



News and views from your agribusiness partners at First Dakota

March 2025

A Silver Celebration!

We just celebrated National Ag Week! The Ag Banking team at First Dakota sends you all a very sincere “thank you” for all you do! We are so proud to work alongside the farmers and ranchers of our region. Thank you for leading the world in safe, sustainable food, fuel, and fiber production in abundant quantities.

Another celebration on the horizon is the silver anniversary (25 years) of South Dakota Ag & Rural Leadership (SDARL), the premier leadership program for agriculture and rural communities in South Dakota. A celebration will occur in conjunction with the graduation of the current class, Class XII, on March 29th in Baltic, SD. **Calling all SDARL Alumni and supporters, register to attend today!**

First Dakota has been an integral part of the SDARL story and history. My predecessor, Denny Everson, was the founder of the program. He led the effort to gather Ag leaders and establish the SDARL program in the late 1990s. I had the privilege of being a member of Class I in the year 2000, the pioneering first class of the program.

Since then, I’ve served on the Board of Directors, eventually serving as Chairman. First Dakota has had several Ag Banking team members go through the program. Three members of our team and myself have served on the Board. Over the years, we have encouraged many clients and prospective clients to apply and participate in the program.

Leadership is a difference maker at all levels of the Ag industry, from farms and ranches to local, state,

BY NATE FRANZEN,
AGRIBUSINESS DIVISION PRESIDENT



and national Ag organizations and government. SDARL has an amazing track record of growing leaders who have held significant leadership positions at all these levels. Find an Ag leader from South Dakota, and the odds of them being an alum of the program are very high. If you are unfamiliar with SDARL, I encourage you to get familiar. Whether you consider applying to be a participant or get involved in other ways, you will be glad you did. To learn more, visit their website at www.sdagleadership.com. If you are from a different state, I encourage you to look into the Ag leadership programs available to you. Similar programs exist in other states and are of high quality as well.

I have the pleasure of witnessing strong leadership daily within our Ag Banking team, our greater Bank team, Ag organizations of all sizes, and within our farm and ranch clients. It continues to be a key difference maker in organizational success. The best farms and ranches have strong leadership and strong communication skills throughout their stakeholders. Strong leadership enhances results, whether capitalizing on new opportunities or working through challenges and challenging circumstances. Each of us always gains value by continually developing our leadership skills. I encourage you to reach out to your First Dakota Ag Banker to brainstorm leadership development opportunities available to you.

Wishing you all the very best as we enter the 2025 growing season. Your First Dakota Ag Banking team stands ready to help you meet each day’s challenges.

Fraud Tidbit

Fraud and identity theft are big topics. Fraud is happening every day and to people of all ages. According to the Federal Trade Commission, people aged 20 - 29 reported losing money more often than people 70+.

That is why we want to educate and help you protect yourself. For example, always ask questions before you give out your Social Security number. The IRS, your bank, or your employer need your Social Security number to identify you. Other organizations, like your medical provider, cable company, or your child's school, do not. Ask these questions before you freely give out your number.

- Why do you need it?
- How will you protect it?
- Can you use a different identifier?
- Can you use the last four digits of my Social Security number?

If you are not satisfied with their answers, don't share your number with them.

You also need to protect documents that have any personal information on them. Keep your financial records, Social Security and Medicare cards, and any other documents with personal identifiers in a safe place. When you decide to get rid of them, shred them. If you don't have a shredder, look for a local shred day in your community. First Dakota shred days are coming soon to some of our local communities. To find an event in your area, go to FirstDakota.com/shred-day.

How will I know if someone steals my identity?

Read your bills and account statements. Watch for:

- Things you did not buy.
- Items bought in places you have not been or from companies you do not recognize.
- Withdrawals from your account or transactions on your debit card that you did not make.
- A change of address you did not expect.
- Charges on medical statements that you don't recognize.
- Bills stop coming.
- Order a credit report once a year for free and review it carefully. Look for mistakes or accounts you do not recognize.

Digital Banking is a great way to stay in control of your finances while monitoring and receiving alerts when something happens with your account. When you bank online, we have the necessary security protection in place. We also encourage you to ask questions and call us. Fraudsters and identity thieves play on your emotions and are smart, quick, and convincing.

AgriVisions® Emerging Farmers Program

Our seventh class of the AgriVisions Emerging Farmers Program started on Wednesday, March 12. In the first session participants learned about recordkeeping, financial reporting, enterprise analysis, and financial based management decision making. This class will meet three more times throughout the year, for a total commitment of seven days. Upcoming sessions will cover marketing tools, marketing plans, family business management, operation transition, economic outlook, leadership, strategic planning, and premier ag related tours.

We are excited about this year's class and what they have yet to learn. If you see any of the participants listed below, please take a moment to congratulate each of them.

- Rachel and Benjamin Blasher - Reliance, SD
- Garret Dean - Artesian, SD
- Micah DeBoer - Scotland, SD
- Austin Easton and Ireland Blindauer - Fulton, SD
- Anthony and Stacia Even - Canistota, SD
- Lukas and Danielle Hanson - Jefferson, SD
- Kaden Klumb - Ethan, SD
- Tyler Leheska - Chamberlain, SD
- Kyle and Chelsea Limoges - Elk Point, SD
- Cody and Mary London - Kimball, SD
- Riley and Emily Namminga - Springfield, SD
- Ty Olson - Hayes, SD
- Collin Powell and Randi Grussing - Chamberlain, SD
- Marli Scarborough - Hayes, SD
- Joseph Slama - Tabor, SD
- Jakob and Sydney Storm - Ethan, SD
- Wyatt Talbot - Kimball, SD
- Kyle and Katie VandenHull - Alcester, SD
- Landon Wright - Hastings, NE



Bringing Back the Next Generation



BY COLLIN POWELL
AG OFFICER - CHAMBERLAIN

As we hear about the ever-aging demographic of the average U.S. farmer, it brings to question: where is the next generation and how do we get them involved in taking

over the farm? As we look to continue the farm's progress and growth, we must look at who can take over when we decide to pass on the operation. In some operations, the parents feel as though they do not wish to burden their children with the lifestyle of the farm. In other operations, parents don't want to relinquish control or decision-making for the operation. Both can be fatal flaws for any operation and push the next generation away from returning or getting started on their own.

As the current heads of the operation, there needs to be communication with the next generation about the plans for the operation. Is the farm able to handle another individual full-time or part-time? Or is it in the next few years an opportunity will come up for them to join the operation? Being open about opportunities and options from the beginning allows the next generation to understand expectations and how they can be involved. When it does come time to let the next generation have a foot in the door, they need to be part of the management decisions to understand why certain decisions are made. This gives them the experience and education to handle management decisions independently and make smarter decisions and, hopefully, fewer mistakes.

As part of the next generation, it is in their best interest to keep an open mind for opportunities to grow or possibly start something of their own. These should be discussed with the heads of the operation. They will often be able to guide and provide the knowledge and lessons they have learned. In most instances, it will be the next generation that is more prone to risk-taking and the older generation who tends to be more risk adverse. This is due to the knowledge the older generations have gained through their years of experience, and it can be wise for the next generation to learn from them to succeed.

The right balance of sharing expectations, previous mistakes, knowledge, and control can lead to a great transition and addition of the next generation. That is the dream that every operation wishes to have as they pass the torch on.

Managing Stress During the Busy Spring



BY LUKE REINDL
AG OFFICER - SIOUX FALLS

March is one of the busiest times of the year for many in agriculture. Between long nights in the calving barn, preparing for federal income tax filings, finalizing loan renewals, and prepping for planting season, it's easy to feel stretched thin. The season's demands can take a toll on both your physical and mental well-being, making it more important than ever to find ways to manage stress effectively.

One of the best ways to handle the pressures of calving season, or spring in general, is to plan ahead and prioritize tasks. While not everything can be scheduled—especially when it comes to unpredictable weather and cattle needs—having a game plan can help prevent last-minute scrambling. Keeping a running list of priorities, whether that's herd checks, financial paperwork, or equipment maintenance, can make daily operations feel more manageable.

It's also crucial to lean on your support system. Whether it is family, neighbors, or industry professionals, don't hesitate to ask for help. Delegating tasks, even small ones, can ease the workload and allow you to focus on what matters most. Financially, working closely with your Ag Banker to stay ahead of loan renewal deadlines can remove one more stressor from the list. A quick check-in to review financials and ensure paperwork is in order can make the process much smoother.

Lastly, don't overlook self-care. Getting enough rest, eating well, and taking short breaks can go a long way in maintaining focus and energy levels. Your short breaks can include 5 minutes of jumping jacks, a 10-minute walk around the farm, or a 15 minute power nap. Even though the to-do list may feel endless, burnout benefits no one. Taking care of yourself ensures you're in the best shape to care for your herd, family, and business.

As we push through another spring season, remember stress is natural but can be managed. With preparation, support, and some self-care, you can confidently tackle this busy season. If there's anything your Ag Banker can do to help lighten the load, don't hesitate to reach out.



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| Halbur, IA | 515-314-7066 |

TO UNDERSTAND
agriculture
IS TO
UNDERSTAND *life*

We would like to thank you
for producing the food, fuel, and fiber so vital to our
communities, country, and world.

When you think about it, every week is an ag week
everywhere, for everyone. On behalf of everyone —

We thank you!