



2024

Impact

A word from our Chief Executive Officer



Dear NCAT supporter,

On a chilly November morning last year, I boarded a bus in Marina, California, and sat down next to a man who introduced himself as Jose. We'd both come for NCAT's 10th annual Latino Farmers Conference, and on that first day of the conference we spent the day touring Latino-owned farms in the Salinas Valley. Jose owns a small farm in the Sierra foothills, and he excitedly told me that this was his 10th conference. "Well actually," he clarified, "I didn't go when the conference moved online during Covid, but I've been to all the others."

The Latino Farmer Conference is a yearly highlight for Jose, he told me. The conference is held

entirely in Spanish, is designed with input from farmers like himself, and gives him a network of other producers who face similar hurdles of access to markets, land tenure, or technical challenges.

Think of Jose's story, multiply it by three hundred, and you have a sense of the impact this conference has on participants. Over the next two days, I witnessed hundreds of Latino farmers like Jose experiencing the joy of sharing knowledge, building professional networks, and gaining access to the kind of knowledge many other farmers take for granted.

These kinds of relational, peer-to-peer gatherings and workshops are what NCAT is known for, along with so many other educational offerings. Yet as I write, that important work is under threat. The federal funding freeze remains in effect. Which means that NCAT is in limbo with regards to its multiple grants

from the federal government.

What has *not* changed is NCAT's commitment to farmers like Jose. With staff in 15 states, we support growers across the country, and we'll work with anyone who might benefit from our services. As our new mission and vision state, NCAT "advances solutions in regenerative agriculture and clean energy so that both people and the land can flourish. We envision vibrant, economically strong communities that provide all people with healthy food and clean energy, soil, and water."

Our work takes time to come to fruition, but we are a nimble organization. We know how to respond quickly to changing conditions. As we approach our 50th anniversary in 2026, we are not stopping now. NCAT is in this work for the long haul. And we invite you to partner with us.

Fred Bahnson
CEO

A handwritten signature in white ink on a dark blue background. The signature is fluid and cursive, starting with a large 'F' and ending with a long, sweeping horizontal line.

Our Mission

NCAT advances solutions in regenerative agriculture and clean energy so both people and the land can flourish.

Vision

We envision vibrant, economically strong communities that provide all people with healthy food and clean energy, soil, and water.

How We Work

We share knowledge, build skills, craft practical solutions, and cultivate networks through workshops and convenings, an online resource hub, and multimedia communications. We are known for providing trusted, human-centered technical assistance in agriculture and energy.

Where We Work

We are a national organization that operates locally, with deep ties to the communities and regions we serve.

Who We Serve

We serve farmers, ranchers, agriculture and energy professionals, people who cultivate local food systems, and those with energy-access needs.



NCAT is a

Connector

We host conferences and field days, build coalitions, and create opportunities for emerging and established farmers and ranchers to learn from one another.



Farmer-Focused Convenings in California and Texas

This year, NCAT hosted its 10th annual Latino Farmer Conference in California and its sixth Hispanic Farmer and Rancher Conference in Texas. Serving almost 60,000 producers across these two states, these conferences honor Latino farmers' knowledge and expertise and celebrate their accomplishments. Farmers play a central role in designing the program and selecting the speakers. At the 2024 Latino Farmer Conference in California, 60% of presenters and field day hosts were farmers.

Spotlighting farmers as successful experts has ripple effects throughout the community. A partner shared these reflections about the farmers who hosted field days during the Latino Farmer Conference:

I regularly work with all four of those farmers, as well as many of the beginning and small-scale Latino farmers who were in attendance. Those four farmers all seemed relatable to the Latino farmer attendees, and at the same time they are all success stories in their own ways. It was really beautiful to see Antonia and Juan, Guillermo, Cecilia and Alejandro, and Isabel and Isias all take the spotlight—finally—after many years of struggle! And beautiful to see how many people in the audience heard these stories and felt like they, too, could one day be presenting at the Latino Farmer Conference as successful farmers.



We design these conferences to provide farmers and ranchers with information about regenerative conservation practices. Participants have opportunities to learn about and access USDA NRCS resources and connect with fellow producers, technical assistance providers, researchers, and other agriculture professionals.* The programs prioritize peer-to-peer learning, spotlighting the expertise of local farmers.

This generates trust and builds farmer networks. And all programming is in Spanish. This year, the Latino Farmer Conference also provided translation of all panel discussions into Triqui, an indigenous language spoken by many farmworkers.

Many attendees noted in our conference evaluations that they appreciated that the farmers featured were not from the typical group that speaks at local conferences

Connector



*As of this writing, most NRCS resources are inaccessible to farmers because of the federal government's funding freeze.

and events. Bringing new perspectives and experience to the conference is something we are very proud of. A partner shared how meaningful this foregrounding of farmer expertise is, especially to beginning farmers:

It was really significant for [the farmers who presented] to have their knowledge and experience honored in such a big way... [M]any of the beginning farmers in the audience were inspired to hear presentations from farmers themselves, rather than just from Extensionists, technical assistance providers, researchers, and policy makers.

Latino farmworkers make up 78% of the agricultural workforce, but only 3% of farms in the U.S. are owned by Latinos. Many aspiring Latino farmers struggle to gain access to technical assistance, financing, and other supports that would enable them to make the shift from working on a farm to owning one. NCAT's farmer-focused convenings are an effort to bridge the gap between Latino farmers in California and Texas and the broader farming community. NCAT supports Latino farmers by providing culturally relevant solutions, so they and their communities thrive.



- **15,000** Latino producers in California
- **10th annual Latino Farmer Conference** in California had **278** attendees

- **41,000** Latino producers in Texas
- **6th annual Hispanic Farmer and Rancher Conference + Food Summit** in Texas had **700** attendees

Deep Local Ties Allow Us to Pivot When Farmers are Impacted by Natural Disasters

Most of NCAT's work is planned months in advance. But when natural disasters like hurricanes, wildfires, and drought strike, we are able to mobilize our local partnerships quickly to support farmers and ranchers in need. When Hurricane Helene struck Southern Appalachia in late 2024, Wayne Riley, the Director of the Laurel County African American Heritage Center, which operates a community farm in London, Kentucky, sprang into action, with NCAT support. In the immediate aftermath of the storm, NCAT staff worked with Wayne to coordinate donation drops of food, water, and livestock feed for farmers. In the days and weeks that followed, Wayne sourced and delivered supplies farmers needed to rebuild damaged barns and destroyed fences. Wayne shares, "I look for bargains—things that aren't necessarily new but still very functional; I found a place that had lots of used wooden fence posts—they come off the big horse



farms in Lexington, Kentucky, because they're not pretty anymore. But they've got a lot of life in them. By bringing used fence posts, we were able to help a lot more farmers than if we had bought new ones." NCAT staff supported Wayne with logistics and planning, while he sourced and delivered supplies to farmers in neighboring North Carolina. "I know you guys weren't on the ground with me, but we never would have made this happen without your support," Wayne said.

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"I know you guys weren't on the ground with me, but we never would have made this happen without your support."  
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The Ripple Effects of Armed to Farm

Armed to Farm is NCAT's weeklong training that introduces military veterans to different farming ventures in their region and provides a mix of classroom and on-farm training. One Armed to Farm participant reflected on the power of the hands-on training: "Being able to get out and actually experience what it is that they're teaching, and then talking to specific farmers and making those connections has been completely priceless."

Perhaps more important than the farming knowledge veterans gain from participating in Armed to Farm trainings is the community they build with other farmer veterans.

Chris Ramirez, who participated in a 2024 training in Arkansas, reflects on the importance of community:

"As a veteran, there's a connection you have in active duty and hopefully after your career in the military that is not matched anywhere else....And that's the whole intent of why I'm drawn to farming, to be more intimate in the community with the people around me."

"Being able to get out and actually experience what it is that they're teaching, and then talking to specific farmers and making those connections has been completely priceless."

The healing power of farming and community is profound. Sara Creech, who served in Iraq, used farming as a tool to find hope and healing. Her post-war life was filled with depression, disconnection, PTSD, and the loss of her spouse, also a veteran, to cancer. The couple had dreamed of buying land and starting a farm, but knowledge and resources were



hard to find. After seeing information about Armed to Farm online, Sara packed up for “the most powerful week of her life” at an NCAT Armed to Farm training. Nearly 12 years later, Sara runs a profitable, diversified produce and livestock operation. But her story doesn’t end there. Sara also teaches other veterans what she learned at Armed to Farm. “I really look at this life that I’ve built right now, and it all started with that Armed to Farm,” said Sara. “I took those skills and passions back home with me and felt confident that I know what I’m supposed to do now.”



“I really look at this life that I’ve built right now, and it all started with that Armed to Farm. I took those skills and passions back home with me and felt confident that I know what I’m supposed to do now.”

NCAT continues to support Armed to Farm graduates as they return to their communities and begin to farm or continue their farming journey. Randall Kelly, a veteran who served from 2001 to 2006, started growing corn and squash on his family plot on the Navajo Nation in 2019. After he completed an Armed to Farm program in New Mexico in March 2022, Randall returned to his community and started applying what he learned to addressing food insecurity among the Navajo. Randall grows food himself and serves as a member of the Farm Board and leadership of Crystal Chapter of the Navajo Nation, where he works to build community gardens, preserve indigenous farming practices, and spark enthusiasm

for farming among the tribe’s children. “I would like to produce vegetables for the whole Navajo Nation, and the whole Southwest,” he says. “I am very grateful for the Armed to Farm experience. I’ve utilized the information and have been marketing my produce, and the past month we’ve sold out each time. It’s motivating and exciting.”



Since 2013, we have hosted **51** Armed to Farm trainings in **29** states across the U.S. and trained more than **1,300** farmer-veterans.

NCAT is an

Incubator

Over the decades, we've incubated many organizations, movements, and even products.



Cover Crops Come to the Cafeteria

Today, hundreds of patients and students across New England have the option of choosing a unique falafel as part of their meal. Unlike traditional falafel, which is made from chickpeas, this menu item is made from yellow peas. Chickpeas don't grow in New England, whereas yellow peas are a hardy cover crop with a high protein content that's widely grown in the region. Getting those yellow pea falafels from field to plate took almost five years of development and collaboration between multiple partners. As part of a project led by Health Care Without Harm, NCAT worked with Aurora Mills Farm in Linneus, Maine, to develop the yellow pea supply for processing. Johnson and Wales University in Providence, Rhode Island, developed a recipe that met the nutritional requirements of schools and hospitals. CommonWealth Kitchen, an incubator for food entrepreneurs in Dorchester, Massachusetts, further refined the recipe, scaled up the production, and worked with institutional partners to get this healthy, plant-based protein dish on menus across the state and region.

Yellow peas are a highly effective cover crop, but they have little cash value for farmers. Replacing chickpeas that travel thousands of miles with yellow peas from a neighboring state allows large institutions to reduce food miles and support local farmers. NCAT worked with Sara Williams Flewelling of Aurora Mills, a small family farm in Maine, to create a new market for this crop, providing an additional revenue source for the farmer and contributing to the effort to develop local food systems.



"NCAT and the project partners successfully created a value chain for increasing plant-based proteins offered in hospitals," explains Andy Pressman, NCAT's Director of Agriculture. "We led the creation of an appropriate scale of production so that every partner in the chain was profitable while meeting institutional budgets: Beginning with field production and the milling of yellow peas in Maine and through the final steps of working with Commonwealth Kitchen in Boston to process the pea flour in to the fritter product that was distributed to regional hospitals. Through this project we demonstrated how a regional food system can support several businesses in order to provide healthy plant-based options to institutions and at scale."

A Local Food System Comes to Fruition in the Rio Grande Valley

The phrase "Somehow it started with NCAT" is commonly heard in discussions about improving local food systems and adopting sustainable agriculture in Texas. Nearly a decade ago, NCAT opened its Southwest Regional office in San Antonio. This initiative sparked a movement of innovation, friendships, and partnerships across the state and especially in the Rio Grande Valley.

The Rio Grande Valley is a leading source for organic produce, both locally grown and imported from neighboring Mexico. But despite these agricultural riches, the region is home to one of the unhealthiest populations in the country, with high rates of food insecurity and disease caused by inadequate access to

healthy food. Relatively little of the food grown in the Rio Grande Valley is eaten in the Valley.

Over the past decade, NCAT has played a central role in building the Rio Grande Valley Working Group, a partnership that brings together more than a dozen local stakeholders across agriculture, policy, higher education, community action, healthcare, and economic development to co-create a resilient and inclusive food system in the Rio Grande Valley.

The impact of this work was visible at the 2024 Texas Hispanic Farmer and Rancher Conference and Food Summit, a four-day, bilingual event that was the result of nearly a decade of NCAT's efforts to bridge the gaps between those involved in the production, distribution, and consumption of food in the Rio Grande Valley.

After a decade of NCAT's close involvement in building the infrastructure for a thriving local food system, we celebrate the fact that The Food Summit has evolved into a hyper-local food systems movement in the Rio Grande Valley, supported by a Food Charter and led by local organizations and individuals. We are extremely proud of this collective achievement and remain committed to turning this local vision into action.

- **2023:** Pea Fritter is on the menu in only 2 hospitals.
- **2024:** Pea Fritter is on the menu in more than **30** colleges and hospitals and at **Farm Aid**.



Bringing Wool Back to the Northern Great Plains

NCAT is working with partners to build markets for domestic cotton, wool, and fabrics and clothing made from these materials. We work with farmers and ranchers to raise awareness of these potential new markets, and we provide incentives to encourage the adoption of conservation practices that increase yields on grazing lands, protect water sources, and improve soil health.* A rancher in our program shared that

working with NCAT has allowed his ranching operation to “have access to funding to try things we have never been able to try, like cover crops.” This rancher is grateful for the opportunity to try new practices and participate in building new markets for his wool. “All we can do is keep trying, and if we can’t make it work then it’s the end of an era of large-scale wool sheep operations,” he observes.



Incubator



**As of this writing, the Partnership for Climate Smart Commodities grant, which funded this work, has been terminated by the USDA. Current grantees have been invited to reapply under new guidelines, which NCAT plans to do.*



AgriSolar Clearinghouse: Laying the Foundation for a New Approach to Agriculture and Energy

Launched in 2021 with funding from the Department of Energy, the AgriSolar Clearinghouse is a collaborative technical assistance community of over 50 partners and stakeholders, designed to support the co-location of solar and agriculture. In just three years, we built a robust network of partners and stakeholders that includes the country's leading agrisolar experts and organizations, universities, pollinator advocates, and community organizers.

The Clearinghouse supports a strong community of more than 8,000 members that includes farmers, graziers, beekeepers, researchers, land managers, solar advocates, and community empowerment groups. We work to educate both farmers and communities about the benefits of co-location, which include preserving farmland, reducing the need for mechanized mowing around solar installations, creating pollinator havens, and protecting farmworkers by increasing access to shade. To build community support for co-location, the AgriSolar Clearinghouse hosted Follow the Sun tours around the country: field trips to agrivoltaics installations and farm-to-table celebrations that showcased the food grown under solar panels.

In 2024, we published *Best Practices in AgriSolar*, the definitive guide to all aspects of co-location, with contributions from many of the leading voices in the field. The funding for this project has ended, but we are proud of our role in helping to build the infrastructure required to harvest the sun twice.

The AgriSolar Clearinghouse produced:

- 8** podcasts,
- 15** publications,
- 27** videos, **61** case studies, **45** blogs, and
- 74** news stories.



The Follow the Sun Tour traveled to **20** agrisolar sites and had

390 attendees.

NCAT is an

Educator

Meeting producers
where they are.



Education, in the form of technical assistance, is at the core of NCAT's work, and we provide technical assistance in a variety of ways: We offer personalized assistance online, over the phone via the "Ask an Ag Expert" hotline, or in person. We host events, trainings, and field days. And we produce and disseminate rigorously researched information in formats including publications, blogs, videos, and podcasts.





New Farmers, New Practices

We're working with farmers and ranchers in Appalachia and the Northern Great Plains to educate and support them as they adopt new farming practices that make their operations more profitable and their land more resilient. In 2024, we worked closely with one beginning farmer, JR, from North Carolina, who has improved both his herd's health and his own.

We started working with JR a little over a year ago, after he became the owner of the family farm and decided to go into beef cattle. Although he grew up on the farm raising tobacco, he didn't have any experience with cattle. When he took over, the farm was overgrazed, pastures had more weeds than desirable forage, and the lack of proper nutrition was evident in the cows. JR is disabled from an accident when he worked as an electrical lineman, and his physical limitations affect his ability to maintain his land. He initially contacted NCAT to learn about a source for more hay and silage to feed his small herd of 20 brood cows. A year later, we are still working with JR, and he, his land, and his herd are all healthier.

Over the course of the year, our specialist has visited the farm multiple times, helped JR evaluate the cows' nutritional needs, and provided hands-on lessons in recordkeeping, which is essential for an efficient and productive operation. The specialist has walked

the pastures with JR and taught him how to identify forages and weeds, showed JR how to use pasture maps and how to design a grazing plan that utilizes the water available on the land, and helped him identify fields that would be more productive if a water source were added.

JR is sometimes in so much pain that he can only ride a tractor to mow hay for limited amounts of time. Moving fences and the cows often helps JR stay active, and spending time with his cows both helps JR's mental health and makes his cows gentler and easier to handle. This calving season JR's cows are healthy and delivering healthy calves. He has fed his cattle less purchased or harvested feed: last year JR spent \$4,000 on feed, but this year he spent just \$1,000 – and he has 30 round bales left over. This spring, JR has started his grazing rotation ahead of most other farmers in the area, and he is on a trajectory to be able to graze his cattle for more than 300 days this year, compared to just 200 grazing days before we started working together. He regularly walks his pastures and reports that he has never seen the grass coming on this early.

JR calls or texts the specialist regularly to ask questions and just to make sure he is doing things right. The specialist observes: "I am most impressed with the records he keeps, and he is learning to use the records to make decisions to better his cows."



Regenerative Grazing: Changing Hearts and Minds

In 2024, we concluded a three year, \$1M systems research grant, the first ever awarded by Southern SARE. NCAT led the project, which sought to introduce regenerative grazing practices and advance their adoption in four southern states: Virginia, Texas, Mississippi, and Arkansas. This multi-disciplinary project was a collaboration between producers, university researchers, Extension agents, and thought leaders from agriculture nonprofits.

When I was in college, I was taught that you fed hay and grain, and the pasture was just something you put the animals out on to look pretty, or just to get a little bit of supplement. I had to really change the way that I think to make that switch. It was tough to wrap my head around all of that, but once I did, I would never go back to doing it any other way.

—Regenerative Grazing project participant
from Virginia

Regenerative grazing can heal overgrazed and damaged lands and increase forage production, drought resilience, profitability, and farmer well-being. It is a resilient foundation for local food systems that offer healthy meat products to consumers. Regenerative grazing can also give producers access to emerging payment

programs for carbon sequestration, clean water, and other public benefits.*

Producers told us that the hardest barriers to overcome were not technical but social and psychological, requiring a mindset shift and a willingness to put up with negative peer pressure from neighbors. To address these challenges, we created new supportive working relationships between agency staff, nonprofits, and producers. Over and over again, we saw that a little emotional support and encouragement goes a long way.

Regenerative grazing, while still far from mainstream, is gaining traction throughout the South. At the end of our project, producers in all four states named many new organizations that were invisible to them three years earlier. Participants also noted greater support and sympathetic interest from universities, some of which had previously been skeptical or hostile.

The shift to regenerative grazing is going to take time. NCAT is in this work for the long haul, sharing knowledge, building trust, and supporting producers who embark on the work of changing practices they have often been following for decades.

Over the life of the project almost **5,000** farmers and other agricultural professionals attended our trainings. Another impact of this project is the creation of a new Regenerative Grazing Track at the annual Virginia Association for Biological Farming conference, which was attended by about **180** people in 2024.

The ATTRA Hotline

When you call the ATTRA hotline, a person answers. NCAT agriculture specialists staff the hotline Monday-Friday, 9 am to 6 pm ET and field a wide range of questions. If the specialist who answers the phone doesn't know the answer, they reach out to one of NCAT's 40 other specialists and follow up with the caller to make sure they get the information they need.

Our specialists listen to every caller with respect and provide accurate, science-based information. ATTRA is a place people come when they need their concerns to be taken seriously and want unbiased, scientific information. Recently, we've fielded calls from clients with concerns about chemical contamination on their land, beginning farmers who have very basic questions, and experienced farmers seeking information on adopting new practices:



One client lives in **New Mexico** and had a great deal of fire retardant sprayed on their land during fire season. They wanted to know more about the substances sprayed, and the specialist who answered the call was able to provide more information about the chemicals used and the associated risks.



Another client, in **Colorado**, was concerned about Dicamba drift. The specialist they talked to was able to help them with how to document the damage that occurred and where to report it.



A caller from **Kentucky** is a small-acreage landowner who has horses. She reached out to get some advice on improving her pasture quality and quantity. She is interested in raising feeder lambs for the market. The NCAT specialist provided her with some calculations about potential forage yields, rotational grazing strategies, and resources for grazing management. The caller noted how much she appreciated both the information and the respectful attitude, since she had tried to find this information from other sources, who were not helpful and dismissive.



Another caller from **Kentucky** has raised cattle for 20 years. He reached out on the ATTRA line to get information about local regenerative grazing connections and composting manure. Composting is a new enterprise for him, and he wanted to do it on a large scale. The specialist who answered the call discussed opportunities and challenges and provided several resources and contacts to further explore this new venture.

ATTRA Toll-Free
Hotline (English)
1-800-346-9140

ATTRA Toll-Free
Hotline (Español)
1-800-411-3222





The ATTRA Blog: Tips, Tricks, Ideas, and Advice for Farmers and Ranchers

Educator



The ATTRA blog provides accessible, timely information on a wide range of topics. In 2024, the blog featured a number of posts about an important risk management strategy: growing a diverse array of crops or livestock. If one crop fails, another is likely to succeed. Unusual crops can also draw in customers at a busy farmers market. When everyone has tomatoes and summer squash piled high on their tables, unusual greens can catch people's eye. Or maybe a high-end chef is looking for a particular item that they can't buy off a truck. Whatever the reason farmers have for growing these niche crops, the ATTRA blog is here to help and inspire. In 2024, several of our blogs focused on rare breeds, highly specialized crops, or even common crops used in unexpected ways.

Wasabi – A Unique Plant in a Unique Place

attra.ncat.org/wasabi-a-unique-plant-in-a-unique-place



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## Greens – A Secondary Income from your Cash Crop Plants

[attra.ncat.org/greens-as-a-secondary-income-from-your-cash-crop-plants](http://attra.ncat.org/greens-as-a-secondary-income-from-your-cash-crop-plants)

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## Heritage Chickens – A Rare Breed in Modern Coops

[attra.ncat.org/heritage-chickens-a-rare-breed-in-modern-coops](http://attra.ncat.org/heritage-chickens-a-rare-breed-in-modern-coops)

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Heard on the Street

! Oh, The Places Your Materials Will Go:
 A couple of years ago, an NCAT livestock specialist presented the ABCDE's of Animal Health, a memorable shorthand that she had developed for both new and experienced livestock managers to monitor the health of their herds, at an event at Lincoln University in Missouri. In 2024, our specialist attended that convening again, and during a break a local

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**"A couple of years ago, you taught us your ABCDE, and I have used that so much!"**

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Extension agent came up to our specialist and shared that she had adapted the ABCDE's of Animal Health: "A couple of years ago, you taught us your ABCDE, and I have used that so much! I created a game for my 4-H kids where I put up pictures or video and ask the kids "What is this illustrating?" and they LOVE it!"

ABCDE

Look at your animals every day:

- ▶ A = Appetite
- ▶ B = Behavior and Body Condition Score
- ▶ C = Coat and Cud
- ▶ D = Demeanor
- ▶ E = Energy



! ATTRA Resources Are My First Choice:
 Following a talk an NCAT agriculture specialist gave at the Virginia Association for Biological Farming's annual conference, the program organizer stood up to tell the attendees that he has used ATTRA resources for more than 20 years. He operates his own beef farm, raises vegetables, and runs a soil health consulting business. He first used ATTRA as a source of information for his own farming needs, and now it is his first choice for resources for his soil health clients when they ask for more information.

"ATTRA has been a wonderful resource as a new farmer, both for business and financial information and for researching new production techniques."

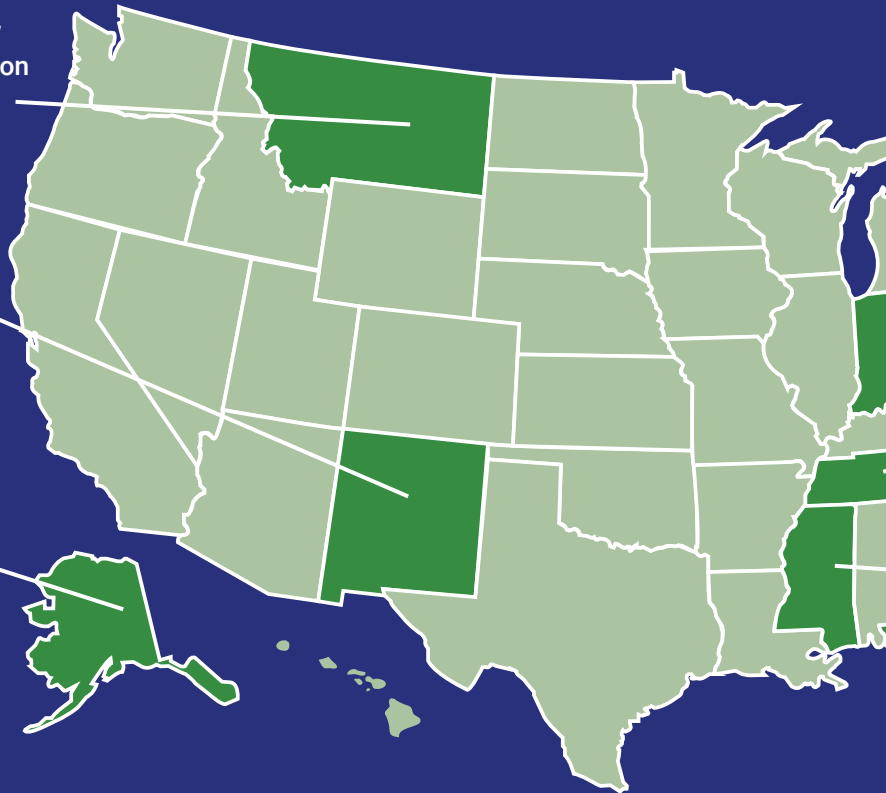
– ATTRA user, MT

"ATTRA has given me access to news and information, conferences, resources outside my home area, while also reaffirming the healthy soil practices I use with science and others' experiences."

– ATTRA user, NM

"Having access to expert and in-depth crop production information is extremely helpful, especially when there is so much misinformation out there."

– ATTRA user, AK



ATTRA Reaches Across the U.S.



ATTRA Publications Go to College:

Dr. Amélie Gaudin, the endowed Chair in agroecology at UC Davis, uses ATTRA publications as suggested reading for her undergraduate courses.



The Long Reach of the ATTRA Internship Hub:

Now in its 23rd year, the ATTRA Internship Hub is a national clearinghouse that connects aspiring farmers with internship and apprenticeship opportunities. Each year hundreds of farms and ranches post internships, and over the life of the Internship Hub,

"Oh, ATTRA! I got my first agriculture job from a listing on the ATTRA internship database!"



More than **15,000** opportunities posted over the life of the ATTRA Internship Hub

584

internships posted in 2024

thousands of aspiring farmers have used the hub to find on-farm learning opportunities. Many have gone on to careers in agriculture. At the Regenerate Conference this year, one of our specialists met one of those people,

Colorado Commissioner of Agriculture Kate Greenberg. When Commissioner Greenberg met our specialist, she said, "Oh, ATTRA! I got my first agriculture job from a listing on the ATTRA internship database!"

"Following ATTRA guides has been like a cheat code to production success. I just need to follow what an ATTRA specialist wrote, and if I do the work, I reap the rewards."
- ATTRA user, NY

"I regularly check ATTRA for internship opportunities and have found my previous internship opportunity through the internship hub. When employed, I check ATTRA for sustainable tips to utilize on the farm and read and study the blog posts and articles written by other farmers and researchers. I love ATTRA, the quality of information provided and the ease of access."
- ATTRA user, IN

"They've been great resources for me to share with beginning farmers...It's sort of a one-stop shop, which is super helpful!" - ATTRA user, TN

"Great listing of grant opportunities and events; I often find news items I missed elsewhere."
- ATTRA user, NC

"I feel up to date on what is happening in the ag space as it pertains to events, funding, and practices."
- ATTRA user, MS

"Thanks to ATTRA, I am able to connect with like-minded individuals in the community throughout the country. ATTRA has helped me get my start in regenerative agriculture by applying to internships. Thank you!" - ATTRA user, FL

Spotlight on Energy



LIHEAP*

We manage the Low-Income Home Energy Assistance Clearinghouse (LIHEAP), providing technical assistance to agencies and tribes serving those in need of help with energy bills. In 2024, the Clearinghouse website received

2.1 million page views.



National Energy Assistance Referral (NEAR)*

In 2024, NEAR operators answered **17,175** calls and **24,504** emails. The automated phone system fielded

194,441 calls.



ENERGY SERVICES

The commercial energy efficiency program is projected to save 2024-2025 customers almost **19.6 million kWhs** per year, which is almost

\$2.4 million per year in savings.

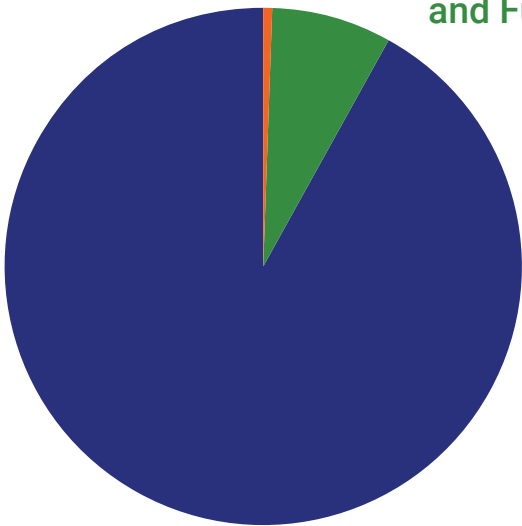


**As of this writing, the future of these programs is uncertain due to the Federal government's funding freeze.*

NCAT Financials

Total revenue from all sources:	\$11,931,394
Total expenses for all activities:	\$11,781,851
End-of-year net assets:	\$2,880,950
Program Expenses:	\$10,837,060
Sustainable Agriculture Programs:	\$9,381,644
Sustainable Energy Programs:	\$1,455,416
Administrative Expenses:	\$889,038
Fundraising Expenses:.....	\$55,753

Breakout by Program Expenses, Administrative Expenses, and Fundraising Expenses



■	Program Expenses	91.98%
■	General and Administrative Expenses	7.55%
■	Fundraising Expenses	0.47%

NCAT Board of Directors

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www.ncat.org



3040 Continental Drive, Butte, MT 59701