



2022 ANNUAL REPORT

Aligned for Impact

Kansas Agriculture and Rural Leadership, Inc.

From The President

K-State is a place I love full well. Agriculture is my passion, rural Kansas is home, and leadership is a must! Much like K-State, KARL is a network that fosters learning, networking, and connecting people and resources, all for a better Kansas.

Earlier this fall, President Richard Linton, a graduate of KARL's peer program in Indiana, was inaugurated as the 15th President of Kansas State University. Since Linton's arrival there has been a stir of excitement and energy throughout Kansas, especially among those passionate about agriculture and food production. His enthusiasm is contagious.

During his inauguration address, he challenged all Kansans "to think big and then think bigger and to make this a place where we all feel connected and appreciated and to deliver IMPACTS."

It is refreshing to know our University President values agriculture and leadership. The timing of his speech is incredible for KARL because the Board of Directors completed a comprehensive strategic vision that outlines four pillars of focus:

- ★ Experience
- ★ Engagement
- ★ Resources
- ★ Recruitment

With a clear strategy for KARL moving forward and President Linton's challenge to "think bigger and deliver impacts," we at KARL are poised to create change for the better. We ask our more than 450 Associates and Fellows to raise their awareness of challenges in agriculture and use their leadership to positively influence not only agriculture, but their communities for years to come.

As Kansans, we need each other now more than ever! KARL brings aspiring changemakers together, connecting them with opportunities to learn from each other to make our world a better place.

What makes KARL unique is the lasting relationships that continue to pay dividends long after the two-year experience. All relationships matter, and your support for KARL continues to grow, allowing the Program to be more aligned for the future. We are grateful for the trust you've placed with us in the delivery of KARL.

From The Chair

Thank you for supporting KARL and for taking the time to read this annual report. This past year was a good one for KARL. Credit to the staff, board, class XV, and supporters. We last saw everyone in Manhattan at "The Big Event" in early June, where we graduated one class and introduced another. We have an exciting journey lined up for Class XVI and an international study tour to Spain and Portugal. Don't forget to purchase raffle tickets for two spots on our pre-trip!

The board has done a lot of work behind the scenes this past year. The biggest accomplishment was a strategic planning retreat to set a new direction for KARL with redesigned committees for maximum efficiency and a focus on four strategic pillars aligning us for success. Recruitment for classes and the board; enhance the curriculum to evolve with the industry; build relationships with fellows, associates, and supporters; and financial security.

Our leadership team is the backbone of KARL. I continue to be humbled by the dedication of Jill, Susan, and Janice. They provide valuable expertise, insight, and value. The dynamic leadership of our staff and board, paired with generous support from across the state, has put KARL in an excellent position to be the premiere leadership program in Kansas.

I want to acknowledge the support and friendship of Dr. Gregg Hadley. He provides resources to carry out legendary leadership's vision, mission, and values. Dr. Linton, the newest president of Kansas State University, delivered a message at our Big Event in June on the importance of building leadership. It is of critical importance to the state of Kansas, especially in economic vitality. We are part of making Kansas better.

In August, Class XVI began their journey. The following two years will be rich in learning opportunities, including the Gettysburg Leadership Experience. Not only will they learn about the great state of Kansas, but they will form lifelong bonds with their class members, which only enhances their experience. The board of directors is inspired to provide a legendary experience that will give Kansas leaders who make an impact wherever they call home. We are focused on reaching for the stars for years to come.



Jill Zimmerman
President
Class V

"KARL brings changemakers together, and connects them with people and opportunities to make our world a better place."



Doug Hofbauer
Board Chair
Manhattan

"The board is inspired to provide a legendary experience that will give Kansas leaders who make an impact wherever they call home."



Aligned for an Experience
KARL Associates, Class XVI



Luke Amend
Whitewater
*Building faith, family,
community in Kansas.*



Ashley Beying
Waverly
*Live with conviction,
empathy, and kindness.*



Ryan Engle
Madison
*Don't let it
stop with you.*



Travis Graber
Pretty Prairie
*Faith, family, agriculture.
Leave a Legacy.*



Jacob Harshberger
Dodge City
*Live it big,
play it hard.*



Sara Arnberger
Great Bend
*Leading community change
through positive actions.*



Danielle Kaminski
Hays
*The lion grows
with the mouse.*



Andrea Krauss
Russell
*Dream big, work hard,
drive progress.*



Kevin Logan
Hesston
*Share, not take;
care about all.*



Mary Marsh
Manhattan
*Afternoon you should
amaze morning you.*



Lindsey Ott
Wichita
*Learn and grow
where you're planted.*



Mark Palen
Beloit
*Drive fast. Live slow.
Trust God.*



Nicholas Peters
Goessel
*Life's too short.
Eat the cake.*



Regan Reif
Great Bend
*Use the talent
God gave you.*



Jamie Boggs
Buhler

*Doing the good.
For the good.*



Carl Clawson
Plains

*Improve daily. Speak softly.
Humbly serve.*



Andrea Dietel
Madison

*Fly away, then
fly home again.*



Greg Doering
Manhattan

*Raised country,
acclimating to city life.*



Sarah Henry
Randolph

*Have faith,
you are welcome here.*



Megan Hobbs
Newton

*Driven journey
celebrating life with all.*



Wendy Hughes
Ellinwood

*Find the spark
that ignites others.*



Jeremy Johnson
Pittsburg

*Breathe. Be here, now.
Do good.*



Iryna McDonald
Hays

*Dedicated, humble, open
minded, hard working.*



Derick McGhee
Lenexa

*Be grateful. Share love.
Cast vision.*



Nathan Miller
Benton

*Always ask,
how may I help?*



Christa Milton
St. John

*Christa: A Tradition
of Growing.*



Jennifer Smith
Lecompton

*Learn. Grow. Sow seeds.
Keep learning.*



Eli Svaty
Liberal

*Sometimes we
just need a rain.*



Kari West
Girard

*Be Kind. Work Hard.
Do Good.*



Adam York
Manhattan

*Failing to plan;
planning to fail.*



Aligned for Impact

Building Legendary Leaders

SEMINARS Year One

Fellows and Friends are always welcome to join the associates at a seminar near you. Details about how you can engage with Class XVI will be sent out before each seminar. For more information please contact the KARL office.

June 4, 2022

The Big Event

Manhattan

August 25-27, 2022

Manhattan &
Junction City

November 2-4, 2022

Garden City

December 7-9, 2022

Goodland & Atwood

January 18-20, 2023

Topeka

February 15-17, 2023

Leavenworth &
Kansas City

Continued on page 7.



Top: Class XVI at Kansas Department of Agriculture in Manhattan.

Middle Left: XVI Associates Christa Milton, Mark Palen, and Regan Reif at Genesis.

Middle Right: Learning at the cotton gin.

Bottom Right: Jennifer Smith (XVI) lends a helping hand to Kevin Logan (XVI).

Bottom Left: Class XV at Big Brutus.

SEMINARS Year Two

March 13-17, 2023

Washington D.C. &
Gettysburg, PA

August 24-25, 2023

Council Grove

November 8-10, 2023

Marysville, KS; Lincoln, NE;
& Kansas City, MO

December 6-8, 2023

Pittsburg

January 18-20, 2024

Wichita

February 14-16, 2024

Hays

March 2024

International Study Tour
Spain

June 3, 2024

The Big Event
Manhattan



Top: Class XVI team building at Rock Springs near Junction City.

Middle Right: Class XV Fellows Beth Weibert, Darci Cain, and Allison Burenheide at the Engler Entrepreneurship Center.

Middle Left: Tim Penner guides Class XV through a tour of Harper Industries.

Above: Southern Kansas Cotton Growers hosted Class XV in Anthony.

Bottom Left: Debbie Lyons Blythe discusses sustainable beef at Kniebel Ranch during the Genesis seminar.



Aligned for Engagement

Connecting KARL Fellows & Friends

PROGRAM IMPACT



Jeff Deeds
Goodland
Class III, Fellow

The broader view I gained through KARL helps me realize the importance of local impact and my actions

and involvement to not only preserve, but to grow my own local community for long term generational success.



Aaron Harries
Manhattan
Class XI, Fellow

KARL taught me perspective. Not only did KARL broaden my perspective of Kansas agriculture, but my experience

taught me to appreciate different personal perspectives on key issues. This has served me well in my career.



Sarah Farlee
Lawrence
Class XII, Fellow

KARL sparked my desire to alter my course and fostered a desire to give back. KARL was a true life

changing experience for me, and I'm thankful to have had the opportunity to join such an incredible network.



Top: KARL Big Event celebrated new Fellows and incoming Associates.

Upper Middle Left: Entertainment by Too Many Degrees.

Lower Middle Left: Chelsea Good (XII) with Gordon and Karen Hibbard.

Middle Right: Auction planner Kendra Riley (XV) with Rose Ann Riley.

Right: Featured speaker Andrew McCrea challenged us to be rural champions.



Top left: Carl Clawson (XVI) leans in to hear Leland Brown (XV).

Top right: Gary Harshberger (VII) and John Thaumert (I).

Middle: Chairman Hofbauer addresses Class XVI Associates at orientation.

Middle left: Event Emcee, Eric Atkinson (IV) with Stuart Jarvis.

Middle Right: Class XV auction items.

Bottom Right: Clay Schemm (XV) with Lisa and David Schemm.

PROGRAM IMPACT



Andrew Ochampaugh Russell
Class XV, Fellow

KARL enlightened me to the different aspects of agriculture, rural communities, and what it takes to thrive in rural Kansas. Learning about the complexities of these challenges at a higher level through KARL has empowered me to get involved locally to make a positive impact now and in the future.



Kendra Riley Dexter
Class XV, Fellow

One of the most impactful statements I heard during a seminar was, "I was saying someone, 'should do something' until I realized that I should do something." Today, I'm using the lessons on economic development and rural revitalization to take on a leadership role in reviving my own hometown.



Stewart Cauble Liberal
Class XV, Fellow

KARL helped me realize that a leader identifies an issue, obtains the facts and information surrounding a collective goal, and uses their resources to improve situations. KARL took us to the true four corners of the state to learn about challenges and opportunities that bring us together as Kansans.

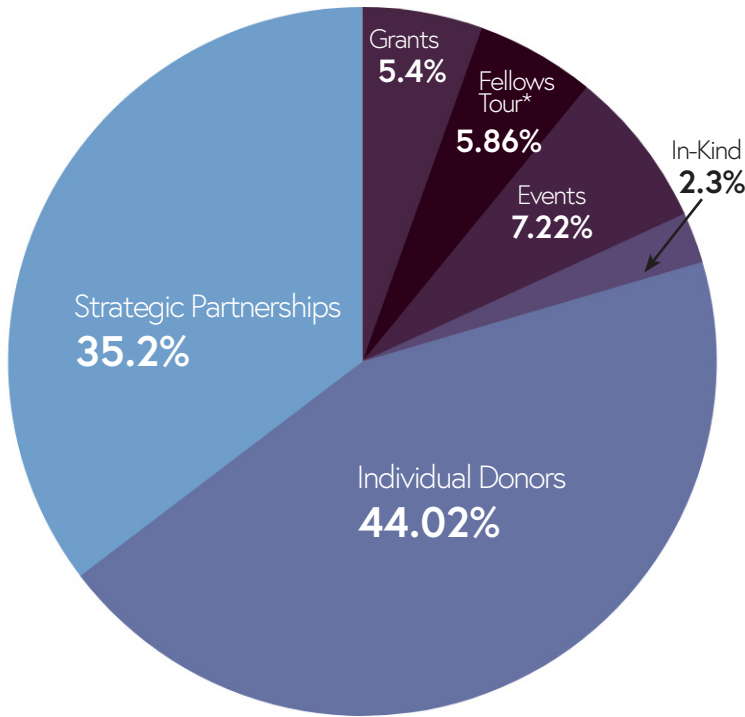


Aligned for Growth

Investing in Kansas Leadership

Where does it come from?

The Program relies on multiple types of funding, with individual donors being the largest source of program funding. Strategic partnerships are next, including multi-year support to the Program. The graph to the left is based on total Program revenue of \$475,886.



Investments

It is important to note that volatility of the market during FY 2022 resulted in investment income net loss of (\$32,318); FY 2021 resulted in investment income net gain of \$82,374.

Annual Revenue

Typical annual tuition revenue was not realized in FY 2022 due to the pause of the Program in response to the global pandemic that extended the participation for KARL Class XV and delayed recruitment of KARL Class XVI.

*KARL Friends and Fellows fundraising tours.

Source: 2022 Annual Audit Report, Shipley CPA, LLC.

Where does it go?

The program tracks expenses and costs in order to be as efficient as possible with funding. To the right is a chart with a breakdown of what percentage of the overall budget is spent on the three categories of expenses.

Program Expenses

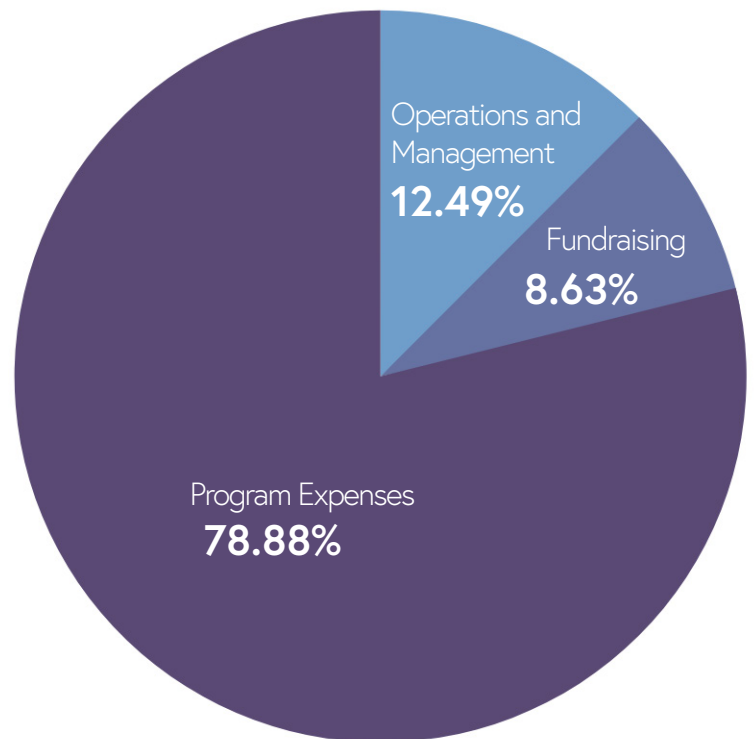
Expenses categorized as program expenses go directly toward the class. This cost breakdown includes the cost of 12 in-state seminars, the D.C. and Gettysburg experience, as well as international travel.

Operations and Management

This category includes staff and benefits, office management, and other costs associated with running the KARL office in Umberger Hall at Kansas State.

Fundraising

Fundraising expenses include the cost of printing and mailing, fees associated with online collection, as well as cost of travel to meet with current and potential donors.



Source: 2022 Annual Audit Report, Shipley CPA, LLC

Funding and Resources

The North Star depicts a beacon of inspiration. It is a landmark we can see on a clear night as the glowing star at the tip of the Little Dipper's handle. Symbolically, it helps those who follow it determine direction as it shines brightly to guide and lead toward a purposeful destination.

KARL is on a journey of strengthening the Program at all points.

Strategic visioning is healthy for a strong future of KARL. Four pillars now define our goals, the important work to do, that we must grow and be good stewards.

As we align for the future, one strong theme emerges: the need for leadership and the opportunity to positively impact Kansas is as great as ever.

A willingness to put our challenges on the table allows progress, with many ideas to help solve problems and seek growth. KARL Fellows help think through good solutions and focus on the future. Amazing results happen when we connect.

Progress is not easy. Being involved with KARL through resources of time, talent, and treasure are genuine opportunities to help transform organizations, communities, our state, and our world.

We thank all of you in the KARL family, the board of directors, Fellows, speakers, donors, industry friends, and others for your continued engagement. The support you provide, along with your willingness to give, volunteer, and refer, is truly appreciated and enables us to do what we do.

Your gifts help sustain, grow, and strengthen the Program we produce for agriculture and rural Kansas. With your investment in KARL, we can be better, do more, and have greater impact. Thank you.

When stars align, our way forward has never been brighter. For the KARL Network, we are **GRATEFUL**.



Susan Sankey
Vice President

"KARL is on a journey of strengthening the Program on all points. Four pillars now define our goals, the important work to do, and that we must grow and be good stewards. "

KARL would not exist without the generosity of passionate supporters. Please consider KARL in your annual giving and estate planning. Contact KARL staff to talk about how your contribution of any size can help KARL develop legendary leaders.

Cash Gifts

A gift of cash is one of the easiest ways to support KARL and its mission. We accept cash, checks, money orders, and electronic fund transfers. Checks payable to KARL, Inc.

Non-cash Gifts

Securities such as stocks, bonds and mutual funds. Oil, gas and mineral interests. Real estate. Appreciated assets can lead to paying large capital gains tax. By transferring a portion of the assets to a trust, you could receive a charitable deduction and income for the rest of your life.

Gifts of Grain

Gifts of grain directly to KARL can offer a tax advantage to the farmer while supporting the mission of KARL.

Give Through an IRA

Those 70½ years of age or older and have a traditional IRA can give directly to KARL through a Qualified Charitable Distribution. Doing this strategically can fulfill the Required Minimum Distribution and avoid taxation, while supporting the mission of KARL.

Matching Gifts

Check to see if your employer provides matching contributions to your support for KARL. This can double or even triple your gift to KARL, making a greater impact!

Memorial & Tribute Gifts

Honor or remember a special person. A gift to KARL, as an individual or by a group of people, is a great way to honor and respect those who make a difference in our lives.

Planned Giving

Make a lasting impact with KARL through an estate gift. Bequests through a will or trust, IRA, or life insurance policy. Utilizing gift models such as charitable gift annuities, charitable remainder trusts or charitable IRA rollover can provide valuable tax benefits to the donor, while supporting the mission of KARL.

KARL Legacy Fellowship

Let us know if you have included KARL in your estate plans so we can recognize you as part of the KARL Legacy Fellowship. There are other legacies you can help support, like the Kings and Kingmakers Fund to honor the late, Dr. Barry Flinchbaugh.

KARL is classified as a 501(c)3 organization by the Internal Revenue Service. Please consult your professional advisors on how donating a gift to KARL fits your circumstances.

Board of Directors

Executive Committee

Doug Hofbauer, Chair | Manhattan
Dr. Bill Brown, Vice-Chair | Wamego
Shawn Alloway, Treasurer | Edna, Class X
John Thaemert, Assistant Treasurer | Sylvan Grove, Class I
Barry Purdy, Secretary | Wichita, Class VI

Directors

Kim Baldwin | McPherson, Class XV
Jeff Deeds | Goodland, Class III
Troy Dumler | Garden City
Sarah Farlee | Lawrence, Class XII
Tim Flax | Hays, Class XIII
Chelsea Good | Leawood, Class XII
Frances Graves | Bartlett, Class XIII
Jancey Hall | Manhattan, Class XIV
Dale Maneth | Olmitz
Mary McCurry | Burrton
Laura Moffet | Stockton, Class XIII
Joe Newland | Neodesha
Andrew Ochampaugh | Russell, Class XV
Greg Reno | Cheney
Don Schroeder | Hesston, Class I
Bob Tempel | Garden City, Class XV
Donelle Wolters | Atwood

Ex-officio Directors

Steve Baccus | Minneapolis, Class I
Mike Beam | Kansas Secretary of Agriculture
Dr. Gregg Hadley | KSRE, Director for Extension
Dr. Vincent Amanor-Boadu | KSRE, Professor Ag Economics

Committee Chairs

Fund Development | Dr. Bill Brown
Marketing/Branding | Sarah Farlee
Recruitment | Mary McCurry
Curriculum | Kim Baldwin
Friends & Fellows Engagement | Jeff Deeds

Program Staff

President | Jill Zimmerman
Vice President | Susan Sankey
Administrative Assistant | Janice Lierz

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 /karlprogram  @karlprogram  @karlprogram



Kings & Kingmakers

FUND

We are proud to announce a new fund in honor of our late, dear friend to KARL, Dr. Barry Flinchbaugh.

Please support the KARL Kings & Kingmakers Fund for the mission and sustainability of the KARL Program to identify, prepare, and connect aspiring leaders to spark actions that will positively impact agriculture and rural communities.

KARL Class XV (and every class before us!) had the great honor of hearing from Dr. Flinchbaugh, in person, one last time during our Year One seminar in Leavenworth. As our KARL Class XV experience ended after three fruitful years, we are more invigorated and excited than ever about the future of KARL and our great State of Kansas!

The number of challenges facing our communities increases daily. Through the KARL experience, we have been able to see stories of innovation, collaboration, and successes around our state that have overcome challenges, time and time again.

Since 1989, KARL has worked to improve the lives of Kansans through leadership development and growth; I can assure you that the KARL network is thriving, and still working every day to make a positive impact!

We know, you too, are an ambassador for rural leadership and the future and invested in the success of our communities.

On behalf of the KARL Board of Directors we hope you are inspired by the power of philanthropy and take this opportunity to support the ever growing 33-year legacy of leadership.

Andrew Ochampaugh
KARL Class XV Fellow



Scan the code to make an investment to help develop leadership in Kansas.