

2020/2021 ANNUAL REPORT



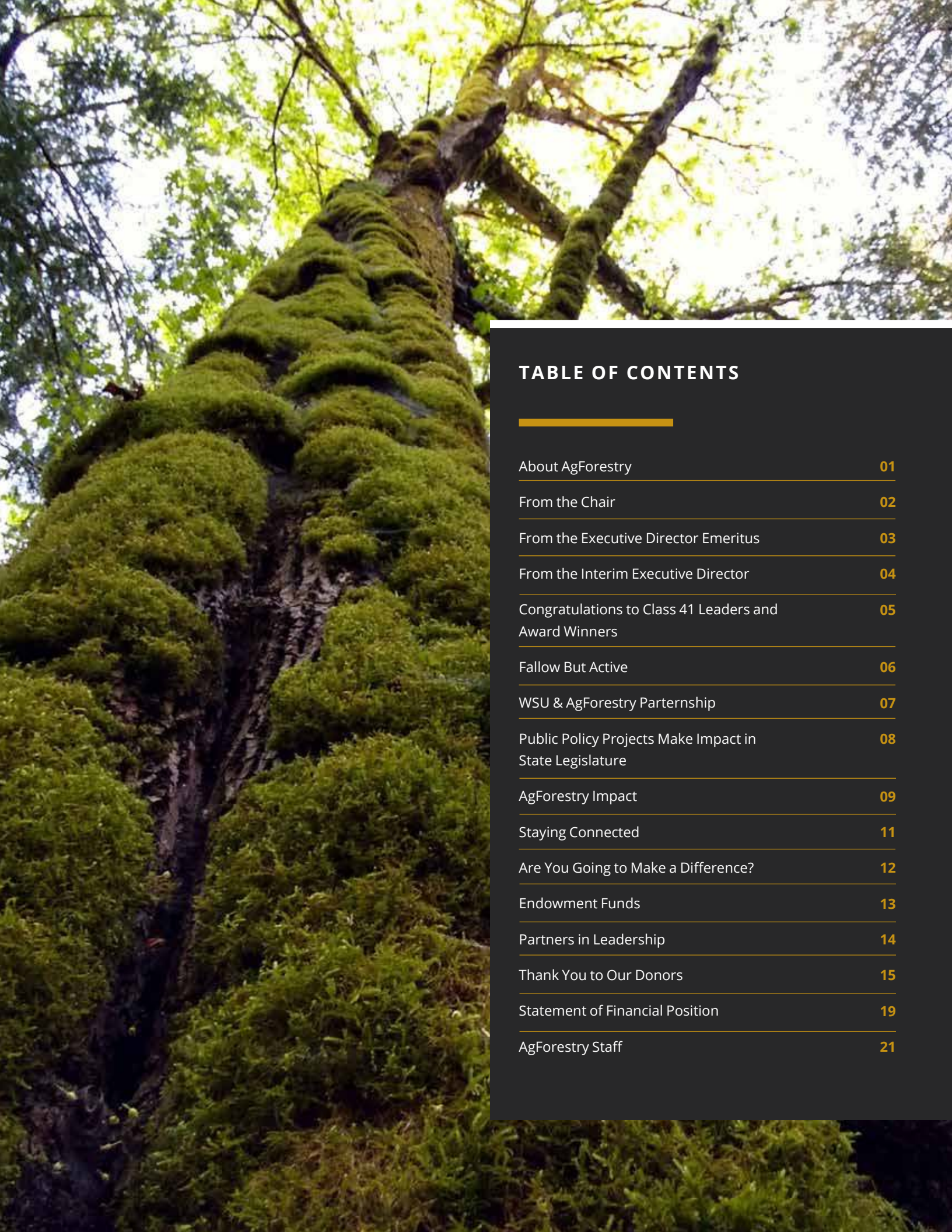


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ABOUT THE AGRICULTURE AND FORESTRY EDUCATION FOUNDATION

Natural resources provide successful livelihoods, quality of life and have the largest economic impact in the state. Strong leadership is needed now more than ever: little impacts people's lives more than natural resources. AgForestry is the only program of its kind in Washington State with a focus on developing adult leaders in agriculture, forestry and natural resources.

The AgForestry program shapes the future by shaping future leaders.

Over 18 months, AgForestry presents 11 intensive hands-on seminars at public/private higher education institutions, leading businesses, agencies, organizations and quite literally, in the field. Plus, there is one national seminar, and one international seminar. For each leadership class, AgForestry annually selects up to 24 candidates from state-wide applicants who represent a wide range of professions and industries in agriculture, forestry, and fishing whether producing, processing, shipping, marketing or selling. The selection process is highly competitive. Two classes are conducted concurrently, providing leadership training for up to 48 individual leaders each year.

AgForestry cultivates leaders who learn to effectively communicate, willfully collaborate, motivationally inspire and intentionally serve.



MISSION

We cultivate leaders in agriculture, forestry and natural resources who communicate, collaborate, inspire and serve.

VISION

To positively impact and enrich lives and communities in Washington State and throughout the world with leading edge solutions for challenges faced by agriculture, forestry and natural resources.



FROM THE CHAIR

DENNIS SWINGER JR. (CLASS 38)

My most sincere “Thank You” to all who support AgForestry. Your efforts are the reason we’re able to continue offering the premier leadership development experience in Washington state.

It is with a mixture of awe and pride that I have watched the staff and Board navigate our fallow year with the pressures of an everchanging public health landscape and the beginning of our first strategic plan. The ability to pivot and turn into the wind, facing each new obstacle squarely and approaching them with an “AgForestry” sense of determination and resilience proves to me again the superior quality of people we have gathered around us.

As we bid a fond farewell to Matt Kloes, we thank him for his dedication to AgForestry and wish him well at Farm Credit.

The Board and staff are pleased to be working with Vicky Scharlau (Class 10) in her position as interim executive director. Vicky brings a wealth of knowledge and experience to the table. We are confident that her intimate knowledge of AgForestry will serve us well moving forward.

Our fractured society truly needs leaders that share the tenants of the AgForestry program. The ability to Communicate, Collaborate, Inspire and Serve are rare but critical commodities in today’s world.

BOARD OF DIRECTORS

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FROM THE EXECUTIVE DIRECTOR EMERITUS MATT KLOES (CLASS 36)

The “Fallow Year” was AgForestry’s opportunity to work beneath the soil. It was the chance to assure our fields are fertile for crops of leaders to come. I am proud of the work the AgForestry team accomplished and deeply grateful for the support of our giving partners and stakeholders during this time.

Now, the leadership program has resumed with enhancements made over the last year. The board is engaged in strategic planning armed with insights we’ve gained and competencies we’ve built. The organization is on a solid financial footing. There is a strong leadership team in place. In short, our fields are sprouting and we are on an exciting trajectory toward the future.

Many of you have asked why I chose to end my tenure with AgForestry. My answer is, I’m not leaving the organization; my relationship with it has simply changed. Considering my time as executive director, I am content with my role as a bridge between the past and the future of AgForestry. Although the work the staff team, Board and I accomplished was under the soil, it was critical to what comes next.

Matt Kloes returned to Northwest Farm Credit Services, where he was for nine years before joining AgForestry as programming staff and then Executive Director. Northwest FCS is one of AgForestry’s strongest supporters and has maintained Matt’s ability to continue working closely with the Board and staff during the transition.





FROM THE INTERIM EXECUTIVE DIRECTOR VICKY SCHARLAU (CLASS 10)

As an organization, you have the choice to grow or to stagnate and die. Leaders don't stagnate. We choose growth. But we also choose growth wisely, intentionally and with input and guidance from the past, the present and most certainly the future.

My journey in leadership began with AgForestry. The experience was pivotal in my professional growth and in my career. While it was years ago, I still hold AgForestry in the same high regard and now regularly encourage young professionals to apply. I'm honored and excited to play a small role as interim executive director.

What is equally exciting to me is the ability to shepherd the organization through a comprehensive planning process that will allow the Board of Directors to lay out a vision for the future. That vision will be formed from months of research and work: illuminating a path forward that delivers world class leadership development in ways we can only dream about now.

To date the Board has been participating in the lengthy process of assessing and analyzing the environment: external, internal and the marketplace. They had their first group session last month where much discussion centered on how the environmental assessment can inform the "critical issues" facing AgForestry in the next 5 to 10 years. The next Board session will focus on identifying and then prioritizing those issues to create goals and action steps. There is much work to be done to stay relevant, to keep up with technology and to address the drastically-changing face of our target market and our natural resource industries.

I'm anxious, exhilarated and ready to work to put AgForestry solidly in the lead for leadership. This process takes a team—and leaders. Will you lean in and step up?





1st Row: Caitlyn Evans, Ben Cochrane, Ashley Hatfield, Craig Gyselink, Courtney Naumann. 2nd Row: Kelly Lawrence, Glynis Gordon, Käerlek Jänislampi, Heidi Morris, Josh Heinicke. 3rd Row: Dan Gore, Justin Lanman, Justin Becker, Will Wiles, Margaret Homerding. 4th Row: Jenny Knoth, Wes Tracy, Brock Leonard, Kai Itämeri, Emmett Wild. 5th Row: Hailey Monson

CONGRATULATIONS TO CLASS 41 LEADERS & AWARD WINNERS

AgForestry Class 41 had a very different graduation experience than those before them. The class had been on hold for more than a year when the decision was made to turn to the virtual world to complete their public policy project presentation, and a graduation celebration.

Jaime Pinkham (Class 9), recently appointed Principal Deputy Assistant Secretary of the Army for Civil Works provided the first inspiration for Class 41, shared his own journey in leadership, the impact of AgForestry, and why he continues to pay it forward, as he has done for more than a decade for AgForestry.

Class members then made virtual presentations of their Public Policy Projects with evaluators Steve Robinson, Craig Nelson (Class 27), and Lislie Sayers (Class 36) posing key questions and feedback on process.

The graduation celebration was also online. Hosted by Board Chair Dennis Swinger, Jr., class members were recognized for outstanding achievements, honored with awards selected by their cohort, and heard an inspirational acceptance speech from AgForestry Class 12 alumni U.S. Forest Chief Vicki Christiansen. Christiansen was selected to receive this year's Stu Bledsoe Memorial Award for her contributions to the natural resource industries in Washington.



KARL AND LEXIE KUPERS LEADING EDGE LEADERSHIP AWARD

Kai Itämeri
Garrison Creek Cellars



CAROL MERCER INSPIRATIONAL AWARD

Kelly Lawrence
Olympic National Forest



JACK FELGENHAUER NEXT GENERATION LEADERSHIP AWARD

Jenny Knoth
PN K Consulting

FALLOW BUT ACTIVE

MENTORS

During the AgForestry “Fallow Year” thanks to COVID, programming staff made a commitment to alumni, prospective candidates, and current class members to stay engaged and develop leadership skills. Two new programs fulfilled that promise: Mentoring and Webinars.

Fourteen members of Classes 41 and 42 were paired with alumni mentors who stepped up to provide guidance through the challenges faced in this stage of their leadership development and practice. The pairs met regularly to discuss goals and experiences and at the end of the one-year pilot program, the majority of mentors said they felt more comfortable providing coaching, support and accountability because of the program. Mentees valued the opportunity to stay connected and involved.

“The mentoring program forced me to prioritize time for periodic and regular reflection on what my goals are and how I want to approach certain aspects of my career and life. Taking the time to deliberately review and plan - and discuss those takeaways with a trusted advisor - is something I plan to use going forward.”

—Program Mentee

WEBINARS

Offering leadership-based webinars has been a goal for AgForestry and the pandemic presented the perfect timing to jump into online programming. Leveraging the expertise of alumni and colleagues, AgForestry presented issue-based seminars that ranged from boardmanship and parliamentary procedures to agricultural labor issues and soil health research.

Web offerings focused on developing communication, collaboration, inspiration and service. More than 300 people learned about emotional intelligence from Dr. Rachel Strawther of Gonzaga University’s School of Leadership Studies, collaborative governance from the William D. Ruckelshaus Center, and storytelling from Lisa Berglund of Gold Dog Media.



WSU & AGFORESTRY: PARTNERS DELIVERING LEADERSHIP

Over the past year AgForestry staff worked closely with WSU exploring opportunities and pathways that strengthen agricultural leadership in the state. Interim Dean of WSU's College of Agriculture, Human and Natural Resources, Dr. Rich Koenig met with AgForestry staff to focus on immediate avenues for collaboration.



"CAHNRS has a long history of partnering with the AgForestry Leadership Program to develop leaders in agriculture and natural resources in the state. We are excited to explore how we can bring more value to the program with WSU speakers, curriculum guidance and inviting graduates of the program into our undergraduate courses. We see many opportunities for collaboration from sponsoring WSU staff and faculty in the program, to exploring how we might offer a joint certificate with the WSU credential."

—Rich Koenig

AGFORESTRY AND WSU PARTNERSHIP SUCCESSES

NAMED AN AGFORESTRY CURRICULUM ADVISOR: HOLLY HENNING



Holly Henning has been named AgForestry Curriculum Advisor to support AgForestry staff in developing, reviewing, and enhancing the leadership curriculum. Henning is a Teaching Assistant Professor in the CAHNRS Crop and Soil Sciences Department and spent over 20 years

in leadership and organizational development including leadership studies, facilitation and curriculum design, and the complexity of natural resources issues. Henning said, "Our Agricultural Food Systems capstone includes AgForestry speakers allowing students see themselves in leadership positions after graduation. AgForestry is inspirational for seniors: for them to participate and help shape the future of Agriculture and Food Systems in Washington State."

INTEGRATED WSU EXPERTISE

The William D. Ruckelshaus Center delivered a four-part webinar series introducing Collaborative Governance.

- **Mike Gaffney**, WSU Extension Assistant Director, developed curriculum in "Interest-Based Negotiation and Collaborative Governance" for the AgForestry program.
- **Holly Henning**, WSU Curriculum Advisor for AgForestry, leveraged her campus network to enhance and strengthen Class 43 workshops, tours and sessions for their kick-off leadership seminar in Pullman.
- **Eric Jessup**, WSU Freight and Policy Center Director, has been integral to the Transportation Seminar Team in Seattle this December.

PARTNERED ON CAPSTONE CLASS PROJECT

AgForestry provides coaching and mentorship to students on process and group dynamics as they complete their Capstone Project for an Agriculture and Food Systems class. The students will also provide research and recommendations to AgForestry.

PUBLIC POLICY PROJECTS MAKE IMPACT IN STATE LEGISLATURE

Seminars were on hold last year due to COVID-19 and the 2021 Legislative session was held virtually but this didn't stop Class 42 from their public policy projects which focused on broadband and medical access throughout the state. Here are the highlights.

EXPANDING BROADBAND ACCESS IN WASHINGTON STATE

Class 42 Members: Amanda Sandhop, Bill Waterfield, Chris Eckman, Kate Delavan

The Problem: Lack of reliable broadband access throughout Washington.

A disparity in access emphasized throughout COVID-19 as reliable access became a necessity to effectively participate in daily life, including education, work, medical care, and community gatherings.

There is an unlikely and important connection between broadband and the Department of Transportation (WSDOT). Roadways are another part of infrastructure that allow residents access. WSDOT constructs and repairs roadways daily. Getting equipment and personnel on site is an expensive part of an infrastructure project and current legislation allows WSDOT to install "Personal Wireless Service Facilities" when constructing/repairing within a highway right of way. Crews could install wireless connections while already there but the problem is the definition of "Personal Wireless Service Facilities" is narrow and does not include necessary components for broadband access.

Project Status: The group worked with stakeholders to initiate HB 1457 "Facilitating the installation of broadband facilities on limited access highways." The bill was signed into law May 12, 2021 and was effective July 25, 2021.

IMPROVING MENTAL HEALTH OPPORTUNITIES IN THE AGRICULTURAL COMMUNITY

Class 42 Members: Colton Cooley, Sara Higgins, Brett Monson, Jerod Morris, Sarah Rasmussen

The Problem: Limitations to mental health treatment access in the agriculture community.

Efforts have been made in Washington to expand telemedicine services that improve access to mental health treatment. Legislation requires insurance providers to reimburse telemedicine services at the same rate as in-person services. However, rural communities have not been able to take full advantage of services as a result of limited broadband access. While temporary emergency orders were issued during COVID, "audio-only" services were excluded from reimbursable telemedicine services.

Project Status: The group advocated for HB 1196 "Concerning Audio Only Telemedicine" and the bill was signed into law May 3, 2021 and was effective July 25, 2021.

AGFORESTRY IMPACT

Members of Classes 41 and 42 moved into new roles since beginning the program and here is what they said about how AgForestry helped.



"Through AgForestry, I've learned more about my leadership and communication styles. That awareness has helped me in building new relationships and in approaching challenging situations."

Kate Delavan, Class 42
Office of Farmland Preservation
Coordinator, Washington State
Conservation Commission

"The practical leadership skills I have learned from AgForestry, along with the emphasis on collaboration has been immensely helpful in this regard. In addition to the practical skills, my participation with AgForestry has prompted me to work on defining my own purpose and goals."

Jerod Morris, Class 42, Relationship
Manager, Capital Markets Division,
Northwest Farm Credit Services

"Hearing and seeing all the diverse success stories throughout AgForestry helped me have more conviction and pride in my own story."

Caitlyn Evans, Class 41
Attorney, Crossland and Evans, PLLC



"My experience in AgForestry helped me better understand the breadth of agriculture in the Pacific Northwest and see first-hand agricultural practices on the ground for a variety of crops. That exposure continues to guide."

Courtney Naumann, Class 41
Lands Project Manager, Gallatin Valley
Land Trust

“My experience in AgForestry provided me with the confidence to make a significant change after spending my entire career-more than 20 years- in banking. Meeting the high performing individuals in the AgForestry network, my own classmates as well as the alumni and partners who spoke to our class, offered me a sense of what could be.”

Justin Becker, Class 41
Chief Financial Officer, Abston Henricksen Land & Timber



“AgForestry is providing a foundation from which I can draw guidance and inspiration in my decisions and action. AgForestry has helped me become more self-aware, intentional, and empathetic.”

Sara Higgins, Class 42
Vice President/COO, 501 Consultants

“Shortly after starting my new role, we experienced a catastrophic wildfire on a large portion of our Region’s land base that will require a significant recovery and rehabilitation effort. Using the skills I developed while participating in the AgForestry program has helped me overcome many challenges working through this extremely complex project.”

Kelly Dougherty, Class 42
Region Forester, Weyerhaeuser



“I have been more willing to lead more boldly and ask for mercy when I make a mistake. I’m also more intentional about assuming positive intent and seeking out other leaders across the divide that have the same objective.”

Ashley Hatfield, Class 41
Senior Director, Ag Services North America, Lamb Weston



STAYING CONNECTED
GENE WARREN (CLASS 10),
WARREN FARMS

Staying connected is critical. In AgForestry, class members develop strong bonds and build a network of collaborators and confidants they can tap for life. They also plug into the greater AgForestry network of alumni, speakers, and sponsors providing valuable resources for their employers and the causes they personally support.

This winter, Gene Warren agreed to fund rebuilding the AgForestry Alumni Directory. Gene and his wife, Mary, donated 1,000 bushels of wheat to fund the work. As a former Alumni Council member, Gene understands the importance of keeping in touch. The Warren family knows someone from nearly every AgForestry class. These connections make it easy to monitor changes in the industry and allow Gene to make new connections between people in his network. Over the years, Gene has mentored younger AgForestry graduates sharing the bond they have as alumni.

Gene said, “I appreciated the real-life leadership experience I gained in AgForestry and the opportunity to meet people with different jobs and life goals. Receiving feedback about how I come across to others and learning about areas where I could improve was invaluable.”

Gene’s goal is that “his family hopes that alumni use the new directory to stay connected and help each other make a difference for the natural resources in our state and beyond.”

“It’s important to me to give back to AgForestry, because I believe in the program, and I want to see it continue. My son Garrett just started as a member of Class 43. We are excited to trade stories and compare our AgForestry experiences.”

—Gene Warren



ARE YOU GOING TO MAKE A DIFFERENCE?

His AgForestry journey began during his selection interview. Scott Hamilton was about to be a member of Class 3, and he was being interrogated by the iconic Stu Bledsoe. Stu looked Scott in the eyes and said, “We reviewed your application. I don’t need to hear your background. I want to know what kind of person you are and what you expect from life.”

Scott was blown away by Stu’s directness and the penetrating questions that followed. He never looked at interviews – or himself - the same way again. Scott describes AgForestry as an incredible way to discover yourself. He says, “The program challenged my assumptions. Seminar after seminar, light bulbs went off in my mind. Ultimately, I changed some firmly-held beliefs because of what I learned and the people I met.”

In November 2020, Scott and his wife, Lori, donated \$25,000 to AgForestry’s Endowment. The contribution will help fund the National Seminar in perpetuity. Scott chose the National Seminar because of the ‘behind the scenes’ access he experienced in Class 3. He realized if it is critical to be advocates with state elected representatives, then it is even more important for natural resource professionals to be advocates at the federal level as well.

Inspired by Stu Bledsoe, Scott knew since his time in Class 3 that he would make a planned gift to AgForestry. Stu was famous for asking AgForestry participants, “Are you going to make a difference? Will you accomplish something that outlasts yourself and can be passed from generation to generation?”



“Lori and I have maintained our annual membership, but made this larger gift because we want to make a bigger difference. For future generations the natural resource industries will need leaders who are informed, involved, and understand who they are and who they want to be. We hope others will join us in furthering the legacy of AgForestry through a planned gift. It’s time to make a difference!”

—Scott Hamilton

A BIG THANKS TO OUR OTHER ENDOWMENT FUND DONORS

- > Karen Bishop (20)
- > Karl (1) & Ione Felgenhauer
- > Doug (11) & Fae Marie Stinson
- > Jaime Pinkham (9) & Tija Karklis
- > Tippet Company
- > Scott (3) & Lori Hamilton

MAKE A DIFFERENCE: CREATE A LEGACY, FEED AN ENDOWMENT

Whether you're an AgForestry grad or not, we can all make an impact, make a difference. While impact comes in many shapes and sizes, legacy impact is a long-lasting, permanent commitment to support AgForestry.

Endowed funds in any organization are labeled as one of these three types for accounting purposes. Each may be used for designated or undesignated gifts—for general purposes or to benefit specific projects such as scholarships, staff positions, trainings, webinars, lecture series, or innovative programs. Call us to discuss how you'd like to make your impact and create a lasting legacy.



Endowments are a legacy gift that keeps giving. And there are several options as well based on your interest and your requirement.

There are three types of endowments.

TRUE ENDOWMENT

Your gift is held permanently either for general purposes or for specific programs you identify (in a written agreement). Only interest is used for your intended purpose but the principal is permanent (never used).

QUASI-ENDOWMENT

This endowment type makes up the majority of AgForestry's current endowment funds. These can be reserve funds, financial windfalls, or unrestricted gifts that the board elects to put into this fund. Because a future Board could vote to remove part or all of the quasi-endowment's principal, it is not a true endowment. So, if the board establishes an endowed fund, it is quasi-endowment. If you create an endowed fund, it is true endowment.

TERM ENDOWMENT

This is for a set period of years or until a future event (such as death of the donor). After the term runs out or the event takes place, the principal may be used.

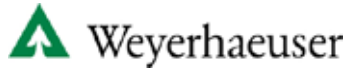
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LORI HAMILTON

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Provided by the following partners

- Washington Farm Forestry Association
- Washington Wheat Foundation
- Washington Potato Commission
- Franklin County Cattlemen's Association

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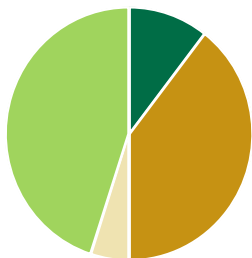
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STATEMENT OF FINANCIAL POSITION

	2021	2020	CHANGE
ASSETS			
Cash	244,633	116,660	127,973
Accounts receivable	-	10,000	(10,000)
Pledges receivable	18,519	9,932	8,587
Prepaid expenses	6,294	9,362	(3,068)
Total current assets	269,446	145,954	123,492
Investments	752,595	562,838	189,757
Fixed assets	8,954	4,976	3,978
Cash value of life insurance	253,195	239,313	13,882
Total other assets	1,014,744	807,127	207,617
TOTAL ASSETS	1,284,190	953,081	331,109
LIABILITIES			
Accounts payable	5,437	4,760	677
Accrued liabilities	17,495	26,618	(9,123)
Deferred revenue	58,030	66,900	(8,870)
Total current liabilities	80,962	98,278	(17,316)
Long term debt (PPP)	48,538	39,300	9,238
Total long term debt	129,500	137,578	(8,078)
NET ASSETS			
Unrestricted funds	500,551	196,434	304,117
Board designated funds	651,139	615,569	35,570
Restricted funds	3,000	3,500	(500)
Total net assets	1,154,690	815,503	339,187
TOTAL LIABILITIES AND NET ASSETS	1,284,190	953,081	331,109

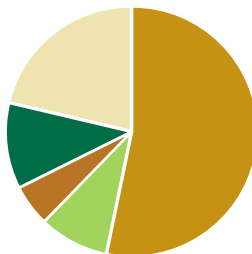
STATEMENT OF ACTIVITIES

	2021	2020	CHANGE
REVENUE			
Contributions	337,031	296,219	40,812
Participant fees	-	109,500	(109,500)
Grants	61,000	93,500	(32,500)
Fundraising events net	36,463	16,590	19,873
Donated property	4,885	65,551	(60,666)
Donated services	3,915	2,274	1,641
Life insurance increase	16,174	17,461	(1,287)
Investment income	144,626	4,763	139,863
Other	75,896	1,168	74,728
Total revenue	679,990	607,026	72,964
EXPENSES			
Program expenses	222,530	350,563	(128,033)
Fundraising expenses	34,404	53,269	(18,865)
Administrative expenses	83,869	132,125	(48,256)
Total expenses	340,803	535,957	(195,154)
NET REVENUE OVER EXPENSES	339,187	71,069	268,118



STATEMENT OF FINANCIAL POSITION 2021

Investments and Other Assets	\$1,014,744	Net Assets	\$1,154,690
Liabilities	\$129,500	Current Assets	\$269,446



REVENUE SOURCES 2021

Investment Income	\$144,626	Grant Income	\$16,000	Other Income	\$75,896
Contribution Income	\$362,005	Event Income	\$36,453		

AGFORESTRY STAFF



VICKY SCHARLAU
Interim Executive Director
Class 10



JULIE GRENFELL
Senior Director of Operations



HANNAH POUSH
Program Director
Class 38



LINDSEY WILLIAMS
Program Manager
Class 40





**AGRICULTURE AND FORESTRY
EDUCATION FOUNDATION**

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