnnualReport>

BEGINNING WITH THE END IN MIND

This is a crucial time for the Fraternity and a collaborative approach is required for our shared challenges.

That is why the FarmHouse Foundation has partnered with the International Fraternity to address the tough environment on college campuses today by raising new unrestricted financial resources to fully fund grants to the Fraternity this fiscal year and into the future.

Your unrestricted support makes this possible through the FarmHouse Excellence Fund.

YOUR EXCELLENCE FUND INVESTMENT MAKES THIS AND MORE POSSIBLE . . .

- \$50,000 funds an educational staff position for one year
- \$25,000 funds one year of research to better inform our programs to meet our values and today's student's needs
- \$10,000 gives you an exclusive opportunity to attend the Power of 7 Seminar and mentor a rising leader.
- \$5,000 provides an increased level of hands-on support for one chapter
- \$2,500 gives one chapter, like yours, access to enhanced risk management education training.
- \$1,000 impacts future generations of young men through your membership in the Chairman's Club.
- \$800 sponsors one undergraduate from your chapter to attend the FarmHouse Leadership Institute.
- \$500 sends one new member to the Emerging Talent Retreat.
- \$350 underwrites one chapter's online new member education curriculum
- \$115 provides a Clifton Strengths training workshop for one FH undergraduate or volunteer
** per academic year*

Last Fiscal Year Raised for the FH Excellence Fund: \$912,775

Goal for FY 2020-21: \$925,000

How Your Investment will be used:

- 90% for immediate funding priorities
- 10% for unrestricted endowment to sustain FarmHouse's future

YOUR INVESTMENT IN ACTION NOW:

- Provides **health and safety education programs** to take care of the young men in each chapter and **protect the assets donors have invested in.**
- Enables the professional Fraternity staff to provide **virtual, enhanced and relevant training, coaching and support** to students and volunteers throughout the academic year.
- Supports **relevant research** chapters can use to make **informed decisions** about the experience they provide.
- Sends chapter officers from your chapter to the FarmHouse Leadership Institute for **hands-on training and personal development.**
- Creates curriculum and resources to provide consistent, values-based member education to **ensure the same, positive FH experience** for all chapters and young men.
- Advances premier leadership training and personal development programs **accessible to all members.**
- Offsets educational expenses for FH conferences so **registration fees are affordable** for attendees.
- Enhances **risk management** education for chapter advisors, association leaders and undergraduate members.
- Ensures staff and resources to implement **values-based programs and educational opportunities.**
- Strengthens every chapter and every member through investments in **growth and innovation.**

HOW THEY WILL BENEFIT:



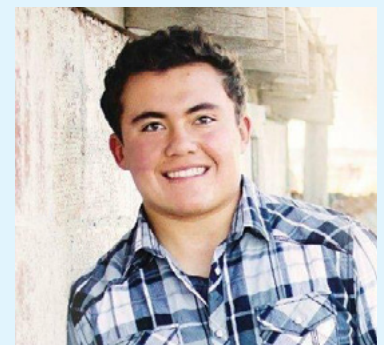
“Being in FarmHouse gives me confidence I didn’t have before I was a member. FarmHouse has also given me good morals and guidelines to live by to be the best man I can be.”

—**Benjamin Korniak**
(Purdue 19)



“FarmHouse has given me amazing experiences, important life skills and brothers I can count on. I’m excited for the day when I get to pay it forward.”

—**Grant Lach**
(Ohio State 19)



“FarmHouse inspires me to work harder and allows me to have an impact on the world, big or small, to benefit people around me.”

—**Jacob Schlagel**
(Colorado State 18)



THE FARMHOUSE FOUNDATION'S

Chairman's Club

Join this growing list of committed donors!

Membership . . .

The Chairman's Club is reserved for those who provide the strongest unrestricted support through the FH Excellence Fund to FarmHouse. Your investment ensures we can meet the top priorities of our growing, progressive and successful International Fraternity and support all FarmHouse chapters.

Last fiscal year results . . .

A record 212 alumni, friends, associations and foundation councils joined the Chairman's Club for FY 2019–20. They helped to grow the Chairman's Club membership from 156 to this impressive record number of donors who give \$1,000 or more annually to the FarmHouse Excellence Fund. Collectively, Chairman's Club members gave over \$773,000 to the FH Excellence Fund, which was over 85% of the unrestricted support of the Foundation. This generosity is incredible and so impact for our students.

Your membership invests in . . .

- An increased level of hands-on and virtual support for chapters
- Premier leadership training and personal development programs
- Creation of health and safety initiatives
- Enhanced risk management education training
- Mentor and volunteer training programs
- Research-based initiatives and new Dyad assessment
- Future growth and innovation for the Fraternity
- Staff and resources to implement values-based programs and educational opportunities

Your membership includes . . .

- Exclusive Chairman's Club pin for new members
- Special FarmHouse gift as a token of our appreciation
- Members-only quarterly virtual meeting with FarmHouse Fraternity and Foundation leadership
- Who's Who Chairman's Club Directory
- Recognition in *Pearls & Rubies*, e-newsletters, Foundation website and the Foundation's Annual Report

**View a list of 2019–2020
Chairman's Club members at**
farmhouse.org/foundation/chairmans_club.htm

Add your name to our growing list of Chairman's Club members for the FH Excellence Fund for the FY 2020–21 and move FarmHouse forward to our goal of 250 members by June 30, 2021.

LEVELS OF MEMBERSHIP

YOUNG ALUMNI

(\$500 or more to the FH Excellence Fund)
For young alumni, 30 years old or younger, you'll receive the benefits listed.

CHAIRMAN'S CLUB

(\$1,000 to \$2,499 to the FH Excellence Fund)
You'll receive the benefits listed.

FOUNDERS' CIRCLE

(\$2,500 to \$4,999 to the FH Excellence Fund)
In addition to the listed benefits, you will be invited to attend special Foundation dinners and alumni events.

SOWER SOCIETY

(\$5,000 to \$9,999 to the FH Excellence Fund)

POWER OF 7 SOCIETY

(\$10,000 to \$24,999 to the FH Excellence Fund)
In addition to the listed benefits, you will receive an exclusive invitation to attend the Power of 7 Seminar, which includes sponsorship of student mentee, 2-night hotel stay and meals.

CRESCENT SOCIETY

(\$25,000 or more to the FH Excellence Fund)
Join Master Builders, Doug Sims (IL 65) and Jim Herbert (TN 61), as donors and members of this premiere giving society. You will receive all of the listed benefits, Power of 7 Seminar invitation and special recognition.

The Power of 7 Seminar tradition to continue in 2021

Transferring wisdom, sharing life lessons, networking, celebrating brotherhood and learning across generations is at the heart of the FarmHouse Foundation's Power of 7 Seminar. It is also a unique fundraising tradition as a part of the FarmHouse Excellence Fund. Alumni who make a gift of \$10,000 or more to the FarmHouse Excellence Fund are invited to attend and mentor one of FarmHouse's top undergraduate leaders. Due to COVID-19, the 2020 Power of 7 Seminar was canceled. However, the 14th Annual Seminar will be back for March 19–21, 2021, at the historic Mayflower Hotel in Washington, D.C. Current event round table discussions, exclusive tours, special dinners and a celebration of the 2020 Master Builders are being planned for this memorable weekend this spring. Please contact Allison Rickels for more information and to reserve your seat today.



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Chairman's Club for the FH Excellence Fund

The Chairman's Club is reserved for those who provide the strongest unrestricted support through the FH Excellence Fund to FarmHouse. Your investment ensures we can meet the top priorities of our growing, progressive and successful International Fraternity and support all FarmHouse chapters.

A record 212 alumni, friends, associations and foundation councils joined the Chairman's Club for FY 2019-20. Collectively, Chairman's Club members gave over \$773,000 to the FH Excellence Fund, which was over 85% of the unrestricted support of the Foundation. This generosity is incredible and so impactful for our students. These Chairman's Club donors are recognized below. († denotes deceased) (* denotes young alumni members)



**LEADERSHIP
DEVELOPMENT
PROGRAMS**

**ACADEMIC &
STUDY ABROAD
SCHOLARSHIPS**

**FH EDUC
CHAPT**

DONORS **Excellence Fund**

The FarmHouse Excellence Fund recognizes alumni and friends who provide unrestricted financial resources to the FarmHouse Foundation. Your investment in the FH Excellence Fund helps bridge the gap between the services the Fraternity provides through membership dues and the rising costs of values-based education and leadership experiences. Your philanthropy through the FH Excellence Fund transforms the future - of FarmHouse, all fraternities and the leaders of world needs. († denotes deceased)

[READ](#)
[ABOUT WHY](#)
[SCHOLARSHIPS](#)
[MATTER](#)



James Parochetti (Illinois 59)

Consistency is Key for James Parochetti

If the English language suddenly changed and the letter “C” was part of the FARMHOUSE acronym, the value of consistency would fit like a glove. From weekly chapter meetings to life-long friendships built starting as undergraduates, FarmHouse men are known as consistent, steady leaders in their chapters and communities.

Starting with his first gift in 1997, Jim has given consecutively for over 20 years, donating a total of 265 gifts and counting.

ONE FARMHOUSE MAN who exemplifies this trait is Dr. James “Jim” Parochetti (Illinois 59), a lifelong donor to the FarmHouse Foundation and past member of the Illinois FarmHouse Association Board. Starting with his first gift in 1997, Jim has given consecutively for over 20 years, donating a total of 265 gifts and counting. With his consistent and generous giving, he has given the highest number of gifts to the Foundation to date.

As he tells it, his financial status and giving capacity evolved over his career as a biological scientist for the U.S. Department of Agriculture. Jim had a successful career as a national program leader and principal weed specialist with USDA and continues to live in Falls Church, Va., only a few miles from Washington, D.C.

“When I was young and starting a career, there wasn’t much money to go around. I was very busy establishing a career. When I got near retirement, I decided to donate about \$40 every two weeks out of my paycheck to FarmHouse.”

Since retirement and turning 70 and a half years old, Jim has annually donated his required minimum distribution to the FarmHouse Foundation and other charitable organizations. He’s been a long-time donor as a Chairman’s Club member for the FarmHouse Excellence Fund as well as to his Illinois FH Chapter through the Foundation.

“I’ve donated to support my FarmHouse chapter at the University of Illinois as

much as possible. I live about 800 miles from campus, so it makes it difficult to stay engaged with the undergraduates, but giving is one way I can be involved. And that’s also important to me.”

Sharing his advice to other alumni who want to invest in the next generation of FarmHouse leaders, Jim says to start early and let the giving accumulate over time, like a savings account.

It’s not just his financial resources Jim is stewarding for FarmHouse. He has also donated a number of sports memorabilia items for Conclave auctions to benefit the FarmHouse Excellence Fund. Most notably was a signed and authenticated Babe Ruth baseball complete with pictures of Babe and other notable baseball players, encased in a large glass display.

Jim has regularly attended FarmHouse Conclaves and alumni events in his area. He is also known for taking FarmHouse staff on personal tours of Washington, D.C., not only showing the monuments of the U.S. Capitol, but notes the beautiful landscaping and flowers surrounding them, a long-time passion and hobby of his.

“Jim has a big heart for his Fraternity and others,” says Allison Rickels, Foundation CEO. “We are grateful for his generosity and modeling the way for others in giving. His generosity over many years proves individual acts of kindness and consistent giving add up to a substantial impact.” ★





RUBY SOCIETY FOR UNDERGRADUATES

GROW YOURSELF. GROW YOUR BROTHERS

The Ruby Society is the FarmHouse Foundation's exclusive undergraduate giving society. Membership in the Ruby Society directly supports the Fraternity's undergraduate educational programs. A total of 943 FarmHouse undergraduates gave \$9,480 for the 2019 Ruby Society.

For FY 2019-20, gifts to the Ruby Society provided grants for "The Traveler's Gift" by Andy Andrews to each participant who attended the Emerging Talent Retreat in May 2019. Additionally, Ruby Society student donors helped to fully-fund the Clifton StrengthsFinder student assessments and books given to each incoming chapter officer who attended the FarmHouse Leadership Institute in 2020.

Chapters who have 100% of their members donate to the Ruby Society receive special Excelsior recognition and receive FarmHouse exclusive gifts. Learn more about the Ruby Society at bit.ly/RubySociety

BENEFITS

NETWORKING OPPORTUNITIES

LESSONS IN LEADERSHIP CALLS

CHAPTER RECOGNITION

YOUR IMPACT

FUND LEADERSHIP CURRICULUM

ENHANCE FARMHOUSE CONFERENCES

SUPPORT FARMHOUSE EXCELLENCE FUND

INVEST

\$10 ANNUALLY

JOIN TODAY
bit.ly/FHGIVE

100% CHAPTER PARTICIPATION

Auburn
Clemson
Colorado State
Illinois
Illinois State

Iowa State
Kansas State
Kentucky
Minnesota
Nebraska

North Dakota State
Ohio State
Oregon State
Purdue
South Dakota State

Southern Illinois
Tennessee
Washington State
Wichita State
Wilmington

FY 2019-20 Endowment Report

ENDOWMENT OVERVIEW

The primary function of the FarmHouse Foundation is to serve as manager and administrator of charitable assets and to distribute funds derived from the generation of income from the assets of the Foundation. The Board of Trustees' Investment Committee, a subgroup of the Finance Committee, advises and recommends the investment management of the Endowment portfolio, which operates within the parameters of the Foundation's Investment Policy Statement.

The Foundation seeks investment returns through a diversified investment portfolio consistent with the approved Investment Policy Statement. To achieve this objective, the Foundation works with an independent investment advisor, Financial Counselors, Inc., based in Overland Park, Kansas. Together, they make investment decisions, provide ongoing evaluation of economic conditions, review performance and provide advice on asset allocation.

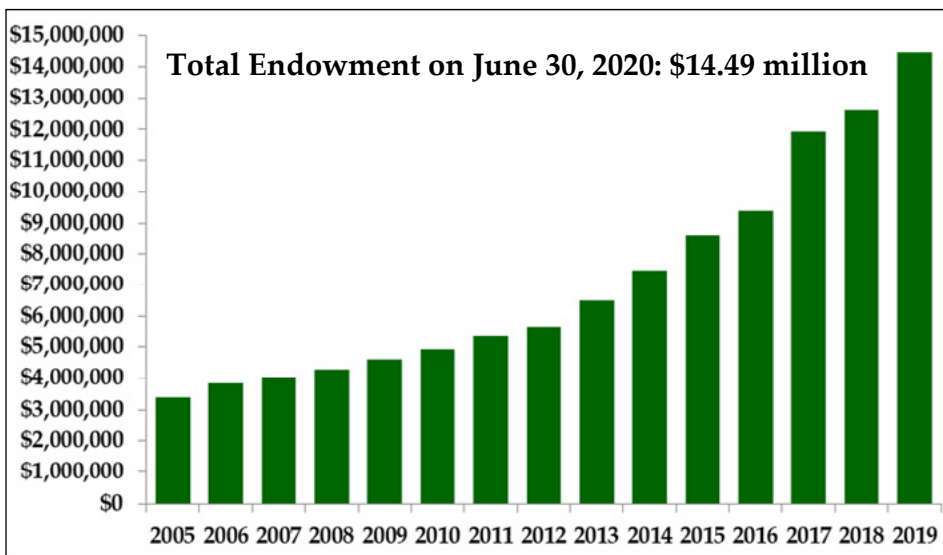
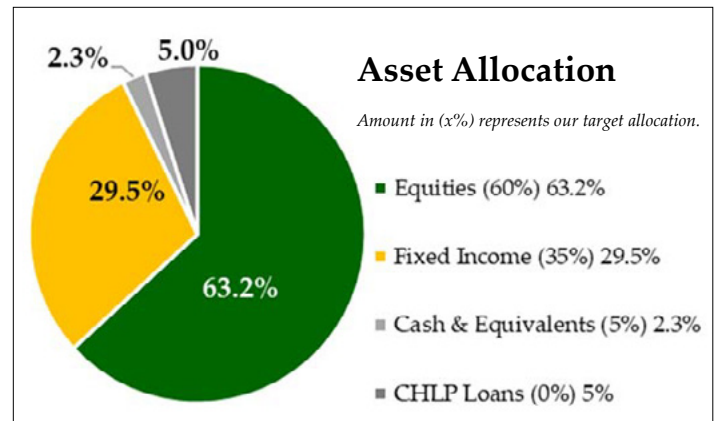
The primary objective of the endowment funds is to generate an increasing stream of income to honor the donor(s)' designation of their fund while maintaining the permanency of the endowment funds over time. This includes funding for scholarships, leadership training, educational programs, chapter specific initiatives, computer technology, chapter housing and unrestricted support for FarmHouse.

Endowment funds provide a permanent partnership between FarmHouse and the donor. The generosity of our endowment donors is appreciated by generations past, present and future.

INVESTMENT PERFORMANCE

The Endowment portfolio is calculated on a total return basis, which measures the performance of equity and fixed income. Total return, for purposes of this report, is the combination of income, dividends, gains and losses for the fiscal year, net of investment management fees. Investment performance is determined as a whole rather than on each separate endowment. Depending upon the timing of the creation or additions to an individual endowment, returns on specific endowments may vary.

The Endowment spending allowance is approved by the Board of Trustees annually. It is applied to the 5-year rolling average of the market value of each endowment fund.



BY THE NUMBERS FOR FY 2019-20

- Endowment Fund Assets: \$14,494,162
- During FY 2019-20, \$403,002 in new endowment gifts were received.
- The Endowment had a rate of return (net of fees) of 5.47%.
- Current Spending Allowance: 3.5%
- Current Administrative Expense: 1.75%
- Endowment Funds administered: 177
- New endowment funds established: 3
- Endowment Designations:
 - Unrestricted Support: 23
 - Leadership Training Programs: 37
 - International Scholarships: 9
 - Chapter Specific Programs & Scholarships: 75
 - Funds not fully endowed or will be endowed by future estate pledges: 33



The glue that brings us closer together

The Fraase family establishes leadership Endowment Fund

Like hundreds of FarmHouse men before and since, Micah Fraase (North Dakota State 09) attended a number of Fraternity leadership conferences as an undergraduate. Micah's older brother, Justin (North Dakota State 05), encouraged him to make the most of his FarmHouse experience and take advantage of its leadership development opportunities. His parents, Ron (North Dakota State 75) and Gwen Fraase did the same by staying involved with the NDSU FH Chapter and championing both their sons to be involved as much as possible.

Like most parents, Ron and Gwen hoped to instill solid values in their three children, Justin, Andrew and Micah. The pair met at North Dakota State University, where Gwen was part of the FarmHouse (former) little sisters program. Today, Ron farms and Gwen is a nurse, living in Buffalo, N.D.

Not only was FarmHouse a crucial part of home life for the Fraases, but many of their family friends were from their undergraduate days. Both generations attest to their friends' influence on the family. Gwen said, "Having the quality friends after graduation that we got to know in FarmHouse was majorly influential."

Micah added, "The majority of people we hung out with as a family were because of my parents' connections to FarmHouse, I had no clue."

Ron and Gwen never pushed FarmHouse on their sons, but when Justin and Micah went to college, they found something familiar. "We were raised with FarmHouse morals," said Micah. "When you got there [the chapter house] and you visited, you walked into a place just like how you were raised. Sometimes the best talking is no talking at all, it's just going back to what you know. What we knew is what FarmHouse taught. It was a perfect fit."

Micah went on to serve as a vice president

of recruitment and director of new member education as well as was involved on campus and in other roles in the chapter. Justin was an involved FH member as well.

However, it wasn't a fit for the middle brother, Andrew, who chose not to join the Fraternity. This gave Micah the luxury of being able to pick the brains of a brother who joined FarmHouse and one who didn't. However, they say Andrew's connections to FarmHouse may outnumber the rest of the family—three of his former college roommates are FarmHouse members, as are two brother-in-laws. Ron said Andrew was so familiar with the chapter house he would often end up giving tours at FarmHouse events.

As a graduating senior, Micah was not only thinking about his career aspirations and what was next, but how he could help others attend FarmHouse conferences, like he was afforded. Only months after graduating in 2013, Micah started giving monthly to the FH Leadership Institute with the Foundation then he reached out to Allison Rickels, Foundation CEO, about how his family could establish a family endowment fund.

Micah, who is now a park foreman with West Fargo (N.D.) District said, "Not only did FarmHouse help us become who we are, but in my parent's case, it helped them raise kids with the ideals and values that came from FarmHouse."

After much discussion, in 2015, the family started the Fraase Family Leadership Endowment Fund, which provides funding for members of the North Dakota State FH Chapter to attend FarmHouse leadership training programs, with first priority for the FH Leadership Institute.

"I felt that we had a unique and interesting scenario of having two brothers, a dad and our mom as a part of the little sister program and meeting because of the chapter," said Micah. "I have an aunt and uncle who were part of FarmHouse as well. So at some point, we actually were debating how far out we should go with this. To keep it simple, we felt the best way to go was to keep it in our immediate family."

"All of us are major advocates for leadership," said Justin, who is Vice President of Enrollment,

Recurring Giving

Join the growing list of loyal donors extending their philanthropy one bite at a time. The Foundation's Recurring Giving (Electronic Fund Transfer) program allows you to have money withdrawn directly from your bank account or charge to a credit card without having to write monthly checks or one more substantial check. The program also allows you to choose how your gift is designated.

Communications and Marketing at Northern State University in Aberdeen, S.D. “I think leadership just clicked for us to invest in.”

Justin also explained some of the best leaders from his time in FarmHouse weren't the strongest academically, yet they possessed the subjective traits that make high-quality leaders.

Micah agreed, “Being a great leader doesn't mean you're always the one calling the shots and making the decisions. Being a great leader is being able to follow and listen, and those are skills that every individual in this world should possess more of.”

Ron was struck by the relationship between leadership and family life, specifically in raising a family. “Our ability as parents, there's a certain amount of leadership in that,” Ron pointed out.

Since starting their Fund in 2015, the Fraase family have generously added to it often and consistently through the Foundation's Electronic Fund Transfer (EFT) program with the brothers giving monthly and Ron quarterly. In 2018, their Fund became permanently endowed, and during the FY 2019-20, their Fund awarded its first grant to help sponsor the NDSU FH Chapter to attend the FH Leadership Institute.

The Fraases pointed to the uniqueness

of all their FarmHouse connections when discussing why they began their endowment fund, but also advised potential endowment donors to not delay their philanthropy. “The sooner you get it up and you get it running, you're going to make an impact,” said Micah.

The Foundation's EFT giving program provides an easy way for the Fraase family to give. “It's a convenience thing and easy to do,” said Justin. “I don't think either Micah or I give huge amounts each month, but it adds up over time and that's the whole point. It's a nice reminder every month you are able to give to something that hopefully will continue to give back throughout the years.”

Contributing to their endowment fund as a family takes away some internal family competitiveness said Ron. “By doing it as a family, you accomplish things you probably wouldn't do individually.”

The Fraases are also adamant about not just giving financial resources, but also time and energy as well. Micah serves as a chapter advisor with the North Dakota State FH Chapter. Justin suggests alumni can get involved by helping recruit for chapters, passing along names of high school students they know and think would make great FarmHouse men.

“I am proud any time they are engaged in

FarmHouse, and I am happy the boys found as much enrichment from FarmHouse as we have,” said Gwen about her sons' continued involvement. Additionally, the family emphasizes starting small with philanthropy, which makes it easy to grow over time.

Justin added, “Our family finds it important to invest in the future of FarmHouse because it is the glue that brings us closer together.”

For families interested in establishing an endowment fund together, the Fraases recommend it. “Start where you can and then build when you're able and you'll make an impact,” said Justin.

Micah added, “If there are more scenarios like us, or even just individual, creating an endowment fund is a win-win. You make an impact on a college student's life and you get to see your family's name as investors permanently.”

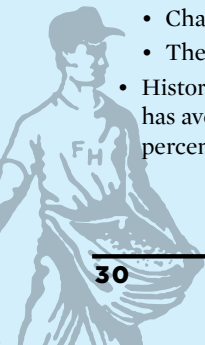
Justin summarized, “We want to invest in tomorrow's leaders because they're out there, they're highly talented and we want to help those who are going to continue to help their families, their communities and the Fraternity. This is truly an investment in the future.” ★

How to establish an Endowment Fund

Endowment funds are permanently restricted so only the income from the funds is to be used for the purpose agreed to with the donor when the Foundation accepts the gift.

- Named endowment funds can be established at \$10,000 or more, which can be made in a lump sum, spread over up to five years or as an estate pledge commitment.
- An endowment fund supports your gift intentions in perpetuity and can be designated to benefit the International Fraternity or your chapter such as:
 - Leadership training programs
 - Educational and research initiatives
 - Academic scholarships
 - Chapter housing
 - The FH Excellence Fund
- Historically the Foundation's return on the endowed funds has averaged 8-10 percent, and has paid out three to five percent for qualified educational programs and projects.

- Currently, for endowment funds eligible to fund a pay-out, the spending allowance pay-out rate is set at 3.5% with a 1.75% administrative expense, for a total annual withdrawal of 5.25%, but is subject to change annually at the Trustees' discretion.
- Endowment funds with a principal value of \$100,000 and above have a 1% administrative expense and endowments over \$1,000,000 have a 0.5% administrative expense.
- The administrative expense is not an investment brokerage fee, but rather used to help off-set accounting, legal fees and staff time spent administering endowment funds. Growth above the pay-out ratio is added to the endowment fund's principal balance to help offset years when investment returns are less than the pay-out ratio. When the principal in the fund grows, so will future distributions.
- The Foundation Staff will work with you to create a Fund Agreement to ensure your gift intentions are fulfilled when the gift comes to fruition and in perpetuity.



Your Will: A Reflection of Your Life

AS ONE OF THE MOST IMPORTANT legal documents you will ever create, a will dictates how you want your assets distributed after you are gone. Beyond legalities, a will is a reflection of your life. It reveals who and what mattered most to you, and it's the final gesture by which you will be remembered.

A well planned will relieves family members from having to guess your final wishes during their time of grief, and it ensures they are taken care of in the manner you specify. When you provide for an organization, such as the FarmHouse Foundation, in your will, you also extend your legacy of generosity to your FarmHouse family as well.

A will has extraordinary potential, yet nearly 60 percent of Americans how no will. Are you one of the 60 percent? If so, consider what a will can do for you:

- Name a guardian for minor children
- Make financial arrangements for family
- Protect your business
- Forgive a debt
- Direct the division of your property
- Choose the executor for your estate
- Reduce estate administration expenses
- Provide for charitable organizations

Creating a Will: Step by Step

1. List all of your major assets.
2. Decide which individuals and organizations you want to receive specific possessions or share of your assets.
3. Contact an attorney who specializes in estate planning.
4. Determine who will be your executor.
5. Have your attorney draft your will.
6. Sign and date the will before witnesses.
7. Keep your original will in a safe place. Make sure others can access it.

Already Have a Will?

Make sure it's up-to-date. Life changes such as the following should trigger a review of your will:

- Birth
- Death
- Change in marital status
- Increased/decreased estate value
- Move to another state

Want to Add FarmHouse to Your Will?

You don't need to create a new will. Simply ask your attorney to prepare a codicil, a document that amends your original will. This is a common way to make minor changes. Our FarmHouse Foundation Staff can also work with you to prepare a Testamentary Pledge to outline your estate gift intentions and how your gift should be designated when the gift comes to fruition.

Join the FarmHouse Legacy Society

We would love to talk with you about how your future gift can make a meaningful difference for FarmHouse undergraduate leaders.

For example, when you include FarmHouse in your estate and share that information with us, you will join other inspirational donors as a member of our FarmHouse Legacy Society. A deferred gift

of any size or type brings an invitation to this prestigious giving society.

To see the list of Legacy Society members, visit <https://farmhouse.planmylegacy.org/legacy-society>.

Including FarmHouse in your estate will give future generations of FarmHouse men opportunities to learn and grow both in and out of the classroom through

leadership training, relevant educational programs, scholarships and a home away

from home. Estate giving is the ultimate gift and a lasting tribute to your interest and continued support of FarmHouse, and an inspiration for others to follow. ★



SEEING IS BELIEVING!

On the FarmHouse Foundation's Plan My Legacy website, you can:

- Find the right gift for you based on your age, assets or the amount you would like to give.
- Learn about ways to give and how to fund your gift.
- Download brochures and watch videos on popular types of gifts.
- See your potential benefits with our Gift Illustrator.
- Get your plans in motion with our Personal Estate Planning Kit.
- See the names of FH Legacy Society donors.

www.farmhouse.planmylegacy.org



Join the FarmHouse Legacy Society

We thank the following donors who have notified the FarmHouse Foundation of the generous gifts they plan to make through their wills, trusts, life insurance, gift annuity or other estate plans to help continue FarmHouse's mission, values and educational initiatives long into the future. These inspirational donors are a part of our FarmHouse Legacy Society.

When you include the FarmHouse Foundation in your estate and share that information with us, you will become a member of the FarmHouse Legacy Society. A deferred gift of any size or type brings an invitation to this prestigious giving society.

We invite you to consider joining the Legacy Society. Please download, print, complete and mail or email the FarmHouse Legacy Society Enrollment Form if you would like to share your legacy with FarmHouse young men. For more information, please contact us at (816) 891-9445.

Including FarmHouse in your estate will give future generations of FarmHouse men opportunities to learn and grow both in and out of the classroom through leadership training, relevant educational programs, academic scholarships and a home away from home. Estate giving is the ultimate gift and a lasting tribute to your interest and continued support of FarmHouse, and an inspiration for others to follow.

Thank you for considering leaving a legacy with FarmHouse. Your philanthropy and dedication to FarmHouse changes lives, not just someday, but every day and forever.

[CLICK HERE
FOR A LIST
OF LEGACY
DONORS](#)

WHY I GIVE...

“Now, in a time of crisis, fraternity life is put the wayside. This is justified in the present, but in the future we must understand that the lessons learned during this time will align strongly with our fraternal mission of building ourselves to be skillful in life no matter what may come our way. Donating now will help provide for future generations learn and provide for themselves and for their communities.”

—DANIEL GOW (CLEMSON 13)

“I try to stay involved because of the experiences and opportunities I was afforded as an undergraduate. I gave for the FH Day of Giving in honor of the amazing staff and volunteers that continue to make these opportunities possible for our students.”

—JARED BECK (WASHINGTON STATE 08)

“As an alumnus and past staff member, I believe in the fraternity experience. FarmHouse has provided me the opportunity to grow every day.”

—ROBBIE MAPLES
(OKLAHOMA STATE 10)

“I give every year! I love FarmHouse, the friends it gave me, the ways it grew me, and the opportunities it continues to afford me.”

—COTY BACK
(WESTERN KENTUCKY 05)

“For the FH Day of Giving, Jim Hendrix challenged Colorado State FarmHouse by stating he would match any donations given by current and alumni members. I respect Jim immensely, as well as the impact that his investment in my life has made. The FarmHouse Foundation carries out commendable work, and I am honored to play a small role in supporting the FH Excellence Fund this year.”

—GUS GILL
(COLORADO STATE 15)

“Hardly a day passes where I don’t have either a professional or social interaction with a FarmHouse brother. Fraternity brothers from across North America have been, and will continue to be, a significant part of my life. It’s difficult to imagine what direction my life may have taken without my FarmHouse experience.”

—BRENT BIBLE (PURDUE 93)

“FarmHouse played a crucial role in my growth as a man in college. I went to 7 conferences and leadership seminars, and I’d like to think by donating I’m creating the same opportunities for the young men that have come after me.”

—ALEX NIELSEN
(NORTH DAKOTA STATE 14)

“My experiences as a student in FarmHouse aligned with and shaped my core values. Those core values are reflected in our Fraternity’s Object statement. I reflect on those ideals often and decades later I still find them to be a guiding light in whatever I am doing.”

—DON IRWIN (IOWA STATE 65)

Thank you, Foundation Volunteer Committee Members!

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Full Financial Statements Coming Soon



CASH CONTRIBUTIONS

We greatly appreciate your loyal support! To make a gift today, fill out the enclosed donor card and mail it back in the provided reply envelope with your check or credit card information.

STOCK GIFTS

Appreciated stocks and mutual funds can be transferred electronically from your brokerage account or sent through the mail if held in certificate form.

ONLINE DONATIONS

Visit bit.ly/FHGIVE to make a gift online to any fund and at any time via PayPal's secure donation system. PayPal accepts all major credit cards. You can also make a gift and see your donor record on MyHerdBook.

EASY GIVING PLAN

Budget your investment by setting up a recurring gift, giving each month or quarter rather than a lump sum payment.

GIVING OPPORTUNITIES TO MAKE A DIFFERENCE

DONOR ADVISED FUNDS

A donor advised fund gives you the flexibility to recommend how much and how often money is granted to the FarmHouse Foundation and other qualified charities. You can recommend a grant or recurring grants now to make an immediate impact or use your fund as a tool for future charitable gifts.

MEMORIAL & HONORARY GIFTS

To make a tribute gift, indicate this on your check or include a note in the gift designation field for an online donation.

GIFTS OF GRAIN

Those with a career in production agriculture can make a gift of grain or other commodities and reduce their taxable income.

OTHER GIFTS

The Foundation Staff is happy to answer your questions and assist with other gifts such as donor advised funds, life insurance, charitable gift annuities and planned giving. To qualify for a tax benefit in 2020 (when you itemize deductions on your income tax return), you must make your gift by December 31. To learn more, visit FarmHouse.org/Foundation.

CARES ACT FOR 2020

The new CARES Act expands charitable giving incentives allows taxpayers who take the standard deduction to donate up to \$300 to qualified charities, like the FarmHouse Foundation. For those who itemize, the law allows for gifts to charities be deducted up to 100% of your adjusted gross income for 2020.

CHARITABLE IRA GIVING

Individuals age 70.5 or older can make gifts up to \$100,000 per year using funds transferred directly from their IRA to the FarmHouse Foundation without paying taxes on the distribution.

MATCHING GIFTS

Your employer may have a matching gift program that can multiply your support. Please ask your employer for the necessary forms.

ENDOWMENTS

Permanent funds may be established and named through gifts or pledges of \$10,000 or more.

ESTATE GIVING

Including FarmHouse in your estate plans is leaving the ultimate legacy. Estate gifts include bequests, insurance policies, charitable remainder trusts and gift annuities. Doing so, you will be included as a member of the FarmHouse Legacy Society. To learn more visit www.farmhouse.planmylegacy.org.

GIFTS TO A CHAPTER FUND

You may designate your gift for an endowment fund that is designate for a specific chapter as well as your chapter's foundation council or building fund.



"Why I Serve ..."

LEARN MORE
BY LISTENING
TO THE
PODCAST





Give today!

DONATE
NOW