



# *FORGING AHEAD*

20  
23

## ANNUAL REPORT

KANSAS AGRICULTURE AND RURAL LEADERSHIP, INC.



# Friends & Fellows AG TOUR

**TOUR: Jan. 28, 2024 - Feb. 10, 2024**

HOSTED BY:

*Dr. Romulo Lollato, KSU, Associate Professor, Wheat & Forages*

*Carlos B. Pires, KSU, Ph.D. Candidate*

*Aaron Harries (Class XI), Kansas Wheat*

This unique group tour features the diversity of Brazilian agriculture. From coffee and citrus production, wheat and beef cattle genetics, to wildlife conservation, this trip offers abundant opportunities for sightseeing and culture while also expanding your understanding of agriculture while exploring four Brazilian states.

## LAST CHANCE TO ENTER! Benefit Raffle Drawing: Nov. 28, 2023

*Estimated value of more than \$5,000 for the winning travel spot! The winning ticket is transferable. Benefit winner may opt for \$5,000 cash in lieu of travel spot.*



To purchase a raffle ticket, scan with your phone or go to:  
[karlprogram.com/2023-benefit-raffle-brazil](http://karlprogram.com/2023-benefit-raffle-brazil)

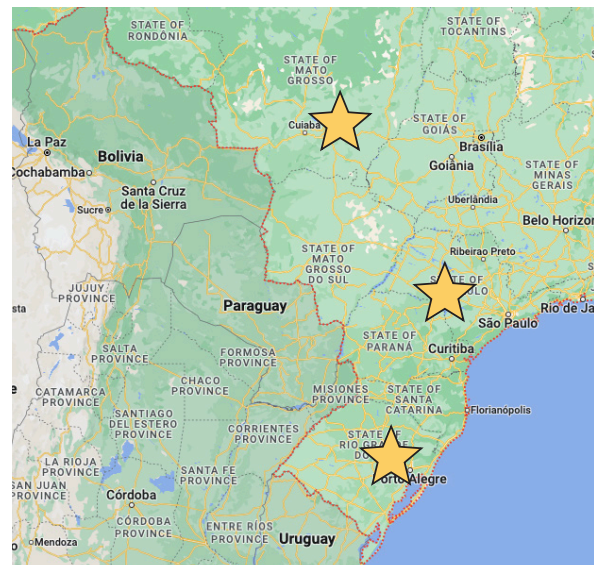
Questions? (785) 532-6300 • [karl@ksu.edu](mailto:karl@ksu.edu)

**Donate \$100 for your chance to win a spot on the SOLD OUT Friends and Fellows Ag Tour visiting four Brazilian states in 2024!**

*Limited tickets, available online*

Benefit raffle winner will choose between one reserved seat on our sold-out tour of Brazil OR \$5,000 cash.

**To donate and enter, scan the QR code (bottom left) or visit [karlprogram.com/2023-benefit-raffle-brazil](http://karlprogram.com/2023-benefit-raffle-brazil)**



# FORGING AHEAD

Dear KARL Fellows and Friends,

As we gather to reflect upon the past year, it is a perfect moment to take stock where KARL stands today and at the same time envision where we want to be in five, ten, and twenty years. Join us as we take a peek at our most recent fiscal year but just as importantly let's consider our strategy for **FORGING AHEAD!**

**KARL has a challenging goal** – to identify, prepare and connect aspiring leaders across our state who are changemakers that will positively impact Kansas agriculture and rural communities. We are a vehicle that creates a network of relationships and adds value for all involved. Investing in human capital is a great responsibility and one not taken lightly.

Recently Lance Woodbury (IV) shared the following at Steve Irsik's memorial service: "It's about adding value, about developing partnerships, and about being and having mentors, and thus becoming a better leader."

KARL's challenge is not unique to Kansans who dare to lead, but adding value to all that we are is truly how we FORGE AHEAD so that all of agriculture wins. The Board of Directors has defined three areas of focus that will be critical in the years to come and will define KARL of the future.

- **Quality programming through hands-on learning experiences:** While KARL programming has always focused on experiential learning, there is a need to continue to evolve and elevate educational opportunities like those found with KARL.
- **Expanding the Fellows (alumni) Opportunities:** As our network of Fellows expands with each graduating class, so too does the opportunity to offer opportunities beyond the class experience.
- **Partial scholarships for class members where needed to increase accessibility:** The largest barrier for class participation is funding.

Class XVI began their experience as an Associate of KARL on June 4, 2022. It is through this two-year experience that their network will grow and they will soon be called KARL Fellows. We couldn't be more proud of this class and their commitment to growth and learning. We hope you will pause and take an opportunity to get to know each of them. Simply said, they are amazing!

We celebrate our most recent fiscal year and are grateful for the partnerships we've forged with Class XVI Associates, Fellows, and supporters. With your unwavering support, we are confident that we can continue to connect aspiring leaders who want to be the positive change for all of agriculture and our communities.

Thank you for being a part of the journey. Together we are **FORGING AHEAD** for a stronger and better Program!

**Jill Zimmerman**  
President  
Class V



# KARL ASSOCIATES



**LUKE AMEND**  
Whitewater  
Hutton



**SARA ARNBERGER**  
Great Bend  
Great Bend Economic  
Development



**ASHLEY BEYING**  
Waverly  
Coffey Health System



**JAMIE BOGGS**  
Buhler  
Kansas Cooperative  
Council



**CARL CLAWSON**  
Plains  
Clawson Ranch  
Partnership



**SARAH HENRY**  
Randolph  
Congressman Tracey  
Mann, U.S. House of Rep.



**MEGAN HOBBS**  
Newton  
Cargill



**WENDY HUGHES**  
Ellinwood  
K-State Research &  
Extension



**JEREMY JOHNSON**  
Pittsburg  
Greenbush Education  
Service Center



**DANIELLE KAMINSKI**  
Hays  
Fort Hays  
State University



**NATHAN MILLER**  
Benton  
Deep Roots  
Consulting, LLC



**CHRISTA MILTON**  
St. John  
American Plains Co-op



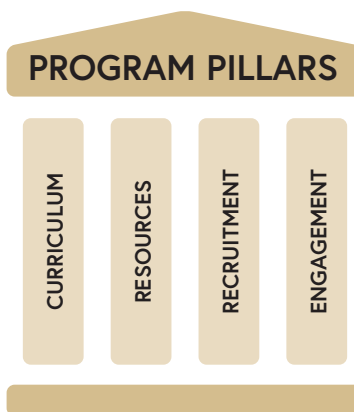
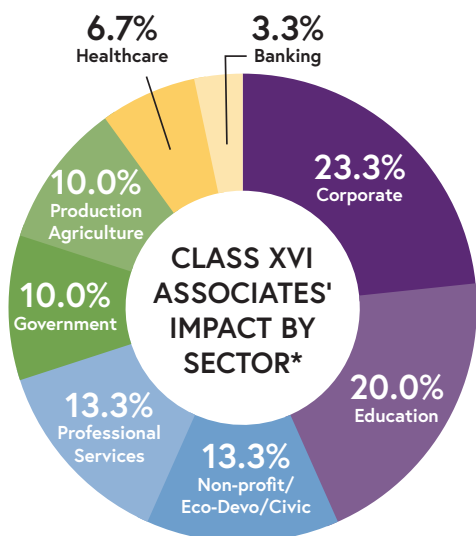
**LINDSEY OTT**  
Wichita  
Wichita State University



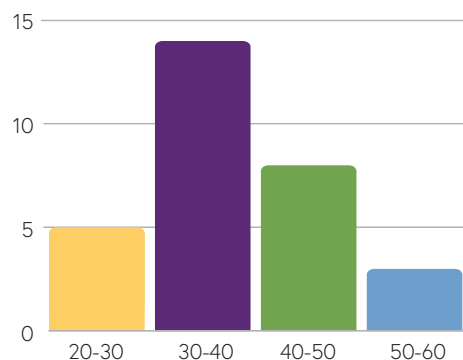
**MARK PALEN**  
Beloit  
AGCO Corporation



**NICHOLAS PETERS**  
Goessel  
Bartel & Peters, Inc.



## ASSOCIATES BY AGE GROUP



\*Many associates also work part-time in production agriculture or have a spouse working full time in production agriculture.

# CLASS XVI



**ANDREA DIEMEL**  
*Madison*  
 Neogen Bovine Genetics



**GREG DOERING**  
*Manhattan*  
 Kansas Farm Bureau



**RYAN ENGLE**  
*Madison*  
 Frontier Farm Credit



**TRAVIS GRABER**  
*Pretty Prairie*  
 Harper Industries



**JACOB HARSHBERGER**  
*Dodge City*  
 Harshberger Enterprises



**ANDREA KRAUSS**  
*Russell*  
 John O. Farmer, Inc.



**KEVIN LOGAN**  
*Hesston*  
 USD 460 Hesston



**MARY MARSH**  
*Manhattan*  
 New Ag Supply



**IRYNA MCDONALD**  
*Hays*  
 Fort Hays  
 State University



**DERICK MCGHEE**  
*Eudora*  
 Heritage Tractor, Inc.



**REGAN REIF**  
*Great Bend*  
 The University of Kansas  
 Health System



**JENNIFER SMITH**  
*Lecompton*  
 Kansas Department  
 of Agriculture



**ELI SVATY**  
*Liberal*  
 Seward County  
 Development Corporation



**KARI WEST**  
*Girard*  
 Evergy



**ADAM YORK**  
*Manhattan*  
 Kansas Board of Regents



## NOMINATIONS & APPLICATIONS



KARL is seeking participants representing every sector of agriculture and communities across Kansas with a diverse array of skills and backgrounds. Successful candidates have demonstrated leadership potential and willingness to serve in decision-making roles upon completing the two-year program. Nominations and applications accepted Jan. 1–Apr. 1. **Visit [karlprogram.com/apply-nominate](http://karlprogram.com/apply-nominate) or scan the QR code for more information.**

# SEMINARS



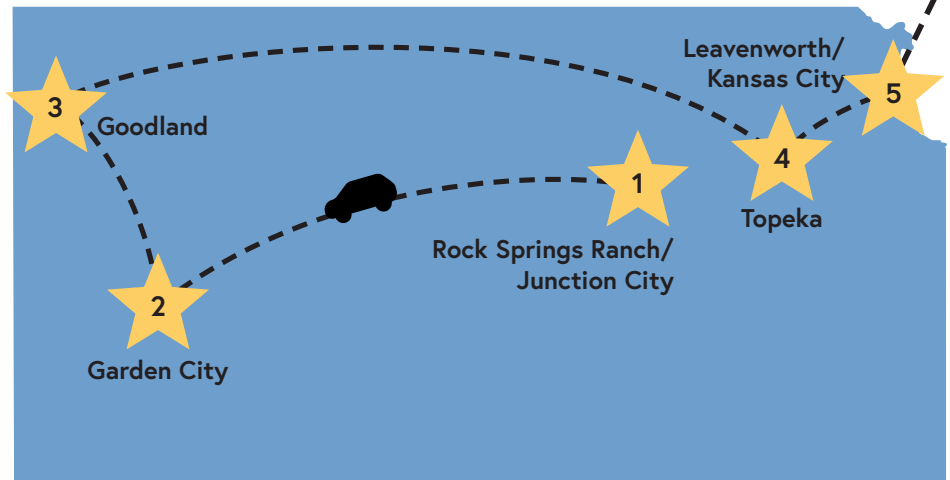
Associates visit Mies & Sons Trucking during their Garden City seminar in November 2022.

## Year 1 SEMINARS

We celebrate Class XVI Associates and the completion of year one. With the Curriculum Committee leading the charge, each seminar is carefully curated to be an intense experience with more than a dozen cities visited throughout Kansas and beyond. This was coupled with a deep immersion into self-discovery with leadership lessons from Dale Carnegie, CliftonStrengths, and the Gettysburg Leadership Experience.



Adam York greets Senator Jerry Moran during a visit to the U.S. Senate in Washington, D.C.



Class XVI Associates visit the U.S. Penitentiary in Leavenworth in February 2023.

# SEMINARS



The class visits the historic battlefields of Gettysburg during their March 2023 seminar.



Ashley Beying speaks as chair while in the Supreme Court chambers during the January 2023 seminar in Topeka.

Soon-to-be KARL Fellows, Class XVI is forging ahead to the finish line. Year two will include experiences at the Engler Agribusiness Entrepreneurship Program in Lincoln, NE, learning more about the environmental challenges in SE Kansas, the economic powerhouse of opportunity in SC Kansas, the challenges of water, and more! The capstone seminar will be the International Study Tour to Spain to experience a foreign culture, learn about international agriculture, and become more knowledgeable about the global marketplace.



Luke Amend engages with a panel in Bird City about "Building Capacity and Improving Quality of Life" during the Goodland seminar in December 2022.

## Year 2 SEMINARS

### Genesis 2.0

Council Grove, KS  
August 2023

### Domestic Study Tour - Innovation & Investment

Marysville, KS • Lincoln, NE  
Kansas City Federal Reserve Bank  
November 2023

### Navigating Change

Pittsburg, KS  
December 2023

### Economies of Kansas/ Global Leadership

Wichita, KS  
January 2024

### Energy, Water & Natural Resources

Hays, KS  
February 2024

### International Study Seminar

Spain  
March 2024

# KARL FRIENDS AND FELLOWS TOUR PORTUGAL & SPAIN

MARCH 22 – APRIL 5, 2023

Two great capitals bookmarked the Friends & Fellows tour this year to Portugal and Spain – Lisbon and Madrid. This tour of discovery traveled the flatlands of Portugal with visits including a cork factory, agricultural school and meeting with the Confederation of Portuguese Farmers. A dairy farm and vineyard (of course) rounded out the five days prior to the flight to Barcelona. "Barba" was the start of the Spanish portion of the tour which then included the Andalusian cities of Seville, Huelva, Jaén, Granada and Málaga. Rich with content, the Spain tour included multiple agri visits (dairy, beef, citrus, olive, greenhouses) as well as tasting the world famous Jamón. Throw in the wines, food and the breeding farm for Andalusian horses and round out the tour with historical walks, and the 15-day Alumni tour hit multiple high points offered while traveling the Iberian Peninsula.

**"Travel makes you realize that no matter how much you know, there's always more to learn. It is the most intense form of learning."**

*Unknown*



*From left, Allan Harms, Carolyn Harms, and Susan Flickner show their K-State spirit in front of the Roman Temple of Évora, Portugal.*



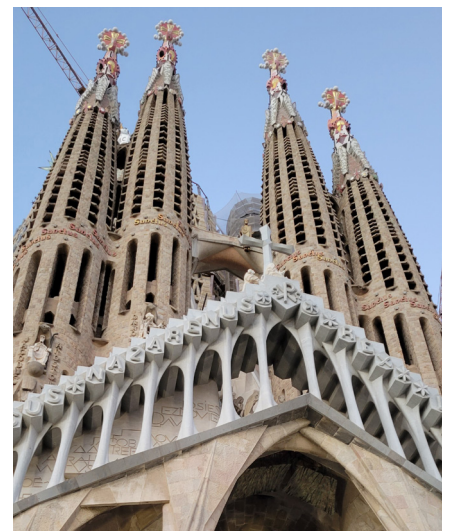
*While in Spain the group spent time in Almería, which is known as "Europe's Vegetable Garden."*



*Travelers learn about the Sorraia horse, one of the world's rarest and most endangered breeds, during a visit to Portugal's oldest and most prestigious agriculture school, Santarém Agricultural School.*



*From left, Carolyn Harms, Allan Harms, Ray Flickner, Susan Flickner, Mark Stadtlander, Terry Shriner, and Kelly Shriner enjoy the wines while touring Cella Vinaria Antiqua, a secular wine and cellar wine museum.*



*In Barcelona, Spain, the Sagrada Família is the largest unfinished Catholic Church in the world.*



"Ensuring our state and nation maintain policies that allow the agricultural sector and rural America to thrive economically and socially requires dynamic leaders that are equally committed to that objective. The Kansas banking industry is proud to support the mission and purpose of the KARL Program because we know that developing strong rural leaders is paramount to the future success of our great state."

**DOUG WAREHAM**

*President & CEO*

*Kansas Bankers Association*



## Gretchin Staples Joins KARL as New Leadership Program Manager & Facilitator

Gretchin Staples of Beloit, Kansas, joined KARL this summer as our new Leadership Program Manager and Facilitator. She is responsible for developing and facilitating the educational sessions, and managing class communication and resources. With Gretchin's background in rural development and curriculum planning, plus her knowledge of the state, she brings terrific experience to our team.



Gretchin owned and operated Shabby Shed Furniture and Interior Design in Osborne for 10 years before relocating to Beloit to manage Schnell and Pestinger Furniture. She later used her experience and creativity to open bizDISTRICT, a community designed for resources and support of small rural business owners. Most recently, she spent the last four years operating the Rural & Remote program with the Economic Innovation Center, Inc. out of Norton, Kansas.

We are excited to have Gretchin on the KARL team as we forge ahead to create legendary rural leaders.

# From the BOARD CHAIR

Time seems to fly for all of us, including the KARL Program. The world is changing faster than ever, giving KARL the freedom to experiment while sharing everything we learn across the entire organization. While the time seems to go by at a fast rate the positive changes happening with KARL are worth mentioning.

We welcomed to the KARL staff Gretchin Staples, our newly hired Leadership Program Manager and Facilitator. Gretchin's addition will give our KARL staff a solid team to advance the program even more.

Other notable KARL initiatives include an Ag tour to Brazil for Friends & Fellows, a KARL Storytelling Series, and finally, a KARL Campaign Planning Study.

Our leadership team is the driving engine of KARL. The dedication of Jill and Janice is beyond appreciated as they provide the energy and initiative to make KARL the premier leadership program in the state.

KARL does not exist without the tremendous support we receive from our sponsors, donors, and supporters across the state. The KARL board of directors also acknowledges the support of K-State, especially Dr. Gregg Hadley and his staff for providing the resources to make this program even more successful.

We're focused on providing a truly unique leadership experience for Kansas leaders to make an impact in their communities and Kansas businesses. In August, Class XVI began their second year with Genesis 2.0. The networking, professional and personal development experienced by this class will be filled with rich learning opportunities, including seminars in Marysville, Kansas City, Pittsburg, Wichita, and Hays, as well as Nebraska and the international seminar to Spain.

The strategic planning session in 2022 gave the KARL board a new direction and focus. We continue behind the scenes to enhance the program and its mission in building leadership in Kansas.

As we look to the future and forge ahead, the KARL Program is poised for new growth. With an increased emphasis on growing the curriculum and setting the course for a more secure financial future there is no doubt we are forging ahead while expanding our ability to positively impact and move KARL forward!

**Dr. Bill Brown**

*Board Chair*

*Wamego*



## YOUR GENEROUS SUPPORT HELPS US

# Develop *Legendary Leaders*

KARL would not exist without the generosity of passionate supporters. Please consider KARL in your annual giving and estate planning, and contact us to talk about how to get started. Your contribution of any size helps us continue **FORGING AHEAD**.

### CASH GIFTS

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

### NON-CASH GIFTS

Consider securities such as stocks, bonds and mutual funds, oil, gas and mineral interests, and 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

Gift grain directly to KARL, which can offer a farm tax advantage while supporting our mission.

### GIVE THROUGH AN IRA

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

### MATCHING GIFTS

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

### MEMORIAL & TRIBUTE GIFTS

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 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 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. You can also support other legacies like the Kings and Kingmakers Fund to honor the late Dr. Barry Flinchbaugh.

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*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.*

## *In Memoriam*



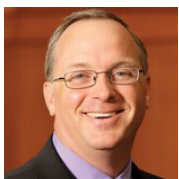
### GARY DOANE

July 28, 1948-May 7, 2023  
Downs, Kansas  
Board of Directors 2012-2017  
Chair 2015-2016



### STEPHEN (STEVE) IRSIK JR.

Nov. 1, 1946-Sept. 6, 2023  
Ingalls, Kansas  
Board of Directors 2002-2007



### MARK FOWLER

March 18, 1970 - Feb. 20, 2023  
Manhattan, Kansas  
Class XI Fellow (2011-2013)



### MARK KNIGHT

May 14, 1965-Nov. 18, 2022  
Lyons, Kansas  
Class II Fellow (1993-1995)

## Kings and Kingmakers Fund Supports KARL's Sustainability Mission

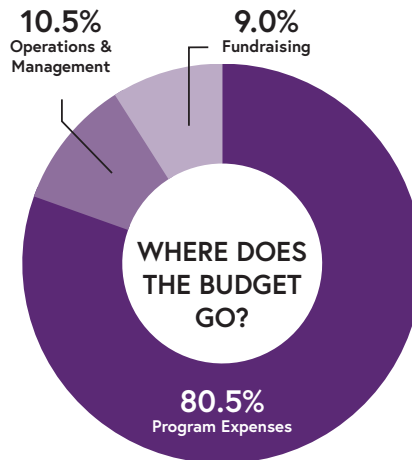
Started in honor of our late, dear friend, Dr. Barry Flinchbaugh, the KARL Kings & Kingmakers Fund supports our mission and sustainability to identify, prepare, and connect aspiring leaders to spark action that will positively impact agriculture and rural communities. Contact us for more details.

"Obviously, Barry was highly passionate about the KARL program cause and its proven service to agriculture and rural communities. The Kings and Kingmakers initiative is yet another step forward for the program, and one that the Flinchbaugh family strongly endorses and supports. It galvanizes our family's ongoing commitment to the program in Barry's honor. And we encourage others who have appreciated Barry and his zeal for KARL to join us in supporting this initiative."

THE FLINCHBAUGH FAMILY

# 2023 FINANCIALS

We track expenses and costs to be as efficient as possible with funding. This chart shows how the overall budget is spent on the three expense categories.



Source: 2023 Annual Audit Report, Shipley CPA, LLC

## PROGRAM EXPENSES

These class expenses include 12 in-state seminars, the D.C. and Gettysburg experience, and international travel.

## OPERATIONS & MANAGEMENT

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

## FUNDRAISING

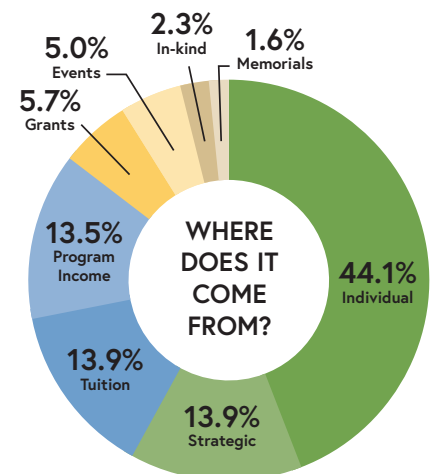
This includes printing and mailing costs, fees associated with online collection, and travel costs to meet with current and potential donors.

## Investing in Kansas Leadership

The Program relies on multiple types of funding, with individual donors being the largest source of program funding. Strategic partners and tuition are next. The chart is based on total Program revenue of \$557,769.

## INVESTMENTS

It is important to note that market volatility during FY 2023 resulted in investment income net loss of (\$1,159); FY 2022 resulted in investment income net loss of (\$32,318).



Source: 2023 Annual Audit Report, Shipley CPA, LLC

## Thanks to Our Sponsors

Our sponsors' multi-year strategic support makes it possible to keep forging ahead.



S.J. PRILL FINANCIAL & INVESTMENT PLANNING, INC.

RAYMOND JAMES

HARPER INDUSTRIES, INC.



## BOARD OF DIRECTORS

### EXECUTIVE COMMITTEE

- ★ **Dr. Bill Brown**, *Chair*, Wamego
- ★ **Barry Purdy**, *Vice-Chair*, Wichita, *Class VI*
- ★ **John Thaemert**, *Treasurer*, Sylvan Grove, *Class I*
- ★ **Troy Dumler**, *Assistant Treasurer*, Garden City
- ★ **Kim Baldwin**, *Secretary*, McPherson, *Class XV*
- ★ **Doug Hofbauer**, *Past Chair*, Manhattan

### COMMITTEE CHAIRS

- ★ **Curriculum**: Kim Baldwin
- ★ **Fellows & Friends Engagement**: Jeff Deeds
- ★ **Fund Development**: John Thaemert
- ★ **Recruitment**: Dale Maneth

### EX-OFFICIO MEMBERS

- ★ **Dr. Vincent Amanor-Boadu**, *K-State Research & Extension, Professor of Agriculture Economics*
- ★ **Mike Beam**, *Kansas Secretary of Agriculture*
- ★ **Dr. Gregg Hadley**, *K-State Research & Extension, Director*

### DIRECTORS

- ★ **Jeff Deeds**, *Goodland, Class III*
- ★ **Tim Flax**, *Hays, Class XIII*
- ★ **Chelsea Good**, *Leawood, Class XII*
- ★ **Frances Graves**, *Bartlett, Class XIII*
- ★ **Jancey Hall**, *Topeka, Class XIV*
- ★ **Aaron Harries**, *Manhattan, Class XI*
- ★ **Dale Maneth**, *Olmitz*
- ★ **Bill Miller**, *Council Grove*
- ★ **Laura Moffet**, *Stockton, Class XIII*
- ★ **David Murray**, *Wichita*
- ★ **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*

### Kansas Agriculture and Rural Leadership, Inc.

10E Umberger Hall, 1612 Claflin Road  
Manhattan, KS 66506

[KARLprogram.com](http://KARLprogram.com) | [KARL@ksu.edu](mailto:KARL@ksu.edu)

## Thanks FOR SUPPORTING THE KARL PROGRAM

Thanks to your unwavering support, our ability to connect a legendary network is possible. Gifts come in many different forms, each vital in our ability to create opportunities and drive progress. Your support as a donor, volunteer, speaker, industry friend, and those who open doors for our staff are all so very important. We are grateful to have the opportunity to come alongside each of you forging ahead all for a better Kansas. As Mother Teresa said, "I can do things you cannot, you can do things I cannot; together we can do great things." Your gifts help KARL do GREAT things! Simply said, thank you.



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

## KARL STAFF



### Jill Zimmerman

*President*



### Gretchin Staples

*Leadership Program Manager & Facilitator*



### Janice Lierz

*Office Manager*

### *Our Mission*

KARL identifies, prepares, and connects leaders that will positively impact Kansas agriculture and rural communities.

### *Why*

For agriculture and rural communities to be dynamic, well-informed leaders must emerge.