

## Meet Carolyn Hadden of Morgan County

Feeding Cattle and Fostering Farmers – One Generation at a Time



Pictured above: Carolyn Hadden taking care of the cattle on her Morgan County farm

When asked if she prefers corralling preschoolers or cattle, Carolyn Hadden laughs and says she enjoys seeing the children learn, but the cows never talk back.

At 73, Carolyn hasn't slowed down. She still volunteers with church youth and helps do chores on her family's cattle and grain farm. Before she and her husband Bob were married, they worked together on the farm baling hay and helping both of their parents. Growing up on a dairy farm, Carolyn learned to work hard with her parents and sisters by her side.

"As one of four daughters, I milked a lot and fell in love with the animals; I also drove the tractors," Carolyn says. "I always wanted to be on a farm after that."

She and Bob married and returned to his family's hog and grain farm in Jacksonville. There Carolyn and Bob worked together as their operation grew. As she raised four boys, Carolyn passed on her passion for farming to her children just as her parents had for her. Two of them, Dale and Gary, work full time on the farm, and the other two, Kenny and Paul, own land and come home to lend a hand in their spare time.

Today, Carolyn and Bob's farm looks a lot different and now hosts a cattle operation instead of hogs, increased acreage, seed sales, and more. Through the years, Carolyn's workload has decreased – especially when any of her 12 grandchildren are around.

GROWING  
CONNECTIONS

"Now that they're old enough to do the work, I try to just go out with them to offer encouragement and suggestions to make their tasks more efficient," Carolyn says.

But each Sunday (and when there's no one around to help), it's Carolyn who grinds the feed and hauls it to the herd so her family can go to church together.

"I try to instill in the grandkids and the boys that you can only do so much with the technology you have. In the end, it's God's will when it rains, when the wind blows, and when the sun shines," she says. "My folks told this to me as a young kid, and I try to pass it on to my family."

The Haddens have embraced this philosophy of faith – and a little financing – to get through some of the tough years.

"Farm Credit has been there to guide us through some lean years and supported us throughout our farming careers," Carolyn says. "When the boys came back and we were expanding, we relied on FCI's expertise and understanding of the farming business."

This guidance has helped them diversify their operation and prepare to expand once again as their grandchildren enter college with intentions to come back to continue the family farm as the fifth generation.

"You have to know the risk and liability associated with farming before getting into it," Carolyn points out. "Having a financier that also recognizes this helps us make the right decisions as we expand and buy more ground."

Find more *Women in Agriculture* stories at [www.farmcreditIL.com/WIA](http://www.farmcreditIL.com/WIA).

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### Centennial Chronicle

SEPT. 11  
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## Director Election Results

FCI Members Elect Incumbents

The voting member-owners of Farm Credit Illinois re-elected three incumbents to the cooperative's board of directors. All elected and appointed directors serve four-year terms on the board, which is composed of 12 elected FCI member directors and two appointed outside directors.

A tellers committee of FCI member-owners met on Dec. 15, 2015 to canvas 1,250 returned envelopes as part of the annual election process. The three board members elected were Mark Miller, of Latham, Region 1; Kevin Miller, of Teutopolis, Region 2; and Larry Hasheider, of Okawville, Region 3. Twelve FCI members were also elected as the 2016 Nominating Committee; 12 additional members were named as alternates to the committee.



**Mark Miller**, age 64, produces corn and soybeans on his Macon County farm. Mark is a graduate of Western Illinois University and received a degree

in agricultural economics, minoring in agronomy. He has served on the board since 1997. Locally, he is a member of St. Thomas Aquinas Church and the Macon County Farm Bureau. Mark serves as director of Farmers Grain Company of Central Illinois in Latham. He and his wife Kathleen have two children, Andrew and Elizabeth, and two grandchildren.



**Kevin Miller**, age 59, grows corn and soybeans on his family's Jasper County farm. Kevin earned a degree in animal industries and general agriculture from

Southern Illinois University. This will be his second term as a board member, having been first elected in 2011. He serves as compensation committee chair of the board of South American Soy, treasurer of the Lutheran Care Center (skilled care facility), and chair of District 6490 Rotary Exchange Program. He is a member of the Illinois Corn Growers Association and the Illinois Soybean Association, and an officer at St. Paul Lutheran Church of Wheeler.



**Larry Hasheider**, age 61, is a corn, soybean, wheat, and alfalfa farmer and raises wean-to-finish hogs, beef cattle, and dairy cows in Washington County.

He graduated from Southwestern Illinois College with a degree in applied science. Larry previously served as chairman of the Illinois Corn Marketing Board and chairman of research and business development at the National Corn Growers Association. He is a past director of Washington County's Farm Bureau and Water Conservation District and is a member of the County Planning Commission. Larry was first elected to the board in 2006 and serves as vice chair. He and his wife Marla have three children – Andrea, Nathan, and James.

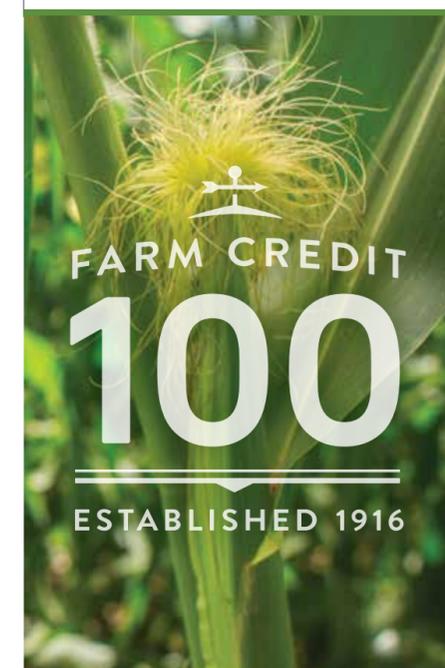
Pre-plant Edition 2016  
News & Highlights from  
Farm Credit Illinois



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FARM CREDIT  
ILLINOIS



# An Equation for Success (S = V + C + A)

by Tom Tracy, President & CEO



As the senior staff leads your cooperative, we keep this important philosophy in mind: *Success equals a long-term Vision tied to an engaging Culture made up by A-players.* This (S = V + C + A) formula guides FCI's cooperative business, and I believe you can apply it to your farming operation. Let's consider each component of the formula:

## V = VISION

Every 10 years, FCI begins the process of setting a new long-term vision. Through multiple meetings and workshops, employees, directors, and member-owners shift their mindsets from managing current operational details to imagining the future, stretching their minds to think big about how the Association should continue serving members in significant ways. Last year we kicked off Vision 2025, and we have already set a strong pace in this 10-year journey with significant business achievements by year-end.

Do you have a long-term vision for your agribusiness? If not, consider taking time to meet with all the individuals involved on your farm (including family, business partners, and employees) to set three-to five-year goals for your farm business. Creating a business plan – in writing – with specific and measurable goals will guide you in making daily decisions and will help you track the progress of your farm's success.

## C = CULTURE

As part of the vision planning, FCI staff redefined the Association's core purpose and core values to better align with our long-term goals of supporting

rural communities and agriculture. Our core values are *integrity, relationships, expertise, passion, and family.* It's personally rewarding to see the FCI team consistently display integrity, a commitment to relationships, expertise in their chosen areas, passion for our members and agriculture, and a commitment to one another that goes beyond the workplace setting – like a family. We defined the FCI core purpose as *Helping Farm Families Succeed.* This simple phrase is the essence of our culture and is each employee's genuine motivation driving his or her work.

FCI members have distinct cultures within their farming operations. Loan officers and crop insurance specialists recognize the unique ways each agribusiness conducts business, makes decisions, and prefers FCI staff serve them. Think about your farm's culture – is it intentional or is it the result of a past leader's or a particular family member's values? Does your business culture fully engage, empower, and tap the potential of each member of your team? Taking time as a team to define your operation's core purpose and values will help you build a meaningful farm business culture.

## A = A-PLAYERS

FCI staff are constantly developing their skills to serve you better. This lifelong learning commitment creates numerous benefits. As we bring on new employees, we look for A-players who are smart, motivated, hardworking individuals. Recognizing people are the most critical component of any business, we believe FCI employees are the highest priority investment the Association makes. Continuously providing A-players development opportunities prepares them to advance within the Association while bringing their experiences and knowledge to their new role.

CHAT WITH THE CHIEF



# Crop Insurance Updates

Take Note of These Seasonal Reminders

Let your crop insurance specialist know of any recent changes to your farming operation when discussing 2016 coverage options.

- Report 2015 production prior to the 2016 sales closing date so the APH will be updated; this will provide a more accurate 2016 quote.
- Contact your crop insurance specialist before replanting if the need arises.

### Additional Coverage Available with Hail Insurance

Crop hail insurance adds additional protection against certain perils to your growing crop investment including:



- hail
- fire and lightning
- vandalism
- transit
- stored grain
- catastrophic loss
- green snap/wind
- extra harvest expense
- replant/prevent plant

Contact your specialist for additional information on how to request crop hail coverage.

### Field Goals Newsletter

View *Field Goals* online for more comprehensive coverage of crop insurance at [www.farmcreditIL.com/newsletters](http://www.farmcreditIL.com/newsletters).

Recently, our crop insurance staff took part in one of these development opportunities with Chris Koch, a Canadian farm kid born without limbs turned world traveler. Chris spoke about his philosophy of living life to the fullest while driving home the message: "If I can, then you can, too." His compelling story resonated with our team members and taught us to remember that despite significant challenges and obstacles, people can still achieve their dreams and live life with passion and purpose (Learn more about Chris at [www.ifican.ca](http://www.ifican.ca)).

Are you taking time to develop yourself and your team as lifelong learners? Are you reading farm publications and attending seminars, webinars, or college courses? With new technologies, equipment, risk management practices, and products coming out every day, these opportunities should be considered investments rather than costs. As members of FCI, you have developmental opportunities through Farm Credit College workshops. Be sure to take advantage of these learning opportunities. Check them out at [www.farmcreditIL.com/college](http://www.farmcreditIL.com/college).

## S = V + C + A

Following this formula helps FCI stay ahead of the pace in achieving our long-term goals. As we work toward the Vision 2025 goals, FCI will provide an employee-centric and purposeful culture with a team staffed with A-players dedicated to serving FCI member-owners, agriculture, and rural communities with even greater significance.

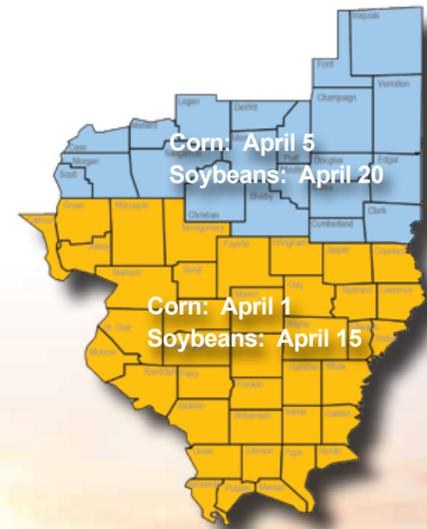
Can this equation help your farm business pursue success?

FIELD GOALS



### Mark Your Calendar

- Corn & Soybean Sales Closing **March 15**
- Corn Initial Planting (County Specific) **April 1 or April 5**
- Soybean Initial Planting Date (County Specific) **April 15 or April 20**
- Corn & Soybean Production Reporting Deadline **April 29**
- Corn Final Plant Date **June 5**
- Soybean Final Plant Date **June 20**
- Corn & Soybean Acreage Reporting Deadline **July 15**
- Wheat Sales Closing Date/Corn & Soybean Premiums Due **September 30**



# Breaking Ground with Cultivations

EDITOR'S NOTE



Thanks for reading the first issue of Farm Credit *Cultivations*. This publication replaces *The View* and transitions from a quarterly to a biannual newsletter. We hope the contents of this pre-planting edition provides valuable information before you put your seed in the ground and

keeps you informed on the latest news at your cooperative.

Look for the post-harvest edition of *Cultivations* in November to learn about upcoming FCI opportunities.

For timely FCI digital information, be sure you're signed up for *Essentials*,

which arrives in email inboxes eight times a year, by visiting [www.farmcreditIL.com/newsletters](http://www.farmcreditIL.com/newsletters).

Your feedback is always welcome at [ask@farmcreditIL.com](mailto:ask@farmcreditIL.com).

Wishing you a safe and prosperous growing season!

## Director Election Results

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The results for the 2015 nominating committee election are:

### Region One

**Kevin Coultas**, Sangamon County; **Gary Dunkirk**, Christian County; **Dan J. Kallal**, Macoupin County; and **John Rundquist**, Montgomery County

Alternates: **Steve Carls**, Cass County; **Joseph Nord**, Greene County; **Pete Parsell**, Jersey County; and **Andrew Sellars**, Scott County

### Region Two

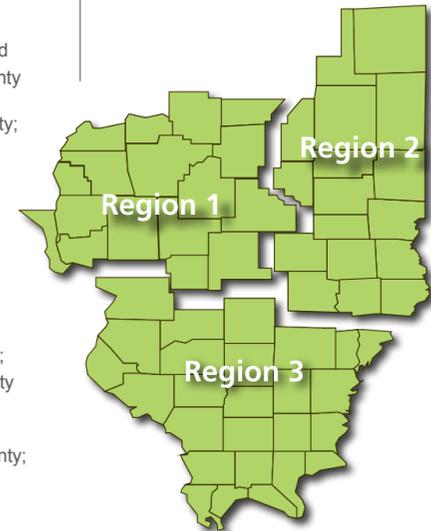
**J. Kent Krukewitt**, Champaign County; **Greg Pool**, Ford County; **Kraig Soltwedel**, Effingham County; and **Gary Wachtel**, Effingham County

Alternates: **John Kocher**, Lawrence County; **Matthew Moss**, Edgar County; **David Punke**, Ford County; and **Tom Roepke**, Effingham County

### Region Three

**Arthur Matecki**, Washington County; **Glenn Stumpf**, Monroe County; **Robert Thurston**, Pulaski County; and **Kenneth Weilbacher**, St. Clair County

Alternates: **Kevin Bauman**, Franklin County; **Allen Gramenz**, Randolph County; **Rick Pytlinski**, Jefferson County; and **Ray Wilke**, Massac County



## Member Opportunities

**Ever considered serving on Farm Credit's nominating committee or board of directors?**

If so, the 2016 nominating committee wants to know.

Fill out a candidate interest form at [www.farmcreditIL.com/candidate](http://www.farmcreditIL.com/candidate) to submit your name and information by July 15.

Following the deadline, the committee will review potential candidates to present those selected at the Association's 2016 annual meeting.