

EXECUTIVE LEADERSHIP TEAM



ROD HEBRINK is the President and CEO of Compeer Financial. He is responsible for leading the Compeer Financial team in serving member-owners, clients, agriculture and rural America – as outlined by the organization’s strategic priorities. He has been with Compeer Financial and its predecessor organizations since 1985. He was President and CEO of AgStar Financial Services from 2014 until 2017, when the association merged with 1st Farm Credit and Badgerland Financial to form Compeer Financial.

Prior to coming to AgStar, Rod held positions in corporate agri-business banking with Norwest and the St. Paul Bank for Cooperatives. He is a graduate of the University of Minnesota, where he obtained a degree in Agricultural Business Administration. He received the Wall Street Journal Award for Academic Excellence. He also completed the Graduate School of Banking at the University of Wisconsin, Madison and the Leadership Development Program from the Center for Creative Leadership in Greensboro, N.C.

He has one daughter and lives with his wife, Carol, in Maple Lake, Minn.



MATT GINDER is the Chief Core Markets Officer at Compeer Financial. He is involved in the organization’s Young, Beginning and Small Farmer, Asset Liability and Information Technology Approval & Prioritization committees. Matt oversees the Core Markets team in the sales and delivery of financial services. He received his Bachelor of Science degree in Accounting and Master of Science degree in Agribusiness from Illinois State University. He is also a Certified Public Accountant.

After college, Matt held positions in the feed and structure, and controller divisions at GROWMARK, Inc. He joined 1st Farm Credit Services in 1999 as a Controller, became the Director of Finance in 2001, Vice President of Financial Services in 2003, Senior Vice President of Marketplace Delivery in 2010, and Executive Vice President of Marketplace Delivery in 2014.

He and his wife, Jill, live in Goodfield, Ill., and each have two children. Matt is a Village Trustee for the Village of Goodfield. His hobbies include helping with the family farm, and cheering on the Denver Broncos and St. Louis Cardinals.



JOHN HEMSTOCK is the Chief Talent and Technology Officer at Compeer Financial. John oversees the Human Resources and Business Technology teams. He received his Bachelor of Arts degree in International Management from Gustavus Adolphus College, and his Master of Arts degree in Industrial Relations from University of Minnesota – Carlson School of Management. John is also a certified Senior Professional in Human Resources.

John has served in various human resource leadership positions. From 1993-1996 he was the Regional Human Resources Representative for AgriBank, and from 1996-1998 he was the Manager of Compensation for HickoryTech Corporation. He joined AgStar Financial Services in 1998 as the Director of Human Resources, became the Senior Vice President of Brand and Talent Strategies in 2011, and the Senior Vice President of Talent and Business Technologies in 2014.

John and his wife, Kris, live in Mankato, Minn., and have two sons and one daughter. His hobbies include spending time at his family cabin on Pelican Lake, shade gardening and traveling.



TERRY HINDS is Chief Asset Quality & Assurance Officer for Compeer Financial, a member-owned Farm Credit cooperative serving and supporting agriculture and rural communities. Terry is responsible for leading risk assets and acquired property management, the cooperative's appraisal function and internal audit in coordination with the Board's Audit & Finance Committee. Terry previously served as the organization's Chief Risk Officer. Prior to the formation of Compeer Financial, Terry led efforts in Capital Markets, Agribusiness, Trade Credit, Leasing, ProPartners, Investments, Commercial Bank and other Partner Purchases, as well as the association's legislative affairs activities. He currently serves on the Farm Credit Council System Risk Committee.

Terry earned a degree in Agricultural Economics from the University of Illinois and is a graduate of the University of Wisconsin's Graduate School of Banking. He has spent more than 44 years in various positions within the Farm Credit System, including AgriBank, Farm Credit Bank of St. Louis and several Farm Credit associations in Illinois.

Terry is very active in his community and church, serving as president of his church and school, along with a wide range of youth coaching and leadership of youth clubs. Terry serves on the Board of Directors of the Illinois Agri-Food Alliance, which is an independent, multi-stakeholder collaborative network, working to harness the strengths of Illinois' food and agriculture sector. He is also a member of the External Advisory Committee for the University of Illinois Department of Agricultural and Consumer Economics.



PAUL KOHLS is the Chief Lending Operations Officer and General Counsel at Compeer Financial. Paul oversees the organization's Lending Operations, Legal and Compliance, and Business Process teams. Paul received his Bachelor of Arts degree in Political Science from the University of St. Thomas and attended law school at the University of Minnesota. He is licensed to practice law in both Minnesota and Wisconsin. Paul also serves as a member of the Board of Governors for the Farm Credit System Captive Insurance Company.

Paul previously served as a law clerk to judge Jill Flaskamp Halbrooks of the Minnesota Court of Appeals from 1999-2000, an attorney at Rider Bennett LLP from 2000-2004, and an attorney at Allianz Life Insurance Company from 2005-2010. Paul served as a member of the Minnesota House of Representatives from 2003-2010. He joined AgStar Financial Services as an attorney in 2010.

He and his wife, Kelly, live in Victoria, Minn., and have two sons and one daughter. Paul is an active volunteer at his church, St. John the Baptist Catholic Parish. His hobbies include cooking, traveling, boating, water skiing and swimming.



JOHN MONSON is Chief Mission and Marketing Officer at Compeer Financial. John serves on the Corporate Giving and Legislative committees. As a Compeer executive, John oversees Corporate Giving, Legislative Affairs, Mission Financing, Marketing and Client Experience/Digital Strategy. He received his Bachelor of Science from Moorhead State University and attended graduate school at North Dakota State University.

Prior to Compeer Financials, John served as a congressional aide to Congressman Arlan Stangeland from 1987-1991, the Dodge County Executive Director for USDA Farm Service Agency (FSA) from 1992-2000 and the Minnesota USDA FSA State Executive Director from 2001-2006. He also served as the National Legislative Chairman for FSA employees. John joined AgStar Financial Services in 2006.

He and his wife, Deborah, live in Cannon Falls, Minn., and have four adult children and one grandson.



BILL MOORE is the Chief Risk Officer at Compeer Financial. Bill serves on the Executive Leadership and Senior Leadership Committees. His primary role is to manage the Credit, Enterprise Risk, Analytics and Enterprise Security functions for the organization. Bill graduated from Babson College in Wellesley, MA with dual degrees in Accounting and Economics. He holds a Chartered Financial Analyst designation from the CFA Institute.

Bill joined Compeer in 2014 after 15 years as an institutional investment portfolio manager both in New York and Minneapolis. He has significant experience in finance, risk management, statistics, capital markets and credit analysis. Bill, a native of Boston, currently lives with his wife, Alison, on the west edge of the Minneapolis suburbs missing his two daughters who attend Iowa State and Clemson universities. He enjoys spending time on the lake, and rooting for his hometown Red Sox, Bruins and Patriots.



JIM ROBERGE is Chief Diversified Markets Officer at Compeer Financial. Jim serves on the organization's Executive Leadership Team and the Asset Liability Committee. Jim received his Bachelor of Arts degree in Financial Economics from Gustavus Adolphus College in St. Peter, Minn., and earned a Master's Degree in Business Administration and Management from Cardinal Stritch University in Milwaukee, Wis.

Jim has worked in the Farm Credit System since 1998, holding previous roles as a Regional Vice President at CoBank and as Senior Vice President of Commercial Lending and Lending Operations at Farm Credit Services of America. Jim joined Compeer Financial in 2021.

He and his wife, Lisa, live in Shorewood, Minn., and have two sons, Cole and Colin. The family has been blessed with three grandchildren, Collins, Catherine and Caleb. Jim's hobbies include spending as much time as possible with family, working outdoors and following University of Minnesota athletic teams.



JASE WAGNER is the Chief Financial Officer at Compeer Financial. Jase serves on the Executive Leadership and Senior Leadership Committees. His primary role is to manage the Accounting, Financial Reporting, Budgeting, Asset/Liability and Innovation Teams. Jase graduated from the University of Northern Colorado with a degree in Accounting and Finance.

Jase previously held positions as a Vice President with Allied Capital, a middle market junior capital provider in New York, from 2003-2007, and as a Vice President with Deephaven Capital, a multi-billion-dollar multi-strategy hedge fund, from 2007-2009.

He and his wife, Sarah, live in Minneapolis, Minn., and have one son and two daughters. Jase's hobbies include golfing, spending time with family and enjoying good food.



JERRY WIESE is the Chief Information Officer for Compeer Financial. He provides leadership for the business technology department to create business value through technology-based business innovation and digital initiatives. Jerry began his career with the Farm Credit System in 1997, and has held various leadership positions in the technology department prior to becoming VP and CIO. Jerry previously worked for Rockwell Automation from 1988 through 1996 as a facility coordinator for manufacturing electronic industrial control equipment.

Jerry graduated from the Farm and Industry Short Course at UW-Madison. He received a Bachelor of Science degree in Information Technology Management from Herzing University. He grew up on his family's dairy and beef farm in Loganville, WI, and was active in the local 4-H and FFA Chapters.

He and his wife, Christine, live in Lyndon Station, Wis., and have two daughters and one son. He is an active member at Bethany Lutheran Church. Jerry enjoys family activities, hunting, sporting events and watching his kids' participate in basketball, volleyball, cross country, and softball.