Agriculture Future of America

Building Bridges
In today’s business climate, it is important to not only recruit top talent, but also invest in young professional development. 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.
1999

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

Nov. 4-7
1st Track 3

1st Leader in Agriculture Award Dinner
AFA Alliance Formed

2000

Nov. 2-5
1st Conference over 250
1st Talent Model

2001

Confidential Resume Posting for Students Seeking Internship Opportunities in Agriculture, Food, Natural & Life Science Industries
/InternsInAg.com/gather information about companies
Chat with prospective employers
Follow-up with contacts made at InternsInAg.com at the AFA Opportunity Fair (Nov. 7) or campus career events.

2003

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

Sept. 23-25
1st Virtual Opportunity Fair

agfuture.org
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 rise the tide of agriculture.

2019 Student Demographics

23% Freshmen
21% Sophomores
30% Juniors
26% Seniors

30.1% Male
<1% Transgender
69.82% Female

12.75% minorities

Relationship development:
Building and fostering healthy relationships.

Systems Thinking:
The ability to innovatively influence systems through critical thinking and problem solving.

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

Career Management:
Using exploration, feedback and reflection to manage you and your teams.

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.

AFA’s Leader Development Competencies

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
Monsanto University Growth Initiative Grant

2008
March 13
AFA Animal Institute Pilot
For 24 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.

AFA is a not-for-profit organization, nationally recognized for its excellence in leader and career development programming for outstanding college students and industry partners, the agriculture and food industry will continue to experience a void in the quality of leaders and industry participants, the agriculture and food industry will continue to experience a void in the quality of leaders and industry participants. The continued investment in young people is critical to the success of our industry. To further discuss ways to partner with AFA, please contact Matt Bornhorst, Director of Development, (888) 472-4232 or matt.bornhorst@agfuture.org.

The email invitation had a unique password for the participant and a “sharing” password they could pass on to others. To improve and enhance leader training programs including the AFA Leader Development Model.

2009

AFA Attends National Ag Day Student Activities

2010

Future Leader Preparedness Study

2011

1st Conference over 500

To benchmark and validate core competencies within the AFA Leader Development Model.

Why was the study necessary?

To identify similarities and gaps in understanding between future leaders and industry leaders in agriculture.

What goals did AFA hope to accomplish with this study?

To improve and enhance leader training programs including the AFA Leader Development Model.

What we do.

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What we do.
Five experiences to connect...

**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.

[www.agfuture.org/scholarships](http://www.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 | Technology | Animal | Crop Science | Policy

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

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

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

**AFA Alliance**
Learning doesn’t end with a college degree. The AFA Alliance is planned by young professionals to provide peer networking and premiere training to strengthen your young professionals and the future of agriculture and food.

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

In 2019, AFA’s leader development experiences were made possible by 916 volunteers volunteering 3,575 hours. From reviewing applications in a couple hours from wherever you are to event speaker and AFA Leader Fellowship coach roles, there’s a role for everyone.

As a non-profit, AFA provides programs and services through the support of organizations and individuals. While organizations will always be key to our success, we are working to diversify our funding through individual, too.

$$10\% \text{ increase in individual giving} \text{ FY 2021 Goal}$$

In addition to our student programs, AFA provides young professional training and development through the AFA Alliance. These programs are designed for young professionals by young professionals and are open to all.

Regional Seminars | Alliance Forum | Networking

How to get involved.

Volunteering
4.4% of alumni

Giving
2% of alumni

Participating
2.6% of alumni

686 donors

16.46% increase in revenue

82.6% of every dollar spent directly impacted students and young professionals

Volunteering

916 volunteers

3,575 hours

Revenue by donor type

Allocation of expenses

Community 6%
Individual 1%
University 2%
Corporate 66%
Foundation 25%

Programming 71.9%
Scholarships 10.7%
Fundraising 7.8%
Administrative 9.6%

Find our full financial report at agfuture.org/FY19-990

2014
Feb. 9-11
1st AFA Food Institute

2015
July 19-21
1st AFA Crop Science Institute

Dec. 27–Jan. 11
1st Global Trip
AFA Global Fellows

2016
September
2nd Virtual Opportunity Fair

Revised mission: Build bridges for young leaders to foster engagement and innovation in food and agriculture.
Partnering to Build Agriculture’s Future.

The Value Proposition


Choose your investment.

2017
AFA Leader Fellowship Launched Brand Refreshed
Nov. 4

2018
March 2-4, 2017 1st AFA Technology Institute 1st AFA Leaders Conference with over 800 delegates

2019
1st AFA Leader Fellow Class Graduates Competency Refresh