

CULTIVATE

A MAGAZINE FOR CLIENTS AND FRIENDS OF COMPEER FINANCIAL®

WINTER 2022






WISHING YOU A VERY
HAPPY NEW YEAR.

THANK YOU FOR YOUR TRUST AND PARTNERSHIP.

At the start of another year, our thoughts turn gratefully to our clients and partners. In this spirit, we say thank you for the opportunity to meet the financial needs of agriculture and rural America. It's an honor to serve you. We value our relationship and look forward to our continued partnership in the new year. May good health and joy be yours in 2022!

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CULTIVATE

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Cover: Golden winter sunlight peers through the trees, covered in a thick layer of wintry frost. Photo submitted by Cheryl Davis, Wisconsin Dells, Wis. for the 2022 Photo Calendar.

Correction: In Compeer's 2022 Photo Calendar, the primary photo for November was inadvertently attributed to the wrong photographer. The photo of Duke by the water was submitted by Ann Jacobson.

Cultivate is brought to you by Compeer Financial. This publication's name represents our cooperative's commitment to growing long-term relationships with our member-owners and championing the hopes and dreams of rural America. We hope you find the information and stories informational and inspiring. Comments or suggestions can be sent to compeer-communicationsteam@compeer.com.

TAKE TIME *for Well-Being*

Happy 2022! By now, we've all seen at least a few headlines, advertisements, social media posts or videos about making resolutions and recommitting to our goals. This time of year brings a sense of renewal, as many turn toward making improvements or accomplishing what didn't get done the previous 12 months — or before.

The messages we hear in January tend to focus on making positive changes, such as getting in shape, eating better, giving up bad habits, reducing stress, improving relationships, developing a household budget and more. I admit, there's usually at least one hint, tip or solution that I could adopt to make my own habits or routines more effective.

Especially on the farm, familiar messages like the ones we hear at the start of each year are easy to ignore. A life in agriculture is demanding and, sometimes, all-consuming. Competing priorities are constant and continue beyond planting and harvest or breeding and birthing seasons. The idea of taking attention away from daily responsibilities to focus on personal health and well-being — or to plan for the future — seems unrealistic. Even if you knew where to begin, you may wonder if it's sustainable for the long term.

Because Compeer Financial focuses on building long-standing relationships with clients, our financial officers usually know when overall wellness is taking a back seat to the demands of the business. On the farm, business and personal life are intertwined, possibly more than in any other industry. When one area is or isn't working well, the other tends to be similarly impacted.

Compeer has a variety of complimentary resources available to help clients capitalize on this season of motivation. From a business standpoint, the compeer.com website offers templates to help develop a more strategic approach to operational decision making. Look under Resources>Tools to find our business plan template, balance sheet, dairy margin manager and other tools. While there, also take a moment to visit the Financial Resources page for short educational articles that address cash flow, cost of production, key ratios and more. The Education and Events tab lists recordings and upcoming opportunities that focus on topics pertinent to farming operations. And, as always, contact your financial officer for insight specific to your business needs.

If you're thinking about how you can personally reset and would like some guidance, check out our LifeWorks Resource Program — a confidential and complimentary

“On the farm, business and personal life are intertwined ... When one area is or isn't working well, the other tends to be similarly impacted.”

service especially for Compeer Financial member-owners and their families. LifeWorks offers experts in a variety of areas, providing assistance for dealing with life's daily challenges so you can be more fully present for your farm, your family and other aspects of your life. LifeWorks experts can provide guidance to:

- Manage personal and emotional difficulties
- Strengthen relationships and improve communication
- Deal with stress, anxiety and depression
- Understand grief and bereavement
- Work toward life goals
- Find resources for your family in the community
- Address alcohol and drug misuse
- Access crisis and trauma support
- Obtain support for child/elder care

To access LifeWorks online, visit login.lifeworks.com (User ID: CompeerFinancial Password: welcome1). You may also reach them by phone at (888) 267-8126.

On behalf of all of us at Compeer Financial, I wish you success in 2022. We appreciate the opportunity to partner with you and are excited for what we can accomplish together this year!



Rod Hebrink
President and CEO



A LEGACY *of Leadership*

Mark Greenwood Retires from Compeer Financial

MANKATO, Minn. — As a kid growing up on a hog farm in southern Minnesota, Mark Greenwood never imagined he'd be testifying at Congress or presenting around the world on economic issues in the protein sector.

“I've got to be honest,” Greenwood chuckled, “there are times I still pinch myself that people want to hear the things I have to say. I don't view myself as a subject-matter expert, but I do try to convey messages producers and agribusinesses can relate to.”

“One of the most admirable things about Mark is his humility and modesty,” countered Rod Hebrink, president and CEO at Compeer Financial. “After working with him for more than two decades, it's clear Mark is a global authority on the swine industry.”

Greenwood's dedication, leadership, creativity and passion helped many clients and others during a collapsing swine industry in the early 2000s. “Part of Mark's legacy are the many family farms and large swine operations still in business and thriving today because of his understanding of the industry and ability to educate and guide others,” Hebrink added.

In the early 1980s, Greenwood started his career at a livestock nutrition and feed business before coming to work at Farm Credit in 1997. Now, after 24 years, he's retiring as chief diversified markets officer at Compeer Financial.

“I started out working with livestock clients, and I'm proud we've grown our organization to be a major lender in the swine industry,” Greenwood said. “Because of my upbringing, I had a deep understanding of the operational aspects of being a swine producer. At Farm Credit, this gave me a distinct advantage because I spoke the language of our clients. Other lenders didn't understand the production side as well as I did, which created opportunities for Compeer to quickly gain market share.”

While agriculture has faced challenges — like impacts from the Great Recession on the protein sector and supply chain disruptions during the COVID-19 pandemic — Greenwood leaned into his past experiences to serve the agriculture industry in times of turmoil. From testifying before various congressional subcommittees on obstacles facing agriculture to working directly with clients on how to move forward, Greenwood has always focused on helping people.



Mark Greenwood

“It's highly rewarding to help our clients succeed, especially when they've faced challenges,” Greenwood said. “People are really the best part of the job — the clients I've worked with, the team members at Compeer and our lending partners. We work with a tremendous group of people, and it's been a privilege to work side by side with them.”

Recognizing Greenwood's talent and people skills, Compeer leveraged his achievements in the protein sector and challenged him to replicate his success to a much broader degree as a member of Compeer's Executive Leadership Team, where he was charged with leading Diversified Markets.

“I flat out believe the team I work with is the best in the nation at what we do in serving our clients,” Greenwood noted. “The team thrives on getting better every day, and we challenge our clients to do the same. Furthermore, we work with some of the best clients in the United States, if not the world.”

While Greenwood will be greatly missed by the team at Compeer, he has no plans to completely step away from agriculture. During retirement, in addition to traveling with his wife and spending time with his five grandchildren, he'll continue his service to the industry through various boards and advocacy projects.

“As I approach this next chapter, I've started to realize everything I've accomplished,” Greenwood reflected. “Above it all, I know I've been very fortunate, and I'm thankful for all I've been able to do in my career.”

Jim Roberge joined Compeer Financial in November 2021 and will serve as Compeer Financial's chief diversified markets officer when Mark Greenwood retires in January.

Roberge previously worked at Farm Credit Services of America and has more than 23 years of experience in the Farm Credit System. Greenwood and Roberge are working closely together to ensure a smooth transition for clients and team members.



Jim Roberge

ELECTION RESULTS: *Board of Directors and Nominating Committee*

The results of the Compeer Financial Board of Directors and Nominating Committee election were tallied by an independent third party on October 4, 2021. Five candidates were elected to the Board of Directors, and 24 candidates were elected to a one-year term on the Nominating Committee.

BOARD OF DIRECTORS

DAN ERICKSON
Alden, Minn.
Region 1 • Four-Year Term

 Dan Erickson partners with his wife in their family farming operation in Alden, Minn. He has been self-employed on the farm since obtaining his general agriculture degree from South Dakota State University in 1999.

Dan serves on Compeer Financial's Enterprise Risk, Legislative Affairs and Corporate Giving Committees. He also serves on the AgriBank District Farm Credit Council. He was a regional representative from 2006-2017 for the Minnesota Corn Growers Association and was a past president and treasurer for the Freeborn County Corn and Soybean Growers Association. He is a department officer for the Alden Fire Department and also partakes in Provide Pals, Alden 4-H, Sons of the American Legion and Redeemer Lutheran Church.

Dan's current term expires in 2025.

LARRY FISCHER
Sleepy Eye, Minn.
Region 1 • Four-Year Term

 Larry Fischer is the president and treasurer of Fischer Dairy, a family corporation in Sleepy Eye, Minn. He is also president of Fischer Ridge LLC, a family partnership dedicated to the preservation of sensitive farmland and enhancement of wildlife.

Larry serves on Compeer Financial's Audit and Finance, and Young, Beginning and Small Farmers Committees. He is involved

in a number of organizations and activities, including the Minnesota Corn Growers Association, Minnesota Soybean Association and Minnesota Farm Bureau. He also enjoys being a part of the Sleepy Eye Sportsman's Club and St. Mary's Church Ceceilion Choir.

Larry's current term expires in 2025.


ASHLEY AHL
Merrillan, Wis.
Region 2 • One-Year Term

 Ashley Ahl is a nursery and Christmas tree farmer, working with her brother on their third-generation farm in Merrillan, Wis. She serves on Compeer Financial's Audit and Finance Committee. Ashley graduated from the University of Michigan with a degree in economics. Before returning to the farm, she worked in the financial industry in Chicago, specializing in global listed derivatives.

Ashley serves on the USDA Christmas Tree Promotion Board's Promotion Committee and is a participating member of the Wisconsin Christmas Tree Producers Association. She and her husband Brad have two young sons.

Ashley's current term expires in 2022.

KIMBERLY WEDIG
Darlington, Wis.
Region 2 • Four-Year Term

 Kimberly Wedig and her husband Joe have a dairy and cow-calf show cattle beef operation in Darlington, Wis. On the farm, Kimberly manages the financial

records and marketing plans, along with calf care and employee relations.

Kimberly serves on Compeer Financial's Compensation and Governance, and Young, Beginning and Small Farmer Committees. She was a member of the Lafayette County Livestock Auction Committee and co-chaired and clerked the auction at the Lafayette County Fair. Kimberly and Joe have four adult children, three of whom have returned to work on the family farm.

Kimberly's current term expires in 2025.

STEPHANIE WISE
Joliet, Ill.
Region 3 • Four-Year Term

 Stephanie Wise is a corn, soybean and popcorn farmer and the fifth generation on her family's farm. She also is involved in crop protection product sales and fertilizer sales and owns a small grain and milling operation. Stephanie is vice chair of the Board of Directors and serves on Compeer's Compensation and Governance, Corporate Giving and Legislative Affairs Committees. She graduated from Augustana College with a bachelor's degree in economics and business administration and received an MBA from the University of Chicago.

Stephanie's hobbies include antiquing, old building renovation, interior organization and decorating, and blogging. She and her husband Christopher reside in Joliet, Ill.

Stephanie's current term expires in 2025.

NOMINATING COMMITTEE

REGION 1

Rick Alberts (I), Pine Island, Minn.
Melinda Groth, Houston, Minn.
Sharon Hirsch (I), Sleepy Eye, Minn.
David Marquardt (I), Howard Lake, Minn.
Ron Mohr (I), New Ulm, Minn.
Julie Sievert (I), Gibbon, Minn.
Diane Stenzel (I), New Richland, Minn.
Brent Ziegler (I), Green Isle, Minn.

(I) - Incumbent

REGION 2

Dorothy Anderson (I), Cambridge, Wis.
John Bertram (I), Malone, Wis.
Marc Boettcher (I), Bloomer, Wis.
Mark Breunig, Sheboygan Falls, Wis.
Steven Endres (I), Waunakee, Wis.
Sally Roe (I), Monticello, Wis.
Brian Schaal (I), Burlington, Wis.
JoAnn Wingers (I), Randolph, Wis.

REGION 3

Chad Bremmer (I), Pearl City, Ill.
Ken Fornoff, Bloomington, Ill.
Zach Henkel (I), Sublette, Ill.
Jenny Mennenga (I), LeRoy, Ill.
Kathy Reinhardt (I), Seaton, Ill.
Lynn Stoller (I), Gridley, Ill.
Jacob Streitmatter (I), Sparland, Ill.
David Westerlund (I), Osco, Ill.

LEARN MORE ABOUT SERVING ON THE BOARD

The Board of Directors, elected by member-owners, is responsible for setting business direction, monitoring operations and evaluating success.

Election Timeline:

Spring 2022: Names collected of member-owners interested in serving on the Board
May and June 2022: Nominating committee conducts interviews
June 2022: Final list of candidates announced
August 2022: Annual meeting takes place
September and October 2022: Ballots mailed and collected, results announced
November 2022: New director terms start

Eligibility:

Any Compeer Financial voting stockholder with an outstanding loan balance who is not a team member or agent of the association may be eligible to stand for election to the Board. Candidates are nominated by geographic regions.

Learn more at compeer.com/boardcandidates.



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Serving More Than BEVERAGES

Brix Cider creates community hub in Mount Horeb

MOUNT HOREB, Wis. — When Matt and Marie Raboin envisioned their business, they had goals of making a locally-grown and sustainably-produced cider while creating their own schedules and being their own boss; however, Brix Cider has become much more than that.

“I think the community aspect became bigger than we anticipated,” Matt said.

The Raboins have established their initial goals while cultivating unexpected ones for their business, Brix Cider, a cidery and taproom in Mount Horeb, Wis. Brix Cider was one of the first businesses to become part of Compeer Financial’s Emerging Markets program, which offers financial services to nontraditional agricultural operations.

When the couple first began making plans, which included securing a loan to get their business off the ground, they turned to Paul Dietmann, senior lending officer at Compeer, for help.

“I knew Paul understood value-added agriculture a lot more than traditional lenders,” said Marie, who knew Dietmann from her day job at the Dane County (Wis.) Land and Water Resources Department.

TAKING THE LEAP

In January 2019, Brix Cider finally landed and opened its current location in the historic district in downtown Mount Horeb, with the Military Ridge bike path alongside the patio.

Along with 11 ciders on tap, Brix Cider offers a full farm-to-table menu. The Raboins source food and apples for their cider directly from producers within a 60-mile radius, which allows them to visit the farms, see the farms’ sustainable practices for themselves and establish relationships with the farmers.

“I feel our customers trust us to source things they believe in,” Marie said.

Matt agreed.

“With the cider, we’ve stepped foot on every single farm and picked most of the apples ourselves,” he said. “And we know the owners and the farmers.”

At right: The Raboins opened Brix Cidery in 2019, aiming to make locally grown and sustainable cider. Today their business is a community hub, with a full farm-to-table menu.





While customers were at first drawn to Brix Cider because of the tasty beverages and food, many people soon found it to be a comfortable place to gather for knitting circles, book clubs and listening to live music.

“Brix has become a real community hub,” Marie said. “It’s not just a restaurant. It became this space where people knew they could come and do things, and we were going to be cool with it because, for the most part, why not?”

PANDEMIC PIVOT

When the coronavirus pandemic brought the food service industry to a screeching halt, the Raboins did not hesitate to adapt.

In just two days, they changed their vision. The couple pivoted their business by opening a direct-sourced grocery store in place of the indoor restaurant seating space. They also created a new website for online ordering.

“We were sourcing from a bunch of local farms and food producers anyway, so we just changed what we sourced from them,” Marie said.

From all aspects of the business, Brix Cider is able to support 59 local food businesses, including 25 area orchards.

“We try to keep as much money as local as we can,” Marie said. “When I cut a check, I want to cut it directly to a farm.”

The success of their grocery store was complemented by a summer with a busy, yet socially-distanced patio for many people who made a stop while on the bike path.

“This summer everyone got a bike,” Marie said. “The bike path was slammed.”

This made business good for Brix Cider, which serves cider and on-site food in COVID-19-friendly serving accommodations — an outdoor patio in the summer and ice shanties and domes outside with heaters for individual groups during the winter.

“We’re limited, but it’s nice and steady and predictable,” Matt said.

Despite encountering hurdles along the way, the Raboins have liked seeing their cider vision come to life.

“In some ways, it’s a countercultural beverage because we’re in Wisconsin and beer is kind of king here,” Matt said. “It was a risk, but it’s a risk we took because we believed in making a local product that felt more sustainable to us, and we wanted to feel like we connected to people and places where it’s coming from.”

The Raboins, who have two children, Teddy, 5, and Vera, 3, want Brix Cider to be able to sustain their young family while also continuing to be a place for quality and sustainable cider and food and a comfortable community hub for the area.

For more information about Brix Cider, check out their website at brixcider.com.

Above left: Matt collects apples from one of the 25 orchards they partner with for the cidery. Top right: Brix Cider features 11 different ciders on tap. Bottom right: During the pandemic, the Raboins pivoted, adapting to the various restrictions with new and innovative ideas including ice shanties and domes during the winter and an outdoor patio in the summer.

LOOKING AHEAD AT CARBON MARKETS

The marketplace for carbon sequestration continues to develop rapidly, with opportunities available for farmers, ranchers and landholders. It’s a complex market that involves the exchange of carbon or greenhouse gas storage in exchange for economic value paid by companies trying to limit their carbon footprint. The marketplace is both voluntary and compliance-driven, which adds further complexity to the market access for farmers.

In April 2021, Compeer Financial formed a carbon workgroup focused on four main areas:

1. The political environment and potential impacts for our clients and opportunities for Compeer to influence that policy

In Washington D.C., politicians have been considering various policy initiatives that support the establishment of carbon markets, and conservation funding to help producers speed up adoption of climate-smart practices. In meetings with members of Congress, Compeer directors and senior leadership have shared the commitment our farmer clients have toward continuous improvement on carbon reduction strategies and sustainability, and reiterated that any public policies enacted by the federal government on climate must be incentive-based and voluntary for producers.

2. Educational opportunities for Compeer clients and partners

Compeer Financial is undergoing an effort to develop market access for farmers in the areas of soil and timber carbon

sequestration, and renewable natural gas (RNG sales). Over the next several months, Compeer will be providing education and information about RNG for clients.

3. Practices already complete or in progress by Compeer and our clients

Land Core and Compeer recently partnered to bring real-world data to the soil health nonprofit’s initiative to build a predictive model for the risk-mitigating benefits of soil health practices. Compeer will develop and pilot various incentive options based on the Land Core risk model, becoming the first major agriculture financial services provider to approach risk assessment through the lens of sustainability and soil health.

4. Opportunities within the carbon markets for Compeer clients to gain transparent market access

Compeer has been exploring ways to help our clients who are curious about the carbon market to start thinking about carbon crops. Compeer’s financial officers and crop insurance teams already have a lot of deep experience understanding and supporting farms looking to make the most out of their acreage, and protect the hard work of our member-owners. As markets develop that move toward “carbon crops” and soil health initiatives, we are exploring and piloting ways to use the data we already collect and the on-farm relationships we cultivate to help make the data collection and carbon credit creation process as easy for our clients as possible.



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We see potential in your plans. With a unique perspective born from decades of working in agriculture, our focus on exceptional client experience is at the heart of everything we do. And we build partnerships based on trust and respect. **Whether you’re financing or refinancing farmland or other rural acreage, we provide flexible loan terms, competitive rates and options designed to give you the tools needed to succeed.**

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MANAGING RISK *to Preserve a Legacy*

Andy Bakken shares how his farm faces unknowns



ALBERT LEA, Minn. — As a fifth-generation hog and crop farmer, Andy Bakken is no stranger to the myriad external factors that can affect a farm. Markets are never certain, weather events have become more intense and, this past year, supply chain challenges entered the mix.

“Since I started farming in 1999, I haven’t seen a year quite like this past one,” Bakken explained.

Bakken raises hogs and beef cattle and grows corn, soybeans and alfalfa on 1,100 acres in Albert Lea, Minn. He and his wife Jody own Bakken Ventures, which is also home to a niche farrow-to-finish hog farm that provides pork and, more recently, beef to local meat lockers and restaurants in the Twin Cities.

Over the recent growing seasons, the Bakkens saw hail storms hit several fields — a challenge made worse by prices hovering at or below the breakeven point for most farmers. They’ve also dealt with changes in consumer preferences. “We know that customers want to know where their pork is coming from,” Bakken said. “And after the supply chain challenges we saw in 2020, they want to be able to have it in their freezer.”

Bakken’s best advice to farmers facing the same external factors? Actively manage your risk.

PLANNING FOR RISK

When the hail storms became more of a rule than an exception, Bakken decided to work with Compeer Financial to build out a crop insurance plan.

“We usually meet with our insurance officer three or four times a year to review where we’re at and discuss what will work best for us,” Bakken explained. “Our insurance officers are doing their homework, and they know what the best products are going to be for our farm.”

Bakken’s insurance team at Compeer include Krista Blair, crop insurance team leader, and Britney Haugh, crop insurance

FARM CREDIT’S EXCLUSIVE OPTIMUM TOOL

The Optimum tool is available exclusively to Farm Credit institutions and was introduced for the 2021 growing season. Your Compeer Financial insurance officer will use this tool when working with you to analyze federal and private insurance policies to find the best fit for your farm and risk management goals. This tool uses customers’ unique data to compare how different products are likely to benefit them.

officer. As a team, they came up with a plan to manage against unknowns.

“My job as an insurance officer is knowing my clients’ operations and helping them make the best risk management decisions possible,” Haugh said.

“In 2019, margins were getting tight, so we needed to protect every bit of that crop,” Blair explained. “We worked with the Bakkens to understand their situation and suggest the best product to meet their goals.”

FUTURE PROMISES

Bakken Ventures is a multigenerational operation. Bakken’s father, Alan; mother, Bonnie; and kids Brennan (18), Blaine (16), Brielle (13) and Bryant (11) help around the farm. That family connection drives Andy and Jody to preserve their legacy into the future.

“Every one of the kids has taken an interest in the farm and helps — whether it’s weaning pigs, power washing or even driving equipment now that they are older,” Andy Bakken shared. “I wouldn’t be surprised if they all want to come back and farm someday.”



Opposite page: Bakken reflects on over two decades of farming. Above left: The Bakkens incorporate digital tools to manage their risk. Above right: The Bakkens manage the farm with an eye to the next generation, maintaining their equipment for the future.



Paying it FORWARD

2018 scholarship winner Gwen Heimerdinger shares her plans for the future



CHAMPAIGN, Ill. — “If you make people feel like they have a place at the table, they’ll be more likely to want to sit at the table. And sitting at the table broadens the discussion and gives them — and those around them — the opportunity to make an impact.”

This is Gwen Heimerdinger’s basic life philosophy.

Naturally gregarious and full of energy, Heimerdinger can immediately identify others who may feel uncomfortable and out of place. She instantly sets out to make a connection — whether she’s working on her family’s farm, participating in agriculture organizations or learning alongside others in a classroom.

Heimerdinger’s desire to help people from all backgrounds work together is only matched by her passion for agriculture.

The Compeer Financial Fund for Rural America scholarship recipient currently is in her final year at the University of Illinois Urbana-Champaign, where she’s majoring in agricultural leadership, education and communications with a concentration in agricultural education.

Her plans after college? To work as an educator, advocate and producer in the ag industry.

SMALL-TOWN GIRL

Heimerdinger used to laugh when people told her she should be an ag teacher. “Why would I want to do that?” she would say to herself. Now, looking back at her leadership, educational and developmental experiences prior to and during college, she can see how her past led the way to her future ambitions.

She calls the small town of Loran, Ill., outside of Pearl City, home. Loran is a place where people plant deep roots in their fields, families and neighbors. She grew up on a 100-cow dairy farm, with a growing beef herd and diversified crops, where her family’s lifestyle was different than that of the students she would eventually meet on the college campus or streets of Champaign, Ill.

“For me, like for most farm kids, there were no vacations from chores,” Heimerdinger said. “Mornings included feeding calves before school. Long summer days were spent doing field work. Winters meant you better bundle up before hitting the barn.”

But she wouldn’t have it any other way. “The farm planted a seed for my interest in agriculture.”

BIG-WORLD DREAMS

As she considers the future and what’s ahead for her, Heimerdinger is excited to become more embedded in the agriculture industry. “Being a part of a larger ag community has really influenced my view,” she said. “From large companies to individuals, people in ag are always willing to support one another to build a better future for the industry.”

Compeer’s Fund for Rural America scholarship program is one example. Heimerdinger is among the recipients of nearly 400 scholarships awarded since 2018, all focused on furthering their interests in agriculture-related fields. She recalled the time she had the opportunity to help Compeer show farmers in her community that they’re appreciated.

“In junior high, I volunteered to help pass out harvest meals at the elevator,” she said, referring to an annual tradition for financial officers and other Compeer team members. “It had nothing to do with financing. It was just a really positive and tangible way to acknowledge the hard work and long hours [they] were putting into the field.”

Heimerdinger is ready to become even more a part of the generous spirit that’s alive and well across agriculture’s circles. “My hope is to take what I’ve been given and pay it forward,” she noted. “I want to teach students to consider beyond what they see in agriculture and create an environment where students feel they are on a voyage of learning through discovering, inventing, failing and succeeding in all things agriculture.”

“The more I learn and the more people I connect with,” she continued, “the more excited I become. And I think, ‘this is the job for me.’”

Top left: 2018 Compeer scholarship recipient Gwen Heimerdinger is a senior at University of Illinois Urbana-Champaign.

Middle top: Heimerdinger was actively involved in the ag program at Highland Community College before transferring to the University of Illinois.

Middle bottom: Heimerdinger says her leadership, educational and developmental experiences before and during college have led the way to her future ambitions.

Top right: Heimerdinger plans to invest in the future of agriculture as an educator, advocate and producer.

Staying GROUNDED

Director Rodney Bosma's commitment to agriculture



ROUND LAKE, Minn. — As rainy weather delays a day of harvest in southern Minnesota, Rodney Bosma sits in his son's farm shop, hot cup of coffee in hand, reflecting on the origins of his family's farming legacy.

"Three miles down the road, right across the Iowa border, all of this nearly ended in the early 1900s," Bosma explained. "My great-grandfather, who immigrated to the United States from Holland, died after falling off the hayrack, leaving my great-grandmother to raise six kids and run the farm. Instead of backing down, she took it a step further and expanded the farm and then raised orphaned children from another family. It's amazing all she was able to do while facing many obstacles as an immigrant and widow."

More than a century later, Bosma is one of many descendants carrying on the farming legacy, growing 3,200 acres of row crops in southern Minnesota and northwest Iowa with his brother and son. The Bosmas also custom-farm and custom-feed hogs.

"We're a no-frills family farming operation," Bosma said. "I started farming in 1985, and my wife and I slowly built the operation over the years. In addition to my dad, grandfather and father-in-law, I had a lot of good neighbors take me under their wing and show me a few things over the years."

Bosma says building relationships and seeking advice are two of the major drivers in his success over the years. Another key is having a solid understanding of his numbers.

"We've benchmarked our financials for 30 years," Bosma explained. Once a year, the

Bosmas sit down with their farm business manager and Compeer Financial loan officer to talk about financials, goals and challenges. Then, they take their input and expertise to build a plan. "Because of this, I'm very confident in our numbers and the decisions we make based on them," he noted.

SERVING ON COMPEER'S BOARD OF DIRECTORS

Bosma's enjoyment of understanding the financials and his drive to advocate for agriculture and rural America led him to pursue a role on Compeer Financial's Board of Directors.

"One of the greatest needs I see for Compeer clients is a strong broadband infrastructure," Bosma commented. "We need this not only for farmers and businesses to succeed but also to attract and retain younger generations in our small towns."

"I started farming in the midst of the farm crisis," Bosma added. "It resulted in a lot of young people leaving in search of other opportunities. I have a passion to do what I can to help keep young people living and working in rural America because people are the best resource we have in agriculture."

It's a big reason why Bosma chose not only to partner with Compeer Financial for his farm financing but also devotes some of his free time to serving on the cooperative's Board of Directors.

"They're more than a lender — they provide a ton of resources for farmers of all backgrounds," Bosma said. "Whenever



RODNEY BOSMA
Round Lake, Minn.

- Elected to the Board in 2019
- Current term expires in 2023
- Serves on Compeer Financial's Enterprise Risk, and Young, Beginning and Small Farmer committees

I have a question, it's very rare that it can't be answered by someone on the Compeer team."

And on days when the going gets tough, Bosma turns back to his origins to get him grounded.

"I keep my great-grandfather's obituary in my desk," Bosma noted. "And I occasionally pull it out to remind myself of who I am and where I came from."



Opposite page: Rodney Bosma attributes his farm's success to building a plan, paying attention to the financials and surrounding himself with experts. Above left: Bosma looks over the family's bean field, waiting for some rain to pass to continue the fall harvest. Above right: With harvest quickly approaching, Bosma checks the corn in his field in southern Minnesota.

2022 HOLIDAY HOURS

Compeer Financial will be **CLOSED** for business in observance of these holidays:

Memorial Day: May 30

Independence Day: July 4

Labor Day: September 5

Thanksgiving: November 24-25

Christmas: December 26



SCHOLARSHIP APPLICATIONS OPEN IN JANUARY

The Compeer Financial Fund for Rural America is offering 123 scholarships of \$1,500 each to high school seniors. Recipients will be chosen based on a combination of academic achievement, agricultural and community youth organization involvement, and an essay.

The application period is January 1 through March 15, 2022.

Visit compeer.com/giving-back for more details about qualifications and to download the application.

SAVE THE DATE FOR THESE UPCOMING EVENTS

Mark your calendars for exciting upcoming opportunities to expand your knowledge, network and connect with experts. Visit compeer.com/events to register for the following events offered by Compeer Financial.

Strengthening Your Roots

January 19, 2022 (Virtual)

Get a head start in the new year with this multi-session program designed to give you a brush-up on the basics of farm financials, risk management and taxes. Plus, a deep dive on determining your cost of production.

GroundBreakers

February 18-19, 2022 & February 25-26, 2022 (In-Person)

GroundBreakers is a conference developed just for young and beginning farmers; by invitation only.

Wisconsin: February 18-19

Grand Geneva Resort
Lake Geneva, Wis.

Minnesota: February 25-26

Mystic Lake Center
Prior Lake, Minn.

Women's Seminar

March 9, 2022 (Virtual)

A half-day session for women who work or live on a farm, are farm owners or support the agriculture industry in another way. Join us virtually for a chance to connect, learn, share stories and hear from other women in agriculture.

Women's Retreat

March 11-12, 2022 & March 18-19, 2022 (In-Person)

The Compeer Financial Women's Retreat provides an opportunity to develop strong connections with other women in farming and take a deep dive into current topics and trends in agriculture. The overnight program focuses on building networks for women in agriculture that will last long beyond the event.

Wisconsin: March 11-12

The Abbey Resort
Fontana, Wis.

Minnesota: March 18-19

St. James Hotel
Red Wing, Minn.



2022 PHOTO CALENDAR AVAILABLE NOW

We loved seeing all your photos submitted for our 2022 photo calendar. These photos highlighted the wide array of our clients across our territory.

Thank you to all who submitted pictures, and congratulations to those whose photos were selected for the calendar. A few of this year's calendar photos are featured on this page as well as the cover photo of this issue of *Cultivate*.



Additional copies of the calendar are available at your local Compeer Financial office.

We're already planning for our 2023 photo calendar. Keep our photo calendar contest in mind as you take pictures this year, whether it's a photo of a snow-covered landscape or a sun-soaked summer day. We love getting images from all of the seasons!



Reimagine *Flexible Financing* with our **NEW ONLINE APPLICATIONS**

At Compeer Financial, we believe your goals should be on your timeline. We're introducing two new ways to seamlessly apply for financing online — at home, in your tractor or anywhere you want. All in 10 minutes or less. So when you set a goal, there's nothing standing in your way.

Your goals. Your way.



Two ways to APPLY ONLINE

1 Visit compeer.com and click "Apply Now" for agricultural real estate financing and refinancing.

- Complete an application in under 10 minutes and receive an instant onscreen decision
- Secure up to \$2.5 million in funds

2 Visit [MyCompeer.com](https://mycompeer.com) and click "Apply Now" for real estate, operating and term loans.

- Auto-populate your application with existing account information — no need to upload extra documentation
- Receive communication from your Compeer team
- See where your loan is through the loan status tracker

And like always, we're here to help if you prefer to talk with your Compeer financial officer!

Loan products may vary by state. There is no guarantee that all borrowers will qualify. Not all applicants will receive an instant onscreen decision; qualified applicants only. Restrictions may apply. This is not a commitment to lend or extend credit. Terms, conditions and programs are subject to change without notice. Compeer Financial, ACA is an Equal Credit Opportunity Lender and Equal Opportunity Provider and Employer. © 2022 All rights reserved.



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UPCOMING DATES TO REMEMBER:

JANUARY 31 1099s and W2s due
MARCH 1 Qualified farmers
tax filing deadline*
MARCH 15 S corporation and partnership
tax filing deadline*
APRIL 19 C corporation and individual
tax filing deadline*

**Calendar year-end*

EASY & SECURE FILE SHARING

We offer clients an easy-to-use private portal to securely send/receive tax and accounting files and documents. Contact your Compeer Financial tax consultant or accounting specialist to activate yours today.



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