

FARMHOUSE FOUNDATION ANNUAL REPORT 2022—2023



PROGRESS SHALL
MARK OUR EVERY STEP

FOUNDATION BOARD OF TRUSTEES

SCOTT D. NAGEL (MINNESOTA 85)
CHAIRMAN

Retired President, ADM Benson Quinn

ERIC T. THURBER (NEBRASKA 89)
CHAIRMAN-ELECT

*Co-Founder & Managing Director,
Three Bridge Wealth Advisors*

LLOYD A. BETTIS (IOWA STATE 67)
FUNDRAISING CHAIR

*Retired Chairman/CEO, National Bureau
of Property Administration*

CHARLES M. OELLERMANN (NEBRASKA 77)
FINANCE CHAIR

Attorney & Of Counsel, Jones Day

BRIAN N. WOOLLEY (IOWA STATE 75)
GOVERNANCE CHAIR

Attorney & Partner, Lathrop GPM LLP

RICK A. BERG (NORTH DAKOTA STATE 78)

*Partner, Midwest Management Co.,
Former United States Congressman*

DONALD BUHL (MINNESOTA 69)

Owner, Buhl's Ridge View Farm, LLC.

BRYCE FREEMAN (IOWA STATE 93)

Global HR Senior Director, McCormick & Co.

GARY L. HANSEN (SOUTH DAKOTA STATE 72)

Attorney & Arbitrator, Retired Risk Manager

L. CRAIG HARRIS (IOWA STATE 65)

Certified General Appraiser, Peoples Company

DARREN HAVENS (ILLINOIS 92)

*Director of Marketing, Global Turf &
Compact Utility, John Deere*

JIM HERICKS (SOUTH DAKOTA STATE 70)

CEO, FabriClean Supply, Inc.

JAMES A. KELLY (AUBURN 81)

Retired CPA and Partner, PriceWaterhouseCoopers LLP

CHRIS WETZELL (MINNESOTA 99)

Vice President – Agrex, Inc.

KEVIN WITTRUCK (OKLAHOMA STATE 78)

*Investment Adviser Representative,
Voya Financial Advisors, Inc.*

We thank outgoing Trustee during the
FY 2022-23: **DICK WITTMAN (IDAHO 68)**

We welcome our newest Trustees for
FY 2022-23: **DONALD BUHL (MN 69)**
and **KEVIN WITTRUCK (OK 78)**

FOUNDATION STAFF

ALLISON RICKELS, CFRE

Executive Director & CEO, FarmHouse Foundation

JASON BUTLER

Director of Leadership Giving

JEANINE LANE

Director of Stewardship & Grants

MIRANDA HOWE

Director of Annual Giving

JO BERRYMAN

Administrative Assistant

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FARMHOUSE FOUNDATION

Scott Nagel (Minnesota 85) Chairman

Retired President | ADM-Benson Quinn
Maple Grove, Minnesota

“Being Foundation Chairman is a privilege to serve, lead and give back to FarmHouse. The Fraternity provided me many skills, opportunities and confidence that have been beneficial to all parts of my life, both personally and professionally. Being able to give back through the Foundation work is one way to repay FarmHouse.”

Eric Thurber (Nebraska 89) Chairman-Elect

Co-Founder & Managing Director |
Three Bridges Wealth Advisors
San Francisco, California

“I serve as a Foundation Trustee because my FarmHouse experience shaped my personal growth and opened doors for me. I owe my success to the foundation my chapter helped me build during my college years. I am passionate about developing young men and giving to the organization that played a significant role in my life.”

Lloyd Bettis (Iowa State 67) Fundraising Chair

Retired Chairman & CEO |
National Bureau of Property Administration
Chicago, Illinois

“Serving as a FarmHouse Foundation Trustee gives me an opportunity to expand my FH friendships by interacting with alumni throughout the U.S., while working strategically to fund the great work of the Foundation and International Fraternity to create an opportunity for our members to build exceptional lives.”

Bryce Freeman (Iowa State 93)

Retired Global HR Senior Director |
McCormick & Company
Columbia, Maryland

“FarmHouse has been one of the most important influences on my life. Today I look back on all the incredible experiences I have had with FarmHouse brothers from so many different chapters, and I can clearly see the impact The Object had on me.”

Thank You, Donors

The FarmHouse Foundation serves an incredibly important role: to support FarmHouse Fraternity in the execution of its mission by providing financial support and other resources for educational initiatives to benefit members. Donors, like you, make our mission possible.

On the following pages you will find highlights of the Foundation’s fiscal year and learn about the profound impact donors make. We encourage you to also visit our online annual report to view more stories, donor honor rolls, our financials and how donor dollars were invested in many impressive ways. These milestones are noteworthy to celebrate, most especially the 1,760 donors who gave over 2,800 gifts, totaling \$3.2 million, to the FarmHouse Foundation. Thank you!

While the numbers are impressive, it isn’t about the money. It is about our FarmHouse student leaders (more than 1,500 of them) making their FarmHouse experience possible and providing the financial support to help them achieve excellence.

Donors’ giving speaks volumes about their confidence and belief in FarmHouse undergraduate brothers. Through their generous philanthropy, donors continue to help FarmHouse leaders – students, volunteers and staff – ensure the Fraternity continues to be a positive, relevant and meaningful experience.

The following is a look at why the Foundation Trustees serve, give and lead in powerful ways for the betterment of FarmHouse...

Rick Berg (North Dakota State 78)

Partner | Midwest Management Company
Former U.S. Congressman
Fargo, North Dakota

“By investing in FarmHouse through the Foundation, you can be confident you are impacting the highest needs in the organization.”

Don Buhl (Minnesota 69)

Owner | Buhl’s Ridge
View Farm, LLC
Tyler, Minnesota

“I place tremendous value on how FarmHouse has impacted my life. The Foundation is managed very efficiently and is a good steward of the gifts made to benefit the Fraternity and our members. I am honored to serve as a Trustee and hope to continue this culture of strong stewardship.”

Gary Hansen (South Dakota State 72)

Attorney, Arbitrator and Retired Risk Manager
Eagan, Minnesota

“Service as a Trustee gives me the opportunity to be part of a dedicated group of successful individuals who recognize the importance of the Fraternity’s mission to strengthen values and provide leadership and personal growth opportunities to build exceptional men.. I appreciate the camaraderie and sharing of life experiences when we are together as a board.”

Craig Harris (Iowa State 65)

Certified General Appraiser | Peoples Company
Shenandoah, Iowa

“As an undergraduate and in my early years as a FarmHouse alumnus, several older FH alumni I knew were instrumental in acquainting me with the FarmHouse Foundation. I was incredibly impressed with their involvement and dedication. They were strong leaders and mentors who strived to give back their time, talent and treasures through involvement in Foundation work. I find it very important to be involved in the Foundation and hope to have the same impact of mentorship and involvement for a younger generation.”

Darren Havens (Illinois 92)

Director of Marketing, Global Turf &
Compact Utility | John Deere
Overland Park, Kansas

“I am most proud of how our alumni and undergraduate members remain invested in FarmHouse – ensuring future generations of FH men continue to thrive by funding leadership training, scholarships and chapter house renovations.”

Jim Hericks (South Dakota State 70)

Owner | FabriClean Supply, Inc.
Dallas, Texas

“After spending 50 years building a career and growing a business, I realized the importance FarmHouse Fraternity has had in my maturing and how it brought structure to my college days. It gave me a good foundation for moving forward and now serving on the Foundation Board has given me an opportunity to give back with my time, talent and treasure.”

Jim Kelly (Auburn 81)

Retired CPA & Partner |
PriceWaterhouseCoopers LLP
Birmingham, Alabama

“I am proud FarmHouse was founded on principles in 1905 that are just as relevant in 2023. My FarmHouse experience at Auburn University in the early 1980s was a key ingredient in establishing a foundation that has served me well throughout my life.”

Charlie Oellermann (Nebraska 77) Finance Chair

Attorney & Of Counsel | Jones Day
Columbus, Ohio

“Many fraternities claim the mission of builder of men, but FarmHouse stands out for its commitment to building the entire, well-rounded man – academically, physically, spiritually and socially. I am grateful and proud to be an alumnus of FarmHouse because of its long-standing, continuing effectiveness at building young men into outstanding leaders and citizens.”



Chris Wetzell (Minnesota 99)

Vice President | Agrex, Inc.
Medina, Minnesota

“FH provided me with a career path, values and lifelong friendships that are a significant part of my daily life. I have enjoyed supporting and serving the Fraternity I have received so much from. I am honored to be part of the Foundation Board, and volunteer with other men who hold similar values. I am thankful to support a Fraternity that is building a bright future for young men.”

Kevin Wittrock (Oklahoma State 78)

Investment Adviser Representative |
Voya Financial Advisors, Inc.
Edmond, Oklahoma

“Being a part of the Foundation Board has opened my eyes to everything that FarmHouse has to offer and so much more than just your own chapter. FarmHouse’s brotherhood is much broader than I ever thought before.”

Brian Woolley (Iowa 75) Governance Chair

Attorney & Partner | Lathrop GPM LLP
Kansas City, Missouri

“The Fraternity provides values-based leadership training and other support to all of the chapters and their members, all funded by grants from the Foundation. When you donate to the Foundation you invest in the Fraternity and future leaders in all walks of life. I’m proud to spend my time playing a small part in enabling the goals and ideals of FarmHouse to be passed on to new generations.”

A SPECIAL THANK YOU

At the Foundation’s spring 2023 board meeting, Dick Wittman (Idaho 68) concluded his six-year term on the Foundation board. He is the principal of Wittman Farms & Consulting and lives in Culesac, Idaho. He led the creation of the Foundation’s governance committee in 2019 and served as its inaugural chair for four years. The Foundation extends its deepest appreciation for his leadership, generosity, dedication and a job well done.

“As a FH chapter president, I got my first humbling experiences managing people and finance – those priceless lessons have served me throughout my personal and business career,” Wittman said. “As a Foundation Trustee, I was proud to help provide this opportunity for generations to come.”

2021 UPDATES

Strengthening Our Brand

The FarmHouse Foundation serves an incredibly important role: to support FarmHouse Fraternity in the execution of its mission by providing financial support and other resources for educational initiatives to benefit members. In an effort to reinforce the significance of the relationship between both organizations, we have updated the core brand elements for the Foundation, with an emphasis on brand entities and support.

Key Brand Elements

Our Logo



The Foundation logo has been updated to be more consistent with the Fraternity logo. The changes ensure the logos feel related, but subtle nuances also ensure each can stand fully on its own.

Mission

To cultivate donor passion and support to advance FarmHouse Fraternity's mission and help members achieve excellence.

Vision

Our vision is sustained financial support to fund the Fraternity's educational initiatives that help build FarmHouse members into the best men they can be.

Brand Story

The FarmHouse Foundation is a 501(c)(3) public educational foundation, organized in 1965 as a Trust, to support the Fraternity and its high standards of scholarship, character, personal growth, unity and leadership among members of FarmHouse Fraternity, Inc.

The funds entrusted to the Foundation are used for educational grants and scholarships including assistance to students based on financial need and merit, study abroad opportunities, values-based leadership programs, educational initiatives, as well as loans and grants to improve housing and living/learning environments for members of the Fraternity.

The Foundation, through its Board of Trustees and Staff, oversees fundraising efforts and administers grants and finances of the Foundation for the benefit of members of the Fraternity.

Key Areas of Impact

The FarmHouse Foundation provides a variety of educational grants to the Fraternity to help support members including:



Leadership Training

Grants to expand leadership and personal growth opportunities to members.



Education

Grants to provide International Fraternity and chapter-based programming, educational opportunities, mentoring and resources to advance the “outside the classroom” education of members.



Scholarships

Academic scholarships to reduce financial burdens for undergraduate members and enable them to broaden their horizons through educational and study abroad opportunities.



Research

Research to help inform data-driven decision-making within FarmHouse, demonstrate the positive impact of fraternity and better understand student members’ needs.



Computer & Affiliated Technology

Grants to upgrade computers and technology in chapter houses to meet ever-changing technology needs of students and ensure technology is never a barrier for undergraduate success.



Chapter Housing

Grants to support the educational portion of new or renovated chapter houses to provide safe and affordable living/learning facilities for undergraduate members.



Fraternity Support

Continuing the important work of the Fraternity and Foundation by investing in the operations of the International Office, membership database, joint communications, *Pearls & Rubies* and preserving FarmHouse’s rich heritage.

FarmHouse gave me so many opportunities that positively impacted my life as a student. Now, as an alumnus, it’s my turn to make sure new men in the Fraternity have the same opportunities I had.

—Luke S., 2015 initiate

FOUNDATION

Highlights

Gifts

Stewardship

Fundraising

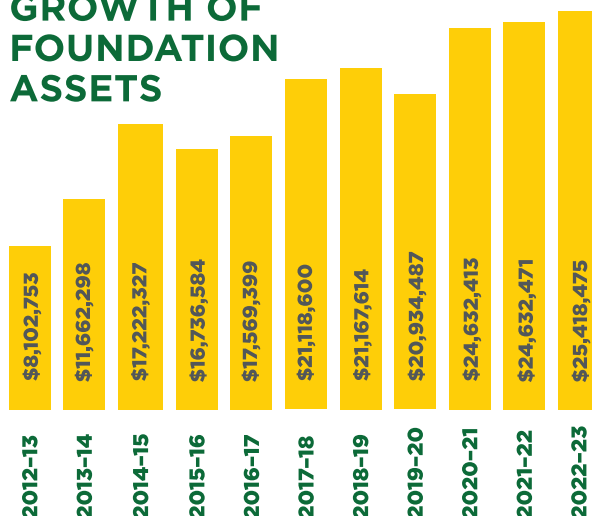
\$3,206,083

WAS DONATED TO THE FARMHOUSE FOUNDATION FROM JULY 1, 2022, TO JUNE 30, 2023.

100%

OF FOUNDATION TRUSTEES, INTERNATIONAL EXECUTIVE BOARD AND STAFF MADE GIFTS THIS FISCAL YEAR.

GROWTH OF FOUNDATION ASSETS



1,760

DONORS, INCLUDING ALUMNI, UNDERGRADUATES, PARENTS AND FRIENDS, GAVE

2,828

TOTAL GIFTS.

MORE THAN **\$1.88** MILLION WAS RAISED FOR BUILDING FUNDS, AND WILL BE SAVED FOR FUTURE GRANTS FOR THE EDUCATIONAL PORTION OF CHAPTER HOUSING PROJECTS FOR **25 CHAPTERS**.

MORE THAN **6.7%** OF FARMHOUSE MEMBERS MADE A GIFT IN FY 22-23.

40.8% OF ALL FARMHOUSE ALUMNI HAVE EVER MADE A GIFT.

**Nationally, fraternal foundations average 3% in alumni participation.*

1,011

DONORS GAVE

\$250,000

FOR THE FH DAY OF GIVING AND 118TH FOUNDERS' DAY



\$0.15 FUNDRAISING EXPENSES

\$1.00 PER DOLLAR RAISED

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

209

ALUMNI, ASSOCIATIONS AND FRIENDS JOINED THE 11TH ANNUAL CHAIRMAN'S CLUB

We celebrate the life-long devotion and legacy of the late **Chris (Colorado 67) and Vicki Lembcke**, who made a six-figure gift as a part of the estate after their passings. Their estate gift established **three endowment funds** for leadership, scholarships and housing.

567

UNDERGRADUATES DONATED

\$5,670

TO THE 2023 RUBY SOCIETY

6TH

THE FOUNDATION RANKS IN ASSETS AMONG 53 MEN'S FRATERNITY FOUNDATIONS.

5

NEW ENDOWMENTS WERE ESTABLISHED BY DONORS. THE FOUNDATION ADMINISTERS **194** ENDOWMENTS.

THE FOUNDATION'S ENDOWMENT FUNDS HAD A

9.42%

RETURN ON INVESTMENT.

THE FOUNDATION CONTINUES TO ADMINISTER **THREE** CHAPTER HOUSING PROGRAM LOANS, TOTALING

\$1.21 MILLION

\$665,471

WAS GRANTED TO THE FRATERNITY FOR MENTORING, EDUCATIONAL PROGRAMMING, LEADERSHIP TRAINING, FACILITATION, CHAPTER SERVICES, HEADQUARTERS OFFICE, SHARED SERVICES AND EDUCATIONAL STAFF TIME.

92

INDIVIDUALS HAVE INCLUDED THE FOUNDATION IN THEIR ESTATE PLANS, TOTALING MORE THAN

\$5 MILLION

IN PLEDGES THROUGH THE FH LEGACY SOCIETY.

Read more about the FarmHouse brotherhood and updates from the Fraternity in the latest issue of *Pearls & Rubies*. With an emphasis on athletics you can read stories of camaraderie and community within FarmHouse.

bit.ly/PearlsandRubies



READ TODAY!

During the 2022-23 fiscal year, the Foundation provided 304 grants totaling \$3,208,356 in seven areas:

LEADERSHIP TRAINING

\$614,001 was granted to the Fraternity and to individual chapters for coaching, mentoring and virtual and in-person leadership programs.

EDUCATIONAL PORTION OF CHAPTER HOUSING

\$2,115,555 was administered for the educational portion of new or renovated chapter houses on 11 campuses.

SCHOLARSHIPS

A record-setting **\$224,585** in academic scholarships were awarded to 209 undergraduates.

RESEARCH INITIATIVES

\$31,000 was granted for research to help inform data-driven decision making within FarmHouse, demonstrate the positive impact of the Fraternity and better understand student member's needs.

COMPUTER LABS AND AFFILIATED TECHNOLOGY

\$6,475 in grants to the International Fraternity and two chapters for in-house technology.

PROGRAM SERVICES

\$140,836 for the Foundation staff to administer educational grants to the Fraternity and chapters.

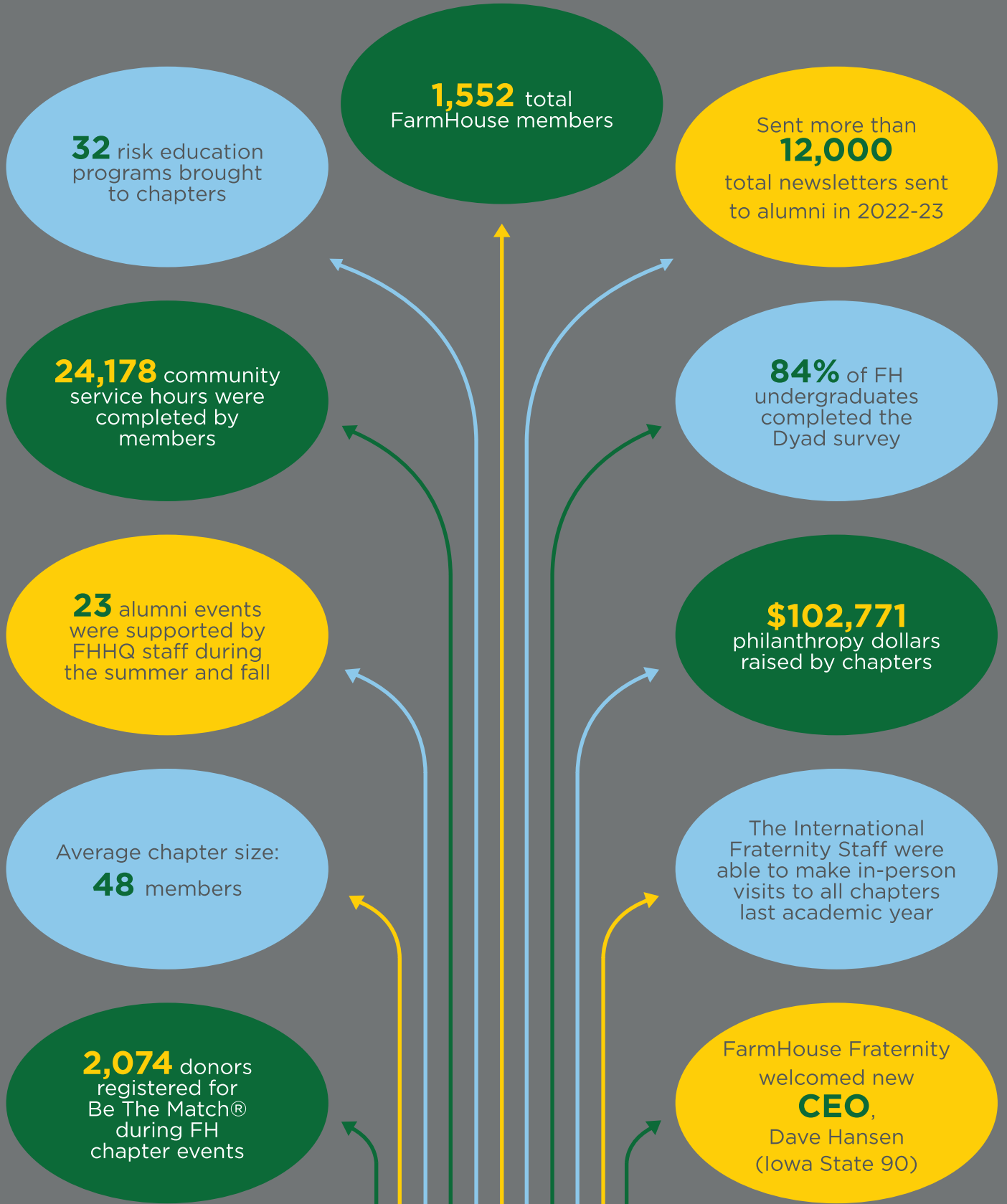
FRATERNITY SUPPORT

\$75,904 supported the operations of the International Headquarters, membership database, joint communications and *Pearls & Rubies*.

Thanks to the generosity of Jim (Tennessee 61) and Judi Herbert, the Fraternity's senior director of communications and member engagement, is fully funded by the Herbert Endowment Fund. FarmHouse is the only fraternity to have a full-time staff position funded by its foundation.



Fraternity HIGHLIGHTS





IN THEIR OWN WORDS...

“FarmHouse means the world to me and is the best decision I’ve made in college. It’s pushed me to live for something that is bigger than myself, build men up to be great leaders and given me a support system of men who want me to continue to make progress at every step. I am lucky to be a part of this brotherhood and will spend the rest of my life trying to give back to make sure that the men who come through FarmHouse over the next 60 years can have the same experience that I had.” — **Ryan Herren (Iowa State 19)**



“This Fraternity has given me not only a community, but a brotherhood and a family. When I changed my major and experienced one of the most uncertain times of my life, my brothers were there to cheer me on. When I found myself struggling to balance my academic and personal responsibilities, my brothers were there to offer me their time and support. When I experienced success, my brothers were there to celebrate with me. Through it all, my brothers have challenged me, held me accountable, pushed me to become greater and pulled me up when I was feeling down.”

— **Caidyn Johnson (Minnesota 22)**

“Being a member of FarmHouse has been such a rewarding experience that has built me into a stronger man of faith, integrity and professionalism. Being in a chapter full of leaders means there is always something to learn!” — **Harrison Themer (Oklahoma State 21)**



EQUIPPING Leaders

51ST BIENNIAL CONCLAVE

July 21-24, 2022 | Sheraton Downtown | Oklahoma City, Oklahoma

Conclave provided 19 hours of educational programming led by 20 speakers, volunteers and staff to more than 90 chapter member attendees. Many of the speakers are leaders within their fields of non-profit leadership, law, higher education, fundraising and volunteer education.

To kick off Conclave, chapter leaders participated in the Riversports Leadership Experience, which provided students with the opportunity to build upon their leadership skills using white water rafting and dragon boats to simulate team building, cooperation and collaboration. The interactive, indoor activities encouraged participants to communicate, creatively solve problems and navigate challenging situations.

Throughout Conclave, the educational programming focused on the roles and responsibilities for the chapter president, risk management and new member education. Learning labs offered additional educational programming on specific topics such as recruitment and retention, mentorship, budgeting and finance, faith and spirituality, ritual, FarmHouse history and events planning.

Additionally, more than 20 board members and 40 volunteers participated in educational programming to better understand trends in higher education, litigation and risk prevention and association management.

All attendees toured and learned about the history and stories of the Oklahoma History Center, the Oklahoma City National Memorial and Museum, and the National Cowboy and Western Heritage Museum.

VOLUNTEER LEADERSHIP SUMMIT

July 21-23, 2022 | Sheraton Downtown | Oklahoma City, Oklahoma

The Volunteer Leadership Summit (VLS) was held in conjunction with Conclave in Oklahoma City from July 21-23, 2022, where all chapter advisors were invited to attend. The Foundation provided a grant to pay for travel, lodging, and registration costs for one advisor per chapter. With 20 advisors in attendance, sessions were presented about risk education, legal trends, fraternity trends, and advising. They also participated in discussions about navigating challenging topics like mental health, the state of students today, and having tough conversations with students.

FARMHOUSE LEADERSHIP INSTITUTE (FLI)

Jan. 5-8, 2023 | St. Louis Airport Marriott | St. Louis, Missouri

The FarmHouse Leadership Institute (FLI), a 30-year tradition, brought together more than 240 FarmHouse undergraduate leaders from every chapter to kick off the new year. Newly elected officer positions attended the four-day Institute to begin their executive officer term.

The Institute is designed to help chapter officers learn more about their leadership roles, address today's challenges, build connections with other FarmHouse members, learn valuable leadership skills, and set strategic goals for their chapter. Facilitated by a team of staff and volunteers, this program is a hallmark of the FarmHouse leadership development experience. The cost for incoming officers to attend FLI was fully funded by the Foundation through donations to the FH Excellence Fund, sponsorships by FarmHouse associations, foundation councils and leadership endowment funds.



THE POWER OF 7 SEMINAR

March 31-April 2, 2023 | The Loews Vanderbilt Hotel | Nashville, Tennessee

The Power of 7 Seminar is an engaging first-class think-tank focused 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. Transferring wisdom, sharing life lessons, networking and celebrating brotherhood across generations is at the heart of the Power of 7 Seminar, which gathered alumni donors, Fraternity and Foundation board members, spouses and 12 undergraduate leaders from across the country.

The 16th Annual Power of 7 Seminar was structured in a “go around the table” format with interactive dialogue providing insight into the state of the world today. Dinners with prominent keynote speakers were held on both evenings and participants enjoyed a private tour of the historic RCA Studio B on Music Row. They also spent time touring the Country Music Hall of Fame, Vanderbilt University and downtown Nashville. The Seminar experience is a unique fundraising tradition in support of the FH Excellence Fund. Alumni who make a gift of \$10,000 or more to the FH Excellence Fund are invited to attend and mentor one of FarmHouse’s top undergraduate leaders.



NIC HILL VISITS

April 17-19, 2023 | Washington, D.C.

In partnership with the North American Interfraternity Conference (NIC) and the Fraternity Government Relations Committee (FGRC), two FarmHouse undergraduates had the opportunity to participate in the educational civic engagement program and legislative visits on Capitol Hill to engage with elected officials and advocated for the positive benefits of the fraternity experience. They met with national elected officials, other college students and interfraternal leaders from across the United States. The students’ travel, lodging and meals were funded by a grant from the FH Excellence Fund. The civic leadership opportunity applied not only to their FarmHouse experience but also to their future careers and life after college.

TO BE & BECOME: EMERGING TALENT RETREAT

May 19-21, 2023 | Purdue FarmHouse Chapter | West Lafayette, Ind.

To Be and Become offers first year FarmHouse members an opportunity to gather with brothers to address the most pressing challenges faced on their campuses. Through large group training, small group discussion, independent reflection and experiential learning, participants leave the Retreat with increased self-efficacy, a deeper connection to the Fraternity and tactics for personal success. To Be and Become aims to equip students with the tools to be successful inside and outside their chapter.

HERBERT EDUCATIONAL ENDOWMENT FUND

Thanks to the generosity of Jim (Tennessee 61) and Judi Herbert, the Fraternity’s educational staff positions are funded by the Herbert Educational Endowment Fund. Through ongoing grants from the Fund, the salary and benefits, travel expenses, curriculum design resources, professional development and related expenses are granted for these educational roles. The Fraternity’s educational staff are responsible for developing curriculum, resources and programs to directly FH student leaders and volunteers. FarmHouse is the only fraternity to have a full-time staff position funded by its foundation.

CHAPTER SUPPORT PROGRAM

The Fraternity ensures all chapters receive at least one visit per semester from their staff and/or International Executive Board (IEB) members. Through this program, chapters receive virtual coaching, mentoring and resources throughout the academic year. The Fraternity's associate directors of chapter services team regularly communicates with officers from each chapter. This level of guidance and support allows the Fraternity staff to have a year-round educational impact on chapters and its members.

Grants from the FH Excellence Fund 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 and virtual facilitation expenses. Additionally, these grants include reimbursement of a percentage of the Fraternity staff salaries and benefits related to implementing the educational portion of the consultant program and chapter support.

RISK EDUCATION

During fiscal years 2021-22 and 2022-23, the Fraternity invested significant effort into revamping and deploying risk education programs and resources to chapters. The IEB and Fraternity staff worked closely with a leading insurance industry expert and their legal counsel to evaluate risk education, discuss strategy, and further define goals related to risk education and programming.

The Fraternity distributed over 200 crisis management cards to FarmHouse members with reminders to always call 911 first in an emergency, and the subsequent protocols to follow when a crisis occurs.

During the 2022-23 academic year, the Fraternity piloted the Alcohol Skills Training Program (ASTP) to chapter members, which is a unique alcohol education program designed to provide drinkers and nondrinkers with information regarding alcohol use and associated negative consequences, arming individuals with the skills needed to reduce risky use and/or abstain from alcohol use altogether.

As an addition to ASTP, FarmHouse started a rotational health and safety program for all chapters in fall 2022 and spring 2023. Most chapters received these programs when staff visited in person. FarmHouse also enlisted external facilitators to assist with presentations to four additional chapters. The Fraternity also revamped its 'Sexual Assault Awareness' program into the newly named 'Sexual Violence Awareness' program, which provides new intervention strategies, expands the conversation around campus resources, adds a new focus on empathy and healthy relationships, and looks at sexual violence in broader terms.



FARMHOUSE CO-OP

The FarmHouse Cooperative mentoring program was launched in February 2022 pairing undergraduates and alumni with similar career interests and backgrounds. The Fraternity believes students should have a mentor to help with their scholastic, personal and professional goals. Once paired, the scope of the relationship is determined by deciding how often to communicate, what will be discussed and how their personal and professional journey can be supported. FarmHouse seeks to connect every undergraduate with a mentor.

NEW MEMBER EDUCATION

In Fall 2020, the Fraternity began piloting an online 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. 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. Discussion questions and completing each module enable positive collaboration and help in avoiding hazing, which is not tolerated in FarmHouse Fraternity. The program is administered by the Fraternity staff.

ASSOCIATION & ADVISOR TRAINING

Having engaged, effective and active chapter advisors and association board members is at the heart of every successful FarmHouse chapter. Throughout the academic year, the Fraternity staff and IEB work with advisors and associations to assess, monitor and support their volunteer leadership. They connect volunteers with chapters and associations as well as assist in training and educating them on topics and issues relevant to chapters and students. In particular, IEB members met in-person with several associations and chapter advisors last academic year.

INTERNATIONAL FRATERNITY SUPPORT

To continue the important day-to-day work of the Fraternity, financial resources from the Foundation are invested in the historic headquarters office and operations, shared staff services, professional development, continuing education for staff, the membership database, joint communications, *Pearls & Rubies* and preserving FarmHouse's rich heritage. These grants bridge the gap between the services and educational experiences the Fraternity provides through membership dues and account for one-third of the Fraternity's income.

EDUCATIONAL GRANTS FOR INDIVIDUAL CHAPTERS

Through the chapters' Foundation Councils and chapter-based endowment funds, the Foundation provides educational 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.



FARMHOUSE LEADERSHIP INSTITUTE



★ ★ ★ A BUILDER OF MEN INITIATIVE

Thirty years ago, FarmHouse took a leap of faith to create the Presidents' Leadership Conference and hoped the first time wouldn't be the last.

Little did the Fraternity's leadership and the 30 inaugural attendees know then what this program would become today. Now known as the FarmHouse Leadership Institute (FLI), this values-based leadership program has educated nearly 3,000 students over its 30-year history, including the newest class of 239 FH chapter leaders.

The Fraternity has improved and built upon the program to make it even better for the next generation of leaders, with the belief you can't educate tomorrow's leaders with yesterday's programs. Since the beginning, this educational program has been fully funded for all student attendees, thanks to the generosity of donors through the FarmHouse Foundation. Much has changed in 30 years. However, the vision to build resilient and prepared FarmHouse leaders remains.

2023 FLI RECAP

This fiscal year, donors to the FarmHouse Foundation made it possible for 239 leaders from 34 chapters and associate chapters to attend the FarmHouse Leadership Institute (FLI), January 5-8, 2023, in St. Louis, Missouri, at no personal cost to the attendees.

Leaders kicked off the new year with comprehensive leadership training, skill building and personal development. Eight key officers per chapter strengthened their chapter's bandwidth to implement positive changes (an increase from seven in 2020 and six in 2019).

Each FLI attendee participated in 18.5 hours of training and learning through a variety of sessions. Keynote speakers, breakout leaders and other facilitators provided knowledge and new insights to our members, enabling them to translate those skills back to their chapters.

Ryan Laughlin, the Fraternity's assistant director of education and leadership, worked to bring the program back to its roots by refocusing on the values of FarmHouse. Ryan said, "When beginning the planning process, I scoured the 2022 curriculum to see where we missed the mark on our values, it quickly became clear our students want more of a focus on faith and reverence for the Fraternity."

To fill this gap in programming, the team created new programs including a second faith-based learning lab to accompany the one created last year, a ritual-focused program emphasizing the meaning of 'The Object' and a reinvigorated history program curated by former staff member, Andrew Stockman (Wichita State 17).

The Fraternity's International Executive Board (IEB) had a larger involvement than previous FLIs, with seven of eight IEB members in attendance, each facilitating different tracks. A special thank you to the IEB vice president, Joe Stephens (Missouri 93), who emceed the keynote sessions and facilitated an officer track. As one FarmHouse chapter president said, "It was good to see the IEB in front of everyone and I really enjoyed the effort made to bring prominent FarmHouse men to lead FLI."

THANK YOU TO OUR 2023 FLI FACILITATORS

Brent Bible (Purdue 93)

Amanda Bramley

Julie Bryant

Eric Bymaster (Purdue 90)

Brian Fenimore (Missouri 85)

Corby Fichter (Iowa State 78)

Shawn Flynn (Minnesota 18)

John Foltz (Ohio State 79)

Chad Harris (Iowa State 98)

Macee Ponder

Judson Ricks (Troy 07)

Steve Robisky (Illinois State 83)

Nicholas Schasch (Missouri 12)

Jared Spader (Missouri 96)

James Spry (Clemson 13)

Joe Stephens (Missouri 93)

Andrew Stockmann (Wichita State 17)

Jim Tobin (Iowa State 76)

Jacob Walter (Colorado State 15)

Braden Wilson (Colorado State 13)

Gill Wilson (Clemson 14)

Carson Wiltfong (Nebraska 18)



FLI small group session with facilitator Andrew Stockmann (Wichita State 17).



A group of FLI attendees during the conference.

REFLECTIONS WITH AN AMAZON EXECUTIVE

The program began with an impressive session with Brian Huseman (Oklahoma State 91), vice president of public policy for Amazon. Brian shared his ladder to success and about his FarmHouse experience, how to have difficult conversations and how to use data to inform decisions. Eric Bymaster (Purdue 90), IEB president, led the session with Brian and finished with questions from the audience.



FLI CURRICULUM HIGHLIGHTS

Eight specialized officer tracks provided chapter leaders the opportunity to learn from their peers and better understand the essential duties of their new officer role and how to implement these responsibilities;

- Learning labs were designed for personal development with attendees participating in four sessions, choosing from 30 topics such as mental health, time management, career planning, personal finance, ethical decision-making, alumni relations and FarmHouse history;
- Health and safety education programs for more FarmHouse men to be trained on alcohol safety, belonging, and awareness around sexual assault;
- Town hall Q&A session with the IEB about the work they are doing to support chapters and associations and the future of the Fraternity;
- Celebration of chapter successes through the FarmHouse awards ceremony, Ruby Cup presentation and installation of new chapter presidents;
- Peer-to-peer learning, idea sharing and mentoring throughout officer tracks and learning labs;
- FLI concluded with a chapter planning session, in which chapters developed their action plan and set goals for the coming year.



Scan the QR code to watch a thank you video for our donors.



Scan the QR code to view the list of FLI donors.

DATA DRIVEN LEARNING

Attendees were given the first look at the 2022 Dyad student assessment results and were provided highlights by Dr. Gentry McCreary, CEO and managing partner of Dyad Strategies. This enabled officers to learn from and use their chapter's results for a deeper dive into their chapter's collective attitudes and behaviors, which will assist them with goal setting and strengthening belonging as well as enhancing and improving the FarmHouse experience.

Overall, the 2022 Dyad assessment had an 84% response rate by FarmHouse undergraduate members. One key finding is FarmHouse members continue to be among the most satisfied with their fraternity experience. FarmHouse has one of the highest satisfaction net promoter scores (NPS) of any fraternity in the benchmark dataset, and is one of only three groups with a score over 45. Research on NPS suggests that any score over 40 is an excellent indication of customer satisfaction.

PLANNING AHEAD

Ryan said, "The follow-up work for FLI included review of over one hundred survey responses, enabling us to improve our keystone program for future generations of FarmHouse men."

Preparations for next year's FLI are already underway, and Ryan is excited to build on this year's success.

"I have learned a great deal planning my first FLI and am excited to do it again," said Ryan. "The values of FarmHouse will continue to be front and center for future FarmHouse curriculum."



DONORS MAKE FLI POSSIBLE

Thanks to the generosity of individual donors to the FH Excellence Fund, 40 leadership endowment funds and 18 FarmHouse Associations and foundation councils, the FarmHouse Foundation granted \$147,049 to the International Fraternity to fully fund the costs for the 260 students and volunteers who attended FLI. This included their travel, meals, lodging, program development and facilitation.

Thank you to the donors who invest in young FarmHouse leaders. Their giving is far more than the training these young men received over four days — it is the growth, confidence building and development that will continue as they apply what they learned in their chapters, personal lives and future careers. ★

EQUIPPING LEADERS: EMERGING TALENT RETREAT

“To Be & Become exceeded my expectations. I learned how to advocate for my chapter and FarmHouse as a whole in sessions that were relevant and well chosen.”

— Grant Debruin (Ohio State 22)

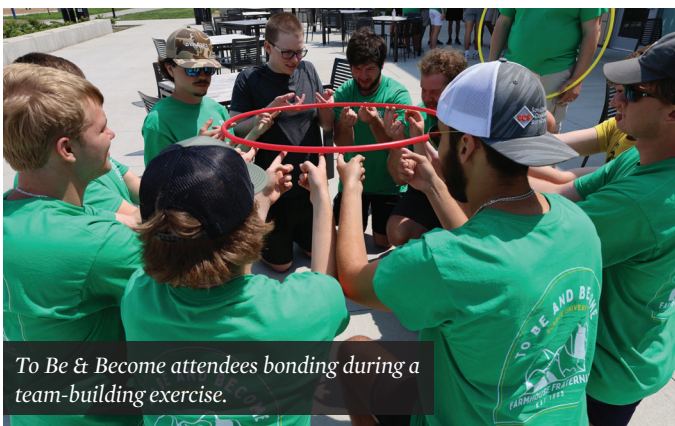


Facilitators Heath Barton (Troy 13) (left) and Gill Wilson (Clemson 14) (right) playing dodgeball with To Be & Become attendees.

TO BE & BECOME



★ ★ ★ A BUILDER OF MEN INITIATIVE



To Be & Become attendees bonding during a team-building exercise.

The Fraternity held its 13th annual To Be and Become (TBB): Emerging Talent Retreat May 19-21, 2023, returning to the Purdue FarmHouse chapter facility in West Lafayette, Indiana, thanks to a generous partnership with the Purdue FH Association, reserving the facility at no cost to FarmHouse for a second year in a row. The Fraternity hopes to continue hosting the program at chapter facilities across the country, creating a new tradition for the program.

Over the course of the weekend, more than 15 hours of educational programming was delivered under the direction of lead facilitators Ryan McConnaughey (Wyoming 06) and Heath Barton (Troy 13), small group facilitators Dennisen Nelson (South Dakota State 15), Alex Hart and Fraternity staff members. A total of 32 budding leaders from 23 chapters attended this year’s retreat.

This year’s programming saw a continued focus on CliftonStrengths® training, enabling attendees to dive into their top five strengths and the impact they have on teamwork. The themes discussed in the programming were put to the test through experiential learning activities that saw participants working together to achieve a shared goal.

Participants were able to hear from Master Builder Roy Wilson (Purdue 71), who spoke about his journey in FarmHouse and what it means to be a leader within his community. Fraternity CEO, Dave Hansen (Iowa State 90), also had the opportunity to spend time with participants, speaking about the nine values of FarmHouse and what they mean to him.

New staff members Emily Little and Cord Morlan (Oklahoma State 20) assisted in facilitating the program during their first week on staff.

After reflecting on the program, Little remarked how exceptional the program is.

“In my first few months on staff, I have already seen the continued impact TBB has on our members and chapters. Since attending TBB, Sid Ireland (UT-Tyler 22) has stepped into the chapter president role and hit the ground running in the new school year. It’s evident Sid took the lessons he gained from TBB to heart and applied them as a leader in both his chapter and in the UT-Tyler Greek community,” she said.

The Foundation awarded a grant of \$14,735.75 to fully fund the educational expenses of the retreat, which was made possible by the C.J. (Iowa State 37) & Dorothy Gauger Endowment Fund, and donations to the FH Excellence Fund. ★

“The structure and in-depth analysis of our values in this program were extremely helpful and it helped me develop a better understanding of how I work best as a leader. This weekend involved great people and a meaningful message, thank you so much for this opportunity FarmHouse donors.”

— Aidan Bower (Iowa State 22)

SERVANT LEADERSHIP

By definition, a servant leader primarily focuses on the growth and well-being of people and the communities to which they belong. They inspire people to do noble work together and feel responsible for helping people learn and grow, feel purposeful, motivated, energized and contributing at their highest level.

FarmHouse has had countless servant leaders who generously share their time, talent and treasure for the betterment of the organization and others. Jim Tobin (Iowa State 76) is a dedicated alumnus who exemplifies this.

Jim's impact has been felt for many decades through his volunteerism, leadership, generosity, personal outreach and mentoring to others. Serving as a Foundation Trustee from 2008-2016, including two years as Chairman, Jim helped to lead *Live. Learn. Lead.* — *The Campaign for FarmHouse* during its public phase in 2014-16 and was instrumental in creating the Chapter Housing Loan Program (CHLP).

As a Trustee Emeritus, he co-chairs the CHLP Committee, volunteers with the Board and assists with donor visits. He has been a sponsor of the Power of 7 Seminar since 2008 and mentored 15 student participants.

Jim, articulate in speech and thought, has presented several times at the FH Leadership Institute (FLI) and Conclave. He has given the keynote at the Emerging Talent Retreat since its inception in May 2009 sharing his experiences related to "a prepared mind makes discoveries," his leadership lessons and passion for FarmHouse.

Generosity is an integral part of Jim's servant leadership. He and his wife, Gina Heagney, are members of the Order of the Crest, for accumulative giving of \$250,000 to \$499,999.

Jim earned his bachelor's degree from Iowa State in 1978 and a MBA from Harvard in 1983. He is a member of the Farm Foundation Roundtable, serves on the board of Neogen Corporation and the board of governors for the Iowa State University Foundation. He served on the National 4-H Council and the Missouri 4-H Foundation. Jim and Gina are active in their church and participate in a free tax preparation clinic for low income families.

Jim joined Monsanto's agricultural unit in 1983 and served in many capacities before he retired in December 2014. His last leadership role was vice president of industry affairs for the corporate engagement group.

Jim and Gina live in St. Louis, Missouri, and have three children, Michael, Zach (Iowa State 08) and Maura. In addition, Jim's father, Kelly (Iowa State 82), and three brothers, Bernie (Iowa State 81), Terry (Iowa State 76) and Kevin (Iowa State 79) are members of FarmHouse. At FarmHouse's 100th Anniversary Celebration in 2005, his mom, Irene, received the "Friend of FarmHouse" Award.

For Jim's devotion, philanthropy and leadership to FarmHouse, Jim was honored with the Philanthropy Laureate Award in 2016 and named a Master Builder in 2018. At the 2021 Power of 7 Seminar, he was presented the Robert L. Off Servant Leader Award.

This is Jim's story about what service and FarmHouse means to him.



The Tobin family celebrated Irene's 90th birthday in March. Pictured: front, Irene and Kelly — back, Lisa and Bernie, Kevin and Cristine, Maureen and Terry, Gina and Jim.

WHAT DID SERVICE MEAN AS A CHILD?

I grew up on a small farm in southwest Iowa with my parents, Kelly and Irene, and three brothers, Terry, Bernie and Kevin. The four of us were born six years apart.

My parents met at a 4-H camp and their families were very active in 4-H. As we were growing up, dad farmed and mom was a home economics teacher at our high school. They were involved in local politics, 4-H and church, so helping others was a part of the way we lived. They always modeled the way of assisting, supporting and serving others

WHY DID YOU JOIN FARMHOUSE?

I was attracted to FarmHouse because of the people I knew and respected. I wanted to be associated with them, and learn from them. FarmHouse was a learning laboratory where you were encouraged to lead and live out experiences together. Unlike work, being a part of the Fraternity is 24/7, where you learn from really talented people what service and leadership are about.

WHAT IS YOUR FAMILY'S FARMHOUSE STORY?

After high school, I attended Iowa Western Community College, where I took classes in the morning and helped farm in the afternoon. I then transferred to Iowa State.

I am the oldest of the four boys and we all went to Iowa State, each of us joining FarmHouse. Terry started at ISU before I did and joined the chapter first. Later, Kevin and Bernie joined, followed by dad when Bernie was in school.

Our dad always wished he could attend college and after the three of us graduated, dad went to Iowa State, where he was invited to become a FH associate member. Kevin ran the farm while dad got his degree. Dad took classes, lived on campus, had meals at FarmHouse and mentored members. The farm crisis was going on and he would give them advice, and they appreciated his perspective and insights.

It was even more rewarding when our son, Zach, joined the ISU chapter. He had a wonderful experience, which helped him mature and improve academically, and he built relationships that carry on today. We value tremendously the growth we saw from Zach's experience.

SERVANT LEADERSHIP

WHAT EXPERIENCES AS A FH UNDERGRADUATE INSPIRED YOU?

As a new member, my pledge class took a trip to visit the Kansas State FH chapter. We spent time with Dr. Duane Acker (Iowa State 49), who was president of Kansas State University at the time. I was encouraged to see his leadership as a prominent university president and learn how FarmHouse impacted his life.

In the spring of 1976, a group of us visited D. Howard “Daddy” Doane (Missouri 05), who was 92 years old, at the College of the Ozarks. It was so interesting to meet a Founder, hear stories and learn from him.

HOW HAS SERVICE BEEN AN INTEGRAL PART OF YOUR CAREER?

My first job after college was as a county extension agent in Iowa. I worked with volunteer leaders where I saw community leadership making a difference across the state. It reinforced the importance of service early in my career.

While working for Monsanto, I served on the American Seed Trade Association and U.S. Grains Council industry boards. Working in the industry affairs group demonstrated the importance of service to others and advocating for the grain and seed trade industries for the betterment of agriculture.

WHAT WAS YOUR EXPERIENCE AS A TRUSTEE?

Through my eight-year tenure as a Foundation Trustee, I learned so much about the International Fraternity and the Foundation, and the importance of giving, service and recruiting others to get involved. It was an exciting time and a joy to interact with the staff, boards and other donors. I got more out of the experience than I ever gave.

YOU HAVE SPOKEN AT THE TO BE AND BECOME PROGRAM SINCE IT BEGAN IN 2009. WHY?

For several years, Monsanto sponsored the To Be and Become program and I was honored to speak on their behalf. After their sponsorship ended, I continued to speak about leadership development and my FH involvement.

Fifteen years later, I continue to stay involved with the program because I believe it is an important educational opportunity. I enjoy sharing stories, interacting with the young men and hearing about their aspirations for the future. I learn from them as much as they do from me.

The more we can help students early on in their college career with leadership development, with an understanding FarmHouse is bigger than their chapter, the better.

To Be and Become is partially sponsored by the C.J. (Iowa State 37) & Dorothy Gauger Endowment Fund, and I take personal responsibility and pleasure to help continue C.J.’s legacy. A Master Builder, C.J. was a long-time volunteer and mentor through 4-H and FH and I deeply admired him.

WHAT SUSTAINS YOU AS A VOLUNTEER?

I want to make a difference and help the organizations I am involved with accomplish their goals and achieve their mission. Making a difference keeps me going.

Being a part of the Power of 7 Seminar re-energizes me and I always enjoy talking with the students. I learn so much from them and the other alumni who attend.

Also, I have facilitated a learning lab at the last two FLIs. This has been a great chance to meet students in new leadership roles and interact with other alumni; it’s gratifying to see them take on new opportunities with the Fraternity.

HOW IS SERVICE A FAMILY DECISION?

My wife, Gina, is very service-oriented with her legal work as an attorney and is involved in many organizations. We enjoy the Power of 7 Seminar as a couple, and it’s fun to volunteer together. Being a part of the tax preparation clinic Gina coordinates to serve those in our community who don’t have help otherwise, is rewarding.

Our philanthropy is a decision we make together. The organizations where we contribute our time, talent and financial resources to are those we believe will make a positive difference in the lives of the people they serve.

WHAT ADVICE WOULD YOU GIVE ABOUT VOLUNTEERING?

You can learn a lot by serving others. Learning from people who have experience beyond my personal exposure has been incredibly fulfilling.

I believe anything you do to help FarmHouse today will help make a difference into the future. As you get involved you benefit personally with new skills and life experiences.

WHAT DOES “TELL YOUR FH STORY” MEAN?

I give credit to Darrell Godfrey (Iowa State 73), who served as a Foundation Trustee for six years. He set an incredible example of philanthropy and would tell us, as fellow Trustees, to start by asking someone to tell their FarmHouse story. He then encouraged us to listen and learn what a difference FarmHouse has made in that person’s life. It is inspiring to hear these stories, what others have done, the impact the Fraternity has made on them and how they’ve shared their time and treasure. In keeping with Darrell’s motto, I encourage others to reflect on and share their FarmHouse story. Know when you’re involved it truly makes a difference.

WHY IS GETTING INVOLVED IN FARMHOUSE IMPORTANT?

Finding time to make a difference in FarmHouse is important and great volunteers are needed in many ways. I encourage people to find a place where you can make an impact. I don’t regret the time I’ve spent volunteering—it’s been very fulfilling.

Furthermore, I believe when you give financially you are making an investment. Gina and I are investors in the Foundation because we deeply believe in the Fraternity. It’s a great place to invest our time and treasure because we see the impact directly in the students we meet and the stories we hear.

HOW HAS VOLUNTEERISM IMPACTED YOU?

All of the experiences as a volunteer make life more interesting, enriching and rewarding. It exposes you to more people and opportunities than you’d ever imagine. Sometimes you don’t know when you’ve made a difference until many years later. ★

Fraternities are more relevant than ever before.

In the past 2.5 years, the Foundation for Fraternal Excellence (FFE), in partnership with the North American Interfraternity Conference (NIC), has led the way on driving research initiatives and conducting critical studies on the fraternity experience. From the team at Gallup – the leader in research and analysis – to university faculty members, researchers have worked with the NIC to conduct and widely share the results of **18 studies** to guide advocacy efforts and the work of fraternities.

Studies Prove.

Fraternities are an **accelerator for success** in college and beyond.

Students spend 90% of their time outside the classroom. Fraternities capitalize on those hours by preparing men for success in college and in their futures far beyond what their peers experience. A study of thousands of alumni of diverse backgrounds shows this holds true regardless of an individual's background or socioeconomic status entering college.

Because of higher expectations, as well as the support and network fraternities provide, members experience greater gains in learning and graduate at higher rates than their peers. 83% of members say their confidence in their leadership skills increased because of their membership. Fraternity members also report higher levels of interaction with people different from themselves, leading them to being more prepared than their peers to join a diverse workforce and community.

Fraternities create **lifelong connection** to the campus, community and friends.

While college men are experiencing loneliness and depression at increasing rates, fraternities empower students to create a strong support system.

Members are more engaged inside and outside of the classroom than their peers—they report feeling more supported by their faculty, and nearly half serve in leadership roles across campus. They're also more connected to their local communities, with research showing they spend significantly more time volunteering than non-affiliated students.

Fraternity members experience **stronger mental health**.

Research shows fraternity membership connects men to the university in a way nonmembers simply don't experience. They're more satisfied as students, and as alumni, are more likely to recommend and give back to their alma maters.

Research shows that this connection can create a strong sense of belonging, leading members to have more positive mental health and less anxiety and depression than other students. Brothers feel comfortable having tough conversations and learning from each other. And when they seek help, members are twice as likely to reach out to a fraternity brother than anyone else.

Fraternity men are...

3x more likely
to obtain an internship
while in college

Almost 2x as likely
to have a job waiting for
them when they graduate

2x as likely
to encourage others to
attend their alma mater

5x as likely
to give back financially
to their alma mater

Almost 5x as likely
to be satisfied with
their lives as alums

• Fraternities & Values of Single Sex Experience, UT-PERC, 2021
• The Greek Experience Revisited, Pike, 2020

• Perspectives on Fraternity and Sorority Life; Positive Youth Development, Everfi, 2021
• Fraternities and Sororities: Experiences and Outcomes in College, Work and Life, Gallup, 2021

• Mental Health and Wellness for Fraternity and Sorority Members; Biddix, Assalone and Grace, 2020
• Greek values and attitudes: A comparison with independents; Baier and Whipple, 2020

AWARDING SCHOLARSHIPS

Thanks to the generosity of the following individuals, the FarmHouse Foundation awarded a record \$224,585 in academic scholarships for 209 undergraduate members.



[CLICK HERE TO SEE
SCHOLARSHIP
RECIPIENTS](#)



THANK YOU.

“Your generosity has a domino effect that I will ensure continues. I will actively seek out ways to carry on the kindness given to me. As I enter my junior year, I promise to represent FarmHouse in the best way possible. I wish I could show you the positive effects that you and your family have had in my life.”

— Carson Horsburgh
(Oklahoma State 21)

“This scholarship gives my family and me extra breathing room when it comes to finances for my last two semesters. Thank you for sacrificing your time, pleasures and comforts for the betterment of FarmHouse Fraternity.”

— Grant Allyn (Purdue 20)

“My experiences in FarmHouse have taken me places I never thought I would get to. From the relationships I’ve made to the places I’ve traveled, none of it would have been possible without these scholarships. Thank you for everything you do!”

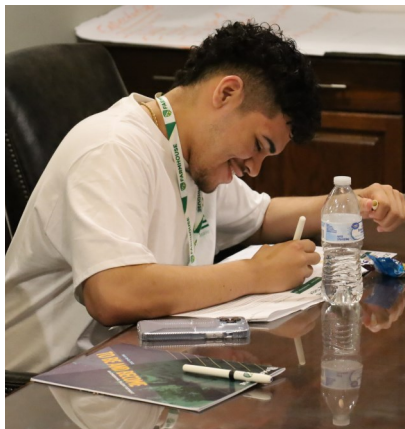
— Michael Pliscott (Minnesota 21)

“This scholarship will greatly benefit my pursuit of a degree in software engineering and help me get a jump start on my career. I hope to one day support future college students the way I have been supported by these donors.”

— Abe Scheideman (Iowa State 20)

“This scholarship allows me to focus on building better men, including myself, without me needing to worry about finances my senior year. From the bottom of my heart, thank you!”

— Caleb Stout (Kansas State 20)



Give the Gift of Education

One of the most tangible and rewarding initiatives of the FarmHouse Foundation is our scholarship program. Academic scholarships reduce financial burdens for FarmHouse student members and enable them to broaden their horizons through educational and study-abroad opportunities. In fact, the Foundation awarded a record \$224,585 in scholarships to 209 students during the 2022-23 academic year.

When students receive these scholarships, we witness the life-changing experience donors give FarmHouse young men through their philanthropy. You are encouraged to read excerpts in this Annual Report of thoughtful thank you notes we have received from FarmHouse student members like Carson wrote.

“I cannot thank you enough for your continued generosity and impact on my life. I have been incredibly blessed and fortunate to receive this scholarship two years in a row. You have significantly eased the financial burden of college for me and motivated me in my studies. Your generosity has a domino effect that I will ensure is continued. I will actively seek out ways to carry on the kindness you have given me. As I enter my junior year, I promise to represent FarmHouse in the best possible way. I wish I could show you the positive effects that you and your family have had in my life.” – Carson Horsburgh (Oklahoma State 21), Sims Scholarship recipient

Talk about making a powerful difference in a student’s life.

Education is often the key to unlocking a person’s dreams. The college experience can set an eager learner on a promising path to a fulfilling career that affects countless lives.

No matter your age, you have the power to help students pursue their dreams and motivate them to succeed. By establishing a scholarship or contributing to one of our many existing scholarship funds, you can give FarmHouse young men the chance to earn their college degree, reduce their student loan debt and help prepare them for their future careers.

Your gift could be a determining factor if a student can continue their college education. Thanks to you, students will have access to educational opportunities and unique experiences that can translate into a world-changing career.

Setting up a scholarship is easier than you think

The best part? You can make this momentous difference without cash. Consider the following methods:

1. Leave a gift in your will or living trust to the FarmHouse Foundation.
2. Make the FarmHouse Foundation a beneficiary of a retirement plan or life insurance policy you no longer need.
3. Recommend grants from your donor advised fund.
4. Give appreciated assets, such as stock.

A gift of \$25,000 or more permanently endows a scholarship, which can be made in a lump sum or spread out over up to five years. Your gift can be outright, via bequest, or other estate gift. The Foundation staff will work with you to prepare a Fund Agreement to ensure your gift is used in perpetuity as you intend.

What will a scholarship do?

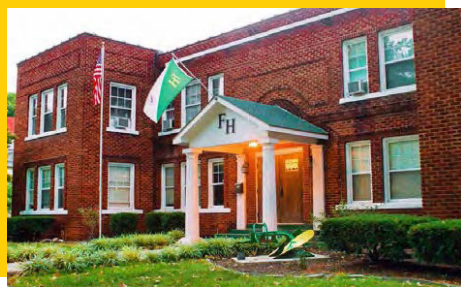
- Make education accessible. Scholarships can often play a major role in a student’s decision to attend college, join FarmHouse and enjoy the kind of experience that has enriched the lives of many members.
- Attract hard-working, dedicated students. You will help create a Fraternity of outstanding scholars and leaders who focus on their studies and be involved in FarmHouse, and who can worry less about tuition debt.
- Teach generosity. Students who receive a scholarship experience firsthand how philanthropy can shape a person’s life. It may ignite a lifetime commitment to giving back.
- Honor a loved one or mentor. Endowed scholarships are a meaningful way to honor a person who may have had a profound impact on your FarmHouse experience, college education or career. Your tribute will last far into the future.

One of the most generous intentions you can make is declaring what legacy you would like to pass on to the next generation. This starts with creating, updating or fine-tuning your estate plans, by identifying family, future heirs and/or organizations will greatly benefit from your generosity. We are here to help. Your philanthropy and dedication to FarmHouse will have a lasting effect as lives are changed, not just someday, but every day, and forever.

LIVING & LEARNING TOGETHER: CHAPTER HOUSING

Housing Grants for FY 2022-23

- 24 chapters with active building funds.
- \$2,115,555 was administered for the educational portion of new or renovated chapter houses on 11 campuses.
- \$1.88 million was raised for future housing grants.
- \$1.21 million in chapter housing loans. Since its inception, the Trustees have vetted eight loans, approved seven and currently administer three loans.



ARKANSAS

Construction and renovation work were completed in the fall of 2018. Last fiscal year, the Arkansas FH Association received a grant of \$25,000 from their building fund for the ongoing maintenance and debt reduction for the educational portion of the chapter house.

AUBURN

The Auburn FH Association continues their fundraising efforts to build a new chapter house, which will sleep 50 members and have gathering spaces for their membership of over 175 men. The new construction is estimated to cost \$5.8 million. To date, they have raised over \$1.1 million by donors to their building fund.



IDAHO

With the restart of the Idaho FH chapter, the chapter house facility has undergone much-needed repairs and renovations in 2023. Grants totaling \$323,324 were awarded to the Idaho FH Association for the project from their building fund.

ILLINOIS

The Illinois FH Association is conducting a capital campaign with a \$4 million goal to renovate their historic chapter house. During summer 2022, the Illinois FH Association completed a feasibility study for a housing campaign and this fall they announced the public phase of their campaign. During FY 22-23, grants totaling \$56,915 were made to the Illinois FH Association for fundraising expenses, recent repairs and maintenance costs for the facility.



IOWA STATE

The Iowa State FH Association continues to maintain and renovate its chapter house, following the expansion completed in August 2016. Last fiscal year, the Iowa State FH Association received \$87,800 from their building fund in grants to maintain, operate and repair the educational portion of the chapter house.

KANSAS STATE

In August 2020, the Kansas State FH Association completed its \$2.5 million chapter house expansion and renovation project. Last fiscal year, \$112,723 in grants were awarded to the Kansas State FH Association for the construction project and debt reduction for the educational portion of the chapter house. The chapter house was dedicated during their 100th Anniversary weekend in April 2022.



MICHIGAN STATE

Last fiscal year, a grant of \$11,457 from their building fund was made to the Michigan State FH Association to maintain, operate and repair the educational portion of the chapter house.

MINNESOTA

The Minnesota FH Association continues to raise funds for maintenance and debt reduction for their 18,000-square foot chapter house, which was completed in 2017. Over \$3 million has been raised through their building fund. A grant for \$163,660 was made to the Minnesota FH Association during FY 22-23 from their building fund.



MISSOURI

The Missouri FH Association kicked off a \$2 million capital campaign in November 2021 to build a new chapter house. Construction on the new home, for 60 live-in members, began fall 2021 and ended in December 2022. The chapter house was dedicated during their Founders' Day on April 15, 2023. Last fiscal year, grants totaling \$964,916 were made for the educational portion of the chapter house from their building fund.

NORTH CAROLINA STATE

Grants totaling \$18,900 were made to the North Carolina State FH Association from their building fund to maintain, operate and repair the educational portion of the chapter house.



NORTH DAKOTA STATE

Last fiscal year, grants totaling \$43,859 were made to the North Dakota State FH Association to maintain, operate and repair the educational portion of the chapter house. In summer 2023, a large remodeling project took place for the chapter house including new windows, carpeting, tiling, landscaping and other repairs.

OKLAHOMA STATE

Grants totaling more than \$307,000 were made to the Oklahoma State FH Association from their building fund for ongoing maintenance and debt reduction for the educational portion of the chapter house.



TENNESSEE

The Tennessee FH Association sold their previous chapter facility and are renting a home on the University of Tennessee-Knoxville campus for members. They intend to fundraise to purchase a new chapter house in the coming years and have a building fund established with the Foundation.

OTHER BUILDING FUNDS WITH THE FARMHOUSE FOUNDATION

Colorado State	Purdue
Illinois State	South Dakota State
Mississippi State	Tarleton State
Nebraska	Tennessee
New Mexico State	Texas A&M
Ohio State	Texas Tech

CHAPTER HOUSING MORTGAGE LOANS WITH THE FARMHOUSE FOUNDATION

Illinois State
Iowa State
North Dakota State

WHAT ARE BUILDING FUNDS?

For FarmHouse undergraduate members, a chapter house facility is more than a place to live. It's a facility full of brothers who encourage and challenge each other to pursue academic excellence and a home away from home with young men who become brothers for life.

The International Fraternity and the FarmHouse Foundation are unanimous in their support of providing safe and affordable living/learning facilities for the more than 1,500 undergraduate FarmHouse members.

In order to do this, the Foundation offers building fund accounts for each FarmHouse chapter to utilize. A gift to a building fund account is tax-deductible through the FarmHouse Foundation. Because of this, funds designated for building fund accounts are used solely for the educational portion of chapter housing.

Grants can be used for the building, renovating or the ongoing maintenance of a chapter house. This amount is determined by an architect and generally ranges between 35-50% of the building project.

HOW ARE GRANTS FROM BUILDING FUNDS MADE?

The Foundation can make grants to an association for educational space and facilities in the chapter house. Grants can be made for the renovation or construction of the space in a chapter house used exclusively for educational purposes, as determined by IRS regulations. Typically, the educational space percentage is between 30-45% of the chapter house. The educational space is confirmed by a legal opinion and architecture study.

WHAT IS CONSIDERED "EDUCATIONAL" BY THE IRS?

- Dedicated study, library, computer and instructional areas of a chapter house.
- Computer equipment, study tables, desks and chairs (even if located in student rooms).
- Computer networking and internet wiring for entire chapter house.
- Fire alarms, smoke detectors, and internal sprinkler systems for educational areas.
- Annual operating expenses (property insurance, utilities, property taxes, mortgage interest and similar items) attributable to educational areas.

Grants can be made from a building fund for all the costs related to the educational portion of the construction, renovation and/or repair of a chapter house facility.

HOW TO GIVE TO A CHAPTER BUILDING FUND

A gift to a building fund is tax-deductible through the FarmHouse Foundation. Because of this, funds designated for Building Fund accounts are used solely for the construction or enhancement of the educational spaces of a chapter house.

Donors can make a tax-deductible gift to a building fund by check, online at bit.ly/fhgivenow, or through ways to give outlined in the Annual Report. If you give online, please type in the building fund of your choice. If you give by mail or donor card, please include a note on your check or choose the appropriate section on the donor card. Building fund gifts count towards a donor's total contributions to the Foundation.



EXCELLENCE FUND



BEGINNING WITH THE END IN MIND

FarmHouse Foundation has partnered with the International Fraternity to focus on raising unrestricted financial resources to fully fund the grants and shared services for the Fraternity to proactively address the tough environment young men on college campuses are facing today and in the future. Your unrestricted support through the **FarmHouse Excellence Fund** makes this possible to do the most good for as many members as possible.

Your investment in the FH Excellence Fund helps bridge the gap between services the Fraternity provides through membership dues and the rising costs of values-based education and leadership experiences. Contributions to the FH Excellence Fund also support volunteers, alumni engagement, mentoring opportunities, a leading headquarters staff, operations and administration of the FarmHouse Foundation, as well as build an endowment for future and emerging needs. Most importantly, your philanthropy transforms the future – of FarmHouse, all fraternities and the leaders our world so desperately needs.

This is a crucial time for FarmHouse and a collaborative approach is required for our shared challenges to build young men.

THE FARMHOUSE EXPERIENCE MATTERS

Several national studies on the fraternal experience, which have included FarmHouse members and alumni, have shown fraternities positively impact a member’s success, mental health and lifelong relationships during college and throughout life.

- Fraternity members report **higher levels of belonging, positive mental health and less depression or anxiety** than non-members.
- **83%** of members indicate **stronger leadership confidence** as a result of their fraternity membership.
- Members are **more engaged inside and outside of the classroom** than their peers—they report feeling more supported by their faculty, and nearly half serve in leadership roles across campus.
- Fraternities create **lifelong connections** to the campus, community and their peers.
- Based on the annual Dyad survey, FarmHouse undergraduate members are **incredibly satisfied** with their Fraternity experience.

YOUR INVESTMENT IN ACTION

- Enables the professional Fraternity staff to provide enhanced and applicable training, coaching and support to students and volunteers throughout the academic year.
- Provides health and safety education programs to take care of the young men in each chapter and protect the assets donors have invested.
- Continues to send chapter officers and a chapter advisor to the 2024 FH Leadership Institute for hands-on training and personal development.
- Supports relevant research chapters can use to make informed decisions about the experience they provide.
- Creates curriculum and resources to provide consistent, values-based member education, to ensure the same, positive FH experience for all chapters and young men.
- Offsets educational expenses related to FH conferences so registration fees are affordable for all attendees.
- Supports risk management and mental health 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.

FISCAL YEAR 2022-23:

\$694,310 was raised for the FH Excellence Fund

GOAL FOR FY 2023-24:

\$825,000

HOW YOUR INVESTMENT WILL BE USED:

- For immediate funding priorities
- A portion for unrestricted endowment to sustain FarmHouse’s future

Your **faith** in your Fraternity and your unrestricted support will ensure **excellence** in FarmHouse continues for the next generation. 27



CHAIRMAN'S CLUB

The Chairman's Club is reserved for donors who provide the strongest unrestricted support through the FH Excellence Fund. 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 total of 209 alumni, friends, associations and foundation councils joined the Chairman's Club for FY 2022-23. Collectively, they gave more than \$610,000 to the FH Excellence Fund, which was 87.8% of the unrestricted support to the Foundation. The generosity of these donors is incredible and ultimately impacts the Fraternity and our undergraduate brothers.

Your membership includes:

- Exclusive Chairman's Club pin for new member
- Special FarmHouse gift as a token of our appreciation
- Members-only virtual sessions 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

POWER OF 7 SEMINAR

SAVE THE DATE

Transferring wisdom, sharing life lessons, networking, celebrating brotherhood and learning across generations is at the heart of the Power of 7 Seminar. It is also a unique fundraising tradition, which benefits the FH Excellence Fund.

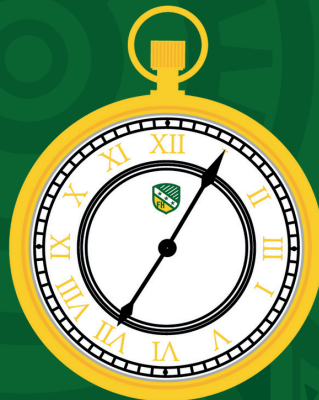
The program is an informal forum, conducted under the leadership of the Foundation Trustees, focusing on the international business climate and economy, with an emphasis on agriculture, technology, healthcare and entrepreneurship.

Alumni who make a gift of \$10,000 or more to the FH Excellence Fund are invited to attend the dynamic, interactive two-day educational Seminar and the opportunity to mentor a top junior or senior undergraduate leader.

The 17th annual Seminar will be held Feb. 23-25, 2024, at The Adolphus Hotel in Dallas, Texas. Roundtable discussions, exclusive tours and special dinners are being planned for this memorable weekend.

To reserve your seat, contact Allison Rickels at 816-891-9445 or Allison@FarmHouse.org for more information.

FARMHOUSE DAY OF GIVING



APRIL 15-16, 2024

TIME TO GET INVOLVED:

- MAKE A GIFT
- SHARE YOUR FH STORY
- CALL A BROTHER
- OFFER A CHALLENGE

There's no better time than the FH Day of Giving to renew your support, get involved and help build a stronger tomorrow for your Fraternity!

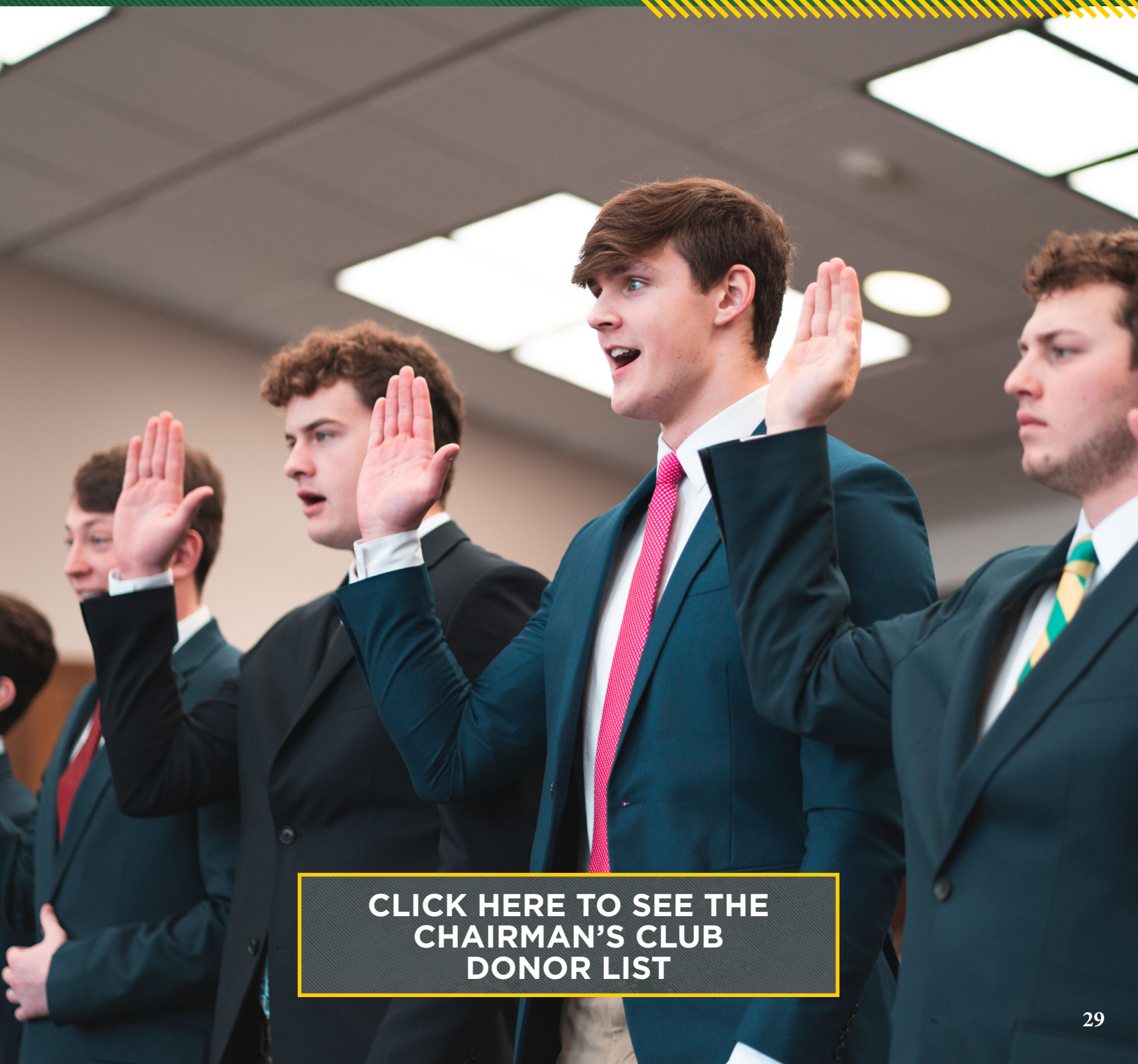
CELEBRATE. ENGAGE. GIVE.
1905 MINUTES OF BROTHERHOOD

CHAIRMAN'S CLUB DONORS

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 209 alumni, friends, associations and foundation councils joined the Chairman's Club for fiscal year (FY) 2022-23. Collectively, Chairman's Club members gave more than **\$610,000** to the FH Excellence Fund, which was more than **87.8%** of the unrestricted support of the Foundation. This generosity is incredible and so impact for our students. These Chairman's Club donors are recognized by clicking below.

† denotes deceased

* denotes young alumni members



[CLICK HERE TO SEE THE
CHAIRMAN'S CLUB
DONOR LIST](#)

FH 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



[CLICK HERE TO SEE THE
FH EXCELLENCE FUND
DONOR LIST](#)

THE POWER OF 7 SEMINAR HITS MUSIC CITY



“The Power of 7 Seminar was an outstanding experience to get to know FarmHouse members — undergraduates and alumni, alike. The knowledge the alumni were able to provide, not only in regard to Fraternity matters, but also things like finances and relationships, was amazing to learn from. All of this happened in awesome Nashville, a city I have never visited and, for my first time, I had a blast,” said Zealand Davis (Texas Tech 21) about his experience at the 16th annual Power of 7 Seminar March 31-April 2, 2023, at the Loews Vanderbilt Hotel in Nashville, Tennessee.

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, which brought alumni donors, Fraternity and Foundation board members, spouses and 12 FarmHouse undergraduate leaders from 12 FH chapters to Nashville, one of the nation’s most dynamic destinations.

“The Power of 7 is a wonderful chance to meet today’s undergraduates and learn about their college and FarmHouse experiences and aspirations. It is very energizing to meet and hear from other FarmHouse men across North America,” said Kent Horsager (Minnesota 81), a Seminar sponsor and mentor.

The Seminar opened with a networking reception and welcome dinner at the Loews Vanderbilt Hotel. The evening continued with the Seminar’s annual “Clayton Yeutter† (Nebraska 49) Lecture: Lessons in Leadership” in tribute to Clayton’s illustrious career in public service and agriculture. This year’s speaker was Dr. Douglas Christiansen, Vanderbilt

University’s vice provost for university enrollment affairs and dean of admissions and financial aid, who spoke about enrollment, changing demographics, rising costs of college, college students today, trends in higher education and his outlook for the future of education. Dr. Christiansen shared his perspective and leadership tips based on his long academic career.

Saturday’s sessions included roundtable discussions on the topics of production agriculture, energy, inflation, the global economy, personal finance, trends in higher education, leadership development, mentorship and networking. These sessions were led by alumni facilitators and guided by questions from the undergraduate attendees. Attendees deliberated about many national and world challenges, as well as opportunities they face daily in their professional and personal lives.

“I am always amazed by the generosity, knowledge and expertise of our Power of 7 donors and alumni. Since the Seminar, I have shared multiple insights I received during the Power of 7 with fellow alumni, family members and co-workers,” said Foundation Trustee Charlie Oellermann (Nebraska 77).

In the late afternoon, attendees enjoyed a private, guided tour of the historic RCA Studio B on Music Row. The studio is the birthplace to more than 35,000 legendary songs and more than 1,000 popular hits. Stories were shared about famous recordings in this historically important studio. William Bosch (Minnesota 20), treated the group by ‘tickling of the ivories’ on the Studio’s renowned baby grand piano also played by musicians such as Elvis Presley.

The day ended with a private thank you dinner at One Fourteen at the Wildhorse. Following dinner, Nashville songwriter John Hemingway (Iowa State 67) shared remarks about songwriting being a head, heart, hips and feet business.

John grew up on his family’s farm in Iowa, attended Iowa State University, had a long career in farm management, agribusiness and financial management before becoming a

**Interested in attending in 2024?
Save the Date!**

The 17th annual Power of 7 Seminar will be held in Spring 2023. Please contact Allison Rickels at allison@farmhouse.org for more information and to reserve your seat today.



Power of 7 Seminar attendees experienced a private tour of RCA Studio B in Nashville, Tennessee.

full-time songwriter. He writes image-rich country, pop and Americana songs and has written and co-written hundreds of songs with more than 80 songwriters and performing artists from four different continents. John shared his experiences of two different careers, his insights into the music industry, what lifelong learning means to him, and how FarmHouse has influenced his life's journey.

The Seminar concluded Sunday morning with advice and lessons learned from the alumni and spouses in attendance, and reflections from the undergraduates. Participants also had the chance to tour Vanderbilt University, visit the Country Music Hall of Fame and Museum and explore downtown Nashville.

“What a wonderful experience!” said Foundation Trustee Bryce Freeman (Iowa State 93), who stepped in as a mentor. “I was so impressed with my mentee and all the young men at Power of 7. It made me so proud of FarmHouse and to learn from other undergrads about their accomplishments and plans for post-graduation. The alumni and spouses in attendance are so humble despite their incredible careers, and I learned a lot from the Seminar topics they led. Best of all, Nashville was such a fun city to enjoy together.”

The Power of 7 Seminar is a unique and long-running annual fundraising tradition. 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.

“The Power of 7 provides an opportunity to both the mentor and mentee to form a bond of brotherhood, oftentimes lasting a lifetime. FarmHouse's brotherhood is more than friendships; it provides a lifetime of mentorship and lifelong experiences. The Power of 7 is another outstanding way to help create those opportunities,” said Corby Fichter (Iowa State 78), Power of 7 sponsor and IEB member.

A very special thank you to the Power of 7 donors who generously helped make the Seminar experience possible: Eric Bymaster (Purdue 90), Corby Fichter (Iowa State 78), Gary Hansen (South Dakota State 72), Jim Hendrix (Colorado State 72), Kent Horsager (Minnesota 81), Noel Stuckman (Purdue 54), Jim Tobin (Iowa State 76), Dick Wittman (Idaho 68) and Kevin Wittrock (Oklahoma State 78).

Also, thank you to Larry Anderson (Kansas State 62), Bill Appelgate (Iowa State 65), Steve Davis (Oklahoma State 77), Wayne Engstrom (Washington State 60), Jim Herbert (Tennessee 61), Jim Hericks (South Dakota State 70), Jay Lockhart (Purdue 65) and Ron Vaske (South Dakota State 87) who were unable to attend, however, made generous gifts of \$10,000 or more to the FH Excellence Fund in support of the Power of 7 Seminar for FY 22-23.

The undergraduates selected to participate included: Cross Allen (Kansas State 19), Austin Borchers (Ohio State 21), William Bosch (Minnesota 20), Jayden Brown (Purdue 20), Zealand Davis (Texas Tech 21), Jack Dobbs (Missouri 20), Connor Domonoske (South Dakota State 19), Ryan Herren (Iowa State 19), Nolan Jackson (Alberta 20), Simon Kroll (North Dakota State 20), Brodee McCormick (Illinois 20) and Garrett McKeon (Troy 21).

Power of 7 sponsor Noel Stuckman (Purdue 54) said, “Meeting the 12 FarmHouse mentees and getting to know them restores my faith. They bring many talents and capabilities, which will serve them and others well in the future.”★



“My experience at the Power of 7 Seminar was nothing short of fantastic. I was able to connect with extremely motivated undergraduates and alumni who have reached tremendous levels of success. Through several intellectually driven sessions, I was able to learn from many knowledgeable people and express my opinions on specific topics. I’m proud to say this Seminar was one of the best weekends of my undergraduate career and I would encourage all other FarmHouse men to apply for this great opportunity.”

- Nolan Jackson (Alberta 20) with Kevin Wittrock (Oklahoma State 78), Seminar sponsor and Foundation Trustee



Kent Horsager (Minnesota 81), Simon Kroll (North Dakota State 20) and Darren Havens (Illinois 92) discuss current issues during the Seminar's mentoring session.



Spouse Mary Oellermann shares her perspective about work-life balance during the spouses' session.

THE TIME IS NOW

DAY OF GIVING

LET'S CELEBRATE!

THANK YOU! It's an exciting time for FarmHouse and we are thankful for the unwavering support of 1,010 alumni, parents friends and undergraduates who answered the "Time is Now" call to celebrate, engage and give for 1905 minutes, April 14-15, 2023, commemorating the founding of FarmHouse, 118 years ago. We are absolutely thrilled and deeply grateful for their generosity!

Collectively, donors gave \$250,272 to the FH Excellence Fund through the Foundation's new GiveCampus online donation platform and by mail during the month of April.

During this special fundraising initiative, as FarmHouse brothers and friends joined together, the impact of their giving is a remarkable and resounding vote of confidence in the Fraternity.

Having the most significant impact on our members, volunteers and chapters, investments for the FH Day of Giving will continue FarmHouse's tradition of providing values-based educational and leadership opportunities through the FH Excellence Fund. It helps today's undergraduates build and develop their skills through the Fraternity's educational initiatives, providing hands-on learning experiences, access to values-based opportunities and resources.

Specifically, these FH Excellence Fund gifts are put to use immediately for grants to the International Fraternity for the upcoming To Be and Become: Emerging Talent Retreat, the next FarmHouse Leadership Institute, Conclave, the Dyad student research initiative, co-op mentoring program, online new member education platform, and in-person training and coaching by the International Executive Board and Fraternity Staff.

Furthermore, giving strengthens FarmHouse by saving for emerging initiatives, fueling our operations and supporting our talented FH Headquarters staff who put dollars into action to benefit our student members. Ultimately, it helps to ensure the positive FarmHouse experience continues.

The 2023 FH Day of Giving highlights include:

- 406 alumni, parent and friend donors
- 604 undergraduate donors
- Donors from 38 states made a gift
- Donors from 26 chapters
- 90 new donors
- Top five alumni donor participation by chapter: Iowa State, Nebraska, South Dakota State, North Dakota State and Minnesota
- Nine matching challenges and eight chapter-based challenges
- 20,643 total impressions on social media, reaching over 10,800 followers
- 760 individuals shared, liked, commented or watched our FH Day of Giving and Founders' Day videos

Thank you, again, to those members and friends who took time to be a part of this special celebration, made a meaningful gift and connected in the name of FarmHouse! They are shining examples of what it means to be a Builder of Men! ★

"It gives me great pleasure to know the valuable FarmHouse experiences of my undergraduate days at Iowa State are still available to other young men today. I want to help assure those experiences are available into the future."

- Donald Irwin (Iowa State 65)

"FarmHouse is the single greatest reason I completed college. I was struggling in a lot of ways my freshman year. I pledged as a sophomore and completed my bachelor's degree in mechanical engineering with a job offer in hand; moreover, I had been blessed with close relationships of friends, mentors and leaders I still treasure 10 years later."

- Trent Kruessel (Missouri 11)

"FarmHouse has made a great impact on my life and career. The friendships and connections I developed through FarmHouse are second to none."

- Bryce Dibbern (Nebraska 12)



"My deepest appreciation to the many donors who thoughtfully answered our request to give, connect and share the positive impact FarmHouse has made in your life. FarmHouse would not be where it is without 'the sacrifices of time, pleasures and comforts' from so many FH brothers and friends, who give selflessly for the betterment of others. I personally thank you for what you have done and will continue to do for our great Fraternity. You, too, change lives as our Founders did." — Scott Nagel (Minnesota 85), Foundation Chairman, center of picture with other Foundation Trustees & IEB members

FH DONORS STEP UP AT CONCLAVE

The 51st Biennial Conclave was held July 21–24, 2022, in Oklahoma City, Oklahoma. Three days included a mixture of brotherhood, educational programs, award presentations, business meeting activities and unique evening entertainment and educational off-site events. In addition to celebrations and fellowship, robust discussions about the direction and future of FarmHouse Fraternity were had.

Special fundraising events were held during Conclave including the Stars of FarmHouse, Conclave silent and live auctions and the Fund-A-Need Auction with more than \$120,000 raised to benefit the FH Excellence Fund. In turn, the Foundation provided grants to the Fraternity for educational speakers, hands-on learning experiences and leadership programs held during Conclave and for initiatives for the 2022-23 academic year.



STARS OF FARMHOUSE

The Stars of FarmHouse shined bright with 841 Stars appearing on our Stars of FarmHouse Wall for 2022! Many FH brothers and friends stepped up to help continue this special tribute tradition during Conclave, raising over \$16,000 for the FH Excellence Fund.

For \$20 each, individuals could honor a FarmHouse brother or friend important in their life. These gifts were a great way to let someone know they are thought of, especially during this challenging time when we can all use a boost. Honorees, or their families, were informed of the gift in their honor by email and mail, in addition to adding their name to our in-person and virtual Stars of FarmHouse Wall. To see a list of these honorees, visit bit.ly/FHStars22.

As one alumnus shared, “We hear in FarmHouse often that as iron sharpens iron, men sharpen men. This was true during my experience and is the reason I recognize these individuals as stars for ‘sharpening’ my strengths, talents, and gifts today. It is an honor to recognize them for the contributions and molding they have had on my life.”



CONCLAVE

LIVE & SILENT AUCTION

The Conclave FarmHouse Benefit Auction was back with a silent auction held throughout Conclave and the live auction wrapped up the weekend's festivities. Over xx silent auction items were donated by alumni and chapters with items including FarmHouse memorabilia, unique tickets, art, sports collectibles, gift baskets, gift certificates, specialty products and local experiences.

Attendees had a chance to bid on the live auction at the Conclave Closing Banquet with Foundation Trustee Craig Harris (Iowa State 66) serving as auctioneer. Several alumni outbid each other at a chance to win local unique pies, a weekend Corvette experience, an exclusive golf trip, a cowboy bronze status and more.

Over \$16,000 was raised for the FH Excellence Fund during these auctions.



FUND-A-NEED

AUCTION

Following the Live Auction, Auctioneer Harris offered an opportunity for donors to make a gift or pledge in support of the FH Excellence Fund during the Fund-A-Need Auction. The Auction started with several donors raised their hands to give over \$10,000 to be a part of the 2023 Power of 7 Seminar followed by others given \$2,500, \$1,000, \$500 and \$117. More than \$102,000 was given through the Fund-A-Need auction, which wrapped up an exciting and record-breaking fundraising during Conclave.



NEW >>>>>>>>>>>>>>>>>>>>>>>>>>>>

Philanthropy Laureate



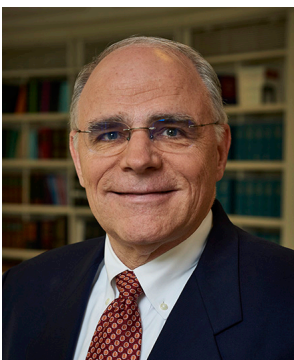
AWARD HONOREES

At the 51st Biennial Conclave in July 2022, Steve Davis (Oklahoma State 77) and Linda Lloyd, widow of the late Gene Lloyd (Iowa State 47) were honored with the FarmHouse Foundation’s Philanthropy Laureate Award, its most prestigious honor.

The Philanthropy Laureate Award was established in 1999 by the FarmHouse Foundation Board of Trustees. This distinguished designation for outstanding philanthropic support is the highest honor bestowed by the Foundation. The recipient(s) must have exhibited great philanthropic intent throughout his/her life, be a member of the Fraternity, or have some connection with a FarmHouse brother, spouse, parent, relative, etc. Often the recipient is an individual who has made financial and service contributions of significant dimension to the Foundation, individual FarmHouse chapters and/or society. Recipients may be chosen annually, and are recognized at the Fraternity’s biennial Conclave.

“These Philanthropy Laureate recipients are truly exemplars of the type of person the Foundation seeks to recognize through our award,” said Allison Rickels, Foundation executive director and CEO. “They continue to be exceptionally generous and have deep care and admiration for FarmHouse. They are most deserving of this honor.”

STEVE DAVIS (OKLAHOMA STATE 77)



Steve grew up on his family’s farm in Guthrie, Oklahoma, and enrolled at Oklahoma State University (OSU) in the fall of 1976, where he was initiated into FarmHouse in spring 1977. During his time at OSU, he served as a FarmHouse

chapter president, competed on the livestock judging team, and was named one of the top ten graduating seniors by the University.

Following his undergraduate degree, Steve attended law school at the University of Oklahoma, sat for the CPA exam and became a certified public accountant (CPA). He graduated first in his law class, receiving the Order of the Coif, Nathan Scarritt Prize. He has spent the last 40 years working for Hartzog Conger and Cason in Oklahoma City, focused on business formation, mergers, trusts and estate planning law.

Steve has received numerous awards including the Best Lawyers of the Year in Oklahoma City; Best Lawyers in America; Oklahoma’s Super Lawyers; and in the Chambers USA Guide to America’s Leading Lawyers. He is a member of the Oklahoma Bar Association, the American Bar Association, the Oklahoma Society of Certified Public Accountants and the American Institute of Certified Public Accountants. Steve has been recognized and is known statewide and nationally as one of the best estate planning and commercial transaction lawyers.

Steve has served his community as a member of the American Heart Association, Oklahoma Affiliate board of directors; on the Oklahoma City Community Foundation board of trustees, including as chair; and as the former director of Southwest Bancorp.; and as the former chairman of First Commercial Bank.

For FarmHouse, Steve was a key member of the fundraising committee and a major contributor to the 38,000-square-foot OSU FarmHouse chapter facility, which was completed in 2013. He has also been a continuous generous donor to the Power of 7 Seminar held annually to benefit the FH Excellence Fund. Steve is a member of the Cornerstone Society, contributing over \$500,000 cumulatively to the

FarmHouse Foundation. He received the Fraternity's highest honor, the Master Builder of Men Award, during Conclave in July 2022.

Steve has been married to his wife, Gail, for over 37 years, and they reside in Guthrie, Oklahoma. They have four children, Sarah Barbour, Amanda Davis, Caleb Davis (Oklahoma State 12), Cooper Davis (Oklahoma State 13), and five grandchildren.

Linda Lloyd & the late Dr. W. Eugene Lloyd (Iowa State 47)†



Linda grew up on a farm near Essex, Iowa, where she graduated from high school and Iowa Western Community College in Council Bluffs, Iowa. The next 19 years were spent at her first job at Imperial, Inc. in Shenandoah, Iowa. In 1992, after her marriage to Gene, she joined LLOYD, Inc., and today serves as CEO.

Together with her late husband, she has served on several College of Veterinary Medicine Dean advisory committees and two of the Iowa State University (ISU) capital campaigns. Linda is an Iowa State Foundation Governor, as was Gene. In 2010, she was named an honorary alumnae of ISU. Linda serves on the Iowa Western Community College Foundation Board and is a member of P.E.O. women's organization. For more than 30 years, Fort Myers, Florida, has been home, but her heart will always be in Iowa.

Before his passing, Gene was CEO and co-founder of LLOYD, Inc., a highly successful developer and manufacturer of pharmaceutical and nutritional

products for animals and humans to aid in the treatment of diseases and nutritional deficiencies.

Gene started college at Iowa State College in 1942 studying pre-veterinary medicine and one year later he enlisted with the Navy. In 1946, after serving his country, Gene returned to Iowa State and joined FarmHouse.

While earning his Ph.D., he taught veterinary toxicology at Iowa State. While practicing veterinarians, Gene and a colleague started Vet-A-Mix making pre-mixes for farmers in the back of his veterinary practice, which was later renamed LLOYD, Inc.

Gene received the Outstanding Service Award from the American Board of Veterinary Toxicology, was featured in the Iowa Farm Bureau book, "Iowans Who Made a Difference: 150 Years of Agriculture Progress," and was named one of 28 leaders in veterinary medicine in the United States of the mid-20th Century. In 2017, he received ISU's Distinguished Alumni Award, the highest honor given to alumni. Gene passed away April 25, 2017.

In 2008, Gene and Linda established their first scholarship endowment fund with the FarmHouse Foundation, which awards academic scholarships to recognize and reward outstanding chapter members, from any FarmHouse chapter, and female FarmHouse legacies, majoring in agriculture and/or life sciences.

In 2018, after Gene's passing, Linda made a transformational gift in Gene's memory to establish their second scholarship endowment fund with the Foundation to benefit members of the Iowa State FH chapter.

Investing in education has long been an important philanthropic priority for Gene and Linda. They have made significant investments to their alma maters including ISU's Veterinary Medical Center named for them, in their hometown of Shenandoah, Iowa, and to FarmHouse. They are members of the Cornerstone Society, the highest cumulative giving society for the Foundation.

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) 2022-23, are acknowledged in the PDF link 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 our mission to build 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 THE HONOR ROLL BY GIVING SOCIETY](#)

CHAPTER HONOR ROLL

The FarmHouse Foundation gratefully acknowledges the generous support of our donors. All donations received during fiscal year (FY) 2022-23 are acknowledged in the PDF link 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 our mission to build 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)



[CLICK HERE TO VIEW THE HONOR ROLL BY CHAPTER](#)



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. In 2023, a total of 681 FarmHouse undergraduates gave \$6,810 to the 2023 Ruby Society.

Ruby Society donors were invited to an exclusive Lessons in Leadership session with Foundation Chairman Scott Nagel (Minnesota 85) during Conclave in July 2022. As retired President of ADM-Benson Quinn and an integral leader for FarmHouse, Scott shared leadership lessons he has gained from his career in agribusiness and commodity trading as well as from FarmHouse. Scott also reflected on the importance of networking, mentoring and leveraging connections in a rapidly changing workforce. Additionally, he talked with attendees about translating your FH undergraduate experience into a lifelong journey and why giving to FarmHouse matters. Ruby Society donors also participated in a fast-paced networking session with alumni in the room.

For FY 22-23, a grant was made to the Fraternity for over \$24,500 from the Ruby Society Fund for the curriculum, educational programming, facilitation, meals and transportation for the undergraduate attendee team-building experience at Riversport Adventure Park during the 51st Biennial Conclave in July 2022.

Chapters who have 100% of their chapter giving 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
- EXCELSIOR POINTS

YOUR IMPACT

- FUND LEADERSHIP CURRICULUM
- ENHANCE FARMHOUSE CONFERENCES
- SUPPORT FARMHOUSE EXCELLENCE FUND

INVEST

- \$10 ANNUALLY
- JOIN TODAY bit.ly/FHGIVE

100% CHAPTER PARTICIPATION

Auburn
Colorado State
Illinois

Iowa State
Minnesota
Missouri

North Carolina State
North Dakota State
Purdue

South Dakota State
Troy

PARENT'S LEADERSHIP CIRCLE

In March 2023, parents of FarmHouse undergraduates were invited to join the Parents' Leadership Circle by making a gift in honor of their son to the FH 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 \$118 or more, their son also received a special FarmHouse care package with a lucky treat, FarmHouse socks and more.

As a result, 101 parents gave more than \$17,323 to the FH Excellence Fund during fiscal year (FY) 2022-23. We thank these parents, acknowledged in the PDF link below, for their generosity.



[CLICK HERE TO VIEW THE PARENT'S LEADERSHIP CIRCLE](#)

FRIENDS OF FARMHOUSE

The Foundation is grateful to the following FarmHouse wives, widows, fraternity and sorority professionals, and other friends who supported the FarmHouse Foundation during fiscal year 2022-23. We are encouraged so many believe you don't need to be a member of FarmHouse to invest in and support our mission to build men.



[CLICK HERE FOR THE FRIENDS OF FARMHOUSE DONOR LIST](#)

NEW FOUNDATION DONORS

Welcome, new Foundation donors! We welcomed 396 new donors during FY 2022-23. 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.



[CLICK HERE FOR
THE NEW FOUNDATION
DONOR LIST](#)



FY 2022-23 Endowment Report

ENDOWMENT OVERVIEW

Endowment funds and the annual support they provide make an extraordinary difference in capitalizing on the strengths, opportunities and success of FarmHouse. An endowment is a fund intended to benefit FarmHouse members every year in perpetuity and is a permanent partnership with you, the donor.

The central 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 these assets. The Investment Committee of the Foundation’s Board of Trustees advises and recommends the investment management of the Endowment portfolio, which operates within the Foundation’s Investment Policy.

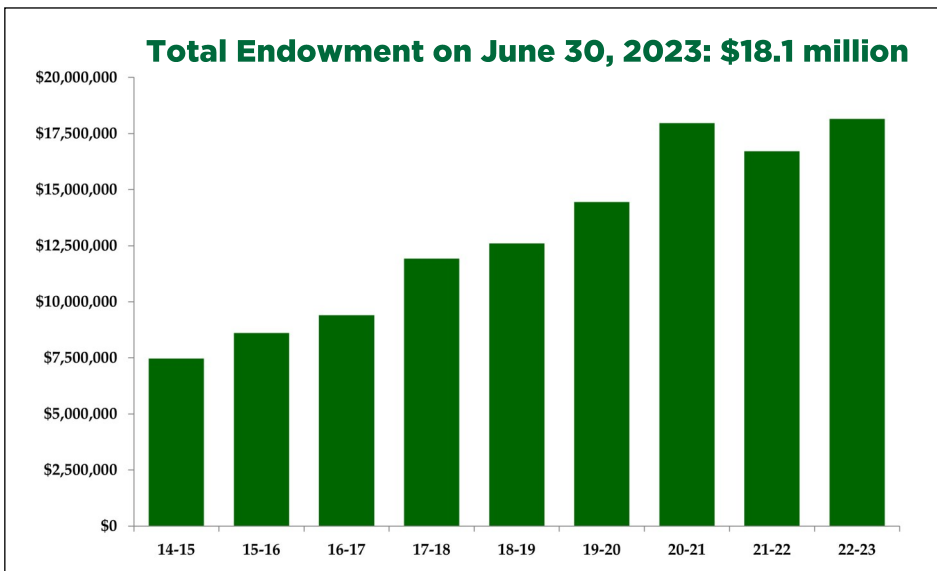
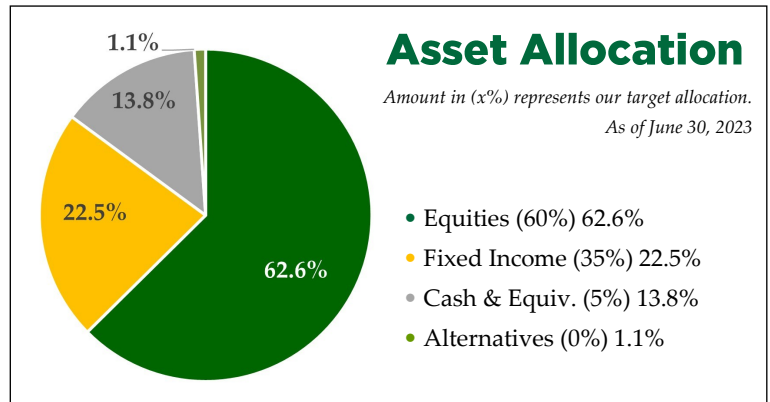
The Foundation seeks returns through investments in a diversified portfolio consistent with its Investment Policy Statement. To achieve this objective, the Trustees work with an independent investment advisor, Financial Counselors, Inc. Together, they make investment decisions, provide ongoing evaluation 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 of FarmHouse.

INVESTMENT PERFORMANCE

The Endowment portfolio is calculated on a total return basis. 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 separately for each individual endowment. Depending upon the timing of the creation or additions to an endowment, returns may vary.

The spending allowance is approved by the Board of Trustees annually. It is applied to the 3-year rolling average of the market value of each endowment fund. Growth above the spending allowance and administrative expense is added to the fund’s market value to help offset years when investment returns are less than the pay-out ratio. When the market value of the fund grows, so will future distributions.



FY 2022-23 BY THE NUMBERS:

- Endowment Assets: \$18,157,114
- During FY 2022-23, \$551,241 in new endowment gifts were received.
- The Endowment had a rate of return (net of fees) of 9.42%.
- Current Spending Allowance: 3.5%
- Administrative Expense: 1.75% for funds under \$99,999; 1% for funds of \$100,000-\$999,999; 0.5% for funds over \$1 million
- Endowment Funds administered: 194
- New endowment funds established: 5
- Endowment Designations:
 - Unrestricted Support: 25
 - Leadership Training Programs: 37
 - International Scholarships: 11
 - Chapter Programs & Scholarships: 86
 - Will be endowed by estate pledges: 35



LEGACY OF A CENTURY

By Allison Rickels

In 1923, Elmer Scheidenhelm (Illinois 1923)† joined FarmHouse. One hundred years later, his legacy continues to make an indelible impact on the Fraternity through his and his family's vision and philanthropy.

"Scheid," as he was known to his friends, earned his bachelor's degree at the University of Illinois, where he was initiated and stood out as an undergraduate leader of his chapter. He then served the Fraternity faithfully for more than 49 years.

Scheidenhelm completed graduate work at South Dakota State University followed by a master's degree at Michigan State University, where he applied his knowledge to the dairy industry and then as a county extension agent and a dairy specialist for more than four decades.

Throughout his career, he was involved with FarmHouse at every campus of which he was a part of – Illinois, South Dakota State, Michigan State, Nebraska, Rutgers and Kentucky – serving as a chapter advisor or on association boards, and was always ready to help in any way.

He served on the Fraternity's national board of directors from 1937-46, as vice president for two years and president for four years. During this time, Scheidenhelm was one of the original incorporators of the National Fraternity and in 1940, was responsible for the establishment of *Pearls & Rubies*. Following his term as president, he served four years on the Fraternity's national advisory council.

In 1938, during his time on the Fraternity board, Scheidenhelm's first wife, Thelma, passed away, leaving him a widower with his young son, John (Illinois 50)†.

Scheidenhelm then married Helen, and together they became generous FarmHouse supporters, taking chapters under their wing and providing guidance, support and financial assistance.

Helen was heavily involved in FarmHouse alongside Scheidenhelm. Often called "one of the women behind FarmHouse," she was known for being one of the best friends, most generous benefactors and staunchest supporters of the Fraternity during her lifetime. She contributed many long hours as secretary and advisor during Scheidenhelm's term

on the Fraternity's national board, well before any paid staff were hired for the organization. She was the step-mother of John, mother to Sarah and Mary Sue, and mother-in-law of Gary Eilrich (Kansas State 61). She was a consummate volunteer for several organizations in the communities where they lived.

Her interest and support of the Fraternity spanned more than 50 years, dating back to when she first met "Daddy" Doane in 1939.

She did everything from selecting furnishings for the Michigan State and Kentucky chapter houses, to providing flowers for alumni receptions and gatherings. After Scheidenhelm's passing, for several years, Helen helped host an annual alumni event in Arizona.

The fall 1956 issue of *Pearls & Rubies* was the Golden Anniversary issue for the Fraternity and to celebrate its history and reflect on the future, several of the Fraternity's leaders were asked to write special articles of interest.

Scheidenhelm wrote on the topic, "Targets of Tomorrow" in which he stated, "Leadership training is a must. Chapter officers and association officers must be well informed to perform their jobs effectively. Outstanding achievement has marked the first 50 years of our existence as a Fraternity. No less than our best aim at the target, combining the elements of support of our national organization, the development of well trained men and a wholesome contribution to the national fraternity system, can be our goal for tomorrow."

Scheidenhelm was named a FarmHouse Master Builder of Men in 1958. After 40 years in agriculture extension work, he retired in 1967 and continued to stay involved in FarmHouse until his passing in October 1972.

Two decades after Scheidenhelm's speech, his idea of leadership training became a reality, when Helen, together with the Scheidenhelm family, friends and FH brothers, established a memorial fund in his name to support the development of a new regional leadership program. Their intention was to devote funds to improve the quality of education and brotherhood of FarmHouse Fraternity.

The fund was the first named endowment for the



Master Builder Elmer Scheidenhelm (Illinois 23)† was an integral leader in FarmHouse for nearly 50 years before his passing in 1972. His family has been honoring his legacy ever since with their philanthropy.

Foundation in memory of an alumnus. The Scheidenhelm's generosity put the Fraternity's regional leadership conferences on a more secure basis which, at the time, was considered the most significant gift made to the Foundation in its more than 10 year existence.

As a result, the Scheidenhelm's generosity sparked other endowments to be established by Illinois FarmHouse alumni and fellow board members. Today, the Foundation administers 194 named endowment funds.

Ray Schooley (Kansas State 57), Foundation treasurer when the Fund was established, said at the 1974 Conclave,

"This generous gift is accepted with grateful appreciation. Such use of the Fund is appropriate in view of Mr. Scheidenhelm's own strong leadership and service to the National Fraternity and several of its individual chapters. The Scheidenhelm family's generosity has helped to turn the attention of the Foundation Board of Trustees to the challenges of determining what programs or projects are worthy to support by the FarmHouse Foundation. This challenge has received impetus from D. Howard "Daddy" Doane who has urged the Foundation and Fraternity to identify programs that will keep the principles and high ideals of FarmHouse alive among our members and those with which they come in contact."

For the next 20 years, Helen continued to contribute stock and cash to grow their family's endowment fund. Upon Helen's passing in February 1992, the Foundation received another generous gift from her estate. Scheidenhelm's son, John, continued to contribute to their family's fund each year, following Helen's passing.

John followed his father's legacy of supporting FarmHouse through his giving and volunteering, and would often share stories about the FarmHouse men and women he knew, many of whom he had known since childhood. John, like his father, celebrated 47 years in the dairy industry, and in September 2023, passed away. Since John's passing, new memorial gifts have been given to their family's leadership endowment fund.

Fifty years after its establishment, the Elmer C. Schneidenhelm Memorial Endowment Fund continues to keep FarmHouse principles alive by investing in student leaders through the Fraternity's leadership programs. This includes funding for the former regional leadership conferences and now the FarmHouse Leadership Institute or Conclave.

Last fiscal year, a grant of \$5,348 was awarded to the Fraternity for undergraduate attendees to tour, learn and experience the Oklahoma City National Memorial and Museum during the 2022 Conclave.

As said nearly 50 years ago by Schooley at the 1974 Conclave, this promise still rings true today, "Let me assure you it [this fund] will be used to better our aim at the target of leadership training Mr. Scheidenhelm described so well for us in 1956."

As we remember Scheidenhelm's membership 100 years ago, the establishment of this "first of its kind" endowment 50 years later and John's recent passing, we celebrate the incredible legacy of the Schneidenhelm family.

Because of their legacy giving, FarmHouse leaders get to attend and learn at FarmHouse leadership programs. It's as if the Scheidenhelms are still with us, each year for many FarmHouse young men! ★

HOW TO ESTABLISH AN ENDOWMENT FUND

Establishing an endowment fund supports FarmHouse men in perpetuity. These 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 FarmHouse 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.
- 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 bi-annually at the Trustees' discretion.
- The spending allowance is set based on a 3-year rolling average of the market value of the endowment fund.
- Endowment funds with a principal value \$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 your 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.
- An endowment fund supports your gift intentions in perpetuity and can be designated to benefit the International Fraternity or your chapter such as: the FarmHouse Excellence Fund, leadership training programs, scholarships, chapter housing or any emerging needs of the Fraternity.
- 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.

NEW CHARITABLE GIVING LAWS: WHAT YOU NEED TO KNOW

The new year has brought more than just resolutions. It has brought new laws and other changes that may affect your charitable giving decisions. With any economic change, you may be looking at your finances and wondering how you will be impacted.

The new federal laws, which took effect January 1, 2023, include retirement changes, known collectively as “Secure 2.0,” that may affect your saving and your giving. It may even make it easier for you to make a difference at organizations you care about, like the FarmHouse Foundation.

Some important things Secure 2.0 Act does that involve charitable giving:

1. Increases the required minimum distribution (RMD) age

Secure 2.0 increases the age retirees must begin taking taxable withdrawals to 73 years old in 2023 and 75 by 2033, up from the previous 72 years old. It does not, however, increase the age an IRA owner can make a qualified charitable distribution. That age remains 70 1/2 years old.

How does this affect me?

Simply put, the extension of the RMD age gives you more time to save. You will enjoy additional tax-free growth. It also can be significant if you do not want to begin withdrawing retirement funds during an unsettled economic climate, giving you more time for your stock portfolio to recover.

2. The \$100,000 annual limit adjusts for inflation on direct gifts to qualified charities from your IRA

Are you 70 1/2 or older? If so, you may know about a popular gift option that allows you to make a gift directly from your IRA to a qualified charity without paying income taxes on the distribution. Historically, the amount you could give was capped at \$100,000 per year. This figure will now be adjusted annually for inflation beginning in 2024.

How does this affect me?

This allows you to not only increase your giving but also ensure your giving keeps pace with inflation. And you can make an impact—and see that impact—now rather than after your lifetime.

3. Allows for a distribution from your IRA to fund a life-income gift

If you are 70 1/2 or older, you can make a one-time election for a qualified charitable distribution of up to \$50,000 (without being taxed) from your IRA to fund a life-income gift such as a charitable gift annuity, charitable remainder unitrust or charitable remainder annuity trust.

How does this affect me?

These types of life-income gifts allow you to make a gift to a qualified charitable organization and receive lifetime payments to boost your retirement income or provide a lifetime payment for you or your spouse.

Let's Talk!

We can help answer any additional questions you might have about how the new retirement laws affect your charitable giving. Contact Allison Rickels, Foundation executive director & CEO, at (816) 891-9445 or allison@farmhouse.org to have a conversation about your legacy.

Why Consider This Gift?

- Your gift will be put to use today, allowing you to see the difference your donation is making.
- Beginning in the year you turn 73, you can use your gift to satisfy all or part of your required minimum distribution (RMD).
- You pay no income taxes on the gift. The transfer generates neither taxable income nor a tax deduction, so you benefit even if you do not itemize your deductions.
- Since the gift doesn't count as income, it can reduce your annual income level. This may help lower your Medicare premiums and decrease the amount of Social Security that is subject to tax.

For those 59 1/2 years old or older

If you are at least 59 1/2 years old, you can take a distribution and then make a gift from your IRA without penalty. If you itemize your deductions, you can take a charitable deduction for the amount of your gift.

At Any Age

No matter your age, you can designate the FarmHouse Foundation as the beneficiary of all or a percentage of your IRA and it will pass to us tax-free after your lifetime. Contact your IRA administrator for a change-of-beneficiary form or download a form from your provider's website.

Tip: It is critical to let us know of your gift because many popular retirement plan administrators assume no obligation to notify a charity of your designation. The administrator also will not monitor whether your gift designations are followed. We would love to talk to you about your gift intentions to ensure they are followed and thank you for your generosity.



The SECURE Act:
How Did It Change Charitable Giving?



YOUR VERY OWN ESTATE PLANNING ASSISTANT

How can you express your long-term values and protect your loved ones? Through your estate plan. Think of it as a road map that guides loved ones and loved causes to your assets and shows how they should be distributed.

If the idea of collecting your thoughts and organizing multiple pieces of information seems daunting, we have good news.

With help from our comprehensive Estate Planning Binder, you can take the first steps toward organizing your estate and detailing how you would like your legacy to carry on your values for generations.

Scan code to receive your free download, which includes 8 1/2x11-inch pages that can be printed at home or through a copy center. You can also save it as a PDF and make all your adjustments digitally. The 49 total pages form a comprehensive estate resource you can fill out on your own time in the comfort of your home.



While it may feel challenging or not enjoyable to do tasks like this and create or update your estate plans, it is one of the most generous, important and values-driven tasks you can do. Whether you are 18 or 80, it will help you protect the people you love while ensuring you can make important decisions for the future. When you do, you benefit your family, future heirs and/or organizations important to you, like FarmHouse, and ultimately, share your legacy. ★

Our Estate Planning Binder will help you:

- Reflect on the experiences that have shaped you and the legacy you wish to leave.
- Document important financial and medical information vital for your loved ones to know.
- Ensure your estate is in order and detail how you would like your assets and personal belongings to be distributed.

Did You Know?

You can use your estate plan to support the future of FarmHouse. Contact Allison Rickels, Foundation executive director & CEO, at allison@farmhouse.org or (816) 891-9445 to learn how you can include a gift to the FarmHouse Foundation in your plan or for help navigating your Estate Planning Binder.



Estate planning has traditionally been expensive, overwhelming, and inaccessible — but it's a necessary task for everyone, no matter how old you are. To make this task easier than ever, we have also partnered with FreeWill, a complimentary online resource for FarmHouse members to help you create a simple will in about 20 minutes to complete. You can also use this helpful tool to create a list of documented wishes and

name beneficiaries for assets outside of your will. We invite you to use this tool to write or update your will, protect your future and create a lasting legacy for the next generation of leaders. As always, we recommend consulting with an estate planning attorney to make sure your wishes are properly formalized. Your efforts today will change lives, not just someday, but every day and forever.

Visit <https://www.freewill.com/farmhouse> to get started today!

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 THE
LEGACY DONORS LIST**](#)

Write a **legally valid will** and create a lasting legacy with the FarmHouse Foundation



WHY DO I NEED A WILL?

Everyone should have an estate plan to support their future and protect what they love. A will (or revocable trust) is the best way to:

- Protect the people and communities you love
- Save your family stress and complications by giving exact instructions on how to handle your estate
- Start a legacy with the FarmHouse Foundation to support the Fraternity and its high standards of scholarship, character, personal growth, unity and leadership.

HOW DOES FREEWILL HELP?

FreeWill's self-help solutions for common estate planning needs help you create a legal will completely free of charge, and make it easy to create other important estate planning documents so you are prepared for your future. FreeWill can also be paired with an attorney for more complex needs.

If you choose to create a legacy with the FarmHouse Foundation, you can easily add the necessary language in your will to memorialize your gift intentions.

Visit FreeWill.com/FarmHouse to get started.

\$5B+

Amount of money committed to charities through FreeWill

450,000+

Number of people who have created estate plans through FreeWill

20 mins

Average time it takes a user to complete their plan



SMART GIVING FROM YOUR IRA

For years, you've faithfully saved for retirement. However, what once worked in your favor—putting money into your IRA and enjoying tax savings—will change when you begin withdrawing funds. That's because you pay income taxes on the amount you withdraw from your IRA.

3 SOLUTIONS BASED UPON YOUR AGE

No matter your age, you can designate the FarmHouse Foundation as the beneficiary of all or a percentage of your IRA. Follow these simple steps to complete your gift:

- Contact your IRA administrator for a change-of-beneficiary form, or simply download a form from your provider's website.
- Name the FarmHouse Foundation (Tax ID #36-6111880) and the gift percentage. Return the form to your IRA administrator.
- Let us know! We want to ensure your charitable intent is carried out.

If you're at least 59½ or older, you can take a distribution and then make a gift from your IRA without penalty. If you itemize your deductions, you can take a charitable deduction for the amount of your gift.

If you're 70½ or older, you can give any amount up to \$100,000 from your IRA directly to the FarmHouse Foundation or another qualified charitable organization without having to pay income taxes on the gift. Historically, the amount you could give was capped at \$100,000 per year. This figure will now be adjusted annually for inflation beginning in 2024.

WHY CONSIDER THIS GIFT?

- Your gift will be put to use today, allowing you to see the difference your donation is making.
- Beginning in the year you turn 73, you can use your gift to satisfy all or part of your required minimum distribution (RMD).
- You pay no income taxes on the gift. The transfer generates neither taxable income nor a tax deduction, so you benefit even if you do not itemize your deductions.

- Since the gift doesn't count as income, it can reduce your annual income level. This may help lower your Medicare premiums and decrease the amount of Social Security that is subject to tax.

NEW IN 2023

If you are 70½ or older, you can make a one-time election for a qualified charitable distribution of up to \$50,000 (without being taxed) from your IRA to fund a life-income gift such as a charitable gift annuity, charitable remainder unitrust or charitable remainder annuity trust. A gift annuity allows the donor to make a gift to a qualified charitable organization, like the FarmHouse Foundation, and receive lifetime payments to boost your retirement income or provide a lifetime payment for you or your spouse. Starting Jan. 1, 2024, gift annuity payout rates will increase, on average, by approximately 0.4% depending on the age of the annuitant.

MAKE YOUR GIFT COUNT

Still need to take your required minimum distribution for the year? Your gift can satisfy all or part of the requirement up to \$100,000. Act now—you must make the transfer by Dec. 31 to ensure your gift qualifies for this year. Contact us to learn more about this tax-savvy gift and ways to invest in FarmHouse young men.

GIVING TIP

It is critical to let us know of your gift because many popular retirement plan administrators assume no obligation to notify a charity of your designation. The administrator also will not monitor whether your gift designations are followed. We would love to talk to you about your gift intentions to ensure they are followed and thank you for your generosity.

LET'S TALK!

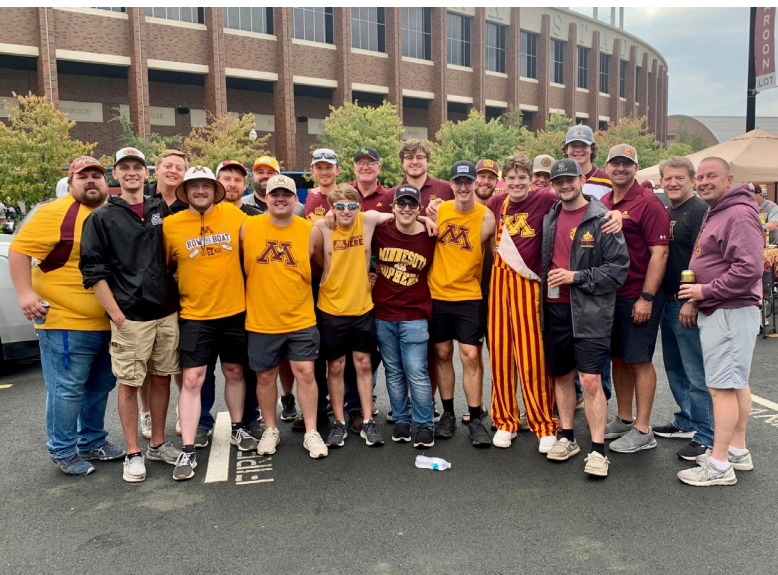
We can help answer any questions you might have about how the retirement laws affect your charitable giving. Contact Allison Rickels, executive director & CEO, at 816-891-9445 or Allison@FarmHouse.org to have a conversation about your legacy.

WHY I GIVE

“I know I wouldn’t be the person I am today without the experience and brothers I had in FH Fraternity.”
— Patrick Duval (Iowa State 94)

“While at Oklahoma State University as a college student majoring in agriculture education, FarmHouse helped open doors to opportunities I would’ve never been afforded otherwise. What I covet the most from my time in FarmHouse are the life-long friendships I forged with my FH brothers during that time, and subsequently over the years in the various leadership capacities I’ve been blessed to serve the Oklahoma State FH chapter. I feel very fortunate and humbled to have been given the opportunity to become a member of FH more than 40 years ago. Thank you, FarmHouse!”
— Milford H. Jenkins (Oklahoma State 83)

“FarmHouse is one of the best things to happen in my life. It has provided me with some of the greatest skill sets and networking capabilities for a career and also is the backbone to some of my greatest friendships.”
— Matthew Randolph (Ohio State 18)



“It gives me great pleasure to know the valuable FarmHouse experiences of my undergraduate days at Iowa State are still available to other young men today. I want to help assure those experiences are available into the future.”
— Donald B Irwin (Iowa State 65)

“FarmHouse has already made such a deep impact on my life and I wanted to give back to it in some small way.”
— Cade Harris (Oklahoma State 22)

“FarmHouse has made a great impact on my life and career. The friendships and connections I developed through FarmHouse are second to none.”
— Bryce Dibbern (Nebraska 12)

“FarmHouse is the single greatest reason I completed college. I was struggling in a lot of ways my freshman year. I pledged as a sophomore and not only completed my BS in mechanical engineering with a job offer in hand; moreover, I had been blessed with close relationships (friends, mentors, leaders) I still treasure more than 10 years later.”
— Trent Kruessel (Missouri 11)

FINANCIAL STATEMENTS



[CLICK HERE TO SEE THE FARMHOUSE FOUNDATION AUDIT REPORT](#)

[CLICK HERE TO SEE THE IRS FORM 990 FOR FY 2022-23](#)

THANK YOU, FOUNDATION VOLUNTEERS

The FarmHouse Foundation's work would not be possible without dedicated volunteers leading with their time, talent and treasure. The impact volunteers make on FarmHouse is tremendous and puts our mission into action with their leadership. We applaud and thank the following individuals for their involvement with the Foundation.

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Lloyd Bettis (IA 67), Fundraising Chair
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Terry Tobin (IA 76)
Doug Sims+ (IL 65), posthumously

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Jim Hendrix (CO 72)
Tim Hornsby (OH 08)
Mark Jirik (ND 95)
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Troy - Cody Farrill (TR 11)
Washington State - Nicholas English (WA 17)
Western Kentucky - Timothy Gardner (WK 83)
Wichita State - Drew Goering (KS 07)
Wisconsin-Platteville - Les Schmidt (WIP 96)

THANK YOU TO DICK WITTMAN (IDAHO 68)
FOR SERVING FOR SIX YEARS AS A
FOUNDATION TRUSTEE, INCLUDING AS
GOVERNANCE CHAIR FOR FOUR YEARS. HIS
TERM CONCLUDED IN APRIL 2023 AND WE
ARE DEEPLY GRATEFUL FOR HIS LEADERSHIP
AND DEDICATED SERVICE.



Matt Podhajsky
(Iowa State 91)

FARMHOUSE VOLUNTEER SPOTLIGHT

FarmHouse would not be successful without passionate, dedicated volunteers who assist in advancing the Fraternity, every day. Whether you serve as a chapter advisor, a program facilitator, a mentor in the Mentorship Cooperative program, or on an Association board, thank you. Your dedication of time to the betterment of FarmHouse does not go unnoticed, and we celebrate you!

Chapter advisors are the "boots on the ground" volunteers who assist with day-to-day operations and achievements of FarmHouse chapters. These volunteers are incredibly crucial to the development of successful FH chapters, and it is often an underappreciated role. Matt Podhajsky (Iowa State 91) moved to Knoxville, Tennessee and pursued a volunteer role. "I always wanted to give back to FarmHouse and after some professional moves, I am finally living in proximity to a university with a FH chapter. I had reached out to see what opportunities might

be available, and the Tennessee chapter had an advisor opening. I knew I had to say yes," Matt said. "Service to others is deeply ingrained in my family. Being a chapter advisor is a great way to give back to the brotherhood whose principles guide my life. I hope that by guiding and mentoring the current generation of undergraduate members, they will also model these ideals in their communities."

If you are interested in volunteering in any capacity with FarmHouse, scan the QR code or visit [BIT.LY/FHVOLUNTEERS](https://bit.ly/FHvolunteers) to fill out an interest form. ★



TWO ALUMNI HONORED WITH OFF SERVANT LEADER AWARD

In 2017, the Robert L. Off Servant Leader Award was established by the Foundation as a means to recognize individuals who have tirelessly contributed his or her time, leadership and resources in meaningful ways for the advancement of the FarmHouse Foundation. The award is named after Bob Off (CO 64) for his 44 years of dedicated professional service to FarmHouse and for the tremendous difference he has made on thousands of FarmHouse members during his tenure.

At the 51st Biennial Conclave, the two newest honorees, Cal Messersmith (Nebraska 61) and Steven Lonergan (Iowa State 85), were celebrated. They joined three other alumni who have received this distinction – Doug Sims (Illinois 65) as the 2018 honoree; Jim Tobin (Iowa State 76) as the 2020 honoree; Kent Horsager (Minnesota 81) for 2021. Cal was selected as the 2019 honoree and Steven for 2022.

These two men are consummate leaders and educators with always the best intentions for FarmHouse and students in mind. Their devotion, commitment and generosity for FarmHouse is inspiring, and the Foundation is honored to recognize them with the prestigious Robert L. Off Servant Leader Award.



CAL MESSERSMITH (NEBRASKA 61)

Cal is a professor emeritus of agronomy at North Dakota State University and lives in Fargo, North Dakota. A Master Builder recipient, Cal is a lifelong FarmHouse volunteer as evident when he was recognized with the Fraternity's highest honor in 1982 and the Philanthropy Laureate Award in 2012. He served for six years as a Foundation Trustee from 1992-1998, including as Chairman, and on the International Executive Board from 1974-1980, including as Vice President.

Cal has been chairman of the North Dakota State (NDSU) FH Foundation Council for over 20 years and leads their local scholarship selection program, which awards over \$42,000 in scholarships annually through the Foundation. He was an advisor for the chapter for many years and has been instrumental since he began teaching at NDSU in 1966. Cal was chair of the NDSU Housing Capital Campaign, leading the fundraising efforts to build their 44-man facility in 2010.

He is a member of the Century Club, for accumulative giving of \$100,000-\$249,999 and has generously endowed two leadership funds in his and his family's names to sponsor the Nebraska and North Dakota State chapters to attend the FH Leadership Institute.

Cal received his bachelor's and master's degrees in agronomy at the University of Nebraska-Lincoln, and his PhD from NDSU. Cal is one of 14 men in his family to be a member of FarmHouse, spanning three generations. Cal and his wife, Lois, are active in their community.



STEVEN LONERGAN (IOWA STATE 85)

Steven is a Morrill professor in the animal science department at Iowa State University and lives in Ames, Iowa.

He has served the Iowa State FH Association continuously since 1999 as a board member. His past service includes president, secretary, treasurer, scholarship committee chair and Foundation Council chair. Steven was part of a team that completed a \$3.5 million project to renovate and add to the Iowa State FH chapter facility, serving on their fundraising, planning and construction committees.

Since 2018, Steven has served on the International Scholarship Selection Committee for the Foundation. In 2018, he was recognized as one of the inaugural recipients of FarmHouse's Claude B. Hutchison Award for Meritorious Service.

Steven has been generous to the Foundation as a member of the 1905 Club for accumulative giving of \$10,000 to \$24,999, as a Chairman's Club donor for the FH Excellence Fund and including the Foundation in his estate plans.

Steven demonstrates the ideals of FarmHouse through his efforts and achievements as a scholar and educator. He is a Fellow in the American Meat Science Association and the American Society of Animal Science. He received the USDA Food and Agriculture Sciences National Teaching Award in 2018 and achieved the prestigious rank of Morrill Professor at Iowa State University in 2021.

Steven and his wife, Elisabeth, are proud to know countless Iowa State FH Chapter members and enjoy attending FarmHouse events.



FARMHOUSE FOUNDATION

The FarmHouse Foundation's Donor Bill of Rights


Philanthropy is based on voluntary action for the common good. It is a tradition of giving and sharing that is primary to the quality of life. To assure that philanthropy merits the respect and trust of the general public, and that donors and prospective donors can have a full confidence in the non-for-profit organizations and causes they are asked to support, we declare that all FarmHouse Foundation donors have these rights:

- To be informed of the Foundation's mission, of the way it intends to use donated resources, and of its capacity to use donations effectively for their intended purposes.
- To be informed of the identity of those serving on the Board of Trustees, and to expect the Board to exercise prudent judgment in its stewardship responsibilities.
- To have access to the FarmHouse Foundation's most recent financial statements.
- To be assured your gifts will be used for the purposes for which they were given.
- To receive appropriate acknowledgment and recognition.
- To be assured that information about your donations are handled with respect and with confidentiality to the extent provided by law.
- To expect that all relationships with individuals representing the FarmHouse Foundation will be professional in nature.
- To be informed whether those seeking donation are volunteers, employees of the Foundation, or hired solicitors.
- To be assured that FarmHouse Fraternity and Foundation do not share, sell or release membership and mailing lists to non-members or to non-member organizations.
- To feel free to ask questions when making a donation and to receive prompt, truthful and forthright answers.

WAYS TO Give





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.




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DONOR ADVISED FUNDS
A donor advised fund gives you the flexibility to recommend how much and how often money is granted. 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.



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




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.




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


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.



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. To learn more visit www.farmhouse.planmylegacy.org.





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




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.

ENDOWMENTS
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.



GIFTS TO A CHAPTER FUND
You may designate your gift for an endowment fund that is designated for a specific chapter as well as give to your chapter's foundation council or building fund.



OTHER GIFTS
The Foundation Staff is happy to answer your questions and assist with other gifts such as life insurance, charitable gift annuities and planned giving. To qualify for a tax benefit in 2023 (when you itemize deductions on your income tax return), you must make your gift by December 31. To learn more, visit FarmHouse.org/Foundation.



Thank You
The Brothers of FarmHouse

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