



Agriculture Future of America

**Building Bridges**





# Agriculture is hungry for talent.

In today's business climate, it is important to not only recruit top talent, but also invest in the development of young professionals. Agriculture Future of America strategically partners with companies like yours for both of these reasons.

In 1996, AFA was created by the late R. Crosby Kemper Jr. and other Kansas City business leaders to provide personal and professional development experiences for college students and young professionals in food and agriculture. The businesses and individuals who supported AFA then and

now, passionately believe the best young leaders can find their places in agriculture and food and that partnering with AFA is investing in the future of this industry.

Today, AFA focuses on personal assessment, communication, change management and lifelong learning to develop professionalism, intrapreneurialism and intellectualism.

We invite you to partner with AFA, to connect with student leaders, and further develop young professionals to strengthen your company and the future of agriculture and food.



R. Crosby Kemper Jr.

## Vision

To be a catalyst in the preparation of a new generation of agriculture leaders.

## Mission

To build bridges for young leaders to foster engagement and innovation in food and agriculture.

AFA Partners



R.C. Kemper Charitable Trust  
Enid and Crosby Kemper Foundation

William T. Kemper Trust



**CORTEVA**  
agriscience



**FARM CREDIT**



**SUNDERLAND**  
FOUNDATION

**LAND O' LAKES, INC.**



**BUNGE**

**FMC**



Arvin Gottlieb  
Charitable Foundation



**syngenta**

**UMB**  
BANK



**WILBUR-ELLIS**

**FARM JOURNAL**



**StoneX**



**Gowan**



**Nutrien**



For a complete list of partners, visit [agfuture.org/partners](http://agfuture.org/partners)

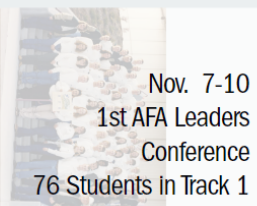
**1996**



**1997**



**1998**



# Who we are.

## AFA Board of Directors



**Gwyn Schramm**  
Bayer Crop Science  
AFA Board of Directors Chair



**Camille Abrams**  
CHS Inc.



**Travis Becton**  
John Deere



**Teddy Bekele**  
Land O'Lakes



**Abe Hughes**  
Trimble Inc.



**Scott Kay**  
BASF



**Kate Lambert**  
TBD



**Joel Mathiowetz**  
Mathiowetz Family Farms



**Rodney Patterson**  
Farm Credit



**Shelly Phalen**  
Smithfield Foods



**Matt Plitt**  
Valent USA, LLC



**Julie Anna Potts**  
North American Meat Institute



**Chandra Reddy**  
Tennessee State University



**Steve Reno**  
Corteva Agriscience



**Jen Shomonta**  
Cargill



**Mark Stewart**  
Agriculture Future of America



**R. Elaine Turner**  
University of Florida



**Manda Tweten**  
ADM



**Megan Weidner**  
Bunge North America



**Susan Zaripheh**  
Coca-Cola



**Sandy Kemper**  
C2FO



**J. Mariner Kemper**  
UMB Financial Corporation



**L. Joshua Sosland**  
Sosland Publishing Company



**K. Russell Weathers**  
Agriculture Future of America

### Lifetime Directors

## AFA Student Leaders

**AFA Student Advisory Team** members are integral in the design and facilitation of AFA Leaders Conference and AFA Leader Institutes, alongside representing AFA among their peers and industry professionals while serving as the student voice of AFA.

**AFA Ambassadors** promote AFA to peers, university faculty and staff and industry professionals. The health of AFA's relationship with a campus relies heavily on the work of Ambassadors. These students organize campus meetings to increase awareness of AFA programs and interact with industry professionals at various events and meetings on behalf of AFA.

To view our current Student Leader team, visit [agfuture.org/afastudentleaders](http://agfuture.org/afastudentleaders)

**1999**



Nov. 4-7  
1st Track 3

**2000**

Mission: create partnerships that identify, encourage and support outstanding college men and women preparing for careers in the agriculture and food industry.



Nov. 2-5  
1st Conference over 250  
1st Leader in Agriculture  
Award Dinner  
AFA Alliance Formed

**2001**



1st Talent Model

**2003**

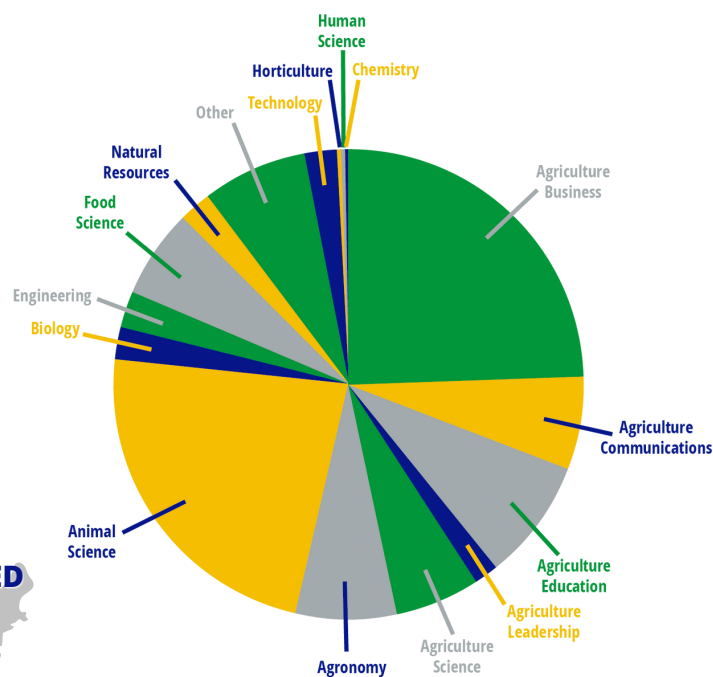
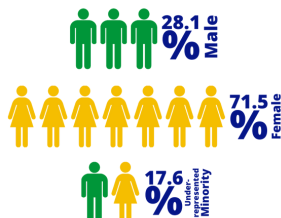
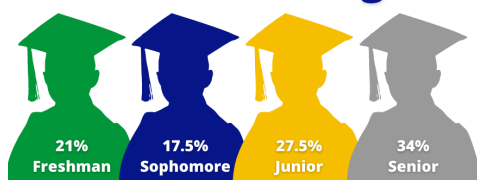
It's time to start searching  
for your 2004 internship!  
**InternsInAg**  
Sept. 23-25  
1st Virtual Opportunity Fair

# We build transformational leaders.

We help student leaders interested in a career in food and agriculture who are seeking strong career direction and community find their place in agriculture and food.

We help you connect to inspirational young leaders who will become your employees and customers. We help you give back and raise the tide of agriculture.

## 881 Student Delegates



**TOP REPRESENTED UNIVERSITIES**

**102 REPRESENTED**

- Purdue University
- Iowa State University
- University of Illinois at Urbana-Champaign
- North Carolina State University
- South Dakota State University

**TOP REPRESENTED STATES**

**43 REPRESENTED**

- Indiana
- Illinois
- Texas
- Iowa
- Ohio

## AFA's Leader Development Competencies

### Relationship development:



Building and fostering healthy relationships.

### Systems Thinking:



The ability to innovative influence systems through critical thinking and problem solving.

### Collaboration:



The ability to work effectively with others toward a common goal.

### Cultural EQ:



The capacity to perform across diverse environments with an inclusive bias.

### Interpersonal IQ:



The ability to relate with sensitivity and influence. A built-in bias toward leading and learning.

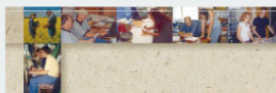
### Career Management:



Using exploration to manage you and your teams.

AFA's Leader Development programs are focused on these six competencies, which we believe build transformational leaders.

**2004**



AFA Intern Guide for Students and Organizations

**2006**



10 Year Anniversary  
1st 10 Year Partners Recognized

**2007**



AFA Leader Development Model

MONSANTO



Monsanto University Growth Initiative Grant

**2008**



March 13  
AFA Animal Institute Pilot



For 25 years, AFA has been providing leader and career programming for outstanding college students in agriculture. Participation in all programs is based on competitive applications.

Through AFA, you are able to help bridge some of the gaps that occur in the food and agriculture space. Whether it is to a new industry, part of the country or to their next role in agriculture, we are proud to partner with you to help connect young leaders to what is next through experiences like these.

# 88

## PAIRIN career readiness

PAIRIN works across the breadth of the entire workforce development pipeline to measure, map, and develop the essential skills of success.

# 24,564

## leader development experiences

AFA Leader Institutes

AFA Leaders Conference

AFA Alliance

AFA Leader Fellowship

AFA Student Leaders

more than **\$11 million**  
in leader and academic scholarships

# 78.48%

## alumni in ag-related careers

# 28%

## program growth in the last five years

## What we do.

# 200+

## colleges and universities

# 43

## states

### 2009



1st Campus Ambassadors Selected



AFA Attends National Ag Day Student Activities



Future Leader Preparedness Study  
Millennium Research  
Future Leader Preparedness Study

### 2010



National AFA Leader and Academic Scholarships

### 2011



Nov. 3-6  
1st Conference over 500

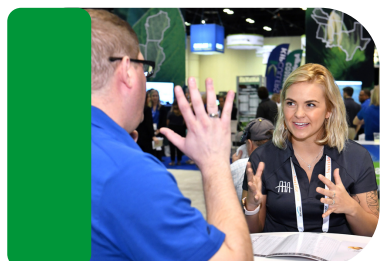
# Five experiences to connect to AFA.



## AFA Leader and Academic Scholarships

AFA Leader and Academic Scholarships are available to college students pursuing four-year degrees in agriculture related fields. All awards consist of a \$1,250 sponsorship to the AFA Leaders Conference plus a \$1,600 academic scholarship for their second semester.

[agfuture.org/scholarships](http://agfuture.org/scholarships)



## AFA Leader Institutes

AFA Leader Institutes offer industry exposure and professional development, focusing on a variety of industry segments or topics.

**Food | Sustainability | Technology | Animal | Crop Science | Policy**

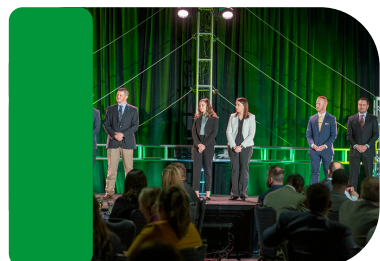
[agfuture.org/institutes](http://agfuture.org/institutes)



## AFA Leaders Conference

AFA Leaders Conference bridges the gap between academic, leadership and work experiences. Conference assists students in developing personal and professional skills necessary for lifelong success and provides a forum for discussions on industry trends.

[agfuture.org/leadersconference](http://agfuture.org/leadersconference)



## AFA Leader Fellowship™

Through AFA Leader Fellowship, a trained coach is paired with a student to create and carry out an individualized development plan. Support this program by serving as a coach yourself or encouraging your young professionals. They'll develop coaching skills to bring additional value to your organization.

[agfuture.org/leaderfellowship](http://agfuture.org/leaderfellowship)



## AFA Alliance

Your engagement with AFA doesn't end with a college degree. The new and improved Alliance Alumni Network was built to continue your journey with AFA as a professional in the agriculture and food industry.

[agfuture.org/alliance](http://agfuture.org/alliance)

### 2012



### 2013





# Three ways to get involved.

The success of AFA's leader development is dependent on many individuals who engage in our programs, which is why engagement — and alumni engagement in particular — is a key organizational metric.

## Volunteering

In 2021, AFA's leader development experiences were made possible by



**653 volunteers**



**volunteering  
4,728 hours**

AFA offers many virtual and in person volunteer experiences. Learn more, [agfuture.org/volunteer](https://agfuture.org/volunteer).

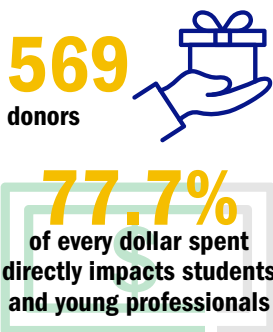
## Giving

As a **non-profit**, AFA provides programs and services through the support of organizations and individuals.

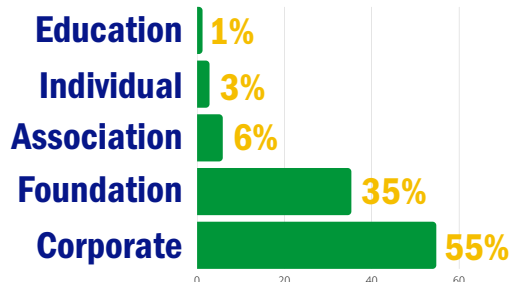
## Participating

AFA provides students training and development through programming. When industry professionals participate in programming, they make a difference by helping students build their network and learn about the industry.

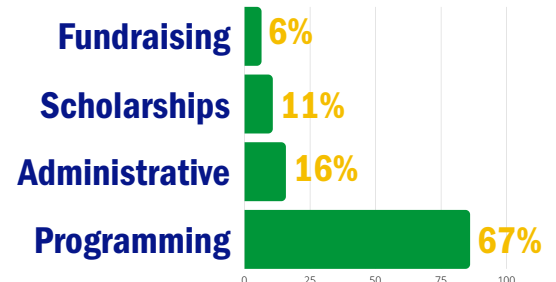
## A look back at 2021.



Revenue by donor type



Allocation of expenses



**2017**

Nov. 4  
AFA Leader Fellowship  
Launched  
Brand Refreshed

**2018**

March 2-4, 2017  
1st AFA Technology  
Institute

1st AFA Leaders  
Conference with over  
800 delegates

**2019**

1st AFA Leader Fellow  
Class Graduates





# Partnering to Build Agriculture's Future.

The Value Proposition



Connect with top talent.



Share your story.



Support future leaders.

Choose your investment.