

FARMHOUSE FOUNDATION ANNUAL REPORT 2023—2024



PROGRESS SHALL
MARK OUR EVERY STEP

FOUNDATION BOARD OF TRUSTEES

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We thank these outgoing Trustees during FY 2023-24:

GARY HANSEN (SOUTH DAKOTA STATE 72), JIM KELLY (AUBURN 81) and SCOTT NAGEL (MINNESOTA 85)

We welcomed these new Trustees during FY 2023-24:

JON DOBSON (SOUTH DAKOTA STATE 87), NATE ECKLOFF (NEBRASKA 75), JON JARVIS (MISSOURI 98), DWIGHT RAAB (PURDUE 80) and PETE WEISENBERGER (MISSISSIPPI STATE 78)

FOUNDATION STAFF

ALLISON RICKELS, CFRE
Executive Director & CEO

JASON BUTLER
Director of Leadership Giving

MIRANDA HOWE
Director of Annual Giving

JEANINE LANE
Director of Stewardship & Grants

JO BERRYMAN
Administrative Assistant

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Thank You FOR BUILDING THE FUTURE OF FARMHOUSE

The *Builder of Men* mission is at the heart of everything the FarmHouse Foundation does. Whether it's awarding scholarships, investing in research, supporting educational spaces in chapter housing or delivering values-based leadership training, our mission is made possible by donors like you. We are deeply grateful for your continued investment in building a better future—one member at a time.

In the following pages, you'll find highlights from the Foundation's fiscal year and glimpses of the impact your philanthropy has had. We encourage you to visit our online annual report to explore more stories, donor honor rolls, financial details and how donor dollars have been invested. These milestones are noteworthy to celebrate, specifically the 1,835 donors who contributed over 2,901 gifts, totaling \$3.18 million to the FarmHouse Foundation. **Thank you!**

While the numbers are impressive, our shared achievements go beyond financial success. It's about strengthening the future of FarmHouse by promoting academic achievement, leadership development, mentoring, growth and the enduring spirit of brotherhood. Your giving prepares today's members for life beyond college, where mature guidance, life skills, values-based education, and mental health support are more critical than ever.

Fraternities like FarmHouse play a vital role in shaping young men into well-rounded, values-driven professionals. FarmHouse builds community, creates a sense of belonging and provides countless opportunities for personal and professional growth.

Your generosity empowers our members to embrace these opportunities, develop life skills, seek out mentors and live out the values that define FarmHouse's brotherhood. Donors, like you, continue to help FarmHouse leaders—students, volunteers and staff—ensure the Fraternity continues to be a positive, relevant and meaningful experience for all.

Looking ahead, our vision is to expand financial support for the Fraternity's educational initiatives, helping FarmHouse members reach their full potential. As the challenges of today's world grow, so must our efforts to prepare students. This requires continued investments in leadership programs and resources that remain relevant and impactful for future generations.

We invite you to join us for a front-row seat to FarmHouse as a donor.
Your philanthropy changes lives, not just today, but forever.

“

As Trustees, we are proud to see FarmHouse alumni, parents and friends investing in the Foundation to ensure the next generation has every opportunity to succeed. It's inspiring to witness the way they selflessly contribute their time and resources. Supporting the Foundation is truly an investment in the Fraternity's future, enabling leadership programs, scholarships, housing grants and more. With one-third of the Fraternity's budget funded by Foundation grants, philanthropy is vital. Together, we ensure FarmHouse continues to shape confident, values-driven leaders for generations to come.”

— Eric Thurber (Nebraska 89), Foundation Chairman



FARMHOUSE
FOUNDATION



FARMHOUSE FOUNDATION

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 2021, in an effort to reinforce the significance of the relationship between both organizations, we updated the core brand elements for the Foundation, with an emphasis on brand entities and support.

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.



FARMHOUSE
FOUNDATION

OUR LOGO

The Foundation logo was updated in 2021 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.



OUR MISSION

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



OUR VISION

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



FARMHOUSE
FOUNDATION

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.

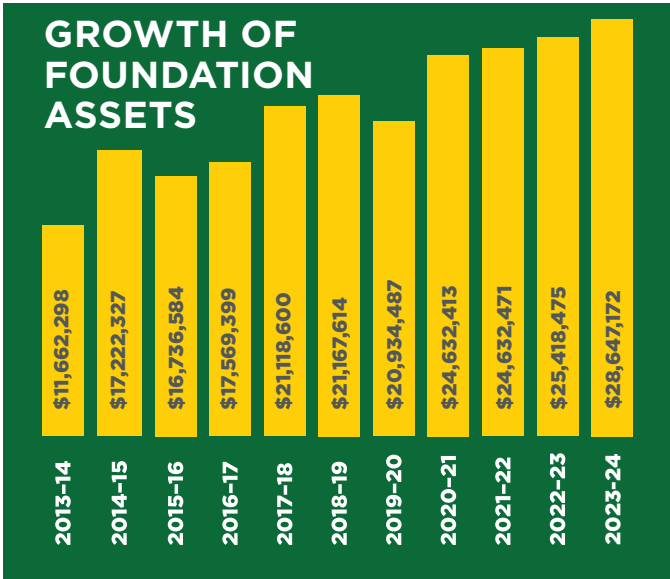
FRATERNITY SUPPORT

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.

FOUNDATION

YOU MAKE A DIFFERENCE.

Highlights



YOUR CONTRIBUTIONS

\$3,184,074

WAS DONATED TO THE FARMHOUSE FOUNDATION JULY 1, 2023 TO JUNE 30, 2024.

IN APRIL 2024, 1,137 DONORS GAVE

\$352,050

FOR THE REVAMPED FH MONTH OF GIVING.

MORE THAN

\$1.79 MILLION

WAS RAISED FOR BUILDING FUNDS, AND WILL BE SAVED FOR FUTURE GRANTS FOR THE EDUCATIONAL PORTION OF CHAPTER HOUSING PROJECTS FOR 25 CHAPTERS.

7TH

THE FOUNDATION RANKS IN TOTAL NET ASSETS AMONG 54 MEN'S FRATERNITY FOUNDATIONS.

OUR DONORS

1,835

DONORS, ALUMNI, UNDERGRADUATES, PARENTS AND FRIENDS, GAVE 2,901 TOTAL GIFTS.

MORE THAN **7.1%**

OF FARMHOUSE MEMBERS MADE A GIFT LAST FISCAL YEAR. NATIONALLY, FRATERNAL FOUNDATIONS AVERAGE 3% OF MEMBERS GIVING.

466

NEW DONORS INVESTED IN THE FOUNDATION.

736

UNDERGRADUATES GAVE OVER **\$7,360** TO THE 2024 RUBY SOCIETY, PROVIDING FUNDING FOR EXPERIENTIAL LEADERSHIP TRAINING AT FH CONFERENCES.

4

NEW ENDOWMENTS WERE ESTABLISHED BY DONORS. THE FOUNDATION CURRENTLY ADMINISTERS **196** ENDOWMENTS.

THROUGH THE FH LEGACY SOCIETY,

92

LIVING INDIVIDUALS HAVE CONFIRMED THEY HAVE INCLUDED THE FOUNDATION IN THEIR ESTATE PLANS, TOTALING OVER **\$5 MILLION** IN PLEDGES.

YOUR IMPACT

\$535,318

WAS AWARDED TO THE FRATERNITY FOR MENTORING, EDUCATIONAL PROGRAMMING, LEADERSHIP TRAINING, FACILITATION, CHAPTER SERVICES, EDUCATIONAL STAFF TIME AND MORE.

A GRANT OF

\$10,000

WAS MADE TO THE FOUNDATION FOR FRATERNAL EXCELLENCE (FFE) AND THE NIC IN SUPPORT OF THE FRATERNITY MATTERS CAMPAIGN.

THE FOUNDATION CONTINUES TO ADMINISTER TWO CHAPTER HOUSING LOAN PROGRAM LOANS, TOTALING

\$1.07 MILLION

THE NORTH DAKOTA STATE FH ASSOCIATION PAID OFF ITS CHLP MORTGAGE LOAN IN APRIL 2024.

THE FOUNDATION FUNDED GRANTS OF

\$22,076

TO ADMINISTER A CUSTOMIZED MEMBERSHIP ASSESSMENT FOR THE DEVELOPMENT OF ALL FH UNDERGRADUATES.

During the 2023-24 fiscal year, the Foundation provided 303 grants totaling \$1,973,051 in seven areas:

LEADERSHIP TRAINING

\$506,439 was granted to the Fraternity and to individual chapters for coaching, mentoring and virtual and in-person leadership programs.

EDUCATIONAL PORTION OF CHAPTER HOUSING

\$985,977 was administered for the educational portion of new or renovated chapter houses on 11 campuses.

SCHOLARSHIPS

A record-setting \$235,342 in academic scholarships were awarded to 213 undergraduates.

RESEARCH INITIATIVES

\$32,076 was awarded for research to help inform data-driven decision making within FarmHouse, demonstrate the positive impact of the Fraternity and better understand student members' needs.

COMPUTER LABS AND AFFILIATED TECHNOLOGY

\$2,554 in grants to the International Fraternity and two chapters for in-house technology.

PROGRAM SERVICES

\$132,650 for the Foundation staff to administer educational grants to the Fraternity and chapters.

FRATERNITY SUPPORT

\$76,994 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**, a significant portion of the Fraternity's two educational staff positions are funded by the Herbert Endowment Fund.





FRATERNITY HIGHLIGHTS

1,455

UNDERGRADUATES

45

AVERAGE CHAPTER SIZE

3.21

COLLECTIVE GPA

30,000+

HOURS OF COMMUNITY SERVICE

32

CHAPTERS

\$100,000+

RAISED FOR PHILANTHROPIC CAUSES



- The International Fraternity staff were able to provide health and safety programming to 97% of chapters.
- 85% of chapter members completed the 2023 Dyad Survey. These members reported an average positive mental health score of 3.5 out of 4 and a sense of belonging score of 4.3 out of 5, both above the fraternity national average.
- In fall 2024, 486 new members joined the Fraternity.
- During the 23-24 academic year, FarmHouse undergraduates and chapters successfully raised more than \$125,000 for various philanthropies, including FarmHouse’s national philanthropies, NMDP (formerly Be the Match) and Leukemia & Lymphoma Society.
- Seven FH chapters earned overall highest GPA in IFC on their university campuses including: Alabama, Auburn, Iowa State, Nebraska, Oklahoma State, Purdue and Troy.
- Educational and leadership programs and staffing provided by the Fraternity and financial support of the Foundation:
 - FarmHouse Leadership Institute (FLI)
 - To Be and Become Emerging Talent Retreat
 - Fall 2023 and Spring 2024 *Pearls & Rubies*
 - Fraternity staff provided risk education programming
 - Staff provided in-person visits to 97% of chapters

“I want to emphasize that much of my success this past year is because extraordinary people in FarmHouse surrounded me, and I grew significantly because of the way they poured into me.”

- Caleb Blackwell (OK 22)

ERIC THURBER

Q&A

MEET THE NEWEST FOUNDATION CHAIRMAN

“

It's important FarmHouse continues to provide an exceptional experience and have a significant impact on young men for generations. I want to do my part to help ensure our success.”

— Eric Thurber (Nebraska 89)

For most FarmHouse members, the fraternity experience begins the day they join the chapter, but for Eric Thurber (Nebraska 89), his FarmHouse experience began as a young child growing up in Roca, Nebraska, just south of Lincoln.

Eric's father, Tom Thurber (Nebraska 60), a veterinarian and Master Builder, is a long-time Nebraska FH Association board member, former chapter advisor, a past Foundation Trustee and a dedicated FH volunteer. Well known for their hospitality, the Thurber family hosts the Nebraska chapter at their home each fall for the chapter's annual retreat, and regularly welcomes FarmHouse brothers to their home, staying as connected as possible to the Fraternity.

Many of Eric's memories involve his family spending time with other FH alumni and their families—attending county fairs, reunions, football tailgates or vacationing together. When Eric joined the chapter as a freshman, FarmHouse already felt like home.

Several childhood family friends became fraternity brothers as well as his brother, Lee Thurber (Nebraska 91), and future brother-in-law, Paul Rohlfling (Nebraska 83).

Eric credits FarmHouse—along with the people he surrounded himself with—for his personal development. The men in FarmHouse encouraged him to think bigger and broader than his life growing up in rural Nebraska.

Following college, Eric earned his law degree from Harvard Law School and then started working on Wall Street in New York City. He has served as a financial advisor to wealthy families since 1995 when he began his career at Montgomery Securities in the private client department and subsequently for various investment firms.

After leaving Wall Street, Eric co-founded and is managing director for Three Bridge Wealth Advisors, a private multi-family office located in Silicon Valley that provides comprehensive wealth advisory services to first-generation wealth creators—entrepreneurs and venture capitalists.

Eric believes strongly in a value-based approach to wealth planning, advising clients with an integrated approach that spans investment consulting, estate planning, philanthropic planning, risk management and expert relationship management. He has over 25 years of experience with investment manager due diligence, portfolio construction, asset allocation and alternative investment analysis.

He holds a certified investment management analyst (CIMA) designation administered by the Investments & Wealth Institute and taught in conjunction with the Wharton School and is an associate at the Stanford Institute for Economic Policy Research.

A committed industry and thought leader, Eric is a member of the inaugural JP Morgan RIA Advisory Council and often quoted in financial publications and media outlets. Eric lives in San Francisco, California, and is passionate about fitness, global travel and experiencing unique adventures.

In 2018, Eric joined the Foundation's Board of Trustees, following in the footsteps of his dad and brother as Trustees. They are the first in FarmHouse to have multiple family members serve as Trustees. Eric has been the investment committee chair since his board term began, providing guidance and expertise for the Foundation's investment portfolios. In November 2023, Eric became the Foundation's Chairman for a two-year term. With a deep commitment to FarmHouse, this is why Eric serves as the newest Foundation Chairman.



What contributions has FarmHouse made in your life?

FarmHouse has always been in my life. My dad, Tom, has been involved with the Fraternity since he was in college and probably knows most of the Nebraska FH alumni. When I arrived at college, FarmHouse was the first time I experienced trying to be exceptional and working to be the best you could be was not only encouraged, it was celebrated. So much of my grounding and personal development happened in the Fraternity. Through my FH experience, I realized the possibility for future success, both in college and life, with the opportunity to achieve something bigger and better. My FH brothers inspired me to pursue graduate education at Harvard, and then the confidence to take on Wall Street and do what I've done since.

What lifelong relationships have you gained through FarmHouse?

Several of the men in my chapter, who have become my dearest friends, I have known since I was little because they are sons of my dad's FarmHouse brothers. They have become some of my dearest friends and Fraternity brothers. Other chapter brothers are important friends in my life today, as well. Several of my family members are FH men, including two nephews. What's neat to see is that many of my friends' sons are FH undergraduates today. It's an extraordinary thing to see these lifelong friendships develop intergenerationally.

Why do you serve as a Foundation Trustee?

FarmHouse was instrumental in my development as a young person and I believe it was critical to being accepted to Harvard Law School. The leadership and exceptionalism

I witnessed within the men of my chapter who were older mentors transformed and molded me as a person, which eventually led me to become a Foundation Trustee. FarmHouse has helped me in my career and personal development even to this day. I am involved as a Trustee to provide more impact to this organization and help other undergraduate members have the same kind of life-changing experience I had as an undergraduate and continue to have as an alumnus.

What is your experience as a Trustee?

Serving as a Trustee has been an opportunity to remain engaged with FarmHouse by staying connected with alumni and networking with members who value FarmHouse like I do. The other Trustees are people I respect immensely and they are involved because they want to make a difference. They come with the best intentions to serve, support and help grow FarmHouse through their efforts with the Foundation. It's been an exceptional opportunity to re-engage with the organization that has given me so much and that I care a great deal about.

Why do you serve as Foundation Chairman?

I believe it is important FarmHouse continues to provide an exceptional experience and have a significant impact on young men for generations. I want to do my part to help ensure our success. To help lead the Foundation as its Chairman is truly an honor. I find it immensely rewarding to work with other FarmHouse alumni and see the way they care and give humbly of their time, talent and treasure.

What about FarmHouse makes you proud?

I am most proud of the FarmHouse values, knowing the exceptional quality of the men and seeing the impact the Fraternity has had on them. I saw that for myself, members of my family, and my friends—in their development, successes, and the way they live their lives. I strongly believe the principles and values of FarmHouse have been consistent over decades and how the Fraternity has been able to build men into leaders, develop professional careers and impact their communities. It also makes me proud to witness alumni giving back to ensure future generations have every opportunity to succeed.

What does it mean to coach and mentor others?

I have had a wonderful experience mentoring several FarmHouse students, including some who have interned for my company. These young men have spent a year as interns on our team learning how to invest responsibly, understanding and respecting the complexities of offering sound and secure financial advice to highly-successful individuals, and becoming analysts on our team. Currently, we have a FH young man working with us. It has been an opportunity to connect, guide and help them grow in both their knowledge and values. Internships like these help them get farther along in their lives and gain early experience

Q&A: ERIC THURBER

to get a leg up on the competition. It has been immensely gratifying and enriching to see how the experience helps them in their careers, increases their knowledge base and figure out where they're going in their lives. At the same time, they've taught me what's going on with young people and how they live today. It's been a wonderful two-way path of learning.

How has generosity and service to others impacted your life?

When you give of your time and treasure, you often get just as much in return. The time I have spent as a Trustee, with other alumni, and mentoring FH young men has been life-enhancing. Being a part of programs like Conclave and the Power of 7 Seminar, I always come away with a renewed sense of optimism that investing in FarmHouse is always worthwhile.

Do you believe fraternities are still important today?

Fraternities may be more important than ever to help young people be successful. Today, we need well-rounded, developed young professionals who are grounded in values, fundamental beliefs and relevant life skills. Fraternities, particularly FarmHouse, build a foundation around values that empower young men to be confident and successful in life. So many young people are stuck with their phones in hand, tethered to technology, and maybe not as social as other generations. But, ultimately, we live in a world where we commune together and learn from each other. More studies about living longer and staying healthy are around having a strong community of people in your life. FarmHouse provides a much-needed community and sense of belonging.

What should donors know about the Foundation?

The Foundation exists to support the educational programs of the Fraternity, which enables FarmHouse men to have exceptional learning experiences. For example, the FH Leadership Institute offers chapter officers an opportunity

to come together to learn from each other, how to lead their chapters and define and develop their roles. The Foundation also provides much-needed academic scholarships, housing grants and study-abroad opportunities and more. Plus, it helps to fund research on the positive impact and value of fraternities today.

Most importantly, the Foundation helps to provide significant financial support to the Fraternity to invest in the important educational work they do. One-third of the Fraternity's budget is from Foundation grants due largely in part to the generosity of our donors. The Foundation has a solid financial footing and is continuing to see incredible support from alumni and friends. But we can't stop now in our fundraising efforts to grow the resources needed for the Fraternity to be successful with its educational priorities and to impact more young men now and for the future.

Why should someone invest in the Foundation?

I believe giving to the Foundation is an investment in the future of the Fraternity—for the development of young men, in the educational experiences we can provide and ensuring the Fraternity is there for the next generation of leaders. These learning opportunities and growing experiences are needed more than ever for young people today.

Your family is the first to have three members as current or past Foundation Trustees. What does that mean to you?

One thing our father instilled in us is the importance of serving. I have witnessed how much he gave of his time and effort to FarmHouse because of how much he cared, how much he got in return and how his life was so enriched by the relationships he created along the way. This was a big reason my brother, Lee, and I found it to be important to be involved and we were honored when we were asked to join the Board. It's a very unique opportunity and we're all very grateful to serve an organization that has given so much to us.



The Thurber family at a Nebraska FH event (from left) Logan Thurber (Nebraska 22), Lee Thurber (Nebraska 91), Tom Thurber (Nebraska 60) Eric Thurber (Nebraska 89), Pierce Rohlfing (Clemson 19) and Paul Rohlfing (Nebraska 83).

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

WHY YOUR GIVING MATTERS

National research proves fraternities foster positive mental health, accelerate student success and strengthen lifelong connections. Fraternities are more relevant than ever, and your giving to the FarmHouse Foundation helps make these opportunities and experiences possible.

Fraternity members report higher levels of positive mental health and less depression or anxiety than unaffiliated members.

“FarmHouse has impacted my life, in terms of selflessness. Growing up, I was never extroverted and I have always kept only a small group of very close friends. I enjoyed doing things on my terms and not worrying about how my actions or opinions affected others or their image.

When coming to college, I refused the idea of joining a fraternity because of this, along with having social anxiety. However, since stepping out of my comfort zone and joining FarmHouse, my concerns and issues have subsided. My social anxiety began to lessen and I realized the ambitions of the group of men around me were far greater than the ambitions of just myself. I now had new things to take pride in. I took the next step by taking leadership positions within the Fraternity.

This is where I began to notice the importance of representing a large group of people and forfeiting my wants when their wants and needs matter more. I think the largest effects of this impact will reveal themselves to me later in life as I enter a career and continue to use these leadership abilities.”



— Logan Schimpf (Troy 21)

Fraternities provide an environment where members can have tough conversations, especially about personal issues like relationships, family and mental health struggles.

“Starting at my university, I was unsure of my place in the world and lacked confidence and conviction.

FarmHouse has given me the opportunity to experience the true definition of fraternity. Taking on leadership roles has enabled me to improve my interpersonal skills, and my ability to better understand people and resolve conflicts efficiently. These leadership opportunities have also provided me with experience in how and when to delegate tasks to ensure everything is accomplished properly and in a timely manner.



As a chapter president, I have learned how to navigate chapter meetings, delegate tasks and deal with conflicts. FarmHouse has truly had one of the most profound impacts on my life and my character.”

— Kai Watrin (Alberta 21)

83% of members indicate stronger leadership confidence as a result of their fraternity membership.

“I am new to FarmHouse, and yet I feel as though I have been a brother for years. I grew up with stories from my peers and mentors about the Fraternity and the growth that could take place within myself if I chose to be a part of it.

From the beginning, I knew I wanted to be more than another member, but I was still terrified of the offices I was elected to serve. I didn't think I was qualified, and I feared the possibility of failing my brothers. I wondered if my actions in the Fraternity would ultimately lead to any impact.

My brothers' kind words as well as attending the FH Leadership Institute, helped me through all of my fearful thoughts and gave me the confidence to not only fulfill my obligations but to excel in these tasks and, hopefully, leave FarmHouse better than I found it.”



— Tristan Holland (Colorado State 23)

EQUIPPING Leaders

FARMHOUSE LEADERSHIP INSTITUTE (FLI)

Jan. 4-7, 2024 | St. Louis Airport Marriott | St. Louis, Missouri

The FarmHouse Leadership Institute (FLI), a 32-year tradition, brought together more than 230 FarmHouse undergraduate leaders and chapter advisors 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.

Each FLI student attendee participated in 17 hours of training and learning through a variety of sessions. Keynote speakers, session leaders and other facilitators shared their knowledge and insights, enabling members to translate those skills back to their chapters. Chapter advisors participated in a shortened program of 11 hours of training.

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

Feb. 23-25, 2024 | The Adolphus Hotel | Dallas, Texas

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 17th 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 toured the Sixth Floor Museum at Dealey Plaza, in tribute to the late U.S. President John F. Kennedy.

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 9-10, 2024 | Washington, D.C.

In partnership with the North American Interfraternity Conference (NIC) and the Fraternity Government Relations Committee (FGRC), one FarmHouse undergraduate and two Fraternity staff members participated in an 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, college students and interfraternal leaders from across the country.

Attendees' 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.



Alumni and students gathered at the 2024 Power of 7 Seminar.

TO BE & BECOME: EMERGING TALENT RETREAT

May 17-19, 2024 | Missouri FarmHouse Chapter
Columbia, Missouri

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.

The 2024 Emerging Talent Retreat brought together 32 students from 23 FH chapters at the Missouri FarmHouse chapter house in Columbia, Missouri, for an inspiring leadership experience.

The program included more than 15 hours of engaging, values-based learning sessions, team-building exercises and independent reflection for

participants—enabling them to discover their strengths, develop strategies for personal success, and learn how to make a positive impact on their chapters and communities.

Because of support to the FH Excellence Fund, along with the C.J. & Dorothy Gauger Endowment Fund, the Foundation was able to fully fund the Emerging Talent Retreat. Attendees' travel, meals and lodging as well as the program development and facilitation by volunteers and the Fraternity's education staff were funded by this grant.



To Be & Become attendees gathered for an outdoor team-building game.

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 a large portion of two educational staff.

The Fraternity's educational staff are responsible for developing curriculum, resources and programs to directly FH student leaders and volunteers.

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 and the Fraternity's chapter services team regularly communicates with officers from each chapter. This level of guidance and support allows the Fraternity staff to have year-round educational impact on each chapter 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.



All attendees at the 2024 FarmHouse Leadership Institute.

RISK EDUCATION

During the 2023-24 academic year, multiple volunteers and staff traveled on behalf of FarmHouse to deliver risk education presentations to chapters. This included the three rotational programs—Alcohol Skills Training Program, Healthy Belonging and Sexual Violence Awareness. Eight chapters received the program from seven volunteers, while the rest received a risk program from staff during chapter consultation visits.

To make sure volunteers and staff were prepared for these programs, they required appropriate health and safety training. Funding was provided for the facilitation services and training for volunteers on the Alcohol Skills Training Program presented by the University of Washington BASICS Innovations Group.

The Fraternity also received a grant for expenses for three staff members to participate in an educational seminar on risk education hosted by the Fraternity's insurance provider, Holmes Murphy. The seminar was an orientation for new staff to learn more about the insurance coverage FarmHouse provides its students and how to have conversations with chapters that may be leaning towards risky behavior.

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.

PROFESSIONAL DEVELOPMENT

Investing in professional development strengthens the Fraternity and Foundation by equipping staff with the skills, knowledge and inspiration to excel in their roles. This growth enables them to effectively train and educate FarmHouse students and volunteers, multiplying the impact of their expertise across the organization. Grants were made for staff to attend industry educational conferences to grow their skillsets and learn the latest trends, research and best practices in the fraternal industry, association management and higher education. Fostering continuous learning ensures our team remains innovative and capable of driving our mission forward while also demonstrating our commitment to their personal and professional success.

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.



Fraternity staff members travelled to Tuscaloosa, Alabama to work with students and initiate the founding members of the Alabama chapter.

Your Investment in Action

The FarmHouse Leadership Institute (FLI) will kick off the New Year for the Fraternity, Jan. 4-7, 2024, in St. Louis, Missouri, where over 230 attendees of student leaders and chapter advisors will gather together. Participants will learn with each other throughout the weekend, sharing their experiences and engaging with the curated curriculum built around the FarmHouse experience. Your investment in the FH Leadership Institute through the FarmHouse Excellence Fund will provide the following opportunities with these expected outcomes for attendees:



- **Six key officers per chapter** will strengthen the chapter's bandwidth to implement positive changes as they engage in specialized tracks designed for their officer position
- **Chapter advisors** will join FLI this year with a customized educational program focused on the FarmHouse advisor experience and best practices in coaching, mentoring and supporting students
- **Host city and hotel at the Airport Marriott in St. Louis** will require less travel time and more drivability for chapter teams
- **Interaction with members of the International Executive Board (IEB)**, including panels for advisors and chapter presidents to hear from these key leaders about the future of FarmHouse and learn about the work they are doing to support chapters and associations, as well as IEB members serving as facilitators across the different officer tracks
- **Opportunities for chapters to engage with staff and volunteers** about what they've learned throughout the weekend
- **Two talented keynote speakers** discussing the importance of assessment and what it means to be a leader within FarmHouse Fraternity and beyond
- **A first look at the 2023 Dyad student assessment results** will enable officers to learn from and use their chapter's results for a deeper dive into their chapter's collective attitudes and behaviors, which will help with goal setting, strengthen belonging and enhance and improve the FarmHouse experience
- **Learning labs for personal development and skill building** where attendees will each participate in three sessions choosing from 21 topics such as men's wellness, time management, personal finance, building relationships with alumni and learning FarmHouse history
- **Celebration of chapter successes** through the FarmHouse awards and recognition ceremony, presentation of the Ruby Cup and installation of new chapter presidents
- **Peer-to-peer learning, idea sharing and mentoring** throughout officer tracks, learning labs, and focused collaboration time with other chapters and their own at various points of the program
- **Putting Thanks in Action** by attendees showing their gratitude to FarmHouse donors in hands-on stewardship opportunities and sharing their FLI experience first-hand with donors

Officers to Attend:

President
VP of Finance
VP of Recruitment
Chapter Advisor

VP/Director of Administration
Director of New Member Education
VP/Director of Risk Management

Meet the Keynote Speakers:



Ryan Downs (Nebraska 88) President of Unison

Ryan is President of Unison, a financial services company based in San Francisco and Omaha. Unison enables homeowners to access the equity in their homes without incurring debt or making monthly payments. Ryan also owns a consulting business through which he provides strategic and operational advice to various enterprises.

He serves on the boards of Assurity Life Insurance Company in Lincoln, Nebraska), and Huvr, a tech startup in Colorado Springs, Colorado. Previously, Ryan served as President and CEO of Proxibid, Senior Vice President of Worldwide Operations for PayPal, managed Global Customer Support for eBay, and served as Chief Executive Officer for eTopia Technologies, Inc. Prior, Ryan was a partner at the law firm of Bartlit Beck Herman Palenchar & Scott in Denver, Colorado, where he specialized in complex commercial litigation.

Ryan serves on several non-profit boards including Bellevue University, Maverick Venture Fund at the University of Nebraska-Omaha, NorthStar Foundation, King of Kings Lutheran Church and the Jeffrey S. Raikes School of Computer Science and Management at the University of Nebraska-Lincoln.

Ryan has been actively involved with FarmHouse since he initiated and was a chapter president. As an alumnus, he was Chairman of the FarmHouse Foundation Board of Trustees, served as a Trustee for six years, and chaired the Nebraska FH Housing Campaign. He has been a mentor to Nebraska FH undergraduate members. Ryan has been recognized with two of FarmHouse's highest honors, the Master Builder of Men and the Philanthropy Laureate Award.

Ryan earned a B.S. in agricultural sciences in 1991 from the University of Nebraska-Lincoln and a J.D. from Harvard Law School in 1994. He grew up on his family's farm outside of Hershey, Nebraska. His father, Doug (Nebraska 61) and his brother Dale (Nebraska 91) are FH members, and Ryan has many memories of growing up with other FH families. He and his wife, Valerie, live near Springfield, Nebraska, and have three children, Emily, Lauren and Carson (Nebraska 22).



Dr. Gentry McCreary CEO & Managing Partner, Dyad Strategies

Dr. Gentry McCreary is the CEO and managing partner of Dyad Strategies LLC, a consulting firm working with college campuses and fraternal organizations on issues related to research, assessment and strategic planning. Over the last six years, Dyad Strategies has been engaged in a longitudinal research project aiming to better understand the culture of fraternity and sorority chapters and trends within the fraternal community. The surveys that they have developed in that research have been completed by over 100,000 fraternity and sorority members across North America. His session will dive deeply into that data, sharing insights with chapter leaders on how the fraternity/sorority experience can be enhanced and improved.

Prior to his work at Dyad Strategies, Dr. McCreary worked for over 13 years in higher education, including nearly five years as Director of Greek Life at the University of Alabama. His research examines the psychology of hazing, the moral development of college students, and the roots of fraternal brotherhood and sisterhood. He is a widely sought-after expert on Greek Life and hazing prevention, and has appeared on the Today Show, NBC Nightly News and CNN Headline News.

*View the FH Leadership Institute
schedule and Learning Lab details
by using this QR code.*



TO BE & BECOME

★★★ A BUILDER OF MEN INITIATIVE

The mission of To Be and Become (TBB) is to assist FarmHouse men in making conscious choices that affect their success. This three-day Retreat equips them with the knowledge, skills and attitude needed to create positive change in their chapter, campus and community. Through facilitated learning sessions and independent reflection, To Be and Become incorporates FarmHouse values in every step of the process.



Carson Reznicek (NE 23)

“I enjoyed meeting members of other FH chapters and hearing about how they have led their chapter and are working to improve and develop their brotherhood. This was very encouraging to see how much FarmHouse means to men across the continent.”

Luke Meger (ND 23)

“I most enjoyed the ability to meet and interact with my FarmHouse brothers from many chapters. Having the built in free time allowed me to interact with those brothers. Going into the weekend I wanted to learn how other chapters choose to operate and TBB achieved that.”

Pharris Livingston (AB 24)

“I appreciated connecting with brothers from different chapters. This gave me valuable connections within the Fraternity as well as strategies for managing my chapter I can implement right away.”



Held at Missouri FH
Chapter House
Columbia, Missouri
May 17-19, 2024
32 Students
23 Chapters

participants average
overall satisfaction
with their TBB
experience

4.3 / 5

4.4 / 5

participants average
score of their
understanding of their
personal values as they
work to lead others

DOWN TO THE DATA

A LOOK BACK AT FOUR YEARS OF THE FARMHOUSE EXPERIENCE

Over the last four years, Dyad Strategies and FarmHouse have continued to engage in a valuable and necessary partnership, collecting data which has resulted in another very successful year of student assessments. Each fall, FarmHouse members are asked to evaluate their fraternity experience based on affinity, risk tolerance, trust and overall mental health. In addition, current demographic information is captured, giving staff and volunteers a better understanding of who FarmHouse students are today.

With more than 85% of members completing the 2023 confidential online survey, it was the highest percentage of participation realized to date and the collected data will drive the strategy for both the Fraternity and Foundation as we measure brotherhood, aversion to risk, the propensity to give, the satisfaction of members and the overall net promoter score (NPS).

Out of the 12 national fraternities who have partnered with Dyad for an annual student assessment, FarmHouse and one other organization stand above the rest with NPS scores of 59 (Figure 1) for 2023. Both of these organizations have substance-free housing policies, demonstrating FarmHouse's ability to innovate amongst our peers and provide a safe,

healthy environment for our membership.

One of the core concepts of the assessment is a measurement of brotherhood amongst undergraduate members. Through the research, we found the bonds built by members continue to be strong, oftentimes scoring above the national benchmark. The belonging score continues to rise year after year, with an average score of 4.3 out of 5. Twenty FH chapters showed a positive increase in their overall sense of belonging, with only one chapter scoring below a 4.0.

FarmHouse chapters naturally create a positive environment for their brotherhood to grow. The data shows our men hold themselves to a higher standard with an accountability score of 4.39 out of 5, scoring above the national average (Figures 2 & 3).

These graphs skim the surface of the data FH has at our disposal, and this data helps to generate educational programs and chapter visits. As our partnership with Dyad has evolved, so has the data chapters receive. Access to a four-page report is provided to each chapter which highlights data from the past four years, creating opportunities for in-depth discussions about chapters' future.

"The Dyad survey helped to identify strengths and weaknesses for the Minnesota chapter," Noah Erickson

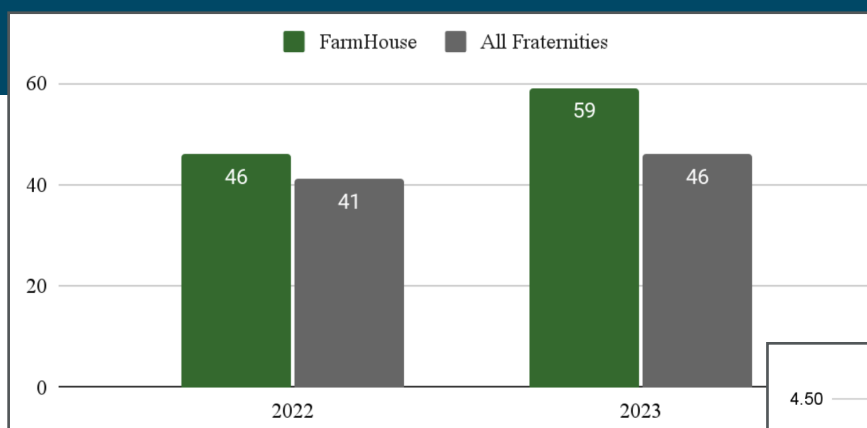
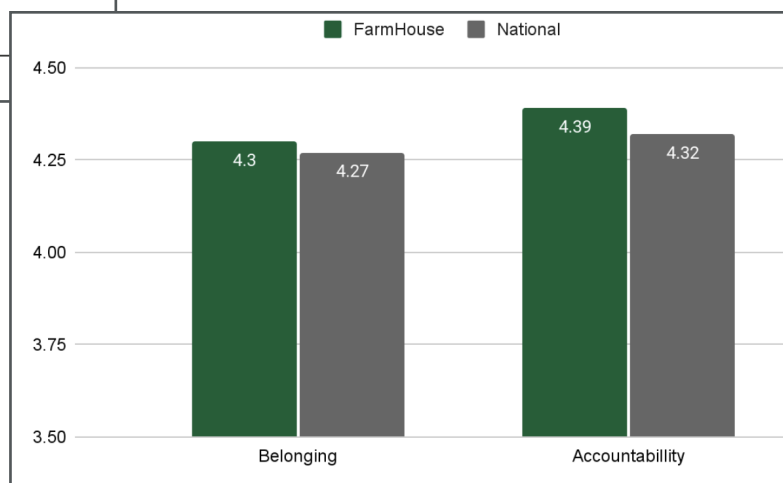


Figure 1. Net Promoter Score in FarmHouse Over Time in Comparison to National Benchmark

Figure 2. FarmHouse Brotherhood in Comparison to National Benchmark





Brothers who feel they belong are more engaged, more committed, and are more likely to remain active contributors throughout their collegiate experience. The work that FarmHouse is doing at the national and local levels to grow this important aspect of the brotherhood is working, and it is having an incredible impact on the FarmHouse experience.”

– Gentry McCreary, CEO of Dyad Strategies

(Minnesota 22) said. “Which not only shows us what we do well, but how we can grow.”

Without this data, there would be limits to the resources FarmHouse staff could provide to chapters during programs and in-person visits. With the data, the Fraternity staff and IEB can tune into what risk factors affect specific chapters, which helps leadership make informed decisions around their individual organization. For example, Fraternity staff analyzes the trust of members and works to connect themselves with the students, alumni and their university.

“Nothing beats that light bulb you see in the students when they put two and two together and start crafting a plan around the data,” Emily Little, assistant director of member services said. “At FH we’re centering our strategy around data, so why shouldn’t the students? Whether it’s recognizing there may be toxic behavior around alcohol or striving to raise member satisfaction with a growing chapter, it’s inspiring to see this create change across a single chapter.”

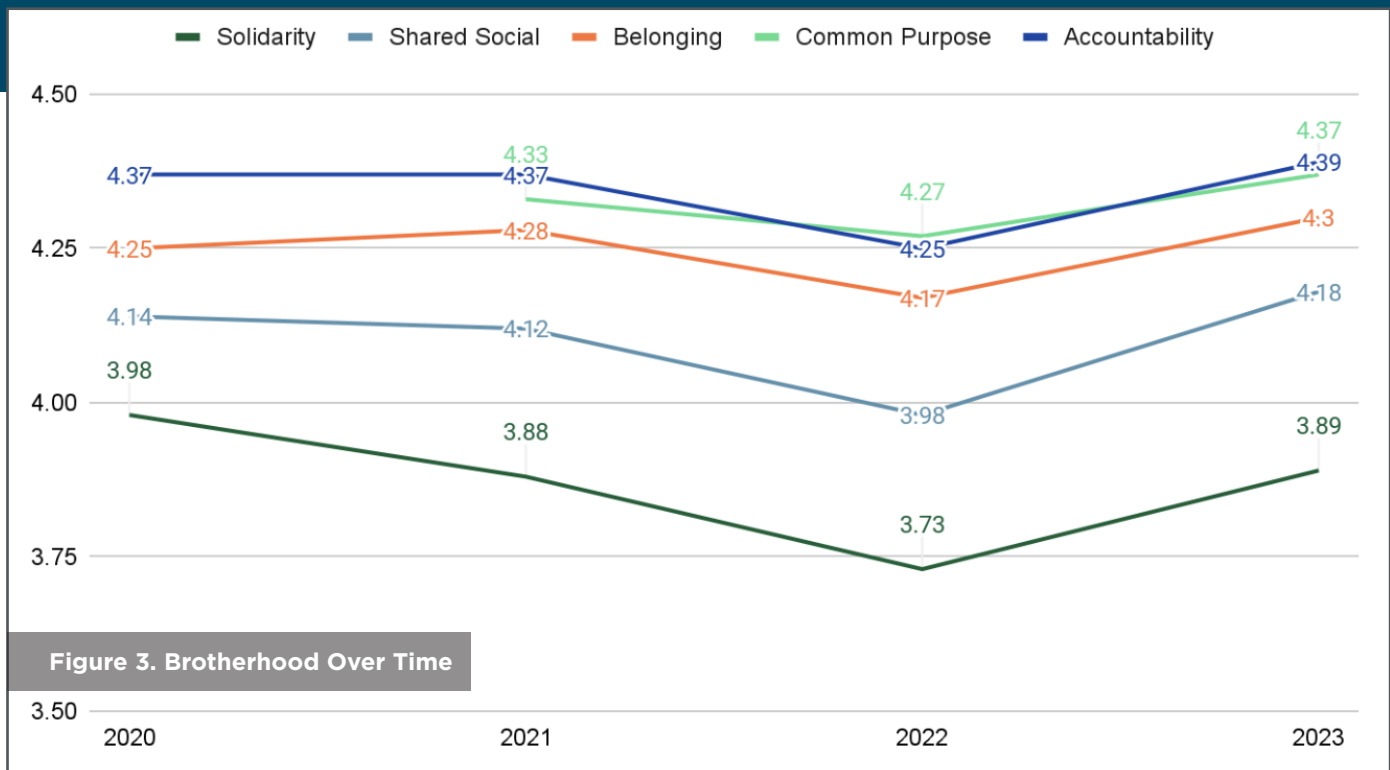
FarmHouse continues to invest in chapter advisor support through education around the data. During the 2024 FH Leadership Institute, 21 chapter advisors had the opportunity to learn more about how to utilize the research from Dyad Strategies CEO, Gentry McCreary.

“Seeing the cumulative results over the last few years from the Dyad survey for our chapter and the Fraternity as a whole provided such an insight into the growth, change and progress made between pledge classes and universities,” said Troy chapter advisor Heath Barton (Troy 13). “The impactful and critical data that’s provided through this experience is critical to not only having insight as an alumnus and advisor, but also to know that our brotherhood is in an incredible position for continued success.”

“The significant gains we have seen in belonging, brotherhood and overall satisfaction with the FarmHouse experience are incredibly encouraging, McCreary said.

“Brothers who feel they belong are more engaged, more committed and more likely to remain active contributors throughout their collegiate experience. The work that FarmHouse is doing at the international and local levels to grow this important aspect of the brotherhood is working, and it is having an incredible impact on the FarmHouse experience.”

FarmHouse staff and volunteers are excited about what the future of this data holds as we work to dive deeper into what drives each FarmHouse chapter and to provide chapters the tools they need to achieve their full potential.



AWARDING SCHOLARSHIPS

Thanks to the generosity of the following individuals, the FarmHouse Foundation awarded a record \$235,342 in academic scholarships for 213 undergraduate members.



[CLICK HERE TO SEE
SCHOLARSHIP
RECIPIENTS](#)



THANK YOU.

“FarmHouse’s emphasis on scholarship has motivated me to excel academically and the study groups have been invaluable. The Fraternity’s network of alumni and professional connections have provided mentorship and career opportunities, while leadership roles within FarmHouse have equipped me with essential skills for my future.”

— Brock Burchett (Missouri 21)

“Being around such a focused group of men has allowed me to be a product of that environment and discipline myself. This focus and dedication to my studies has enabled me to earn honors of highest distinction and be named a Chancellor’s Scholar at my undergraduate commencement. Without FarmHouse, I would not have been able to achieve these academic feats.”

— Jared Mulder (Nebraska 19)

“I am so blessed to receive this scholarship. FarmHouse has given me so much, and I’m excited to continue to give back more to the Fraternity. I will use this scholarship money to help pay for my school and stress less about finances. Thank you for choosing me for this scholarship!”

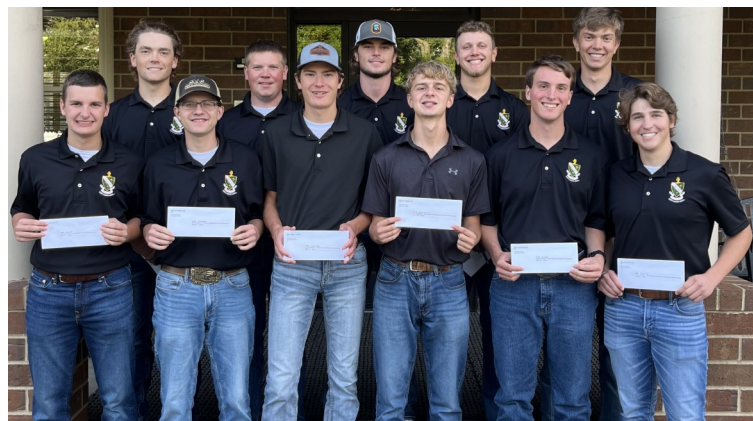
— Jacob Valerius (Minnesota 21)

“FarmHouse membership can provide many benefits to help you achieve personal, academic and career goals. FarmHouse offers opportunities for networking and professional development through its alumni network, industry partnerships and career services. Members can also take advantage of academic resources, such as study groups, tutoring and mentorship from older members.”

— Cooper Waddell (Oklahoma State 21)

“I am grateful for this scholarship because it will assist me in reaching my academic goals as well as springboard me to success in my future career. Thank you for your sacrifice of time, pleasures and comforts to make this scholarship possible for me.”

— Joshua Hildebrand (Kansas State 23)



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 \$235,342 in scholarships to 213 students during the 2023-24 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?

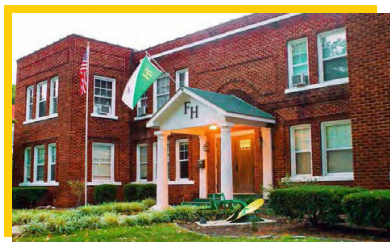
- Make education accessible. Scholarships can often play a major role in a student's decision to attend college, join FarmHouse and enjoy the kind of experience that has enriched the lives of many members.
- Attract hard-working, dedicated students. You will help create a Fraternity of outstanding scholars 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 2023-24

- 25 chapters with active building funds.
- \$1.97 million was raised for future housing grants.
- \$985,977 administered for the educational portion of new or renovated chapter houses on 12 campuses.
- \$1.07 million in chapter housing loans. Since its inception, the Trustees have vetted eight loans, approved seven, have had four loans and currently administer two loans.



ARKANSAS

Construction and renovation work were completed in the fall of 2018. Last fiscal year, the Arkansas FH Association received a grant of \$30,000 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 190 men. The new construction is estimated to cost \$5.8 million. To date, they have raised over \$1.2 million from 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 over the last few months and grants from their building fund were made to the Idaho FH Association during FY 22-23. The Idaho FH Association is raising additional funds to complete the housing renovation, at an estimated \$595,000, to create a fully liveable, safe and attractive living/learning facility for current and future members.

ILLINOIS

The Illinois FH Association is conducting a capital campaign with a \$4.5 million goal to renovate their historic chapter house. To date, they have raised over \$4 million in pledges and gifts and anticipate a groundbreaking to take place in December 2024. During FY 23-24, grants totaling over \$203,000 were made to the Illinois FH Association for fundraising expenses, 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 \$170,485 in grants to maintain, operate and repair the educational portions 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, over \$92,000 in grants were awarded to the Kansas State FH Association to renovate, maintain and operate the educational portion of the chapter house.





MISSISSIPPI STATE

Grants totaling \$9,100 were made to the Mississippi State FH Association to renovate, maintain and operate the educational portion of the chapter house.

MISSOURI

The new Missouri chapter house for 60 live-in members was dedicated in April 2023 after a successful \$2 million capital campaign. Last fiscal year, grants over \$321,200 were made for the construction of the educational portion of the chapter house.

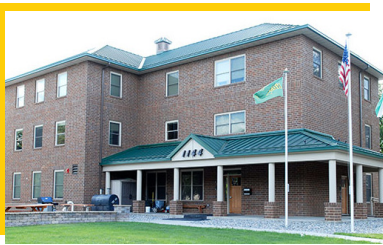


NEBRASKA

The new Nebraska chapter house was dedicated in September 2018, and more than \$4.3 million was raised for the educational portion of the chapter house. Last fiscal year, over \$77,600 was granted to the Nebraska FH Association for ongoing maintenance and debt reduction for the educational portion of the chapter house.

NORTH CAROLINA STATE

Grants totaling \$17,700 were made to the North Carolina State FH Association to maintain, operate and repair the educational portion of the chapter house.



NORTH DAKOTA STATE

Last fiscal year, grants totaling nearly \$42,000 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.

OHIO STATE

Grants totaling nearly \$12,000 were made for ongoing maintenance and repairs for the educational portion of the chapter house.



OKLAHOMA STATE

Grants totaling more than \$10,000 were made to the Oklahoma State FH Association for ongoing maintenance and debt reduction for the educational portion of the chapter house.

WASHINGTON STATE

The Washington State FH Association established a building fund this fiscal year to renovate and repair the educational portion of their chapter house.



OTHER BUILDING FUNDS WITH THE FARMHOUSE FOUNDATION

| | |
|------------------|--------------------|
| Colorado State | South Dakota State |
| Illinois State | Tarleton State |
| Michigan State | Tennessee |
| Minnesota | Texas A&M |
| New Mexico State | Texas Tech |
| Purdue | |

CHAPTER HOUSING MORTGAGE LOANS WITH THE FARMHOUSE FOUNDATION

Illinois State
Iowa State
North Dakota State*

*The North Dakota State FH Association paid off its chapter housing mortgage loan with the Foundation in April 2024.

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 provides a home away from home for 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 more than 1,650 undergraduate FarmHouse members.

To do this, the FarmHouse Foundation offers building fund accounts for each FarmHouse association to utilize, offering donors a meaningful, tax-deductible way to support the educational spaces within a chapter house. Funds designated for building fund accounts are used solely for the educational portion of chapter housing.

Grants can be used for the building, renovation or ongoing maintenance of a chapter house. The educational portion of the chapter house is determined by a legal opinion 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. As determined by IRS regulations, grants can be made for the renovation or construction of the space in a chapter house used exclusively for educational purposes. 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, including in student rooms.
- Computer networking and internet wiring for the entire chapter house.
- Fire alarms, smoke detectors and internal sprinkler systems for educational areas.
- Annual operating expenses, including property insurance, utilities, property taxes, mortgage interest and similar items attributable to educational areas.

Grants can be made from a building fund for all 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.



FARMHOUSE FOUNDATION EXCELLENCE FUND

To see a list of FarmHouse Excellence Fund donors visit bit.ly/Foundation-Annual-Report

BEGINNING WITH THE END IN MIND

FarmHouse Foundation has partnered with the International Fraternity to raise unrestricted financial resources to fully fund the grants and services for the Fraternity aimed at addressing the challenges young men face on college campuses today and in the future. Your support through the **FarmHouse Excellence Fund** is critical to maximizing the impact for as many members as possible.

By supporting the FH Excellence Fund, you help bridge the gap between membership dues and the rising costs of values-based education and leadership programs. Contributions also support volunteers, alumni engagement, mentoring opportunities, 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 and develops the leaders our world urgently needs.

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 2025 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 and resources 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.

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.

FISCAL YEAR 2023-24:

\$774,397 was raised for the FH Excellence Fund.

GOAL FOR FY 2024-25: \$850,000

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.

LEADERSHIP IN THE LONE STAR STATE

THE 17TH ANNUAL POWER OF 7 SEMINAR TAKES
FARMHOUSE LEADERS TO TEXAS

By Christine Fly

“The Power of 7 Seminar was a transformative experience,” Palmer Wright (Nebraska 21) said. “The Seminar not only provided valuable insights into leadership and personal growth but also showcased the brotherhood within the Fraternity.

The weekend was engaging and thought-provoking, offering strategies for success both within our Fraternity and beyond. The connections I made with fellow attendees are invaluable, and I’m grateful for the opportunity to be a part of such an empowering event.”

The Power of 7 Seminar, a long-standing annual tradition, welcomed alumni, Fraternity and Foundation board members, and spouses, along with 12 FarmHouse undergraduate leaders from various chapters across North America. The weekend event was held Feb. 23-25, 2024, at The Adolphus, a historic hotel in Dallas, Texas. The Seminar centered around sharing wisdom, life lessons and networking across generations, and with the Texas state motto being “friendship,” it was the perfect backdrop for new and old FarmHouse relationships.

“The Power of 7 was a great opportunity to expand connections with FarmHouse men from around North America and further develop life-long FarmHouse friendships,” said Lloyd Bettis (Iowa State 67), Foundation Trustee.

The Seminar commenced with a networking reception and a welcome dinner at The Adolphus, followed by the annual “Clayton Yeutter (Nebraska 49)† Lecture: Lessons in Leadership” session in tribute to Clayton’s illustrious career in public service and agriculture. This year, Randy Linville (Kansas State 73), past Foundation chairman and Philanthropy Laureate, shared insights from his book, “Plan of Action.” The book’s theme is a guide for executive leadership, life lessons, mentoring, faith and developing a plan on how to live well. He also highlighted his long-time FarmHouse involvement, learning from the masters, mentors and peers in his life, and the lessons he’s gained along the way.

Saturday’s sessions featured roundtable discussions on topics including the global economy, agriculture and the future of food, navigating today’s multi-generational workforce, entrepreneurship, financial independence, and personal health and wellness. Addressing national and global issues, as well as challenges faced by participants in their professional and personal lives, alumni facilitators guided these discussions. Attendees deliberated on many national and world challenges as well as opportunities they face daily in their professional and personal lives.

“I was extremely impressed by the number of quality alumni in attendance who poured out their wisdom to us,” Reese Durbin (Purdue 21) said. “Each roundtable session was very meaningful, engaging, and thought-provoking for my personal and professional growth. It provided me with insights I could bring back to my chapter and helped encourage positive growth for more involvement in FarmHouse.”

Saturday afternoon attendees enjoyed a tour of the historic Sixth Floor Museum at Dealey Plaza, where they learned about the assassination and legacy of President John F. Kennedy while exploring the culture and history of the 1960s.

The day concluded with a private thank you dinner at Y.O. Ranch Steakhouse in downtown Dallas. Following dinner, Shayne Woodard (Texas Tech 85), director of legislative affairs for the Office of the Governor for the state of Texas, spoke about his long-time career as a lobbyist and now being a part of the senior staff leadership in Governor Greg Abbott’s administration, which he began in December 2022. Woodard also talked about his service as a Foundation Trustee from 2014 to 2020, the lifelong relationships he’s made, the leadership skills he’s gained, and how

POWER of 7
SEMINAR
A BUILDER OF MEN INITIATIVE

FarmHouse has impacted his life, first as a college student and then as an alumnus.

The Seminar wrapped up Sunday with advice and reflections from alumni and their spouses, providing undergraduate participants with the opportunity to learn and ask questions about picking a life partner, family and work balance and the realities and expectations for life after college. The students also shared what they learned from the experience and how FarmHouse impacts their lives.

Participants were also provided the opportunity to take a private tour of The Adolphus, which was built by Anheuser-Busch cofounder Adolphus Busch and opened in 1912.

“The Power of 7 Seminar was an outstanding experience full of shared wisdom and enduring brotherhood,” said Andre Archuleta (Tarleton State 21). “The weekend bridged generations and fostered connections that will last beyond the Seminar. The Power of 7 is a great example of FarmHouse’s commitment to excellence and brotherhood.”

The Power of 7 Seminar is a unique annual fundraising tradition now in its 17th year. 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.

Special thanks are extended to the Power of 7 donors who generously supported the 2024 Seminar experience with their generous giving and who were mentors, including Bill Applegate (Iowa State 65), Rick Berg (North Dakota State 78), Corby Fichter (Iowa State 78), Gary Hansen (South Dakota State 72), Larry Hageman (Ohio State 94), Jim Hendrix (CO 72), Jim Hericks (South Dakota State 70), Bob Knief (Illinois 89), Jim Tobin (Iowa State 76), Ron Vaske (South Dakota State 87) and Kevin Wittrock (Oklahoma State 78). Plus, a special thanks to Andy Jacobitz (Nebraska 85) and Randy Linville (Kansas State 72) for participating in the Seminar as past Foundation Trustees.

Also, thank you to Brent Bible (Purdue 93), Steve Davis (Oklahoma State 77), Jack Haselbush (Colorado State 67), Jim Herbert (Tennessee 61)† and Jay Lockhart (Purdue 65) 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.

The selected undergraduates who participated in the Seminar included: Andre Archuleta (Tarleton State 21), Logan Cone (Kansas State 21), Grant DeBruin (Ohio State 22), Reece Durbin (Purdue 21), Ryker Ewing (Illinois 21), Tristan Holland (Colorado State 23), Aaron Klain (North Dakota State 21), Rowan Mannion (Texas Tech 21), Caleb Smith (Troy 21), Kai Watrin (Alberta 21), Hunter Williamette (South Dakota State 20) and Palmer Wright (Nebraska 21).

“I always come away from the Power of 7 with a renewed sense of optimism,” said Bob Knief (Illinois 89), donor sponsor and mentor. “FarmHouse can be proud of the product we are attracting as students, and our alumni are doing impressive things and willing to give back to ensure future generations have opportunities to succeed.”



From left: Ryker Ewing (Illinois 21), Logan Cone (Kansas State 21), Kai Watrin (Alberta 21), Palmer Wright (Nebraska 21), Aaron Klain (North Dakota State 21) and Andre Archuleta (Tarleton State 21) taking a coffee break during the Power of 7 Seminar.



A group photo of all the Power of 7 attendees, staff, mentors and spouses.

Month

DAY



FARMHOUSE

F GIVING

APRIL 2024

THANK YOU! April 2024 marked an extraordinary milestone for the FH Month of Giving! Alumni, friends and students came together to make this a record-setting celebration of our Fraternity's legacy and its bright future.

If the success of the FH Month of Giving is any indication, the future for FarmHouse members is stronger than ever!

Traditionally, the FH Day of Giving has taken place April 14-15. However, the growing enthusiasm for this annual event inspired us to expand it into a full month of engagement, investment and celebration, culminating with 1905 Minutes of Giving, April 29-30, in honor of the Fraternity's founding year.

Thanks to 1,137 generous donors, \$352,050 was raised for the FH Excellence Fund. Alumni were encouraged to reconnect with brothers, challenge others to match their gifts, express their gratitude for FarmHouse, honor dedicated volunteers and celebrate Founders' Day. This remarkable support not only honored our past, it strengthened the future of FarmHouse.

The 2024 FH Month of Giving highlights include:

- 436 alumni, parents and friends donated
- 701 student donors
- 81 first-time donors
- 40 states represented by donors on the leaderboards
- \$310 average gift size
- Donors from 34 chapters participated
- 8 matching challenges and 15 chapter-based challenges
- Top five alumni donor participation by chapter: Iowa State, Nebraska, Minnesota, South Dakota State and Kansas State
- 30,568 total impressions on social media, reaching over 7,000 followers

These record-breaking investments in the FH Excellence Fund were used to support 40 budding leaders at the To Be & Become: Emerging Talent Retreat in May 2024; grants for the educational programming during Conclave in July 2024, and will enable six incoming officers per chapter (210 total) to participate in the FH Leadership Institute in January

2025. Grants were also made to the Fraternity for research, member education and chapter coaching. Furthermore, this giving strengthens FarmHouse by saving for emerging initiatives, fueling our operations and supporting our talented FH Headquarters staff, collectively putting these dollars into action to benefit our student members. Ultimately, these investments help ensure a positive FarmHouse experience continues for all members.

Congratulations to the Tennessee FH chapter and association (with fewer than 500 alumni) and the Iowa State FH chapter and association (with more than 500 alumni) for winning the Tailgate Challenge sponsored by Greek House Chefs. These two chapters had the highest alumni donor participation by size and will host their alumni tailgate events Nov. 2, 2024, at their respective campuses.

We extend our heartfelt thanks to every member and friend who took the time to join in the celebration, made a meaningful gift and connected for the betterment of FarmHouse. You are a shining example of what it means to be a Builder of Men! ★



Foundation Trustees challenge fellow brothers to give during the FH Month of Giving.

SAVE THE DATE
MONTH OF GIVING
APRIL 2025



CELEBRATE. ENGAGE. GIVE.

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 211 alumni, friends, associations and foundation councils joined the Chairman's Club for fiscal year (FY) 2023-24. Collectively, Chairman's Club members gave more than \$662,000 to the FH Excellence Fund, which was more than 85% 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**

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) 2023-24, 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) 2023-24 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](#)

Students Invest in FarmHouse

The Ruby Society is the FarmHouse Foundation’s exclusive undergraduate giving society for those who give and participate as donors to the FarmHouse Foundation. Membership in the Ruby Society directly supports the Fraternity’s undergraduate educational hands-on learning experiences at the Leadership Institute, To Be & Become and Conclave.

Chapters who have 100% of their members donate to the Ruby Society in a year receive exclusive FarmHouse decals for each member and a virtual or in-person “Lessons in Leadership” with a prominent FarmHouse alumnus.

For student members, a gift of \$10 or more to the Ruby Society is a gift to their FarmHouse brothers and an investment in future leaders of the Fraternity. Learn more or join today at bit.ly/RubySociety.



100% Participation in FY 2023-24



RUBY SOCIETY

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 2024, a total of 736 FarmHouse undergraduates gave \$7,360 to the Ruby Society.



[CLICK HERE TO VIEW THE RUBY SOCIETY](#)

PARENTS' LEADERSHIP CIRCLE

In March 2024, 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, FH branded playing cards and more.

As a result, 76 parents gave more than \$13,356 to the FH Excellence Fund during fiscal year (FY) 2023-24. We thank these parents, acknowledged in the PDF link below, for their generosity.



[CLICK HERE TO VIEW THE PARENTS' 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 FY 2023-24. 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 **466** new donors during FY 2023-24. 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**

FUND FOR THE FUTURE

By Luke Munchrath (Tarleton State 17)

To be a thriving community rooted in tradition, always reaching for the future is the vision that inspired the Minnesota FH Progress Endowment Fund. Together with the FarmHouse Foundation, the Minnesota FarmHouse Association created the permanent fund as a catalyst for change, a beacon of opportunity and a lifeline for the Minnesota FarmHouse Chapter. From scholarships to empower the next generation

of leaders to educational grants that pave the way for success, this fund transforms lives, elevates experiences and secures the Minnesota FarmHouse legacy for generations to come.

The Minnesota FH Association has a rich history of successful fundraising. With their original home constructed in 1961, the association embarked on a mission in 2008 to build a new modern chapter house on the St. Paul campus. Thanks to a decade of dedicated fundraising efforts by their housing campaign committee and the generous contributions from donors, their vision met reality and the new and impressive two-story chapter house was dedicated in June 2017.

With vision and momentum for change, the Minnesota FH Association developed a plan to continue support of their chapter. Established in the fall of 2022, through the collective contributions of key leaders from the association and the FarmHouse Foundation, the Minnesota FH Progress Endowment Fund (MNPf) was established. Since then, 80 donors have stepped forward, giving 132 gifts, and collectively contributing over \$197,000. Contributions to the MNPf are dedicated to enriching the educational experiences and leadership opportunities available to members of the Minnesota FarmHouse Chapter tailoring them to their specific needs.

The fund is now the focal point of the association's fundraising endeavors and bears the name of a revered figure: former house mother Mary Ann Bannerman, who dedicated 15 years to the chapter. Harnessing the widespread recognition of her contributions, the association plans to continue recognizing Mary Ann for her significant contributions and in the future will recognize other members and friends of FarmHouse who leave a legacy while striving to enhance the chapter's overall living/learning experience.

"Once the chapter house was built, we wanted to establish an endowment fund for the future and name it in honor of Mary Ann because she had been instrumental for over 15 years," said Master Builder Frank Bezdicek (Minnesota 67), chair of Minnesota's Building the Future Capital Campaign.

In December 2022, the association kicked off its fundraising efforts—as well as events like a silent auction in 2022 and fundraising around this year's Founders' Day—for the MNPf with a mailing to all Minnesota alumni. Since then, they have been raising awareness in creative ways through their annual mailings, monthly e-newsletters, personal outreach



Members of the 2024-25 Minnesota FH officer team at the 2024 FarmHouse Leadership Institute.

and requests for IRA gifts by alumni 70.5 years and older.

The association also asked alumni to participate in Give to the Max Day, for the state of Minnesota's giving holiday, Nov. 15, 2023, requesting their gifts be designated to the MNPf with the FarmHouse Foundation.

The fund's annual spending allowance is versatile, covering a wide array of essential

educational initiatives to benefit the chapter, including their attendance at the FH Leadership Institute, academic scholarships, study abroad opportunities, technology, and the educational aspects of maintaining, operating and repairing the chapter house. Additionally, the fund can provide grants for educational chapter retreats, seminars, team-building activities, etiquette training, career development programs and engaging educational speakers.

The principal of the MNPf may also be used for a mortgage loan for the Minnesota FH Association for future living/learning renovations, major repairs or remodeling.

Presently, the association is emphasizing the importance of the chapter's recruitment efforts, equipping chapter members with the necessary skills in networking, communications, relationship building, goal-setting, sales and promoting the fraternity experience. The MNPf seeks to empower members to effectively engage in recruitment, sales and networking through comprehensive training programs like Phired Up, a program designed to help foster a vibrant fraternity community.

"FarmHouse means I get to be part of something bigger. It is an organization based on progress and devoted to the furthering of men within the Fraternity. I feel as though I gained a new family this year, and words can't begin to explain how powerful these connections are," said Michael Pliscott (Minnesota 21), whose sentiments echo the importance of FarmHouse and why the fund was created.

"In seeking to grow chapter numbers and provide an enhanced fraternity experience, the MNPf serves as a vital resource in achieving those goals," said Master Builder Kent Horsager (Minnesota 81), one of the architects of the fund. "With this fund, we can offset parts of the chapter house expenses as it relates to education and fund educational experiences with scholarships. Its inherent flexibility allows the fund to respond swiftly to the chapter's ever-changing educational needs, addressing priorities as they arise."

The Minnesota FH Association will continue to mark progress with every step as they work towards their ambitious goal of raising \$1 million by the chapter's centennial celebration in 2031.

"With this dynamic approach, Minnesota is poised to propel the chapter towards a bright future marked by expansion, enrichment and sustained success," Horsager said.



FY 2023-24 Endowment Report

ENDOWMENT OVERVIEW

Endowment funds and the annual support they provide make an incredible 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.

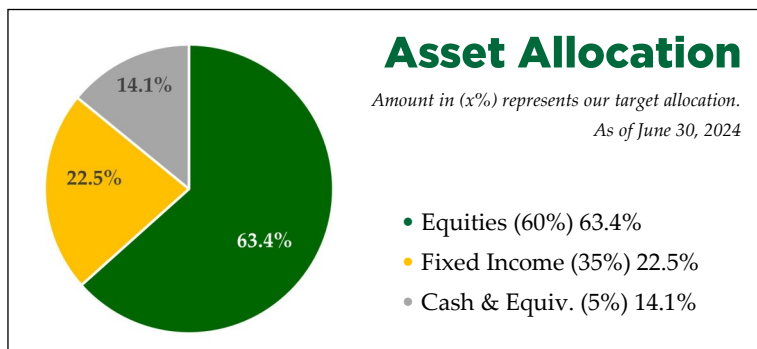
The Foundation seeks returns through investments in a diversified portfolio consistent with its Investment Policy Statement. To achieve this objective, the Trustees work with an independent investment advisor, Financial Counselors, Inc. Together, they make investment decisions, provide ongoing evaluation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

INVESTMENT PERFORMANCE

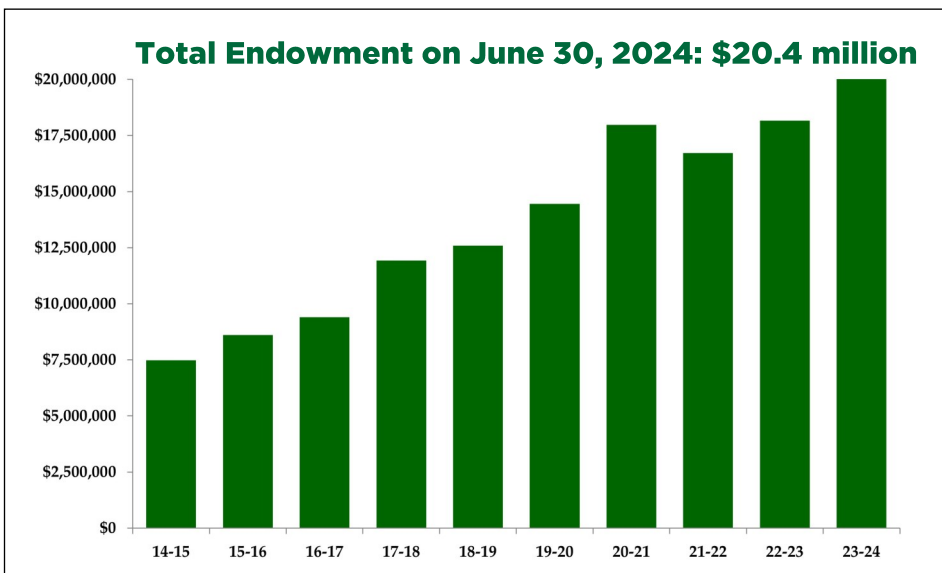
The Endowment portfolio is calculated on a total return basis. Total return, for purposes of this report, is the combination of income, dividends, gains and losses for the fiscal year, net of investment management fees. Investment performance is determined as a whole rather than separately for each individual 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 three-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 2023-24 BY THE NUMBERS:

- Endowment Assets: **\$20,478,496**
- During FY 2023-24, **\$535,262** in new endowment gifts were received.
- The Endowment had a rate of return (net of fees) of **14.98%**.
- 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
- New minimum for establishing a named endowment fund: **\$25,000**
- Endowment Funds administered: **196**
- New endowment funds established: **4**
- Endowment Designations:
 - *Unrestricted Support*: **25**
 - *Leadership Training Programs*: **38**
 - *International Scholarships*: **11**
 - *Chapter Programs & Scholarships*: **87**
 - *Will be endowed by estate pledges*: **35**





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!

LEGACY OF *Generosity*

THE IMPACT OF ESTATE GIVING

By Allison Rickels, Foundation CEO

“The gift that keeps on giving” may seem cliché, but when it comes to planning your estate and considering a final gift to the organizations that have been important in your life, you have the opportunity to create a truly lasting impact.

When the FarmHouse Foundation recently received a generous, five-figure estate gift from Eldon Tessman (Minnesota 47)†, the staff was reminded of this phrase.

The story behind his generosity began in 2005 when Tessman, with his late wife, June, established an endowment fund to support leadership training for his chapter, particularly for those attending the annual FarmHouse Leadership Institute. Eldon and June valued hands-on learning, service and leadership opportunities for chapter members, and aimed to ensure the Minnesota FH chapter’s success in developing future leaders. At that same time, the couple shared they included FarmHouse in their future estate plans.

On Jan. 22, 2024, Tessman passed away at 95 years old. He is remembered as a devoted family man, a proud potato farmer and generous supporter of various organizations in his hometown of Brooklyn Park, Minnesota, as well as his alma mater and FarmHouse. Known for the big red barn on his family’s farmstead—settled in 1870 and believed to be the oldest barn in Hennepin County—Eldon witnessed the area grow into a bustling part of the Twin Cities.

At 16 years old, he was crowned the “State Potato King” and later branded his potatoes as the “Pride of Brooklyn

Park,” with the slogan, “Fresh Potatoes Make the Meal.” Tessman often claimed, “There were more carloads of potatoes shipped out of Brooklyn Park than any place in the U.S. We were known as the potato capital of the world.”

Although Tessman retired from farming in 1976, he stayed active by devoting his energy to his family, faith, community service and traveling. Every fall, even in retirement he generously supplied the Minnesota FH Chapter with fresh potatoes for their meals.

Tessman lived with a kind heart, loved people and was a wonderful role model, especially to many young FarmHouse men. We celebrate his generosity, modeling FarmHouse’s values and for his vision to help FarmHouse members reach their full potential.★



Tessman with members of the Minnesota chapter when he donated potatoes to eat at the chapter house.

ELDON’S WILL SAID A LOT ABOUT HIM.

Would you help FarmHouse as Eldon did? Our goal is for over 100 living alumni and friends to include the FarmHouse Foundation in their estate plans, and share it with us, like he did. We already have 92 living alumni participating, pledging over \$5 million in future estate gifts through our FarmHouse Legacy Society.

But we haven’t reached our goal—yet! You are encouraged to thoughtfully consider adding the FarmHouse Foundation to your estate plans. Your philanthropy and dedication, like Eldon’s, will have a lasting effect as lives are changed, not just someday, but every day and forever.

WHAT DOES YOUR WILL SAY ABOUT YOU?

Visit our popular planned giving website for tools to plan or fine-tune your own legacy plans. Also, you can take advantage of the FreeWill platform to help you write a legally valid will at no cost to you as a FarmHouse member. If you’d prefer to finalize your will with an attorney, you can still use this helpful tool to create a list of documented wishes.

Scan the QR code or visit FarmHouse.PlanMyLegacy.org



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, pets 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.

\$10.7B

Amount of money committed to charities through FreeWill

20 mins

Average time it takes a user to complete their plan

1.1M+

Number of people who have created estate plans through FreeWill

Visit FreeWill.com/FarmHouse to get started today.

Questions?

Contact us at (816) 891-9445 or FHHQ@FarmHouse.org.



HIGHEST RATES IN 16 YEARS: THE AMAZING BENEFITS OF A CHARITABLE GIFT ANNUITY

For the first time in a long time, now is the best time to consider the gift that pays you: a charitable gift annuity (CGA).

The FarmHouse Foundation offers charitable gift annuities, which is a contract that stipulates the Foundation will pay the donor(s) a guaranteed annual payment for up to two lives. After a donor(s) passes, the remaining amount is used as the donor(s) designated with the Foundation. Donors can also qualify for tax benefits depending on how they fund their gift.

The Foundation follows the recommended CGA rates set by the American Council on Gift Annuities, which increased Jan. 1, 2024, and are higher than they have been in 16 years.

Seize the moment by considering this amazing gift that provides a stable, regular income—regardless of the economy. After your lifetime, the remaining amount becomes part of your FarmHouse legacy, enabling FarmHouse to thrive far into the future.

HOW IT WORKS

For \$10,000 or more, you can create a CGA using cash, marketable securities or appreciated property owned longer than one year. In turn, you will receive reliable, predictable payments from the Foundation for your lifetime (and the lifetime of a loved one, if you choose).

The payment rate is based on a combination of the recipient's age(s) when payments begin and the time between the creation of the annuity and the first payment. The older the annuitant when payments begin and the longer the deferral, the higher the rate of the payments.

With this type of gift, you can feel secure knowing you can count on receiving stable payments for as long as you live. Also, with a gift annuity, you determine how you would like your gift to be used with the Foundation after your lifetime.

FOR EXAMPLE

Charles, 72, donates \$25,000 to the Foundation in exchange for a charitable gift annuity. He will receive annual payments of \$1,650, a rate of 6.6%. This rate is based on a 5.2% charitable mid term federal rate. Deductions and calculations will vary depending on your personal circumstances.

CHARITABLE GIFT ANNUITY RATES

| ONE LIFE AS OF JAN. 1, 2024 | | TWO LIVES AS OF JAN. 1, 2024 | |
|--------------------------------|----------|---------------------------------|----------|
| AGE | NEW RATE | AGE | NEW RATE |
| 60 | 5.2% | 60/65 | 4.8% |
| 65 | 5.7% | 65/70 | 5.2% |
| 70 | 6.3% | 70/75 | 5.8% |
| 75 | 7.0% | 75/80 | 6.5% |
| 80 | 8.1% | 80/85 | 7.3% |
| 85 | 9.1% | 85/90 | 8.7% |
| 90+ | 10.1% | 90/95 | 9.9% |

ADDITIONAL BENEFITS

With this gift, you'll also enjoy:

- A partial income tax charitable deduction for your gift when you itemize.
- Part of each payment being income tax-free throughout your estimated life expectancy.

TIP: YOU HAVE FUNDING OPTIONS GIVE APPRECIATED ASSETS

Funding a CGA with appreciated assets, such as securities, will not only provide you with reliable payments for life and enable you to support FarmHouse, but a CGA can offer you financial benefits. You will receive a federal income tax charitable deduction (when you itemize) in the year the gift is made and eliminate part of the capital gains tax you would have paid if selling the securities. And if you have stocks that produce low-yield dividends, you may be able to increase your income.

GIVE FROM YOUR IRA

Now, you can fund a CGA from an IRA. If you are 70½ or older, you can make a one-time election for a qualified charitable distribution of up to \$53,000 (without being taxed) from your IRA to fund a gift annuity. While your gift does not qualify for an income tax deduction, it does escape income tax liability on the transfer and count toward all or part of your required minimum distributions.

REQUEST YOUR PERSONALIZED EXAMPLE

The Foundation Staff is happy to send you a free, no-obligation calculation of the benefits you can receive from a CGA. Your personalized estimate will include your potential income tax charitable deduction and our annual payments to you for life. This information is not intended as legal or tax advice. For such advice, please consult an attorney or tax advisor.

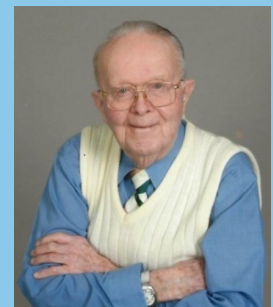
For more information, visit farmhouse.planmylegacy.org.

CREATING A LEGACY WITH A CGA

FarmHouse's oldest living alumnus, Don Mosher (Illinois 39)†, passed away Nov. 1, 2023, at 106 years old. Don was the first donor to establish a CGA with the Foundation in 1998 and then did two more CGAs in later years.

For 25 years, he received quarterly payments from the Foundation. And as he intended, after his passing, he invested in the longevity of FarmHouse through an unrestricted endowment fund with the Foundation.

Don wrote in 2023, "I have had many lifelong friends and fond memories as a member of FarmHouse for 85 years. I am grateful for this lifetime experience and to be able to invest in FarmHouse."



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 these withdrawals are subject to income tax.

THREE SOLUTIONS BASED UPON YOUR AGE

At any age you can designate the FarmHouse Foundation as the beneficiary of all or a percentage of your IRA. Upon your passing, the designated portion will be transferred tax-free to the Foundation. Follow these simple steps to make this type of gift:

- Contact your IRA administrator for a change-of-beneficiary form, or download one from your provider's website.
- Name the FarmHouse Foundation (Tax ID #36-6111880) as the beneficiary and indicate the gift percentage.
- Return the form to your IRA administrator and notify us to ensure your charitable intentions are honored.

If you're 59½ or older

You can withdraw funds from your IRA without penalty and make a gift to the FarmHouse Foundation. Take a distribution and then make a gift from your IRA without penalty. If you itemize your deductions, your gift may qualify for a charitable deduction.

If you're 70½ or older

You can give any amount (up to the annual limit) directly from your IRA to the FarmHouse Foundation or another qualified charity without paying income tax on the gift. For 2024, the Qualified Charitable Distribution (QCD) limit has increased to \$105,000 and this amount will now be adjusted annually for inflation.

WHY MAKE THIS GIFT?

- **Immediate impact:** Your gift can be put to use today, allowing you to see its impact firsthand.
- **Satisfy your RMD:** Starting at age 73, you can use your gift to meet all or part of your required minimum distribution (RMD).
- **Simple Process:** The transfer generates no taxable income, making it a smart giving option even if you don't itemize deductions.

NEW IN 2024

If you are 70½ or older, you can make a one-time QCD of up to \$50,000 from your IRA to fund a life-income gift, such as a charitable gift annuity or charitable remainder trust. These gifts provide lifetime payments for you or your spouse while supporting the FarmHouse Foundation. For 2024, annuity payout rates will increase by approximately 0.4%, depending on the annuitant's age.

MAKE YOUR GIFT COUNT

Still need to take your RMD for 2024? A gift to the FarmHouse Foundation can satisfy all or part of the requirement, up to \$105,000. Act by Dec. 31 to ensure your gift qualifies this year.

IMPORTANT TIP

Be sure to inform us of your gift! Retirement plan administrators don't notify charities of beneficiary designations or monitor whether your wishes are followed. By sharing your intentions, we can ensure they are carried out and thank you for your generosity.

LET'S TALK!

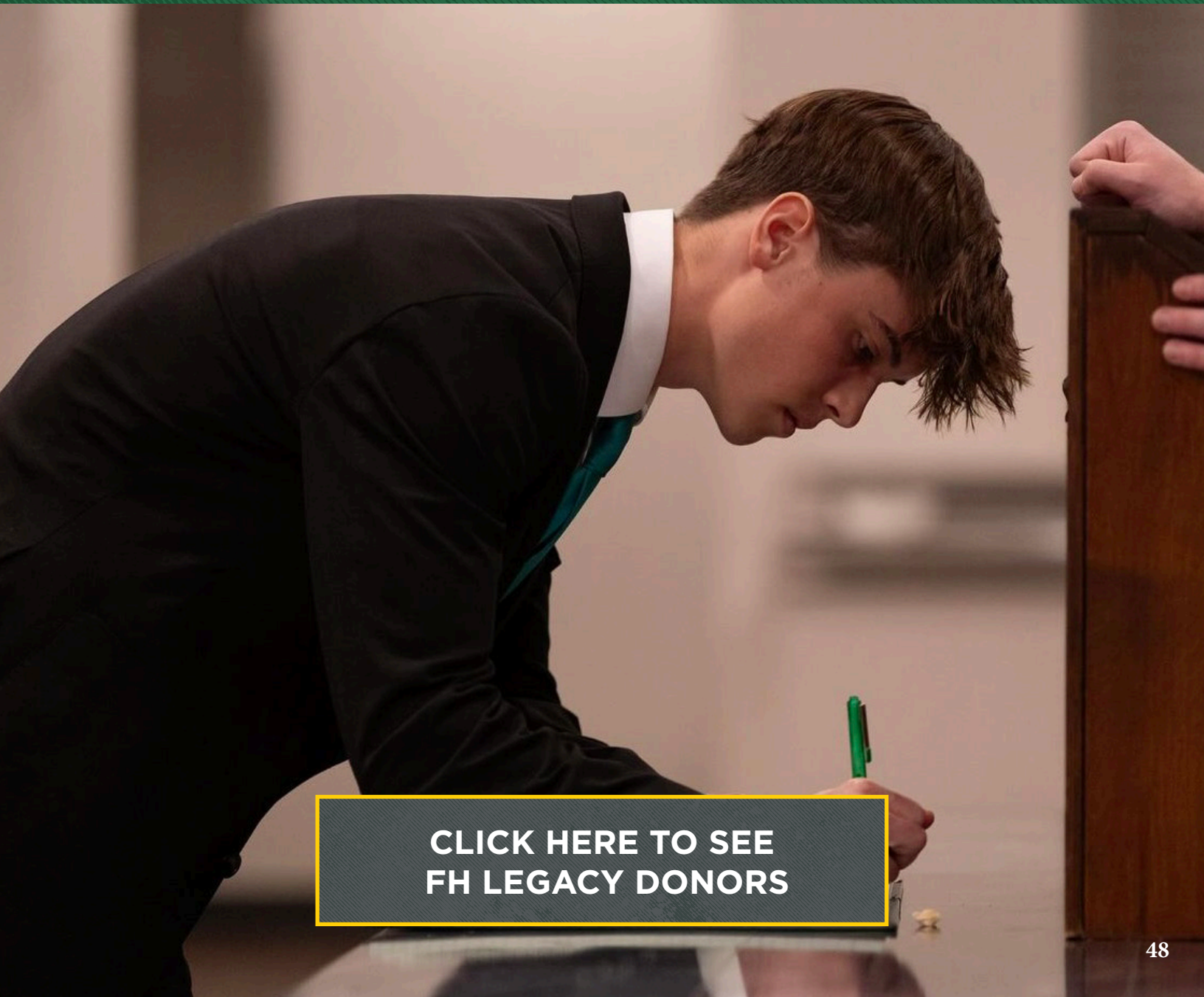
Have questions about how the latest retirement laws impact your giving? Contact Allison Rickels, executive director & CEO, at 816-891-9445 or email Allison@FarmHouse.org to discuss your charitable plans and ways to share your legacy with FarmHouse.

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 TO SEE
FH LEGACY DONORS**](#)

WHY I GIVE



“I give because I believe in the mission and values FarmHouse men live by.”

– Brian Penner (Nebraska 94)

“The principles of FH have proven their worth to me over the years and are no less significant today. It would appear they are needed even more today than ever. There are few organizations that promote such proven values and have sent men into society endowed with the resulting character that our society needs.”

– Rex Caldwell (Texas Tech 79)

“I gave for the FH Month of Giving because I was inspired by the generous alumni stepping up to match people’s gifts.”

– Ryan Vonderhaar (Ohio State 15)

“FarmHouse molded me into the man I am today. My chapter is so special to me and I am honored to be able to give back.”

– Ryan Schlittler (Oklahoma State 20)

“By investing in FarmHouse through the Foundation, I am confident we impact the highest needs and priorities of our organization.”

– Rick Berg (North Dakota State 78), pictured above

“I was blessed by leadership opportunities through FarmHouse and I hope to help do the same for today’s students.”

– Jonathan Cavin (Mississippi State 98)

“FarmHouse was and still is a life changing organization for so many young men.”

– Bob Larson (Kansas State 80)

“I DONATE BECAUSE FARMHOUSE IS A LIFETIME COMMITMENT. ONCE A FARMHOUSE MAN, ALWAYS A FARMHOUSE MAN.”

– DARRELL AILSHIE (TENNESSEE 83)

FINANCIAL STATEMENTS



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

[CLICK HERE TO SEE THE IRS FORM 990 FOR FY 2023-24](#)

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.

EXECUTIVE COMMITTEE

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Bryce Freeman (IA 93), Chair-Elect
Scott Nagel (MN 85), Past Chair
Charlie Oellermann (NE 77), Finance Chair
Lloyd Bettis (IA 67), Fundraising Chair
Brian Woolley (IA 75), Governance Chair
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Nate Eckloff (NE 75)
Darren Havens (IL 92)
Dwight Raab (PU 80)
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Jim Hericks (SD 70)
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Dwight Raab (PU 80), Trustee Liaison
Jeff Davis (SD 78)
Dwight Raab (PU 80)
Terry Tobin (IA 76)
Doug Sims† (IL 65), posthumously

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Michael Dikeman (KS 63)
Don Ferguson (KS 63)
Tim Hadachek (KS 07)
Jim Hendrix (CO 72)
Tim Hornsby (OH 08)
Steven Lonergan (IA 85)
Jeff Muchow (SD 66)
Randy Sims (IL 66)
Tom Thurber (NE 60)

FOUNDATION COUNCIL CHAIRS

Arkansas - Ken Dunk (AR 71)
Auburn - Lee Murphy (AU 80)
Colorado State - Braden Wilson (CO 13)
Idaho - Mike Conklin (ID 92)
Illinois - Chris North (IL 16)
Illinois State - Kevin Schafer (ILS 97)
Iowa State - Adam Fichter (IA 12)
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Nebraska - Mark Nelson (NE 79)
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North Carolina State - Matthew Moyer (NC 94)
North Dakota State - Cal Messersmith (NE 91)
Ohio State - Jack Stickle (OH 03)
Oklahoma State - John Storm (OK 78)
Oregon State - Duane Goranson (OR 90)
Purdue - Brent Bible (PU 93)
South Dakota State - Craig Weber (SD 86)
Southern Illinois - Stuart Fraser (SIU 11)
Tennessee - Jarrod Reed (TN 00)
Texas Tech - Jeff Norris (TT 89)
Troy - Cody Farrill (TR 11)
Washington State - Nicholas English (WA 17)
Western Kentucky - Timothy Gardner (WK 83)
Wisconsin-Platteville - Les Schmidt (WIP 96)



Ryan McConnaughey
(Wyoming 06)

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, board member or on an association board, thank you. Your dedication of time to the betterment of FarmHouse does not go unnoticed, and we celebrate you!

Ryan McConnaughey (Wyoming 06) has given a promise of service to FarmHouse in a variety of ways. In addition to serving locally as president of the Wyoming Association, Ryan has served FarmHouse International extensively, including two terms as the Western Region Director, two terms on the nominating committee, *Pearls and Rubies* editorial board, and the communications & marketing, bylaws and awards committees. Additionally, he has facilitated various FarmHouse leadership programs including FLI, To Be and Become, FH Grows and Regional Leadership Conference. Ryan currently serves as a member of the

International Executive Board and was elected at the 2024 Conclave.

"I continue to give back to FarmHouse because it provides me with the opportunity to uphold the values of brotherhood, service and excellence that were instilled in me during my time as an undergraduate member. Contributing my time and talents allows me to stay connected with the fraternity, while nurturing a culture of personal growth and ethical leadership among our brothers. And I would be lying if I didn't say it also gives me an opportunity to catch up with FarmHouse brothers from across the country who have become true friends throughout the years."

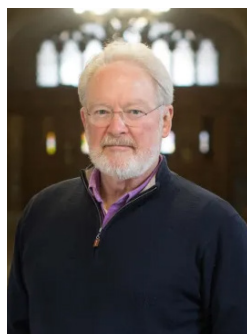
If you are interested in volunteering in any capacity with FarmHouse, scan the QR code or visit bit.ly/FHvolunteers to fill out an interest form.



CELEBRATING THE LIVES OF TWO

Philanthropists

This fall, we remember and honor the lives of two exceptionally generous alumni, Mike Fayhee (Illinois 67) and Roy Reiman (Iowa State 55). Both were honored with the Philanthropy Laureate award, the Foundation's highest recognition for philanthropic support, reflective of their lasting impact on FarmHouse and beyond.



Mike Fayhee (Illinois 67) was a distinguished attorney, scholar and philanthropist whose lifelong dedication to his profession and service to others left an enduring impact.

As a partner at McDermott Will & Emery in Chicago, Illinois, Mike's career spanned over four decades. After joining the Illinois FH Chapter during his time at the University of Illinois, he went on to earn a law degree from the University of Michigan.

Mike specialized in tax law, mergers and acquisitions, and farm cooperatives, holding key leadership roles in their firm, including leading their tax practice group and helping to establish an office in China. He also served as general counsel to the Dairy Farmers of America. After 47 years with the firm, he transitioned to counsel and decided to pursue an advanced degree in philosophy of law. In 2020, he earned a Masters of Law degree from the University of Michigan.

At the age of 50, Mike earned his pilot's license. In 2009, he spent five weeks with a co-pilot flying his plane around the world, a testament to his adventurous spirit and travel.

A dedicated supporter of the FarmHouse Foundation, Mike served as a Trustee from 2008 to 2014, helping to create the Chapter Housing Loan Program and often providing legal guidance. He was a member of the Foundation's Order of the Crest, making significant contributions to the FH Excellence Fund, the Illinois FH housing campaign and establishing an unrestricted endowment fund. He was also a Power of 7 Seminar donor and mentor. Mike received the Philanthropy Laureate Award in 2016.

Known for his captivating storytelling and a voice that commanded attention, Mike left a lasting impression on all who knew him. His brilliance, generosity and zest for life will be remembered by his family, colleagues and the many people he mentored.

Mike passed away Aug. 5, 2024, at age 75, and is survived by his wife Jan, his children, Deon and Shannon, and his grandchildren.

Roy Reiman (Iowa State 55) was a renowned publisher, writer and philanthropist, best known for founding Reiman Publications. His company, based in Greendale, Wisconsin, became the largest private subscription-based publishing firm in the United States, launching 14 national magazines, including *Taste of Home* and *Country*. The publications were uniquely supported by subscriptions, featuring reader contributions and no advertisements.

After growing up on a farm in Auburn, Iowa, Roy attended Iowa State University, where he joined FarmHouse and earned a degree in agricultural journalism. Following military service, he became managing editor of *Capper's Farmer* magazine and later moved to Milwaukee, where he started Reiman Publications.

In 1998, Roy sold the company but continued as CEO until 2008. In retirement, he wrote a book about his life, traveled the world, and became involved in several nonprofit boards. He also launched *Our Iowa* and *Our Wisconsin* magazines in 2008 and 2013, respectively.

Philanthropy played a major part in Roy's life. He and his wife, Bobbi, made significant contributions of their time and treasure to Iowa State University, most notably creating Reiman Gardens, a 17-acre botanical center on campus. They were also instrumental in building the Alumni Center and the Jack Trice Stadium End Zone Club along with other campus projects and scholarships programs.

For FarmHouse, in 1998 Roy and Bobbi made a transformational gift to endow the President's track of the FH Leadership Institute (FLI). Generous funding from their endowment has enabled the Fraternity to expand FLI to what it is today and has inspired many other donors to invest in leadership training for incoming officers. Roy continued to be a generous investor for other initiatives and was honored with the Philanthropy Laureate Award in 2002.

FarmHouse is a family tradition for the Reimans. Roy's son-in-law, Jon Ellis (Iowa State 84), and grandsons, Jonathan Ellis (Iowa State 15), Brenden Ellis (Iowa State 18), and Chase Reiman (Iowa State 22), all carry on the legacy as FarmHouse brothers.

Roy passed away Sept. 16, 2024, at age 90, and he is survived by his wife, Bobbi, their children and several grandchildren.

Mike and Roy's legacies of leadership, generosity and service will live on through their endowment funds, inspiring future generations of FarmHouse men to pursue excellence, embrace philanthropy and lead with integrity—ensuring their vision to build leaders endures.



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.

CASH CONTRIBUTIONS

We greatly appreciate your loyal support! To make a gift via check, please make it payable and mail it to the FarmHouse Foundation.



ONLINE DONATIONS

Visit bit.ly/FHgivenow to make a gift online to any fund at any hour of the day via our secure donation system. GiveCampus accepts all credit cards, Venmo, PayPal and bank transfers.



EASY GIVING PLAN

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



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.



GIFT OF SECURITIES

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



GIFTS OF GRAIN

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



MATCHING GIFTS

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



WAYS TO Give

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.



CHARITABLE IRA GIVING

Individuals age 70.5 or older can make gifts up to \$105,000 per year using funds transferred directly from their IRA to the FarmHouse Foundation without paying taxes on the distribution.



REQUIRED MINIMUM DISTRIBUTION

Beginning in the year a donor turns 73, they can make an IRA gift to satisfy all or part of their annual required minimum 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 farmhouse.planmylegacy.org.



ENDOWMENTS

Named endowment funds can be established at \$25,000 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 here to assist with any other gifts you may be interested in to support FarmHouse's mission. To qualify for a 2024 tax deduction, please make your gift by Dec. 31, 2024. Learn more at FarmHouse.org/Foundation.





GIVE TODAY