

THE BRAND

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Long Time Employee Promoted to Chief Financial Officer



Beverly Gabaldon

In February 2012, Beverly Hope Gabaldon was promoted to Senior Vice President and Chief Financial Officer for Farm Credit of New Mexico, after serving as the Vice President and Assistant Treasurer. She succeeds Brian Lyon who retired. In this role, Gabaldon is responsible for and directs fiscal activities of the \$1.3 billion dollar agricultural lender; in addition she

manages the Accounting and Information Technology departments.

She began her career with the New Mexico Farm Credit System in 1984 and has worked in a variety of roles during the 28 years. Some of her past responsibilities include fiscal and operational accounting and auditing. According to CEO Al Porter, “her development into a senior management role has come about through her hard work and dedication.” She is a graduate of the College of Santa Fe; she obtained her Bachelors and Masters Degrees while working full time at Farm Credit of New Mexico. She is also a graduate of two of the FCC Services Leadership Development Programs.

Gabaldon was born in Los Alamos, New Mexico and raised in Albuquerque. She has two married daughters—Crystal Shafer and husband Dr. Ty Shafer and Antoinette Quinones and husband Camilo Quinones.

She has four grandchildren—Ansley and Elise Shafer and Maya and Camilo, Jr. (CJ) Quinones. She is an active member at Calvary Chapel of Albuquerque.

Part of her responsibilities include, preparing and distributing the Association’s financial reports. As of March 31, 2012, (*numbers in thousands*) the loans outstanding totaled \$1,261,501, a decrease of \$47,747, or 3.65%, from loans of \$1,309,248 at December 31, 2011. Net income for the first three months of 2012 was \$8,556, a decrease of \$5,603, or 3.96%, from the same period one year ago, primarily due to the change in reporting the District Bank patronage income.

She is a member of the Farm Credit System Diversity & Inclusion (D&I) Workgroup and the Farm Credit of New Mexico D&I Council. The D&I group is actively promoting and educating employees in this area.

Building a Successful Diversity and Inclusion Program

Starting a Diversity and Inclusion program, especially since the concept itself is not always clearly understood, is a big challenge for any organization. Beverly Gabaldon, senior vice president and chief financial officer, understands the obstacles first hand. She also knows the satisfaction of overcoming them as she has worked to expand the understanding of diversity and inclusion for FCNM.

“When I started, I didn’t really know what diversity and inclusion was. I would have thought primarily of things like age, gender and ethnicity, but it’s so much more,” she

says, pointing out that diversity addresses all the differences between us, from those typical demographic characteristics to how we were raised, our education, how we process information and how we communicate. Most importantly, Beverly says, “It’s not about counting how many of this or that, it’s about focusing on making sure that everyone who comes into our organization is accepted and included.”

The issue first gained awareness in 2006 when one of our branch

managers, Greg Carrasco, joined the System’s Diversity Workgroup, a role Beverly now holds. Building on this increased knowledge, FCNM created a mission statement specific to diversity and inclusion, *continued on back panel...*

Farm Credit of New Mexico Diversity and Inclusion Mission Statement

Promote a culture where all employees appreciate and respect differences, while fostering an atmosphere of inclusion that enables us to provide superior customer service.

Board of Directors Elections

There were three positions on the Board of Directors, up for election in 2012. The election results are in and incumbent **Allen “Wess” Wells** has been re-elected to the Board of Directors. **Aubrey L. Dunn Jr.** and **Tyson “Buddy” Achen, Jr.** have been elected to serve their first terms on the Board of Directors.

Northwest Region – Seat #3 (4-Year Term): Allen “Wess” Wells has been re-elected to the Northwest region. Wells is married to Kim and they have four children. They reside in Mountainair, New Mexico.

Wells is a graduate of Eastern New Mexico University.

He is current Chairman of the Board, Member and Director of Farm Credit of New Mexico, ACA, and a Director of Farm Credit Foundations.

Wells is owner and operator of a cow/calf, yearling ranch at Gran Quivira. He is also owner of Wells Insurance Agency along with wife Kim. Offices are located in Moriarty and Mountainair.

Wells is involved with many groups including: New Mexico Cattle Growers’ Association, New Mexico Farm and Livestock Bureau, Estancia Valley Economic Development Association, Estancia Basin Resource Association, the Gran Quivira Church Board, and an Advisor of the Tumbleweed 4H Club. Past affiliations include Member of the Mountainair Board of Education, the Moriarty Rotary Club, and the Torrance County Fair Board.

A **special thank you** to Richard T. Ritter for his interest in serving on the FCNM Board.

Southeast Region – Seat #5 (3-Year Term): Aubrey L. Dunn Jr. has been elected to the

Southeast region. He is married to Robin and they have three children and one granddaughter. They reside in Roswell, NM.

Dunn is a graduate of Colorado State University.

He is currently a Member of Farm Credit of New Mexico, ACA, and a past loan officer with Monte Vista, PCA.

Dunn is owner and operator of a 40 section ranch in Southeast New Mexico, and runs a cow/calf operation. He has been a banker for twenty-five years having started his career with Production Credit Association as a Crop Inspector and the last ten years as President and CEO of First Federal Bank.

Dunn has been active in his communities and is presently Vice Chairman of Chaves County Soil and Water District and New Mexico Coalition of Conservation Districts, and a Member of New Mexico Cattle Growers’ Association and New Mexico Farm and Livestock Bureau. Past affiliations include Chairman of the Otero County Fair Board, Board Member of the Alamogordo Chamber of Commerce, the Roswell Chamber of Commerce, the Otero County Economic Development, a Member of Alamogordo Rotary Club, Roswell Rotary Club, Board Member of the New Mexico Bankers Association and New Mexico School of Banking.

A **special thank you** to Doug Whitney for his interest in serving on the FCNM Board.

Southwest Region – Seat #6 (2-Year Term): Tyson “Buddy” Achen, Jr. has been elected to the Southwest region. He is married to Kathryn and they have three children. They reside in Las Cruces, NM.

Achen is a graduate of New Mexico State University.

He is a Member of Farm Credit of New Mexico, ACA and pasted Member of Farm Credit Bank of Texas.

Achen is owner and operator of a 700 acre pecan farm. He buys pecans for Diamond Foods. He also owns a hardware business which sells farm equipment. In addition he owns and rents apartments.

Achen is owner of Triple A Farms, AAA Holdings, Sun Valley Inc., Achen Enterprises, and TBC. He is also Treasurer of the Western Pecan Growers Association; Vice President of the National Pecan Growers of America; and a Board Member of Farm Bureau.

A **special thank you** to Edmund Ogaz for his interest in serving on the FCNM Board.

2012/2013 Nominating Committee

The 2011/2012 Nominating Committee has been selected. The Nominating Committee selects eligible stockholders to run for the Board of Directors.

The individuals on the committee are:

Northeast Region:

- Charlie Overton
- Brad Christmas
- Fred Allen – Alternate

East Central Region:

- Doug Reid
- Jim Koontz
- Kim Chesser
- Bruce Haley – Alternate

Southwest Region:

- Kevin Penn

Wells, Dunn and Achen will serve you on the Board of Directors along with: Gary Good, David Salopek, Joe Clavel, Mike Marley, Tom Drake, Ben Haines, and Hilaire Mowduk.

Mack Bell and Ty Achen Thank You for Your Service

Farm Credit of New Mexico would like to thank Mack Bell and Tyson “Ty” Achen for their service on the Farm Credit of New Mexico Board of Directors. Because of their efforts, many farmers and ranchers served by Farm Credit have been able to receive adequate and constructive credit to the betterment of their individual businesses and to the industry of Agriculture as a whole.

Mack Bell served as a member of the FCNM Board of Directors since 2002. He is a rancher in Corona. He owns a ranch and irrigated farm in Tucumcari. Mack graduated from New Mexico State University in 1966 with a degree in range management.

Mack has served on the Corona Board of Education, Lincoln County Fair Board, Lincoln County Planning and Zoning Commission, Canadian River Soil and Water Conservation District, Quay County Farm Bureau, and is an elder of the Corona Presbyterian Church. He is also a member of the New Mexico Cattle Growers’ Association, and is a trustee for the Lincoln County Medical Center. Mack has been a borrower with the PCA for seventeen years and with the FLCA for thirty-six years and served as the Vice Chairman of the FCNM Board.

Tyson “Ty” Achen served as a member of the FCNM Board of Directors since 2002. Ty lives in Las Cruces, NM. Ty was raised on a ranch in Yeso, New Mexico and graduated from New Mexico State University with a Bachelors Degree in Agricultural Economics.

After graduation he began a 33-year career with Farm Credit, serving twenty-four of those years as CEO of Production Credit Association of Southern New Mexico.

Ty started farming in 1973 when he moved to Las Cruces. He farms approximately 470 acres of pecans.

Ty has received the outstanding Alumnus Award from New Mexico State University and has been locally involved in the Southern New Mexico State Fair Board, Dona Ana Public School Foundation Board, Dona Ana County ETZ Board, and the Mesilla Valley Economic Development Task Force.

FCNM would like to say thank you to their families for sharing them with us over the years.



FSA Offices Consolidate

FCNM is aware that many of our customers work with Farm Service Agency (FSA). As we became aware of county FSA office closings we wanted to pass that information along to you.

The Bernalillo-Sandoval County FSA office will be consolidated with the Valencia-Cibola county FSA office in Los Lunas.

The Santa Fe County FSA office will be consolidating with the Torrance County FSA office in Estancia.

Ag Community Calendar

June 14-15	FCNM Closed for Training
June 24-26	Joint Ag Summer Meeting, Inn of the Mountain Gods
July 4	FCNM Closed for Independence Day
July 17-19	FCNM & NM Farm & Livestock Bureau’s Educational Institute, Albuquerque
July 20	Dairy Producers of NM Convention, Ruidoso
September 3	FCNM Closed for Labor Day



Continued: Diversity and Inclusion Program

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and last year implemented a company-wide initiative to educate employees and board members. As a first step, the Association created a Diversity & Inclusion Council, and conducted a survey of employees to provide insight to the understanding of diversity and inclusion within the Association. The resulting program is focused on educating and training for employees and board members, training that has been very well received. "It was eye opening for me," commented one employee. Another said, "I hope people don't just take this as head knowledge and that they really apply it."

A follow-up survey showed that the training had increased awareness of diversity and inclusion, which is one of the programs primary goals. "People saw diversity and inclusion primarily as racial differences. Now they're aware that's not the case," says Beverly. "To build on that awareness, the topic is raised at every opportunity," she says. "In every meeting, diversity and inclusion is brought up in some way. A conversation is initiated about how that subject, whatever it is, may affect different people."

Moving forward, we plan to assess the program annually to ensure that it

continues to support the objectives of raising awareness and understanding diversity and inclusion. "This isn't a phase we're going through, it's part of our business plan," she says. The reason is simple, accepting and welcoming all these differences helps build a stronger organization and improves the bottom line. "We'll have more productive employees because when you feel good about your job and people you're working with, you want to be there. When you're open-minded, you can learn more quickly and contribute more."