



———— 2025 ————

CANDIDATE INFORMATION

—————



CANDIDATES IDENTIFIED BY THE 2024-2025 NOMINATING COMMITTEE

BOARD:

Race 1

[Bryan Ankenbauer](#), Bowbells, North Dakota
[Jon Gussiaas](#), Carrington, North Dakota
[Jon Polries](#), Sykeston, North Dakota

Race 2

[Crystal Adams](#), Wendell, Minnesota
[Chad Davison](#), Fergus Falls, Minnesota
[Greg Sabolik](#), Kensington, Minnesota

Race 3

[Peter Bendix](#), Sioux Falls, South Dakota (business address: Echo, Minnesota)
[Ed Hegland](#), Appleton, Minnesota
[Mike Landuyt](#), Walnut Grove, Minnesota

Race 4

[Will Hsu](#), Wausau, Wisconsin
[Karen Kerner](#), Phillips, Wisconsin
[Jeffrey Lutz](#), Amherst Junction, Wisconsin

2025-2026 NOMINATING COMMITTEE:

Race 1

Sam Ongstad, Harvey, North Dakota
Tysen Rosenau, Carrington, North Dakota

Race 3

Joe Ericson, Wimbeldon, North Dakota
Brian McDonald, Leonard, North Dakota

Race 5

Tanner Davison, Wendell, Minnesota
Elizabeth Golombiecki Anderson, Morris, Minnesota
Leah Johnson, Elbow Lake, Minnesota

Race 7

Joseph Arnold, Holloway, Minnesota
Jeremy Westerman, Chokio, Minnesota

Race 9

Jordan Kramer, Hector, Minnesota
Patty Nygard, Madison, Minnesota
Jaime Slinden, Grove City, Minnesota

Race 11

Bruce Gumz, Dorchester, Wisconsin
Dennis Jakobi, Granton, Wisconsin

Race 2

David Dahl, Verona, North Dakota
David Erickson, Buchanan, North Dakota
Jordan Nitschke, Jud, North Dakota

Race 4

Adam Held, Egeland, North Dakota
Jeffrey Oberholtzer, Mohall, North Dakota

Race 6

Alex Baldwin, Humboldt, Minnesota
Kimmy Efta, Greenbush, Minnesota

Race 8

Robert Dombeck, Perham, Minnesota
Andrew Jossund, Hendrum, Minnesota

Race 10

Paul Kluck, Stanley, Wisconsin
Mitch Malm, Loyal, Wisconsin

Biographical information for the Board and Nominating Committee candidates is provided on the following pages.

DIRECTOR RACE 1 — FOUR-YEAR TERM



**Bryan
Ankenbauer**

Residence and business in Bowbells,
North Dakota

Birth Year: 1973

Occupation: Farming

I grow small grains in northwest North Dakota. I grow peas, barley, hard red spring wheat, durum, canola, corn, soybeans and flax.

Education:

Minot State University, B.S., Education,
Math Education
Farm Credit Council Services Premier
Governance Series (PGS)

Current Leadership:

Owner/Operator, EG Acres LLC
Director, AgCountry Farm Credit Services
Board (AgCountry)
Director, North Dakota Farm Credit Council

**WHY I WANT TO SERVE ON THE
BOARD OF DIRECTORS:**

Growing up in the 1980s, I did not anticipate pursuing farming due to the limitations of our small farm. However, with considerable support, I was able to follow my passion for agriculture. This experience motivated me to contribute back to the community by serving on various boards and actively participating in community engagements. I am committed to servant leadership and view this role as an opportunity to advocate for farmers within the AgCountry territory.

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

I have served as an AgCountry Director for the past three years. This experience has helped me understand the time commitment and challenges that a director will face and how to overcome them.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: As an Association Director I have had the privilege of being a part of an organization that is looking for ways to be viable into the future for its patrons. As a farmer I believe it is important to be looking months and years ahead and to have goals in place. I have also gone to “strategic planning” training as part of the Premier Governance Series.

Corporate Governance: I am currently Chair of the Governance Committee for AgCountry. I have also gone to different training opportunities through the Association to better understand corporate governance.

Financial Reporting: I have used the Adult Farm Management program for a number of years in order to understand my numbers and performance on a farm level. My director experience has allowed me to understand organizational performance and financial reporting on the Association Farm Credit level.

Business Technology:

Understanding technology on a farm level is becoming increasingly important, dealing with it both in the office and in the equipment. Additionally, my experience with technology extends to my time as a director, where I have engaged in studies of the platforms utilized in the Farm Credit System.

Risk Management: Farming involves constant risk taking and mitigation. As a director, I have dealt with various risks faced by an association, including technological, reputational, and financial. My experience in managing these risks can benefit the association's future risk management.

Talent Management: My previous roles on human resources and compensation committees have given me knowledge in human capital and talent management. Additionally, my experience in coaching and serving on other boards has provided me with the skills to interact effectively with individuals.

DIRECTOR RACE 1 — FOUR-YEAR TERM



**Jon
Gussiaas**

Residence and business in Carrington,
North Dakota

Birth Year: 1985

Occupation: Farming

I have been farming with my dad, uncle and cousin for over a decade. We plant wheat, corn, natto beans, and soybeans. I live on the farm with my wife and two children. I am mainly in charge of the chemical application and ordering, the equipment maintenance schedule, people management, and running and maintaining the corn dryer. Additionally, my wife, kids, and I split and sell firewood. I wouldn't call it an occupation as much as I would call it forced family fun.

Education:

North Dakota State University, B.S.,
Crop and Weed Sciences

Current Leadership:

Member, Arrowwood Prairie Co-op Board

**WHY I WANT TO SERVE ON THE
BOARD OF DIRECTORS:**

Boards like these require that the people that use the services sometimes serve for the greater good of the company. I think my insights would be useful and applicable in a way that might be different than the way things have always been done. Different doesn't mean wrong. I would also like to learn more about financial management and the way that AgCountry Farm Credit Services (AgCountry) works. I've been a customer for quite a while now and am interested in knowing the ins and outs of farm banking from that side.

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

I was on the council at my church and it was during a very difficult time for the congregation. There was a lot of conflict resolution that had to happen, communication skills were gained, and I had the opportunity to work with people of many different backgrounds. The role was high stress, so I learned how to manage that pretty well, too. I became a better-rounded leader because I had to learn to be diplomatic while also making hard decisions.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: Farming is all about planning. Crop rotation, equipment maintenance, cash flow, and people management all take strategic planning. Man plans, and God laughs. So, I have to be ready to change strategies on a moment's notice and keep everything going with minimal downtime, and I think I have become pretty good at that.

Corporate Governance: I am very new to corporate governance. I have had some experience with it through being on a local CHS cooperative board, but I am still learning the way that other companies function.

Financial Reporting: I keep track of personal and several farm accounts and utilize programs such as QuickBooks to assist with end of year reporting and forecasting. I also keep in communication with my tax professional throughout the year. I have an account with AgCountry for an operating loan, so I am always in contact with my banker to make sure we both think I'm on the right track as well as with the insurance professional there. I have to fill out reports for both of them and am always on time with my reporting to the USDA/FSA, too.

Business Technology: The longer I farm, the more I realize that it's more about adapting to changing technology and less about just hoping those little seeds I put out there will grow. The tractors all use autosteer, programs that tell us how much seed to put out, my sprayer can tell where it has already sprayed, my dryer can tell exactly how dry my corn is, soon I won't even have to be in the equipment to make it work! If I don't understand how something works, I'm not afraid to ask.

Risk Management: Farming is a risk. Every year is different and every year brings different challenges and risks. I manage those risks by being financially responsible. I also keep up on new technologies and best management practices to minimize the risks that I can while also trying to move my operation into the future.

Talent Management: I farm every day with two seasoned employees, who are transitioning leadership to myself and my cousin, to keep the farm operations running smoothly. We each have our own roles on the farm, and mine happens to be people management. It's up to me to decide who is going to be where each day and where their talents will best be served at any given time. This is especially important during harvest, when there are a lot of moving parts. I have also been an employee at many different types of businesses, so I also know what it's like to be managed.

DIRECTOR RACE 1 — FOUR-YEAR TERM



**Jon
Polries**

Residence and business in Sykeston,
North Dakota

Birth Year: 1963

Occupation: Farming

I operate our farm along with my wife and son. Our headquarters are just south of Sykeston, North Dakota. We grow a variety of crops including wheat, corn and soybeans. I am also a fertilizer dealer.

Education:

Attended Minnesota State University
Moorhead, Accounting
North Dakota State University,
Agriculture workshops

Current Leadership:

Member, Wells County Zoning Board
Director, Sykeston Fire District
Member, Sykeston Community Club
Board Member, Johnson Township

**WHY I WANT TO SERVE ON THE
BOARD OF DIRECTORS:**

I'm running for the AgCountry Farm Credit Services (AgCountry) Board of Directors because I care deeply about the future of AgCountry and the people it serves. I want to help lead AgCountry with honesty, steady guidance, and a strong focus on keeping it the best agricultural lender in our area. Trust and integrity are values we have to live by, especially when folks are counting on us. AgCountry does a lot of good by providing financing, insurance, and support for rural living. That matters - not just today, but for the long haul. With the average farmer age pushing 58 years old, we've got to do everything we can to support the next generation. That including working hard to keep interest rates down, so young producers have a real shot at building a future in agriculture.

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

I have been on many boards and involved in business my entire adult life. I've always been thrust into leadership roles due to my willingness to work hard and to take the best interest of the group as the main focus.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: Strategic planning is tricky. The best laid plans can be turned upside down or fall apart by a geopolitical, or unusual weather event. As a farmer you are constantly planning for the future, but the best ones are able to pivot or adjust for the changes that occurred. I've also worked on several strategic plans through the organizations and boards I have served on over the years.

Corporate Governance: In my experience of operating a farming business as well as working with other different companies, the best way to lead is to have a steady hand. Most successful companies have seen many problems and have already made the necessary changes to overcome the obstacles that they have faced. They have learned from it and probably only need small adjustments to keep the ship steady.

Financial Reporting: My business experience has taught me that the main rule in finance is to KNOW YOUR NUMBERS, plus realizing what was successful and what wasn't. Also, as a member and leader of many organizations, I've learned that you must be able to show your members or stockholders how the company is performing.

Business Technology: The technology in farming has changed rapidly and is changing more rapidly. The most difficult part for the farmer/business operator is not to invest too much too early. Usually, the cost will come down and/or the products will get better if you are patient. We use all types of technology in our operation every day to operate as efficiently and effectively as possible.

Risk Management: All farmers and lenders are well versed in risk management. Farmers and lenders try to analyze together all the factors that can make the operation successful. The better crop insurance products have helped, especially for the young farmers just starting out.

Talent Management: As with any business the key is good people, not only recruiting them but keeping them. We not only have to pay them competitively but create a good work environment, while also including incentives to be more productive.

DIRECTOR RACE 2 — FOUR-YEAR TERM



Crystal Adams

Residence and business in Wendell, Minnesota

Birth Year: 1977

Occupation: Seed Sales

My husband, Paul Adams, and I currently farm near Wendell, Minnesota and own/operate a seed conditioning and sales facility (Adams Seed), as well as own/operate Thunder Seed USA and Thunder Seed Canada. Additionally, I am currently the Chief Administrative Officer for Thunder Seed USA and Thunder Seed Canada.

Education:

North Dakota State University, B.S., Finance and Agriculture Economics
Purdue University, Fellowship, Business Administration and Strategic Planning

Current Leadership:

Chief Administrative Officer, Thunder Seed USA and Thunder Seed Canada
Chairman, Board for Lake Region Health Care

WHY I WANT TO SERVE ON THE BOARD OF DIRECTORS:

I believe with my background in agriculture, finance and board leadership, I could become a very strong asset to the AgCountry Farm Credit Services (AgCountry) Board of Directors team. I have a passion for serving my community and seek opportunities to directly impact and improve the agricultural community, specifically.

EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION ON THE BOARD OF DIRECTORS:

I strongly believe that my overall background creates an environment for me to be someone who could positively impact and lead AgCountry in a board role. My role as a board member and Chairman of the Board of Lake Region Healthcare has absolutely prepared me for working with a large-scale board environment with multiple viewpoints and ideas, while maintaining the ability to move through topics and projects that need extra attention and/or consensus to carry forward and meet deadlines and needs of our hospital.

BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION IN THE FOLLOWING AREAS:

Strategic Planning: My experience of over 10 years in Agricultural and Commercial lending, degrees in finance and economics, as well as my fellowship in strategic planning, building our seed company from the ground up in the USA and in Canada, all lead me to believe I could contribute a great deal to the AgCountry Board of Directors. Complimenting my experiences above with my farming background and over ten years in Human Resources, I am confident my skill sets, knowledge and abilities align with what the AgCountry Board of Directors is seeking as a member.

Corporate Governance: Being involved heavily in the Lake Region Health Care Board of Directors, as well as serving on the board for Thunder Seed USA and Thunder Seed Canada has enabled me to become extremely well versed in corporate governance. Transparency, fairness, accounting and responsibility are ingrained in how I lead and serve.

Financial Reporting: Working alongside my husband in our farming operation, Adams Seed and Thunder Seed, as well as my degree in finance and number of years as an Agricultural lender, I have become well versed in understanding and managing financial performance of our operations. Working with our bankers, our accountants and CFO's have grown my strength in clearly understanding how each aspect of our business ties directly back to the company's financial performance and growth. When I was a lender, I was on the "other side of the desk", so to speak, assisting my customers in understanding their operational performance.

Business Technology: Owning and operating agricultural business since 1998, as well as being involved in the banking industry and abstract and title industry have provided me multiple opportunities to learn various systems and utilize those systems to better understand business performance. Also, serving on the Lake Region Health Care Board of Directors has offered me the opportunity to learn and engage in healthcare software such as Epic, as well as Govenda and BoardPac for board of director activity.

Risk Management: Within all aspects of my business experience, risk management has been a key component. From managing production one to two years ahead of the sale, to managing grain marketing and overseeing capital investments all while being fiscally responsible and mitigating the risks associated with the planning tied to these responsibilities.

Talent Management: Talent is key to our seed business, and it is currently under my management at Thunder Seed USA and Canada, as I lead Human Resources. The past 5 years have been more challenging than most, as the employee pool became quite limited, post pandemic. We were required to make stronger and more strategic decisions in our hiring process as well as working through turnover.

DIRECTOR RACE 2 — FOUR-YEAR TERM



**Chad
Davison**

Residence and business in Fergus Falls,
Minnesota

Birth Year: 1981

Occupation: Farming

I manage the grain and custom harvesting operations for Progressive Farms, LLC, which is a diverse crop and custom harvesting operation located in Tintah, Minnesota. Crops raised are sugar beets, corn, soybeans and alfalfa. I farm with my father, several full-time employees and H2A seasonal workers who come from Mexico and Brazil.

Education:

Licensed Real Estate Professional in
Minnesota

The Executive Program for Agricultural
Producers (TEPAP)

University of Minnesota, M.B.A.

Minnesota State University Moorhead, B.S.,
International Business; B.A., Spanish

Current Leadership:

Secretary, CHS Herman

**WHY I WANT TO SERVE ON THE
BOARD OF DIRECTORS:**

I would love to give back to a company that has been such a great partner to our farm operation over the years. Having a lending institution that understands agriculture and the business of farming is critical to keeping our businesses healthy and to be able to capitalize on opportunities when they arise. With my business background and experience working with a wide array of different people with different backgrounds, I'd bring a unique perspective to the Board of Directors.

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

In my previous work experience with Target Corporation as a Business Analyst, I was involved in monthly forecast meetings, annual strategic planning sessions and running a business with strict inventory requirements which required scenario planning for future potential issues as well as having contingency plans in place for when/if problems occurred. Lastly, I've worked with all types of people ranging from blue collar factory workers in my time with Cargill to Harvard educated executives at Target, as well as men, women and people from different countries from my time studying abroad.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: We have annual strategic planning sessions on our farm where we set our goals for the year and evaluate last year's goals to determine how successful we were in accomplishing what we set out to do. We also debrief at the end of the year to talk about what went well and what didn't go well from a planting, spraying and harvest perspective in order to make improvements for the following year. I have also been involved in long range planning sessions as a board member for CHS Herman, planning sessions as a Business Analyst at Target Corporation and have taken several Strategy classes at graduate school.

Corporate Governance: As a board member at CHS Herman, I've dealt with corporate governance to a fair degree in the form of ensuring we follow the CHS bylaws, obeying anti-trust laws and maintaining confidentiality where appropriate. As a board member, I help to ensure that accountability, transparency and ethical behavior is followed.

Financial Reporting: As a Business Analyst at Target Corporation, we had monthly forecast meetings where I gave business updates to senior leadership on variances in inventory levels, sales performance and vendor performance. I also utilized Vendor Scorecards, where each of the vendors who supplied product to my business was ranked on various performance metrics, and the score they received determined whether they would continue being a supplier at Target.

Business Technology: From my time working at Target Corporation, I got accustomed to using many different types of business technology. I used different platforms for inventory tracking, information retrieval and placing orders. In addition, I took advanced classes on Microsoft Excel and Outlook which helped with time management.

Risk Management: As the manager of our farm, risk management is a daily responsibility. I make decisions related to safety to minimize the risk of any of our employees getting hurt. I make marketing decisions to minimize downside risk in commodity prices during specific times of the year based on historical trends. I also created a cash flow spreadsheet broken down by month that allows me to manipulate crop sales or different purchases essentially in real time to help analyze what impacts those will have on my cash flow and when those impacts will happen.

Talent Management: I'm in charge of talent acquisition and all other HR related issues on our farm. I've developed an employee handbook, do annual employee reviews, have weekly team meetings, monthly meetings with our management team, created our company statement and farm policies and do all the hiring of employees. I also have familiarity with the H2A visa and green card processes used when hiring foreign employees. My philosophy with human capital is to always be looking for quality employees and be prepared to hire them so that you already have them in place before the need arises.

DIRECTOR RACE 2 — FOUR-YEAR TERM



**Greg
Sabolik**

Residence and business in Kensington, Minnesota

Birth Year: 1976

Occupation: Dairy Farming

My family and I operate a dairy near Kensington, Minnesota. We also farm land which provides forages to the dairy.

Education:

North Dakota State University, B.S.,
Agricultural Engineering
Texas A&M, The Executive Program of
Agricultural Professionals (TEPAP)
Farm Credit Council Services,
Premier Governance Series (PGS)

Current Leadership:

Member, Douglas County Chapter of the
American Dairy Association Board
Member, Minnesota Dairy Initiative Board
Member, Minnesota Milk Producers Policy
and Engagement Committee
Sole owner and president,
Bred & Butter Dairy, LLC
Co-owner and president, 709, LLC
Director, AgCountry Farm Credit Services
Board (Association)

**WHY I WANT TO SERVE ON THE
BOARD OF DIRECTORS:**

To be able to serve the stockholders of the Association is a humbling honor. Being able to govern an institution that provides affordable credit, financial services, and the expertise needed to help stockholders succeed through a co-op model is extremely important and fulfilling to rural communities. It is my hope we can keep the Association and the Farm Credit system viable for all future generations as it is vital to the success of rural America and agriculture.

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

In my tenure on the Board, I have served as the Vice Chair and as the Chair. This experience has given me the insight and fortitude to be a well-rounded and purposeful member of the Board. I learned to listen to all sides of the conversation while providing respectful and thoughtful feedback.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: I can bring a unique perspective to the board being both a livestock and row crop farmer. These traits, along with my education and off farm employment out of college helps me provide a balanced view of the needs of all stockholders, young or old and large or small. My farm has been in a constant growth mode which brings the mindset of what's on the horizon into the boardroom.

Corporate Governance: Throughout my tenure on the board, I have served predominantly on the governance committee. This service has given me knowledge and insight of the cooperative structure and board function. The committee has had a mindset of being a student of great governing principles and practices through continued education and listening to experts in the field.

Financial Reporting: Throughout running my own business and my tenure on the board, I have learned and implemented a great deal of accounting principles and best practices. I have also completed The Executive Program for Agricultural Professionals (TEPAP). I believe I can look at a set of financials and understand the strengths and weaknesses of a company very thoroughly.

Business Technology: I have always been an early adapter of technology on my farm. Whether it be precision farming practices or livestock activity monitors, I am on the leading edge of the technology curve. I take that mindset with me into the boardroom to leverage technology to help our stockholders gain a competitive advantage.

Risk Management: Let's face it, farming and banking are two professions that are inherent with risk. Risk mitigation is crucial in both fields to be successful. In my operation, I use forward contracting of inputs and outputs along with insurance programs that help mitigate that risk to provide the desired return. From a credit perspective, we need to be able to continue to lend to the young and beginning farmers even though they tend to be at a higher risk level. This is vital to the future of agriculture and the Association.

Talent Management: As a board, our primary responsibility is to hire the CEO and hold them accountable to following the business plan. Beyond that we need to ensure the company culture is positive and held in high regard. I feel I have some experience with this on my farm as we have several employees and I am constantly trying to improve culture and place people in positions where they will have success.

DIRECTOR RACE 3 — FOUR-YEAR TERM



**Peter
Bendix**

Residence in Sioux Falls, South Dakota and
business in Echo, Minnesota

Birth Year: 1962

Occupation: Farming

I am currently working our family farm in southwest Minnesota raising corn and soybeans. I farm together with other family members where we share the workload and equipment. We sold out of our cow-calf operation with my parent's retirement and currently lease out our pastureland. I farmed for several years in the 1980's and got back into farming in 2009. I am also a retired Corporate Executive Vice President with a Fortune 500 manufacturing company.

Education:

University of Sioux Falls, B.A., Business
Management and Entrepreneurial Studies

Current Leadership:

Grain Farmer, managing farm operations

**WHY I WANT TO SERVE ON THE BOARD
OF DIRECTORS:**

This board position would allow me to get back into the business world while allowing me to continue in my family farming operation. I believe I bring unique skills gained from both my agriculture background and as an executive working in large corporations that would be of value for this position.

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

I worked in large corporations for decades and have successfully operated businesses in private, private equity, and publicly owned Fortune 500 companies in executive leadership roles, including both union and non-union environments. Additionally, my family farming operation requires leadership, education, and decision making on an ongoing basis. We are currently working with the next generation of family members who are joining our operation and preparing them for a career in agriculture. Lastly, I previously held a board member position with a credit union that would offer applicable skills for this position.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: I implemented and managed strategic plans annually with each of my business units. Plans began with the annual financial budget and were driven down to individual operating departments. Performance to plans were clearly measured and communicated to all teams throughout the organization on a monthly/weekly/daily basis. Variances to plan were urgently addressed with appropriate countermeasures implemented and measured.

Corporate Governance: My prior position required compliance and accountability of all company rules and regulations throughout all areas within my business units. Example would be the adherence to the company's capital policy, which included justification and budget approval with the board, followed by strict guidelines for acquisition, implementation, accounting, and measuring ROI of the investments.

Financial Reporting: My role required monthly financial reporting for each business unit. A monthly report began with a review of financial performance against plan. Variances to plan were analyzed with appropriate countermeasures implemented. Following the monthly report I gave updates on our performance at monthly employee meetings. My responsibility could be summarized as managing and growing our financial performance. Financial performance and reporting were essentially my job.

Business Technology: I was a Project Lead for ERP (business software) implementations at our SD and IA businesses. I worked with our ERP teams to determine our design requirements for each location's operations and products. When ERP tools within the software were inadequate, we built our own databases and systems for needed controls.

Risk Management: Risk areas that I considered most important were safety and environmental. Through a lot of work by all our teams were able to improve manufacturing operations with average safety performance to be industry leaders obtaining State recognition. Environmental rules within operating permits were dictated by law and were routinely audited by State and Federal agencies (EPA). It was by far the most regulated part of our business operations.

Talent Management: I was responsible for a diverse employee base consisting of approximately 2,600 employees with multiple languages. I have extensive experience building highly functioning teams that routinely exceeded performance expectations. In labor markets not rich with available people, we worked hard to continually improve this area of our business.

DIRECTOR RACE 3 — FOUR-YEAR TERM



**Ed
Hegland**

Residence and business in Appleton,
Minnesota

Birth Year: 1968

Occupation: Farming

Raise corn, soybeans and wheat utilizing
no till and cover crops.

Education:

University of Minnesota, B.S., Agronomy
Farm Credit Council Services Premier
Governance Series (PGS)

Current Leadership:

Director and Past Chair, AgCountry Farm
Credit Services (AgCountry) Board
Director and Past Chair, AgriBank District
Farm Credit Council
Director, Farm Credit Council
Member and Past Chair, Minnesota Farm
Credit Legislative Committee
Owner, Hegland Farms of Appleton, Inc.

**WHY I WANT TO SERVE ON THE
BOARD OF DIRECTORS:**

I have thoroughly enjoyed my time as a
Director on the Association Board and look
forward to the continuing challenges and
opportunities ahead. I am very excited
about the collaboration with Farm Credit
Services of America and Frontier Farm
Credit and would like to continue to play
a part in maximizing the benefits that we
are already seeing with this collaboration.
I have the next generation coming into
my farming operation in 2025 and I want
to do all I can to assure his success, and
the success of all of the stockholders of
AgCountry.

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

I have served on many agriculturally based state and national boards over the last
few decades. My experiences serving on the American Soybean Association and as
Chair of the National Biodiesel Board taught me how to be an effective director and
gave me the opportunity to work on state and federal policy issues. I served as chair
of the Association Board during the challenges of a global pandemic and the merger
with Farm Credit Services of North Dakota.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: I have always
enjoyed the strategic planning
process. When I was on the American
Soybean Association board, I was
on the strategic planning committee
that revamped the structure of the
International Marketing program. When
I was chair of the National Biodiesel
Board, we used our strategic planning
process to create a more robust
lobbying presence in Washington,
DC and completely change the
membership of the board by including
the renewable diesel industry. The
AgCountry strategic planning process
has led us to a merger with Farm
Credit Services of North Dakota and
our collaboration with Farm Credit
Services of America and Frontier Farm
Credit.

Corporate Governance: I have
served on the governance committees
on numerous boards and have much
experience working on bylaw changes
and governance procedures. I have
attended the governance education
session as part of the Farm Credit
Council Services Premier Governance
Series. I have served on the
Governance Committee at AgCountry
for a number of years and currently we
have been updating and harmonizing
the bylaws and procedures of the
three Associations involved in our
collaboration.

Financial Reporting: I have attended
the Farm Credit Council Services
Premier Governance Series training
on financial reporting and served on
the AgCountry Audit Committee for a
couple of years which greatly improved
my understanding of financial reporting
and metrics.

Business Technology: I have
attended the Premier Governance
Series training on technology and
cybersecurity. We discussed business
technology thoroughly when I served
on the AgCountry Audit Committee,
and I try to keep updated on the
business risks that technology poses to
our Association.

Risk Management: I attended the
Premier Governance Series training on
risk management. When I was Chair
of the AgCountry Board we formed
a risk committee to help guide the
Association in regard to business risk
and risk management.

Talent Management: I attended the
Premier Governance Series session on
human capital resource and risk. I was
chair of the National Biodiesel Board
Human Resources committee and led
the interviewing and hiring process
for a new CEO. I currently serve on
the Farm Credit Council, and we just
completed an interview and hiring
process for a new CEO.

DIRECTOR RACE 3 — FOUR-YEAR TERM



**Mike
Landuyt**

Residence and business in Walnut Grove, Minnesota

Birth Year: 1975

Occupation: Farming

I am majority owner managing partner of Landuyt Land and Livestock. We have a grain operation where we farm corn and soybeans and a feedlot where we finish cattle. We also have cattle backgrounded in North Dakota. Additionally, I own and operate a trucking company that specializes in bulk commodities.

Education:

South Dakota State University,
A.S., General Agriculture

Current Leadership:

Director Treasurer, Highwater Ethanol
Director, Minnesota Beef Counsel

EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION ON THE BOARD OF DIRECTORS:

During my time on the Highwater Ethanol Board I have been a part of concept to maturity. During concept we took the dream of a local Ethanol plant to operation. During my most recent time on that board we have grown the company into a mature plant positioned to be profitable into the future. We did all of that while many plants around us have sold and moved on to second owners.

BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION IN THE FOLLOWING AREAS:

Strategic Planning: Part of our operations success was had to do with strategic succession planning from my parents to my wife and I, which has now progressed to passing the farm to my daughter to run. I also have done strategic planning in the ethanol industry.

Corporate Governance: I have been a member of the Highwater Ethanol governance committee for most of my time on that board. We are responsible for all things relating to governance.

Financial Reporting: I have also been a member of the audit committee at Highwater Ethanol for over a decade. As an SEC regulated business, we do quarterly and yearly audits and monthly go over company balance sheets.

Business Technology: I would not call our farm operation leading edge but I feel we are definitely on the front side of technology. I like to see other people try things first so I can learn from their experience. I can be considered an early adapter after the initial bugs have been worked out.

Risk Management: I have used many different risk management tools to keep our farm profitable. Currently I have weekly scheduled calls with my risk management advisor. With typically or more calls in-between to adjust. I have participated in advanced futures and options classes.

Talent Management: Between our farm, trucking company, and ethanol plant I have experience working with each individual to try and bring out the best of them and help them be most beneficial to their work and themselves.

WHY I WANT TO SERVE ON THE BOARD OF DIRECTORS:

I believe employees ultimately make the company. It takes a well-rounded Board of Directors with a vision for the future to give guidance and path of direction for the senior leadership team to use a road map to accomplish the member owners' goals. Having worked with AgCountry Farm Credit Services (AgCountry) for over a decade and I have enjoyed being a part of it. I have seen many changes in the business over that time and would like to be a part of guiding it into the future.

DIRECTOR RACE 4 — FOUR-YEAR TERM



**Will
Hsu**

Residence and business in Wausau,
Wisconsin

Birth Year: 1976

Occupation: Farming and Sales

I am a second-generation farmer and President of Hsu's Ginseng Enterprises, Inc., one of the largest American ginseng companies in the United States. We farm ginseng in Central Wisconsin as well as process, manufacture, wholesale, retail and export ginseng globally. Our business model includes reaching consumers and customers directly through our company's online e-commerce platform.

Education:

University of Wisconsin, B.S.,
Business Administration
Harvard Business School, Masters Degree,
Business Administration

Current Leadership:

President, Hsu's Ginseng Enterprises, Inc.
Farmer and Managing Partner,
Hsu Ginseng Farms LLP
Director, Chairperson of the Budget and
People Committee, Executive Committee
Member, the University of Wisconsin
Foundation and Alumni Association
(UWFAA)
Managing Partner and Managing Member,
Hsu Family LLP and Hsu Brothers LLC

**WHY I WANT TO SERVE ON THE
BOARD OF DIRECTORS:**

My undergraduate degree is in Finance, Investments and Banking and I want to contribute to both the rebuilding of our local agriculture-based economy and improving the oversight and strategic direction of AgCountry Farm Credit Services (AgCountry) for our members. Having worked for a large food manufacturer and my firsthand experience exporting to and working in China, I believe agriculture and family farming in the US is at a crossroads with the expansion of large corporations and the threats of global competition. I am passionate about reinvigorating and improving the prosperity of our rural ag economy.

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

In my previous career in corporate finance, I organized a new Global Financial Systems team within the Controllers Department at General Mills. Taking multiple financial systems and accounting teams from within the company, I led the group to improve the timeliness and accuracy of quarterly financial reporting to the Controller, CFO, CEO, and government. Aligning our goals of improving efficiency and leveraging systems with the company's strategy helped create shareholder value.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: I have held multiple roles in strategic planning starting with Corporate Development & Strategy at General Mills where I worked on mergers, acquisitions, and divestitures, and helped develop the company's China strategy. Strategic planning is also part of my current role with the CEO and other members of the Executive Committee of the Board of Directors at UWFAA. In the public sector, I was part of the UW System Strategic Plan development in 2016 and Wisconsin's Joint Legislative Council Study Committee on the Future of the UW System in 2024.

Corporate Governance: I wrote my senior honors thesis on the University of Wisconsin's Athletic Board's historical governance processes and bylaws under my faculty advisor, Professor Emeritus Jim Johannes, Director of the Puelicher Center for Banking. As a former member of the UWFAA Governance and Nominating Committee I helped draft and rewrote the bylaws and committee charters for the organization after the merger of the UW Foundation and Wisconsin Alumni Association in 2014. Currently as UWFAA Budget and Planning chair, I oversee executive compensation and incentives as part of my committee leadership responsibilities.

Financial Reporting: My career has been dedicated to measuring organizational performance and financial reporting, including over a decade as a financial analyst and manager in General Mill's Financial Leadership Development Program. My last two roles at General Mills were in Financial Planning and Analysis and Global Financial Systems, both of which measured financial performance of large business units and reporting for the total corporation. Since returning to the family farm in 2011, I have been CFO of our family businesses.

Business Technology: Technology has been critical to all business roles in my career. At General Mills, I was tasked with implementing new SAP technology and Oracle reporting for the financial systems used across the company. Since my return to the family business, I implemented our first ERP and warehousing systems as well as our new e-commerce and accounting software to streamline business processes and improve efficiency with reduced headcount by leveraging technology.

Risk Management: As President and CFO of our family businesses, I am responsible for much of the risk management of our organization in conjunction with our external auditors. This includes foreign exchange risk, customer credit risk, product liability and employee/facility safety as well as weather and other farming related market risks. Ginseng farming itself is a calculated risk as there are many variables, especially in multi-year specialty crops, which have future price and market risks that cannot be hedged or mitigated easily.

Talent Management: I have extensive experience as a manager and leader of organizations over the past 20 years. Presently, I oversee our family business and farming organizations in the US and sales offices in China. Lastly, I chair the Budget & People Committee of the UWFAA board, which is responsible for the organization's executive compensation, budget, HR and talent management.

DIRECTOR RACE 4 — FOUR-YEAR TERM



**Karen
Kerner**

Residence and business in Phillips,
Wisconsin

Birth Year: 1975

Occupation: Farming

I run a Black Angus cow-calf finishing operation on two farms, where I oversee the day-to-day operation, manage livestock health, and ensure sustainable farming practices for spring and fall calving with my family. In addition to my farming duties, I also run our farm store serving local customers, offer mobile retail services, and handle large-scale distribution.

Education:

Mid-State Technical College, certificate
in Information Technology

Current Leadership:

Member, North Central Wisconsin
Cattlemen's Association

Member, Price County Farm Bureau

Member, St. Therese Catholic Church

Director, AgCountry Farm Credit Services
Board

**WHY I WANT TO SERVE ON THE
BOARD OF DIRECTORS:**

I aspire to serve on the Board of Directors because doing the right thing today is important for the future of agriculture tomorrow. A program that is dear to my heart is the Young & Beginning Farmer because this is how we started our farming journey. Our children are part of that next generation of future farmers. Supporting them in their growth and offering them the best financing options is especially important to keeping families on farms. I love telling my story to the world, it has been an honor to serve these last four years!

**EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION
ON THE BOARD OF DIRECTORS:**

My tenure of organizing the Price County Dairy Breakfast has been an example of how I have planned and led a team of volunteers with each year being a successful turnout! Our goal was to host a Dairy Breakfast "on the Farm" and to offer it as a free will offering to the public. We hoped to encourage, educate, and promote the importance of the dairy industry and agriculture in our local community. My position included organizing the dates, location, menu, volunteer, ordering supplies, arranging rentals, entertainment, request donation, state grant funding and host an appreciation dinner for the hosting farm family and all volunteers.

**BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION
IN THE FOLLOWING AREAS:**

Strategic Planning: We started a small herd of Hereford feeder cattle, with the goal to expand. The market demands shifted to Black Angus Beef for their quality. I created Deer Creek Angus LLC, this has brought local sourcing, sustainable farming, and a nutritional feeding plan to reduce costs and increase production. We have grown our cattle herd, running on two farms and calving twice a year. We support high quality beef production while finishing half of our feeder calves to direct market. Market expansion helped us focus on our customer base and working with our butchers to diversify products like specialty sausages and beef boxes. We sell 4-H raised products, pork, poultry, lamb, and rabbit, to meet other customer demands.

Corporate Governance: Working for Phillips Plastics Corporation, I learned that management was the foundation for the company systems and processes. It involved the relationships between the Board of Directors, management, and shareholders. The structure of leadership, individual controls and operations helped with the company's activities and decisions. The company's financial reporting policies helped to ensure transparency, ethical behavior, and legal compliance to keep it on path for long-term success.

Financial Reporting: Since running my business, Deer Creek Angus LLC, I have gained knowledge and experience of having an overall understanding of financial reporting and preparation of financial statements, to gain an overall perspective of our company's performance and position. These reports provide an overview of our farms' financial health.

Business Technology: I have incorporated farm management to check herd health and performance to meet production goals. Data and reporting tools track the growth rates, feed efficiencies and sales trends. Our website offers product selection that could include shipping and delivery and with different payment options including accepting credit cards. I use digital marketing, search engine optimization, and social media marketing for promoting and selling our products. The importance of staying current with technology allows us to be competitive in the growing market.

Risk Management: My experience involves recognizing, assessing, and minimizing risks that could affect our business. The future of our farm and next generation includes animal health, prices, weather, equipment, government, and environmental standards. Assessments during the year can have a potential impact. Planning future feed resources, keeping regular maintenance on equipment, developing relationships with multiple suppliers to avoid supply issues, stay up to date on state and federal regulations. Managing inventory levels of cattle and meat for peak demands. Diversifying added products, multiple income streams, and multiple markets adds value to the overall effectiveness of our strategy to move with the changing world.

Talent Management: On our farm we hire part-time workers, this involves attracting, developing, and keeping skilled workers to ensure that the farm runs efficiently and successfully at peak times. Ongoing farm related education provides them with sustainable farming practices, knowledge of high-quality cattle, unique benefits of working on a farm and the operations of it. We offer competitive pay, as well as bonuses for a positive work environment.

DIRECTOR RACE 4 — FOUR-YEAR TERM



**Jeffrey
Lutz**

Residence and business in Amherst Jct.,
Wisconsin

Birth Year: 1990

Occupation: National Account Manager and Crop and Livestock Farm
My wife and I operate a diversified farm growing corn, soybeans, alfalfa, and small grains, alongside a cattle backgrounding operation and a direct-to-consumer meat business. I also serve as a National Account Manager for a leading bovine artificial insemination company, working with large dairies to support their reproductive and genetic programs. In this role, I lead the Beef on Dairy initiative, facilitating connections between dairies and cattle feeders across the country.

Education:

University of Wisconsin River Falls,
B.S., Animal Sciences

Current Leadership:

Town Supervisor, Town of Amherst
Committee Member, National Association of Animal Breeders (NAAB) Beef on Dairy Committee

WHY I WANT TO SERVE ON THE BOARD OF DIRECTORS:

I am eager to serve on the Board of Directors for AgCountry Farm Credit Services (AgCountry) to leverage my experience as a cattle and crop farmer, along with my work in National Account Management for large, progressive dairy farms nationwide. My deep understanding of the agricultural industry and hands-on experience managing our own operation provide valuable insights into the financial needs and challenges of farmers and ranchers. I am committed to promoting the growth and sustainability of agriculture, ensuring AgCountry's strategies align with the evolving needs of the farming community.

EXAMPLE OF A LEADERSHIP ROLE THAT PREPARED ME FOR A POSITION ON THE BOARD OF DIRECTORS:

Serving as an elected official on a town board and leading farm meetings as a National Account Manager has strengthened my leadership, decision-making, and collaboration skills. On the town board, I contribute to long-term planning and community development; as a National Account Manager, I guide teams through complex challenges and strategic initiatives. These roles have prepared me to engage diverse stakeholders, build consensus, and make informed decisions—essential for AgCountry's Board of Directors service. My background enables me to navigate challenges with strategic insight and strong problem-solving.

BUSINESS KNOWLEDGE, EXPERIENCE AND/OR EDUCATION IN THE FOLLOWING AREAS:

Strategic Planning: Board responsibilities involve shaping long-term vision, ensuring financial stability, and supporting effective risk management. With extensive experience as a National Account Manager, I bring valuable industry knowledge and financial expertise crucial for AgCountry's strategic planning and decision-making. My background in farming operations and analyzing market trends enables me to provide insights that improve operational efficiency and inform customized banking solutions.

Corporate Governance: In my National Account Management role, I regularly present to executive leadership, providing insights on performance, strategy, and key initiatives. This experience has deepened my understanding of corporate governance, including decision-making processes, accountability, and aligning strategies with organizational goals. By engaging with leadership on high-level matters, I've gained a strong grasp of governance structures, and the importance of clear communication. This has equipped me with the knowledge to contribute meaningfully to governance discussions and support informed, strategic decision-making.

Financial Reporting: My roles as National Account Manager for the Beef on Dairy program and as Town Supervisor involve financial oversight, strategic planning, and accountability - skills directly applicable to serving on AgCountry's Board of Directors. My experience managing budgets, analyzing financial performance, and making data-driven decisions equips me to contribute to the board's governance and financial strategy ensuring long-term sustainability and growth.

Business Technology: My experience using technology to drive decision-making in my farming operation and career, along with coursework in statistics and business technology, has sharpened my ability to leverage data and analytics for strategic decisions. I analyze data from multiple sources to optimize operations and improve efficiency. As an AgCountry Board of Director, I can apply this expertise to enhance data-driven decision-making, support innovation, and ensure the organization remains competitive through effective use of technology and analytics.

Risk Management: As a National Account Manager and business owner, I've gained firsthand experience navigating agricultural complexities and understanding risks from market fluctuations, supply chain disruptions, and environmental factors. My various roles involve assessing financial stability, recommending cost-effective solutions, and implementing strategies for short-term sustainability and long-term growth. This expertise in risk management directly supports AgCountry in strengthening practices and helping clients manage volatility in their businesses.

Talent Management: My experience with temporary staff, combined with my ongoing role in coaching coworkers and farm staff, has strengthened my leadership and mentorship skills. I am committed to fostering growth and encouraging decisions that support long-term success. This experience is valuable for serving on AgCountry's Board of Directors, where guiding leadership, fostering collaboration, and aligning with strategic goals are key. My ability to inspire others to make forward-thinking decisions will help shape AgCountry and its members' future.

NOMINATING COMMITTEE RACE 1 — ONE-YEAR TERM

Sam Ongstad

Harvey, North Dakota

Occupation: Farming and Seed Sales

I am a seed producer, growing wheat, pinto beans, and soybeans for seed along with corn for market. My wife, Amy, and four children, are also involved with my farming operation. I also produce, condition, and sell wheat, pinto bean, and soybean seed.

Education:

North Dakota State University, M.B.A.
North Dakota State University, B.S., Agricultural and Biosystems Engineering

Current Leadership:

Board Member, ND Dry Edible Bean Seed Growers Association
Board Member, Harvey Municipal Airport Authority
Supervisor, Fram Township

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

To help ensure the continued good governance of AgCountry Farm Credit Services by helping select good candidates for board positions.

Tysen Rosenau

Carrington, North Dakota

Occupation: Farming and Supply Store Owner

I operate a corn, soybean, and wheat farm in central North Dakota with my wife, children, and father. I also own Central Supply, which is an ag parts supply store.

Education:

Bismarck State College, A.S., Applied Science – Farm/Ranch Management

Current Leadership:

Director, North Dakota Corn Utilization Council

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I want to be involved in the leadership of our cooperative and this is a great first step into seeing the inner workings of AgCountry Farm Credit Services.

NOMINATING COMMITTEE RACE 2 — ONE-YEAR TERM

David Dahl

Verona, North Dakota

Occupation: Farming

I am a farmer in southeast North Dakota. I raise corn, pinto beans, soybeans, wheat, barley and alfalfa.

Education:

North Dakota State College of Science,
A.S., Farm Management

Current Leadership:

Vice Chair, AgCountry Farm Credit Services
Nominating Committee
President, Good Shepherd Church Council
Director and President, Norway Spur

**WHY I WANT TO SERVE ON THE
NOMINATING COMMITTEE:**

To help get a great Board of Directors and help the community.

David Erickson

Buchanan, North Dakota

Occupation: Farming

I have been farming on a family farm, where our primary crops are corn and soybeans.

Education:

Union College, B.S., Agronomy

Current Leadership:

Board Member, North Dakota Corn
Growers Association

**WHY I WANT TO SERVE ON THE
NOMINATING COMMITTEE:**

To help provide local input from a typical farm who utilizes AgCountry Farm Credit Services and its services.

Jordan Nitschke

Jud, North Dakota

Occupation: Farming and Trucking
Business

I farm with my cousin, Taran. We grow corn, beans, and small grains on our farm in Jud, North Dakota. We also have a commercial trucking business together. Before starting the trucking company, we ran a cow-calf operation with our dads since we were young.

Education:

North Dakota State University, B.S.,
Crop and Weed Science

Current Leadership:

LaMoure County Representative,
North Dakota Wheat Commission

**WHY I WANT TO SERVE ON THE
NOMINATING COMMITTEE:**

I think it is important for the younger generation to start getting ourselves involved more in the places we are doing business with as farmers. I have enjoyed my time on the Wheat Commission and the Agtegra Cooperative Board. It has taught me a lot on how to successfully run a business that I can take back to my own operation and I believe because of my past experience I can contribute to this position as well.

NOMINATING COMMITTEE RACE 3 — ONE-YEAR TERM

Joe Ericson

Wimbledon, North Dakota

Occupation: Farming

I farm with my father-in-law and brother-in-law near Wimbledon. We farm corn, soybeans, wheat, barley, sunflowers, and edible beans.

Education:

North Dakota State College of Science, A.S.,
Pharmacy Technician
North Dakota Soybean Growers Association -
DuPont Young Leader Program, Leadership at It's Best
Capstone Cooperative Leadership Training Program

Current Leadership:

Chair, AgCountry Farm Credit Services
Nomination Committee
Secretary/Treasurer, Arrowwood Prairie Co-op
Board of Directors
Research Committee, North Dakota Soybean Council
Member, Barnes County Crop Improvement
Association Board

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I want AgCountry Farm Credit Services (AgCountry) to keep prospering, so getting the right Directors is crucial. I have the experience in the board room to know which candidates are right to lead AgCountry into the future and I can ask the right questions. I also enjoy meeting and networking with new people.

Brian McDonald

Leonard, North Dakota

Occupation: Farming

I own, along with my brother and son, a diversified farm/ranch raising corn, soybeans, canola, oats, rye, alfalfa and grass hay as well as a cow-calf operation with calf backgrounding.

Education:

North Dakota State University, B.S., Agriculture Systems
Management; Minors in Agricultural Economics
and Agronomy

Current Leadership:

Treasurer, Leonard Lions Club
Director, North Dakota Stockmen's Association

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I would like to use this position as an opportunity to learn about the process of becoming a director and the rules that govern this organization.

NOMINATING COMMITTEE RACE 4 — ONE-YEAR TERM

Adam Held

Egeland, North Dakota

Occupation: Farming

I farm with my dad who is starting to retire out of farming. I raise wheat, canola, and soybeans. I am married to my wife, Kayla, and we have three children.

Education:

Northland Community and Technical College, Diploma,
Farm Operations and Management
Northland Community and Technical College, 1 year of
Construction Electricity classes

Current Leadership:

Member, AgCountry Farm Credit Services Nominating
Committee
Secretary and Treasurer, Egeland Rural Fire
Protection District
Vice President, Dale and Martha Hawk Museum
Director, Towner County Farmers Union Board

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

To be part of the nomination process to find good directors for the AgCountry Farm Credit Services Board of Directors.

Jeffrey Oberholtzer

Mohall, North Dakota

Occupation: Farming and Ranching

I have a small grain and row crop operation.

Education:

Minot State University, B.S., Business Management;
B.S., Marketing

Current Leadership:

Board Member, Renville County Job Development Authority
Member, AgCountry Farm Credit Services
Nominating Committee

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

To be able to help find and nominate individuals who would be good representatives on the AgCountry Farm Credit Services Board of Directors.

NOMINATING COMMITTEE RACE 5 — ONE-YEAR TERM

Tanner Davison

Wendell, Minnesota

Occupation: Farming

On our farm we raise, corn, soybeans, and sugar beets. I came home to farm with my family right after college and I had the opportunity to take over as the farm manager. As farm manager, I am responsible for all agronomy, marketing, purchasing and employee management responsibilities.

Education:

North Dakota State University, B.S.,
Agriculture Economics

Current Leadership:

Mayor, City of Wendell
Member, AgCountry Farm Credit Services
Nominating Committee
Manager, Champion Farms
Church Finance Council
Board Member, Elbow Lake Coop
Grain Board
Member, Wendell Fire Dept

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I would like to continue to serve on the Nominating Committee because last year was my first year and I really enjoyed seeing how the process played out. Meeting with the candidates and talking about their thoughts and visions for the future of the Association was a great experience.

Elizabeth Golombiecki Anderson

Morris, Minnesota

Occupation: Farming

In partnership with my brother, we operate a diverse dairy and crop farm in western Minnesota.

Education:

Ridgewater College, A.S., Dairy Management

Current Leadership:

Board Member, Stevens/Traverse American Dairy Association Board Annual Meeting
Delegate, Dairy Farmers of America Milk Co-op
Young Cooperative Steering Committee
Board Member, Dairy Farmers of America Co-op
Board Member, Steven County Farm Bureau

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I would like to be more involved and view this as a good stepping stone. I will get to see more of the processes and happenings for the AgCountry Farm Credit Services (AgCountry) Board of Directors. As I've gotten more involved with my milk co-op, I realize how many things are happening for farmers that I never thought of before, I'm sure AgCountry has processes that I'm unaware of until I get involved. Getting involved also means helping shape the future of AgCountry, as a young farmer, this is very important to me.

Leah Johnson

Elbow Lake, Minnesota

Occupation: Ag Business

I am the co-owner of Red River Sales and Agronomy Inc., which is a Pioneer Seed agency and agronomy service business based in Elbow Lake, Minnesota. Additionally, our farm raises corn and soybeans.

Education:

North Dakota State University, B.S.,
Agricultural Economics

Current Leadership:

President, Red River Sales and Agronomy Inc.

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I feel this opportunity will further my relationship with AgCountry Farm Credit Services and be more involved in the learnings of the structure of the cooperative. I am eager to learn and bring my perspective to the committee.

NOMINATING COMMITTEE RACE 6 — ONE-YEAR TERM

Alex Baldwin

Humboldt, Minnesota

Occupation: Farming

I am a farmer from rural northwest Minnesota, primarily farming spring wheat, soybeans, and sugar beets.

Education:

Lancaster Public School, High School Diploma

Current Leadership:

Partner, Baldwin Farms

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I would like to serve on the Nominating Committee because it gives me opportunities to network as well as gather a deeper understanding of the organizational needs and provide a broader perspective on the challenges we face. I hope through this opportunity that I can come away with a wider perspective on what may be necessary and also what might not be necessary for the Association's continuing of excellent service to the agricultural world.

Kimmy Efta

Greenbush, Minnesota

Occupation: Farming

I farm near Greenbush, Minnesota and am also a real estate agent.

Education:

Concordia College, B.A., Healthcare Administration
University of Mary, M.B.A.

Current Leadership:

Member, AgCountry Farm Credit Services Nominating Committee
Membership Chair, Grand Forks Republican Women

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I want to be on the Nominating Committee to connect with like-minded business owners and farmers while helping shape the future of agriculture in the northern Midwest. Our region leads the world in farming and ranching, and I'm committed to ensuring its continued success through strong leadership and innovation.

NOMINATING COMMITTEE RACE 7 — ONE-YEAR TERM

Joseph Arnold

Holloway, Minnesota

Occupation: Farming

I farm with my brother and father near Holloway, Minnesota. We operate a crop farm growing corn, sugar beets, black beans, and kidney beans.

Education:

University of Minnesota Crookston, B.S.,
Ag Systems Management

Current Leadership:

Managing Partner, Double J Farms

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I would like to be a member of the Nominating Committee because I think it is important to have focused, business minded directors that are progressive, creative, and will have good judgment.

Jeremy Westerman

Chokio, Minnesota

Occupation: Farming

I started farming along with my brother, Matt. We now run our family farming operation in west central Minnesota. We raise corn and soybeans as well as maintain a seed dealership with a regional seed company.

Education:

North Dakota State College of Science, A.S., Farm
Management

Current Leadership:

Supervisor, Everglade Township Board
Member, AgCountry Farm Credit Services Nominating
Committee
Member/Owner, Westerman Farm Inc.

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

To assist the Association in selecting highly qualified members to serve on the Board of Directors.

NOMINATING COMMITTEE RACE 8 — ONE-YEAR TERM

Robert Dombeck

Perham, Minnesota

Occupation: Dairy Farming

We milk cows with robots and raise alfalfa, corn, soybeans, dry beans, rye and oats.

Education:

High school graduate

Current Leadership:

Secretary, AgCountry Farm Credit Services Nominating Committee

Board Member, Minnesota Milk Producers

Secretary, Minnesota Milk Producers

Board Member, Northarvest Bean Growers

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

To help further the success of AgCountry Farm Credit Services.

Andrew Jossund

Hendrum, Minnesota

Occupation: Farming

I am a fifth-generation farmer raising small grains and sugar beets. In addition to farming, I work as an auctioneer and appraiser for Resource Auction in Grand Forks, North Dakota.

Education:

Minnesota State Community and Technical College, A.S., Diesel Technology

North Dakota State University, General Agriculture classes

Current Leadership:

Member, AgCountry Farm Credit Services Nominating Committee

Secretary, Perley Community Co-Op

Secretary, North Dakota Auctioneers Association

President, Norman County Extension Committee

Factory District Director, Red River Valley Sugar Beet Growers Association

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I am a strong believer in the cooperative model and want to take an active role in the process of fielding and selecting directors. As a member of AgCountry Farm Credit Services, I feel it is my responsibility to be engaged and learn more about the cooperative so I can encourage other farmer customers to participate.

NOMINATING COMMITTEE RACE 9 — ONE-YEAR TERM

Jordan Kramer

Hector, Minnesota

Occupation: Farming

My wife and I moved back to Hector, Minnesota to farm alongside my father and brother. Over the years, we have raised many different crops, but the last few years it has consisted of corn, soybeans, edible beans, and canning crops. In addition to the crops, we have two hog barns, where we custom finish for Schwartz Farms.

Education:

University of Minnesota Duluth, B.B.A.,
Business Administration, Business
Management

**WHY I WANT TO SERVE ON THE
NOMINATING COMMITTEE:**

I would like to be on the Nominating Committee because I have used the services of AgCountry Farm Credit Services (AgCountry) since I began farming. AgCountry helped my family build our first hog barn, which was my way to come back home and begin farming. I'd like to be a voice for my fellow farmers and be involved in a committee that can help shape the future of this company and keep it as efficient and profitable as it has been during my time as a customer.

Patty Nygard

Madison, Minnesota

Occupation: Farming

Nygaard Farms, LLC is my farming operation with my husband, Brock. We farm corn and soybeans. I oversee the finances and work beside him along with our two sons doing the day-to-day duties of maintaining machinery and improvements to the farm. Managing the farm's finances and overseeing daily operations, including the operation of machinery during crucial planting and harvesting seasons, have been central to my responsibilities.

Education:

Minnesota West Community College, A.A.
and A.S., Graphic Communications
Minnesota State University Moorhead, B.S.,
Graphic Communications; minor in Web
Design
Lake Area Technical Institute, Cosmetology
Certification
Certified Travel Associate (CTA), Travel
Agent

Current Leadership:

Chief Financial Officer and Co-Chief
Executive Officer, Nygaard Farms, LLC
Chief Executive Officer, Patty Nygard Fitness
Chief Executive Officer, Patty Nygard Travel
Member, AgCountry Farm Credit Services
Nominating Committee

**WHY I WANT TO SERVE ON THE
NOMINATING COMMITTEE:**

I want to serve on the Nominating Committee to help select leaders who will guide the organization effectively. With my agricultural background and industry knowledge, I can identify candidates with the skills and vision to support AgCountry's mission. This role allows me to contribute to shaping its future, ensuring it remains responsive to its members and the agricultural community. Serving on the committee also provides opportunities to collaborate with industry professionals, address key challenges, and give back to agriculture by supporting strong, forward-thinking leadership.

Jaime Slinden

Grove City, Minnesota

Occupation: Insurance Underwriting

I underwrite insurance coverage for banks which includes management liability coverage (including Directors and Officers coverage), Financial Institution Bond (crime coverage) and cyber liability coverage. Basically, I review a submission for a bank, decide if we want to offer coverage and the premium to charge. Additionally, my husband and I grow corn and soybeans in Meeker County, Minnesota.

Education:

St. Cloud State University, B.S., Business
Management
Registered Professional Liability Underwriter
(RPLU), Professional Liability Underwriting
Society

Current Leadership:

Executive Underwriter, The Hanover
Insurance Group

**WHY I WANT TO SERVE ON THE
NOMINATING COMMITTEE:**

My husband raises corn and soybeans so I have experienced firsthand the realities and difficulties farmers face, especially since we are the midst of raising three young children. With my experience of underwriting insurance coverage for directors and officers and knowing very well what the farm life entails, I believe I can add valuable insight for this position.

NOMINATING COMMITTEE RACE 10 — ONE-YEAR TERM

Paul Kluck

Stanley, Wisconsin

Occupation: Farming

I am a self-employed farmer. I started by dairy farming on my own. I was able to rent and purchase land over the years to have a decent cash crop operation, along with the dairy. Recently, I had the opportunity to take over my parents' land, so I made the decision to sell my dairy herd and focus on row crops. I currently grow corn and beans as well as hay. I do custom baling, grain hauling, and also have a smaller beef herd (cow-calf operation).

Education:

Chippewa Valley Technical College,
Farm Business & Production Management and
Diesel Technician Programs

Current Leadership:

Paul Kluck, sole proprietorship farm
Kluck Farms Custom Baling

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I would like to serve because I think it would be a great way to learn more about the co-op, and network with other farmers. I would like the chance to offer input to the further progression and strength of AgCountry Farm Credit Services and the ag industry.

Mitch Malm

Loyal, Wisconsin

Occupation: Dairy and Crop Farming

I operate a dairy farm in Loyal, Wisconsin. My farming background began with my parents in northern Minnesota. We moved to Wisconsin, where we milked Holsteins in a tie-stall barn. Our management style and hard work earned the honor of hosting Wisconsin Farm Technology Days. We were the first to install Lely Milking Robots in Clark County. We were also the first to install a Lely Vector Feeding Robot in the state of Wisconsin. All of my sons join me in the love of farming and, together, we have grown our farm by caring for the cows, heifers and calves ourselves. We also feed out our own steers and grow our own crops of corn, soybeans, hay, and some small grains. We've implemented conservation practices, such as no-tilling, cover crops, split application of nitrogen and water quality programs. Today, our milking robots have been upgraded and we've launched into rotational grazing. I am proud to be a farmer from central Wisconsin and carry on the legacy of hard work and dedication that my parents instilled in me.

Education:

Northcentral Technical College, Ag Mechanics
Mid-State Technical College, Dairy Sciences

Current Leadership:

Member, AgCountry Farm Credit Services Nominating Committee
Delegate, Farm First Cooperative
Vice President and Committee Member, Clark County FSA Committee
Town Chairman, Town of Beaver
President, Loyal Fire and Ambulance Board

WHY I WANT TO SERVE ON THE NOMINATING COMMITTEE:

I would like to serve on the Nominating Committee because I have used AgCountry Farm Credit Services (AgCountry) for several decades. I bring years of agriculture experience and would be honored to help choose qualified candidates in order to keep AgCountry and the farming industry financially strong.

NOMINATING COMMITTEE RACE 11 — ONE-YEAR TERM

Bruce Gumz

Dorchester, Wisconsin

Occupation: Dairy Farming

I am a dairy farmer and also raise beef cattle and grow corn and beans.

Education:

Northcentral Technical College, Farm Industry
Training Course
Colby High School

Current Leadership:

Member, AgCountry Farm Credit Services Nominating
Committee

**WHY I WANT TO SERVE ON THE NOMINATING
COMMITTEE:**

While serving on the Nominating Committee, I have found that it is an interesting experience talking with candidates and sourcing stockholders willing to run for a position on the AgCountry Farm Credit Services Board of Directors.

Dennis Jakobi

Granton, Wisconsin

Occupation: Dairy Farming

I am a dairy farmer and also raise crops.

Education:

Granton High School

Current Leadership:

Member, AgCountry Farm Credit Services Nominating
Committee

**WHY I WANT TO SERVE ON THE NOMINATING
COMMITTEE:**

To help make AgCountry Farm Credit Services stronger.