

KERNELS OF LEARNING

Personalized Education Newsletter– Generation 4 & 5 Edition

April 2023

Henry's History in Hayden, Colorado

After Henry's success selling phonographs in China, his good fortune created an opportunity for investment. Someone told him about great coal fields in Northwestern Colorado, and that a railroad would someday be built on that land which would make him, his grandchildren, or his great-grandchildren rich. Henry took that to heart and bought land sometime around 1918 but never visited the land until years later. When he got to Hayden, he met up with a man named Farrington Carpenter, who was the county attorney. Farrington asked Henry if he was the Mr. Babson that owned a bunch of land in Hayden, to which Henry said yes. In a funny but not funny story, Farrington went on to inform Henry that someone had been cutting down trees on his land for years (which he had never approved or received any money from), another person was mining coal from another piece of his land (which he had never received royalties on or been asked for approval), and another man had been farming on a piece of his land for over 15 years (which he never knew about)! Each man had excuses but the one who had been mining the land told Henry that he had been sending royalty checks to Mr. Bobson's (yes incorrect) agent Arie in Denver. Turns out the real Mr. Bobson had never even heard of Arie (who had been collecting these royalty checks for 17 years).

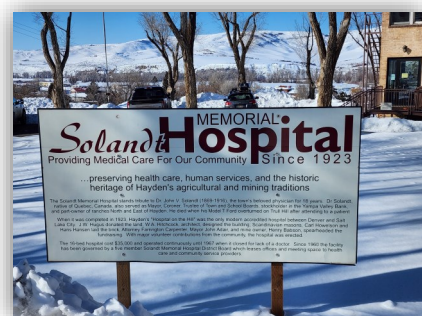
Later, Henry tried to get the county assessor to lower the taxes on the coal land tract, which they denied, so he was going to let the land go. Mr. Carpenter thought of a creative solution that would benefit Henry and the town. Henry deeded the land over to the public library (who wouldn't have to pay taxes) in 1933, with Henry retaining mineral rights of 10% royalty on all coal taken off or out of the land.

At some point the Babson-Carpenter Foundation was established by Henry Babson and Ferry Carpenter through Henry's donation of 2,000 acres (not sure what Mr. Carpenter's part was). More about some of the impact that the foundation has had on page 3.

“Hospital on the Hill” - 100 Years Later

In 1923, the first hospital opened in Hayden, and at that time it was the only hospital in Northwest Colorado. Prior to that, people had to travel to Craig or Steamboat for their medical needs. Hayden's “Hospital on the Hill” was the only modern accredited hospital between Denver and Salt Lake City. The Solandt Memorial Hospital was completed in 1923 and was a tribute to Dr. John Solandt who was the town's beloved physician for 18 years. He had died in 1916 when his Model T Ford overturned after attending to a patient.

The 16-bed hospital cost \$35,000 and operated continuously until 1967 when it closed for lack of a doctor. In 2011, the building was added to the National Register of Historic Places.



Today there are medical, dental, and legal offices in the building that continue to serve the community. The historical sign outside reads, “Attorney Farrington Carpenter, Mayor John Adair, and mine owner, Henry Babson spearheaded the fundraising.” Also worth noting, one of the Scandinavian brick masons was Carl Howelson, who is credited with introducing skiing to Steamboat. Hence, the namesake for Howelson Hill Ski Area, North America's oldest operating ski area and has operated in Steamboat since 1915.

HOSPITAL BALL JUNE 17TH

The Solandt Memorial Hospital Annual Charity Ball will be held at the Hayden Union high school on Saturday, June 17, 1944. This is the 22nd annual ball for this institution, and the proceeds from this dance have paid the deficit in the running expenses. The building mortgage on the hospital was paid off in full this year through legacies and the gift of Henry B. Babson, of Chicago. For the first time, the institution is entirely free from debt. This year has been the largest in the history of the hospital and it has run to capacity a large part of the time.

*Craig Empire Courier newspaper
May 1944*



SOIL

Babson Farms - 2023 Strategy Meeting

No Ideas Left to “Spare” - BFI is Right on “Par”

As in years past, we had our annual BFI strategic planning meeting. This year however, we held it in Oak Brook, Illinois, which gave the DeKalb team a little change of scenery. Prior to the meeting, all of us were asked to think of ideas related to the future of our operations. For example, are there any natural progressions in relationships and outreach within the community, additional ways to manage current risks, and how can we continue to improve and build upon the things BFI is already doing well? We had a great day of discussion, brainstorming, and collaboration. You'll be the first to hear if anything comes to bear fruit.

We continue to have an amazing team that truly enjoys working together and it shows. Here are a few pictures taken during our fun team building time at the golf simulator and Pinstripes bowling.

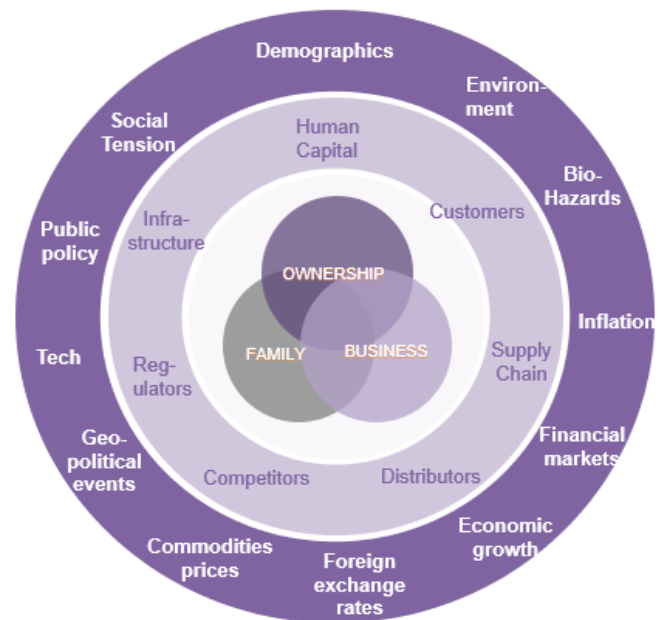


The Only Constant in Life Is Change

None of us are strangers to this famous quote. Just when you think you've made it out of one unexpected twist, then comes another. In this ever-changing globalized world, BFI must continue to strategize, plan ahead, and be prepared to pivot when needed due to things outside our control such as mother nature, supply chain issues, regulations, commodity pricing, financial markets, tariffs, wars, import/export etc...

The diagram to the right shows from the inside out what is unique to our family. We have the shared operating company (BFI) in the center and you can see a number of external factors outside of that core that can help or hinder us along the way.

Our mantra continues to be, the best defense is a good offense. Throughout the year and at our annual planning meetings, we look at the things we can control and build our goals accordingly. Examples where we've been successful at this are: succession planning, pre-paying / pre-purchasing inputs, supplies, and equipment prior to inflation and shortages, investing in our employees, investing in technology, being open to new opportunities and diversification, operating with integrity, being good stewards of the land, and maintaining a positive reputation in the community. We will always try to minimize risk as much as one can.



“Good fortune is what happens when opportunity meets with planning.” - Thomas Edison



Recipe for Successful Generative Families

A generative family is more than the owners of a successful business — they continually create both financial and non-financial wealth across generations. The following are key ingredients for success.

Aligning identity around shared purpose and values

Generative families share more than ownership of profitable investments. They are united by a shared purpose, financial and non-financial goals and a long-term desire to pass their entity across generations. They need to affirm a shared purpose and long-term perspective to continue as a shared enterprise across generations. As a fifth-generation member of the Hermès family noted: **“You don't inherit a family business; you borrow it from your grandchildren.”** This defines the concept of stewardship, in which an owner can enjoy the wealth, but with a responsibility to pass it on to the next generation in stronger shape.

Building personal relationships in a working family entity

Building upon shared values, a generative business family actively develops caring, trusting relationships with the younger generation, to establish an engaged and active family organization. These aspirations need more than good intentions; they require organization, resources, planning and commitment.

Developing human capital of the rising generation

A great business family's main “product” is its rising generation. The family wants to see their children become capable, responsible adults who care about each other, share the family values and are ready to take on stewardship of family enterprises. Encouraged values and qualities for the next generation:

- ⇒ **Generosity:** Give back to the community.
- ⇒ **Respect:** Value people of all backgrounds.
- ⇒ **Work Ethic & Skills:** Develop the capability to earn their own money and find work that they enjoy and can succeed in.
- ⇒ **Self-esteem:** Find value in themselves independent of their wealth.
- ⇒ **Financial Literacy & Frugality:** Handle money wisely. Spend prudently.
- ⇒ **Responsibility for Wealth:** Understand wealth is a tool, not an end in itself.
- ⇒ **Appreciation:** Value the opportunity wealth offers.

Recognizing the responsibility to give back

The family's values can be expressed through philanthropy, corporate social responsibility and impact investing. These activities offer a path for the family to work across generations while serving others. Working together as a family to do good, particularly in one's community, becomes a powerful win-win, benefiting not only those to whom the service is directed but also the family as a whole. It deepens family relationships and brings families the joy of making a positive difference in the world. This is particularly impactful for the rising generation, giving them a sense of their ability to effect positive change in the world.

Giving Back

The Babson Carpenter Foundation

The Babson Carpenter Foundation, established by Ferry Carpenter and Henry Babson, has made many sizeable donations in the Hayden community. Here are some we know of:

- ♦ \$225,000 in 1994 for senior housing in Hayden
- ♦ \$76,000 in 2015 for the Hayden Heritage Center museum expansion
- ♦ \$130,000 in 2007 for the **Babson Carpenter Career and Technical Education Center** which was established to provide quality education in trades such as welding and auto mechanics within the Hayden School District.

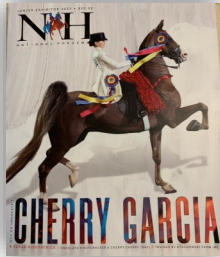


In 2018, Hayden School District received a \$38.9M grant from the state to build a new PreK-12 school (pictured below). The old Babson Carpenter building is now vacant but the high school still has two career and technical education programs, Agricultural Education (which started in the fall of 2021), and Business and Marketing.



Family Spotlight

The Atlanta Kirkpatrick's- ME is headed to **HOOK 'EM** The University of Texas! Sarah is having a great eighth grade year - staying busy with lacrosse, riding, and cheer. Fun spring break in Steamboat and an afternoon in Lexington with American Pharoah. Last but not least, the family is headed to see Taylor Swift's New Eras tour in Atlanta (2013 pic of ME at Swift show below).



The Denver Kirkpatrick's enjoyed their spring break in Costa Rica. The monkeys that were used to having the run of the place weren't as excited to see them. Henry was accepted into Denver School of the Arts and will start next year (6th grade). His major will be Creative Writing.



The Steamboat Kirkpatrick's- Congratulations Cho on being awarded the "Best Paper Award" at the WF CHRIE 2023 Conference in February. Steamboat has experienced one of its snowiest seasons on record, brrr.



Wheelocks- JT took his horse, Hooded, to Morven Park to compete Novice. He finished dressage with a 34.2. He finished cross country 9th in his division with a 42.2. Good luck on the next one!



Check It Out

Babson Memories Slideshow <https://vimeo.com/231610306>

Congratulations!

BFI farm manager, Eric Lawler, hit a big milestone! He was recently recognized by the American Society of Farm Managers and Rural Appraisers for his 30 years of membership.

The ASFMRA, founded in 1929, is the pioneer organization in rural property issues and provides education and guidance to those that own or operate agricultural lands and rural properties.



The American Society of
Farm Managers and Rural Appraisers
Respectfully honors

Eric Lawler, AFM

in appreciation of continued support,
dedication, and service to the organization and the profession.

ASFMRA recognizes

30 Years of Membership

Celebration

- Tim & Cho Anniversary April 3rd
- Dave & Mary Jane Anniversary April 25th
- Mary Jane Birthday May 5th
- Mother's Day May 14th
- Sarah's 15th Birthday May 14th
- Mary Elizabeth's 18th Birthday May 19th
- Cho's Birthday June 4th
- Father's Day June 18th
- Henry's 12th Birthday July 28th
- Zeff & Andronica Anniversary August 12th
- Tim's Birthday September 14th
- Dave's Birthday September 15th