



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 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.

## 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.

our partners



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

William T. Kemper Trust



LAND O'LAKES, INC.



Arvin Gottlieb  
Charitable Foundation



1996



1997



1998



Nov. 5-8  
1st Conference Theme  
1st Track 2  
1st Conference over 100



**Camille Abrams**  
CHS, Inc.



**Travis Becton**  
Deere & Company



**Teddy Bekele**  
Land O'Lakes, Inc.



**Rolando Flores**  
New Mexico State  
University



**Abe Hughes**  
Trimble Inc.



**Scott Kay**  
BASF



**Joel Mathiowetz**  
Mathiowetz Family  
Farms



**Marc Mears**  
Cargill, Inc.



**David Nothmann**  
Valent U.S.A. LLC



**Rodney Patterson**  
Farm Credit



**Shelly Phalen**  
Smithfield Foods



**Julie Anna Potts**  
North American Meat  
Institute



**Chandra Reddy**  
Tennessee State  
University



**Steve Reno**  
Corteva Agriscience



**Gwyn Schramm**  
Bayer CropScience



**Mark Stewart**  
Agriculture Future of  
America



**Manda Tweten**  
Archer Daniels Midland  
Company



**Megan Weidner**  
Bunge North America



**Sandy Kemper**  
C2FO



**Mariner Kemper**  
UMB Financial  
Corporation



**L. Joshua Sosland**  
Sosland Publishing



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

Lifetime Directors

## Who we are.



**Madi Baughman**  
Oklahoma State  
University



**Michael Curry**  
University of Illinois at  
Urbana-Champaign



**Mark Iradukunda**  
University of Nebraska  
- Lincoln



**Darby O'Connor**  
Texas Tech University



**Ross Pearson**  
Purdue University



**Jamee Searce**  
University of Missouri



**Aaron Smith**  
The Ohio State  
University



**Sarah Thomas**  
Virginia Tech



**Cassandra Valdez**  
Merced College



**Maddie Wening**  
South Dakota State  
University

Student Advisory Team



**Kayla Bashore**  
University of  
Florida



**Lily Beasley**  
University of  
Kentucky



**Kendra Betz**  
Missouri State  
University



**Jai Lynn Britt**  
University of Maryland  
- Eastern Shore



**JC Campbell**  
University of  
Illinois



**Erin Chalupa**  
Iowa State  
University



**Sophie Chance**  
North Carolina  
State University



**Landry Cunningham**  
Texas A&M University



**Morgan Duenke**  
Northwest Missouri  
State University



**Kalie Ellis**  
Tennessee State  
University



**Ines Frazier**  
Prairie View A&M  
University



**Grace Hasler**  
Purdue University



**Morgan Hasler**  
North Dakota  
State University

Ambassadors



**Joseph Jangulo**  
Illinois State  
University



**Morgan Kanemoto**  
California State  
University - Fresno



**Tori McGuire**  
Fort Valley State  
University



**Tiffany Patrick**  
Virginia State  
University



**Alan Ramos**  
University of  
Idaho



**Patrick Rush**  
The Pennsylvania  
State University



**Claire Sheppard**  
Oklahoma State  
University



**Nicole Stafford**  
Kansas State  
University



**Caleb Swears**  
University of  
Arkansas



**Cara Teigum**  
South Dakota  
State University



**Julie Ustach**  
Utah State  
University



**Haylee Young**  
Texas Tech  
University

### 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



### 2003

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



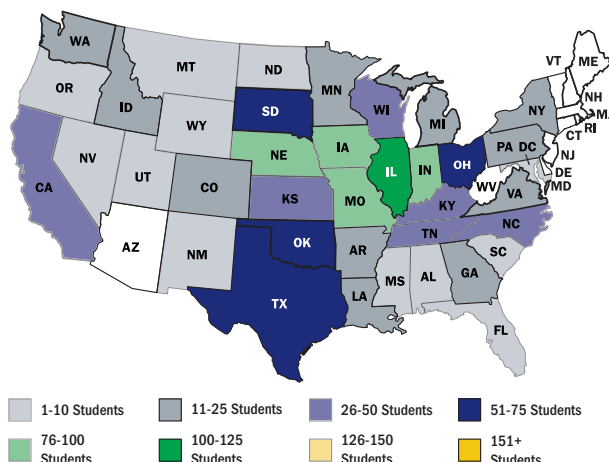
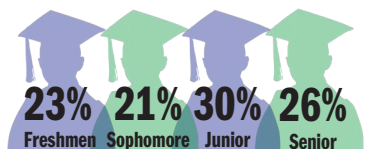
# We build transformational leaders.

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 rise the tide of agriculture.



## 2019 Student Demographics



## AFA's Leader Development Competencies

### 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.

### 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.

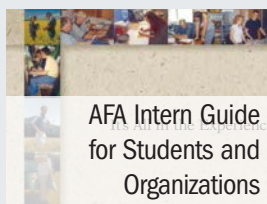
### Career Management:



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

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

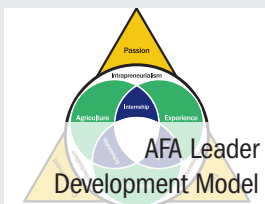
2004



2006



2007



2008



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.

# 21,000

**leader development experiences**

AFA Leader Institutes  
AFA Leaders Conference  
AFA Alliance  
AFA Leader Fellowship  
AFA Student Leaders

# 90

**PAIRIN career readiness**

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

# \$10 million

**in leader and academic scholarships**

## What we do.

# 78.48%

**Alumni in ag-related careers**

# 200+

**colleges and universities**

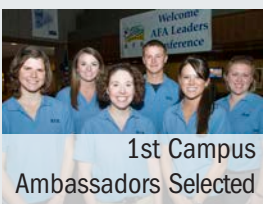
# 28%

**program growth in the past 5 years**

# 43

**states**

**2009**



1st Campus  
Ambassadors Selected



AFA Attends National Ag  
Day Student Activities



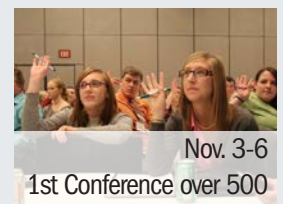
Future Leader  
Preparedness Study  
Millennium Research  
Future Leader  
Preparedness Study

**2010**



National AFA Leader and  
Academic Scholarships

**2011**



Nov. 3-6  
1st Conference over 500

# Five experiences to connect ...

## Scholarships



### 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)

## Institutes



### 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)

## Conference



### 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)

## Fellowship



### 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)

## Alliance



### 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)

## 2012



March 13-15  
1st AFA Policy Institute



Online Network of  
Tomorrow's Agriculture  
Professionals Established



CHS  
CHS Inc. Grant  
Expands Campus  
Ambassador Program



1st Track 4  
40 Chances Program

## 2013



Establishing a Set of  
Measures to Evaluate AFA  
Program Effectiveness  
FLM+ Effectiveness  
Study

# in three ways.

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

4.4% of alumni



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.

## Giving

2% of alumni

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% increase in individual giving FY 2021 Goal

## Participating

2.6% of alumni

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.

686

donors



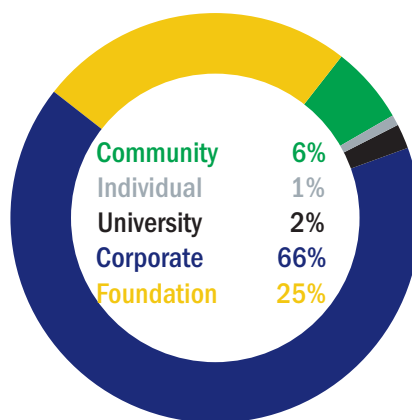
16.46%

increase in revenue

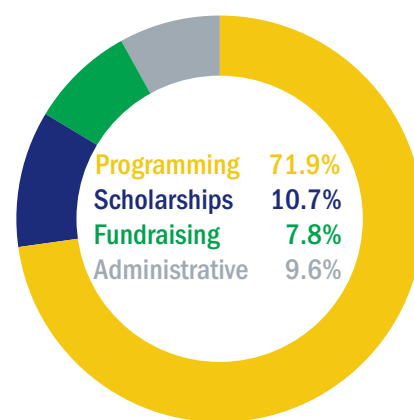
82.6%

of every dollar spent directly impacted students and young professionals

### Revenue by donor type



### Allocation of expenses



Find our full financial report at [agfuture.org/FY19-990](http://agfuture.org/FY19-990)

2014



Feb. 9-11  
1st AFA Food Institute

2015



July 19-21  
1st AFA Crop Science Institute

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



Connect with top talent.



Share your story.



Support future leaders.

Choose your investment.

**2017**



March 2-4, 2017  
1st AFA Technology  
Institute

**2018**



1st AFA Leaders  
Conference with over  
800 delegates

**2019**



1st AFA Leader Fellow  
Class Graduates

