

**Management Update**  
**NGFA Administrative Actions and Achievements**  
**September 2023 to March 2024**  
**Report to the NGFA Board of Directors**  
**March 2024**

**I. Major Accomplishments**

- Successfully fought for re-opening of rail crossings on US/Mexico border
- Continued positioning as the leader on agriculture transportation and waterways issues
- Continued participation with the Soy Transport Coalition as an ex-officio member of their board
- Clean audit issued for FY 22/23 in December
- Successfully completed Country Elevator Conference with largest attendance since 2017
- Nominations Committee work and board elections completed successfully
- Committees Review Task Force completed work and presented to Board in Sept.
  - All continuing, new, and restructured committees appointed and meeting at convention in Orlando
  - Additional aspects of approved plan will continue to be implemented over the coming year
- New class of CAPs appointed
- Meet with Mike held monthly and attendance holding steady
- Monthly meetings continued with state affiliates and continuing to try different days to determine best timing for largest number to join
- Participated in customer event with Norfolk Southern
- Participated in International Grain Trade Coalition meetings in Geneva
- Completed numerous interviews on NGFA priorities at National Association of Farm Broadcasters annual meeting
- Elected Chairman of the Ag. CEO Council by 24 other agriculture association CEOs

**II. IT Functionality, Database & Upgrades**

- New database and systems operating platform implemented and fully operational
  - Improved reports for year-to-year comparisons on dues, meeting revenues, etc.
  - Updates to programs, security, etc., throughout life of contract
  - Training and access to the program for all NGFA staff
  - New ways for member companies to interact with NGFA and track employees engaged with committees, e-mail lists, etc
- Installation of new server continues to be planned for 2024
  - Total equipment and labor costs approx. \$30,000

**III. Employee Development**

- Annual reviews completed for all staff members
  - Bonus timing will move in new fiscal year from December to March of each year to allow for more performance-based bonuses tied to annual goals/objective setting and annual review process

- Active shooter training completed in October for all team members via training session offered by building management company
- Several staff have completed or in process on trainings for specific job functions
  - Charlie completed management training program in the fall
- Reviewing training opportunities for the full team in 2024

#### **IV. Staffing Updates**

- Jess McCluer will become Senior Vice President Safety and Regulatory on April 1
- Trent Baker joined team in November as Manager, Systems and Office Operations reporting to Mary Hitchcock
- Amelia Fitzgerald joined team in March as Director, Marketing and Member Services reporting to Rebecca
- Visting with several consultants for potential policy representation to provide additional resources and help to lobbying and policy staff, following the highly successful model we have developed for safety programming
- Between the Fences, LLC hired to handle finances
- Tammy Elliot and Faith Silvers have departed NGFA to pursue new opportunities
- Todd Kemp retired on January 31 after 32 years of service