



FCSIC

ANNUAL PERFORMANCE PLAN

**Covering the 2025 Federal Fiscal Year Ending
September 30, 2025, and FCSIC's Fiscal Year
Ending December 31, 2025**

October 1, 2024

ABOUT FCSIC

The Farm Credit System Insurance Corporation (Corporation or FCSIC) was established by the Agricultural Credit Act of 1987 (1987 Act) as an independent U.S. Government-controlled corporation. The Corporation's primary purpose is to insure the timely payment of principal and interest on insured notes, bonds, and other obligations issued on behalf of Farm Credit System (System) banks. The System is a federally chartered network of cooperative lending institutions owned by the agricultural and rural customers it serves, including farmers, ranchers, producers or harvesters of aquatic products, agricultural cooperatives, and farm-related businesses. By insuring the repayment of insured debt securities to investors, the Corporation helps to maintain a dependable source of funds for the System's borrowers. The Farm Credit Act of 1971, as amended, requires that the Corporation serve as the conservator or receiver for System banks and associations. The Agricultural Improvement Act of 2018 also provided new authority for FCSIC to create, and the Farm Credit Administration (FCA) to charter, a System bridge bank.

The Corporation operates with no annually appropriated funds. The Corporation collects insurance premiums from each System bank that issues insured obligations. These premiums and the income from the Corporation's investments provide the funds to fulfill its mission.

FCSIC is governed by a three-member board of directors comprising the same three individuals who compose the FCA board. However, the same member may not serve as chairman of both entities. The Corporation's most important resource is its core staff. We strive to attract and retain highly motivated and skilled employees. A portion of FCSIC's current workforce will transition into retirement over the next decade, while the need for employees with advanced technical skills will continue to increase. Because of our lean staffing structure, recruitment of multi-skilled individuals, and ongoing cross training are essential to ensure adequate backup exists in key corporate programs. We leverage our resources by purchasing support services from FCA and other contractors to ensure the cost-effective administration of our programs.

MISSION STATEMENT

The Farm Credit System Insurance Corporation, a government-controlled, independent entity, shall

- protect investors in insured System obligations and taxpayers through sound administration of the Farm Credit Insurance Fund (Insurance Fund),
- exercise its authorities to minimize Insurance Fund loss, and
- help ensure the future of a permanent system for delivery of credit to agricultural borrowers.

VALUES

Six core values guide us in accomplishing our mission:

- Integrity – We follow the highest ethical and professional standards.
- Competence – We are a skilled, dedicated and diverse workforce that strives to achieve outstanding results.
- Teamwork – We communicate and collaborate with one another and with other regulatory agencies.
- Effectiveness – We respond quickly and prudently to insurance risks.
- Accountability – We are accountable to each other and to our stakeholders to operate in a fiscally responsible and operationally effective manner.
- Fairness – We respect individual viewpoints and treat one another and our stakeholders with impartiality, respect and fairness.

ANNUAL PERFORMANCE PLAN

The Corporation's Annual Performance Plan (Performance Plan) is derived from its Strategic Plan (FY 2024 – 2029). The Performance Plan is organized by three program areas and provides focus to the goals, objectives, and performance measures used to evaluate the Corporation's activities during the current year. As with the Strategic Plan, the Corporation's mission and key assumptions guide development of the Performance Plan. Management reports throughout the year to the FCSIC Board of Directors on program goal progress and issues the Corporation's Annual Report to Congress summarizing program goal achievements.

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FCSIC's Mission		
<ul style="list-style-type: none"> - Protect investors in insured Farm Credit System obligations and taxpayers through sound administration of the Insurance Fund, - exercise its authorities to minimize Insurance Fund loss, and - help ensure the future of a permanent system for delivery of credit to agricultural borrowers. 		
Program Areas	Strategic Goals	Strategic Objectives
Insurance Fund and Financial Management	1. Manage the Insurance Fund to maintain the secure base amount in order to provide protection for investors and taxpayers against identified risks. 2. Maintain effective internal controls and financial reporting. 3. Maximize effectiveness of contracting.	1.1 Manage the Insurance Fund to ensure adequate liquidity while optimizing investment returns and ensuring premium collections and refunds reflect anticipated changes in adjusted insured debt levels and potential insurance claims. 1.2 Use actuarial and risk management tools to evaluate the adequacy of investor protections and risk exposures to the Insurance Fund. 1.3 Communicate accurate and easily understood information about the insurance program to Congress, the public, insured investors, federal agency partners, and System institutions. 2.1 Obtain clean or unmodified audit opinions and a control environment free of material weaknesses. 3.1 Ensure FCSIC follows best practices in contracting including maintaining the capability to quickly engage third parties, including intergovernmental resources or contractors, as necessary to respond to a crisis situation.
Risk Management	4. Monitor, evaluate, report, and mitigate risks that could generate losses to the Insurance Fund.	4.1 Monitor conditions within and external to the System in order to anticipate and identify risks to the Insurance Fund, and ensure those risks are appropriately reflected in the setting of insurance premiums and the Corporation's financial statements. 4.2 Enhance the use of analytical models and other risk management tools and processes to develop more insightful analysis on trends and risks, including System growth, funding needs, condition, performance, structural risks, and sensitivities, as well as ad hoc analysis on current topics. 4.3 Leverage FCSIC's independent risk analysis by proactively raising awareness of identified risks to the Board and FCA and working with FCA on policies and regulations to mitigate those risks.
Receivership, Conservatorship, and Assistance Readiness	5. Be prepared to act as receiver or conservator or to provide assistance if called upon.	5.1 Consistent with FCSIC's efficient operating model, maintain readiness to act as receiver or conservator, or to provide assistance, focused on those activities and scenarios that are considered most likely and would require an immediate response. 5.2 Ensure that Farm Credit System banks have adequate temporary liquidity in situations where external market factors make normal debt market access extremely doubtful. 5.3 Subject to the provisions of the Farm Credit Act, including the least-cost test, provide assistance when appropriate to a System bank. 5.4 If appointed as receiver or conservator of a System institution, ensure receivership and conservatorship are managed to fulfill the purposes of the Farm Credit Act, protect creditors, and are terminated in an orderly and timely manner.

CORE PROGRAM ACTIVITIES

The Corporation continually performs multiple core activities essential to the achievement of its mission. The following is a summary of these activities categorized by program areas: (1) Insurance Fund and financial management, (2) risk management, and (3) receivership, conservatorship, and assistance readiness.

INSURANCE FUND AND FINANCIAL MANAGEMENT

The Corporation helps maintain public confidence in the System by insuring the System banks' debt obligations. Management of the Insurance Fund involves important tasks such as ensuring that premiums are at an adequate level to meet the Insurance Fund's Secure Base Amount (SBA), that the SBA is sufficient to fulfill insurance obligations, and that the Corporation maintains robust and dependable financial reporting and internal controls. The Insurance Fund is an asset of the United States government and can only be used by FCSIC for the purposes provided for in the Farm Credit Act.

As part of Insurance Fund and financial management the Corporation:

- establishes premium rates, and collects and audits insurance premiums, to maintain the Insurance Fund at the SBA;
- manages the investment portfolio to minimize loss exposure and secondarily seek to optimize the rate of return within approved parameters;
- prepares accurate and timely accounting and financial reports;
- maintains strong internal controls that are free of significant deficiencies and material weaknesses;
- contracts with third parties for essential support services;
- maintains preparedness to quickly hire competent staff and contractor resources to meet obligations in a System financial crisis;
- manages all payments that support program operations;
- ensures the Corporation is utilizing appropriate systems and mechanisms to effectively manage workflow, decisions, procedures, and policies; and,
- consults with the Federal Farm Credit Banks Funding Corporation (Funding Corporation) regarding the disclosure of System financial information.

RISK MANAGEMENT

FCSIC's primary purpose is to insure the timely payment of principal and interest on Systemwide debt securities. The System banks, through the jointly owned Federal Farm Credit Banks Funding Corporation, issue Systemwide debt securities, insured by FCSIC, to fulfill their mission. Anything impairing the System banks' ability to repay their insured debt constitutes an insurance risk. To carry out our mission, FCSIC monitors conditions in the farm, rural, domestic, and global economies that affect the System's ability to repay insured debt obligations.

The Corporation identifies, evaluates, and manages risks that could generate losses to the Insurance Fund. The Corporation:

- uses monitoring systems, financial models, and special examinations to analyze the insurance risks posed by System institutions and reports risk trends regularly to the Board of Directors and external auditor;

- monitors conditions in the general economy, capital markets, and agricultural and financial sectors that pose risk to the System, its investors, and the Insurance Fund;
- reviews System institution financial performance information, including FCA examination reports of System banks, large associations, and institutions identified by FCA as troubled and participates on FCA’s Regulatory Enforcement Committee;
- quarterly evaluates the adequacy of the allowance for losses to the Insurance Fund;
- consults with FCA regarding changes in risks to the Insurance Fund resulting from proposed institution mergers;
- works with FCA on regulations and policies that mitigate risks to the Insurance Fund; and
- reviews funding requests of undercapitalized System banks.

RECEIVERSHIP, CONSERVATORSHIP, AND ASSISTANCE READINESS

When the FCA Board places a troubled System institution into either conservatorship or receivership, the Farm Credit Act requires FCSIC to serve as conservator or receiver of the troubled or failed institution. In addition, the FCA Board may appoint FCSIC as conservator or receiver of the Federal Agricultural Mortgage Corporation (FMAC); however, the Farm Credit Act specifically precludes use of the Insurance Fund to provide any support for FMAC.¹ As conservator, FCSIC would operate the institution as a going concern subject to oversight and regulation by FCA. As receiver, FCSIC would exercise its statutory fiduciary responsibilities to marshal the receivership estate’s assets and recover the maximum amount possible under the law for the receivership’s creditors. The Agriculture Improvement Act of 2018 clarified and updated FCSIC’s statutory authorities to act as receiver or conservator for a System institution (with authorities and powers functionally equivalent to other federal financial institution receivers/conservators) and provided new authority for FCSIC to create, and FCA to charter, a System bridge bank.

The FCSIC Board, in its sole discretion, is also authorized under the Act to provide “stand-alone assistance” to a System institution to prevent placing an institution into receivership, to restore an institution to normal operation, or to stem financial contagion within the System that poses a risk to the Insurance Fund. The Act also authorizes FCSIC to provide assistance to facilitate a merger or consolidation of a troubled “qualifying” System institution with another System institution. All assistance must meet the statutory least-cost test and the means of providing assistance must be the least costly to the Insurance Fund of all possible alternatives available to the Corporation, including liquidation. FCSIC would determine the type and structure of assistance, enter into an agreement with the System institution(s) and monitor the effectiveness of the assistance.

The Corporation

- maintains the potential to manage receiverships and conservatorships, and oversee bridge banks;
- plans and trains for receivership, conservatorship, and financial assistance actions by focusing on activities and scenarios that are assumed most likely and would require an immediate response;
- monitors relevant legislation, regulations, legal cases, appraisal, and environmental issues;
- maintains relationships and formal agreements with other federal insurers that serve as conservator or receiver of banks, thrifts and credit unions, for ongoing training and support;
- maintains preparedness, coordinates with the System, and reviews requests for liquidity assistance in exigent market circumstances;

¹ Section 5.65(e) of the Farm Credit Act of 1971 ([12 U.S.C. 2277a-14\(e\)](#)).

- reviews requests for assistance from troubled institutions; and
- maintains preparedness to quickly identify competent staff and contractor resources to meet receivership or conservatorship obligations.

PROGRAM EVALUATION

INSURANCE FUND AND FINANCIAL MANAGEMENT

Goal 1: *Manage the Insurance Fund to maintain the SBA in order to provide protection for investors and taxpayers against identified risks.*

Congress established a statutory requirement for the Insurance Fund to be maintained at an SBA equal to 2 percent of adjusted insured obligations or such other percentage as the Corporation has determined to be actuarially sound. The Corporation uses the Dynamic Capital Adequacy Test model to assist in assessing an actuarially sound Insurance Fund level. FCSIC has maintained a 2 percent SBA since the inception of the Corporation and will not consider changing the SBA unless the 2 percent is determined *not* to be actuarially sound.

Goal 2: *Maintain effective internal controls and financial reporting.*

The Insurance Fund has grown significantly since its inception. Internal controls and financial reporting are important to safeguard resources and maintain integrity in the information reported by FCSIC.

Goal 3: *Maximize effectiveness of contracting.*

Outsourcing support functions is an essential part of FCSIC's operating model. Effective use of contracting authorities, under the supervision of FCSIC's financial management division, is integral to FCSIC's success.

PERFORMANCE MEASURES

The Corporation assesses the effectiveness of its performance in achieving these goals through the following:

- Reviewing, at least semi-annually, the need for adjustments to insurance premium assessments.
- Measuring investment performance using reasonable qualitative and/or quantitative benchmarks.
- Maintaining the Insurance Fund at the statutory SBA, 2 percent of adjusted outstanding insured obligations. Maintaining the Insurance Fund at the SBA is affected by events beyond the control of the Corporation such as insurance losses that arise from troubled System institutions or growth in insured obligations exceeding FCSIC's ability to increase the Insurance Fund at the same rate because of statutory limits on premium assessments.
- Performing an annual assessment of the effectiveness of FCSIC's enterprise risk management and internal control systems in accordance with guidelines provided by Office of Management and Budget to implement the Federal Manager's Financial Integrity Act (FMFIA). This assessment supports management's assurance statement.
- Maintaining clean or unmodified audit opinions from our independent auditors, free from any material weaknesses.
- Developing and maintaining updated draft statements of work for business consulting and resolution activities, updated listings of vendors and consultants with resolution experience, and access to government contracting resources like the General Services Administration (GSA) System for Award Management (SAM) to ensure quick execution of new contracts during a resolution period.

- Participating in frequent meetings with third-party service providers, including FCA, to ensure contracted services remain capable of providing support to FCSIC, including executing key functions such as supporting expedited hiring activities.

Maintaining the Insurance Fund at the SBA may be affected by events beyond the control of the Corporation such as insurance losses that arise from troubled System institutions or growth in insured obligations exceeding FCSIC's ability to increase the Insurance Fund at the same rate because of statutory limits on premium assessments.

ACTIONS:

1. Manage the insurance program through premium collections, refunds, and determination of the Insurance Fund's SBA.
 - Monitor System growth and calculate the SBA. **Monthly**
 - Report to the board on the level of the Insurance Fund. **Monthly**
 - Report on insured and other obligations by providing the board with the
 - rolling 12-month insured obligation report,
 - rolling 12-month SBA calculation,
 - rolling 10-year historical Insurance Fund relative to the 2 percent SBA,
 - year-to-date Insurance Fund relative to the 2 percent SBA.**Monthly**
 - Monitor other federal insurance agencies' programs. **Ongoing**
 - Review and recalculate the System banks' premium certified statements. **Annually in January**
 - Test adequacy/solvency of the Insurance Fund under various scenarios using the Dynamic Capital Adequacy Test (DCAT) model. **Annually in the fall**
2. Reach out to FDIC and begin the process of updating the DCAT model with the latest FDIC bank default data (expected two-year process for implementation). **June 2025**
3. Execute the Board's Policy Statement Concerning Adjustments to the Insurance Premium by providing analysis for the board's premium review and decision. **Semi-annually (February and July)**
4. Manage the investment program to meet the requirements of the board's policy statement and ensure adequate liquidity while optimizing investment returns. Report results to the board. **Quarterly**

5. Enhance the Corporation's investment program and modify as necessary.
- Utilize investment intelligence sources such as Bloomberg and FedInvest.
 - Test performance benchmarks.
 - Enrich reporting to FCSIC's Investment Committee by refining analysis of investment alternatives.
 - Evaluate new issuances offered by the United States Treasury as they arise to determine if purchase would improve portfolio optimization or hedge against inflation.
- Ongoing**
6. Confer with other Federal insurance fund investment managers to assess investment approach and strategy.
- Periodically meet with investment managers at the Federal Deposit Insurance Corporation (FDIC) and National Credit Union Administration (NCUA) to review the investment program to ensure continued adherence to investment best practices. This may include a review of the investment procedures, strategy, decision making, execution process and performance metrics.
- Ongoing**
7. Maintain contact with Treasury's Federal Financing Bank to provide information in support of the FCSIC intragovernmental credit facility for use as assistance in exigent market circumstances.
- Ongoing**
8. Review the Funding Corporation's *Information Statement* disclosures related to the Insurance Fund balances.
- Quarterly**
9. Monitor pertinent statutory and regulatory changes affecting other Government-sponsored Enterprises (GSEs) and regulated financial institutions, including initiatives for Fannie Mae and Freddie Mac, and any changes for the Federal Housing Finance Administration (FHFA).
- Ongoing**
10. Post unaudited statements of financial position and income/expense to the Corporation's website no later than 45 days after quarter-end.
- Quarterly**
11. Submit the Corporation's Annual Report to Congress.
- Annually in April**
12. Prepare required financial reports and monitor changes to Federal reporting requirements for FCSIC as specified by Treasury and Office of Management and Budget (OMB). These include:
- CARS Statement of Transactions, which reports deposit and disbursement transactions to Treasury.
Monthly
 - Government-wide Treasury Account Symbol (GTAS) Adjusted Trial Balances, which includes our proprietary and budgetary standard general ledger accounts.
Monthly
 - Intragovernmental Material Difference Reports and Reconciliations. These reports identify and resolve discrepancies between financial transactions or balances that occur between different governmental entities (intragovernmental).
Quarterly

- The Treasury Report on Receivables (TROR), which is used to track and manage the status of debts owed to the federal government and provides a summary of the receivables that agencies are responsible for collecting.
Quarterly
- Digital Accountability and Transition Act (DATA) Act reports, which collect standardized reporting information (across all federal agencies) and provides information on our spending.
Monthly
- Federal Managers' Financial Integrity Act (FMFIA) reporting, which evaluates and summarizes the Corporation's internal controls to give assurance that management internal control systems are in place and conform to the standards pursuant to FMFIA.
Annually in February
- The Corporation's September 30th closing package which includes our special purpose audited financial statements and audit opinion. The closing package is submitted to Treasury, GAO, and OMB and the financial statements are consolidated into the Financial Report of the United States.
Annually in November
- OMB's *MAX A-11 Data Entry* report, which forwards the Corporation's financial and budget data to the OMB for inclusion in the President's Budget.
Annually in December
- Calendar year-end audit, which is performed in accordance with the Financial Accounting Standards Board's (FASB) generally accepted accounting principles.
Annually in February
- Management's report on internal control to support the auditor's internal control audit of FCSIC's internal controls over financial reporting to support our integrated audit and FMFIA reporting.
Annually in February
- OMB Budget Data Requests (BDRs), which include requests from OMB regarding various budgetary data requests about agency spending or budgetary planning.
Ongoing
- Federal Real Property inventory reporting to GSA regarding our building lease agreement.
Annually in December

13. Evaluate contractor performance and services obtained, including:

- External auditor
Annually in June
- Receivership/Conservatorship Resources
As Needed
- Legal Services
As Needed

- Statement on Standards for Attestation Engagements # 18 (SSAE-18) report - Bureau of the Fiscal Service Administrative Resource Center
Annually in November
- SSAE-18 report – Bureau of the Fiscal Service Federal Investment and Borrowing Branch
Annually in November
- SSAE-18 report – National Finance Center
Annually in November
- Federal Information Security Management Act reporting – Farm Credit Administration
Annually in November

14. Submit *Charge Card Management Plan* report to OMB

Annually in January

RISK MANAGEMENT

Goal 4: *Monitor, evaluate, report, and mitigate risks that could generate losses to the Insurance Fund.*

FCSIC monitors and manages insurance risk to minimize the Insurance Fund's exposure to potential losses. In the event a System bank is unable to timely repay insured debt obligations for which it is primarily liable, the Corporation must expend amounts in the Insurance Fund to the extent available to insure the timely payment of principal and interest on the insured obligations. FCSIC monitors and independently analyzes conditions in the general economy, capital markets, and agricultural and financial sectors to identify potential risks to the System and the Insurance Fund. FCSIC analyzes and evaluates the financial performance and condition of System institutions, maintains ongoing dialogue with FCA examiners, and reviews reports of examination. When necessary, the FCSIC Board of Directors authorizes special examinations at System institutions of concern. On a quarterly basis, FCSIC screens all System institutions against key performance criteria to identify institutions that may pose an insurance risk.

PERFORMANCE MEASURES

Program effectiveness is measured by the extent that emerging problems are promptly detected and insurance losses are minimized. This includes the effective use of financial indicators to monitor conditions and trends, and effective analysis and reporting before any need to reserve for losses.

In accordance with generally accepted accounting principles, the Corporation must recognize an allowance for loss on its financial statements if a loss is probable and can be reasonably estimated.² Timely evaluation of the Insurance Fund's risk exposure is critical to the determination of steps needed to preserve the Insurance Fund's solvency. In accordance with the Corporation's Policy Statement Concerning Allowance for Insurance Fund Losses, management assesses the need for an allowance at least quarterly using criteria specified in FCSIC's Allowance for Loss procedure. The Corporation uses information obtained from FCA reports of examination and other source materials to identify risks to the Insurance Fund. Internal models and other analysis tools are

² A loss exposure that is judged to be possible or probable but cannot be reasonably estimated would be disclosed in a footnote to the Corporation's financial statements.

used to manage identified risks and reduce insurance risk. If approved by the Board of Directors, the Corporation may independently examine and obtain additional information from System institutions.

ACTIONS:

1. Monitor and report to the board on the System and external conditions and trends that impact Insurance risk.
Quarterly
2. Produce the Insurance Risk Analysis and Allowance for Loss Report to evaluate the adequacy of the allowance for the Insurance Fund in accordance with the Corporation's policies and procedures. Recommend allowances, if needed.
Quarterly
3. Analyze and produce Impact Statements for proposed mergers that may pose increased risk to the Insurance Fund.
As Required
4. Building on recent consulting engagements to review FCSIC's Allowance for Loss analysis, explore, in partnership with FCA, the feasibility and efficacy of, and potential variables and data challenges for, developing a new analytical tool to assess System institution probability of default and loss given default.
December 2025
5. Consult with FCA regarding funding requests from undercapitalized System banks and restructuring requests from banks and large associations.
As Required
6. Execute special examinations at System institutions with high-risk profiles. Coordinate with FCA on pre-resolution activities.
As Required
7. Work cooperatively with FCA to share information regarding risk to the Insurance Fund. FCSIC access to information collected by FCA is mandated by sections 5.19(d) and 5.59(b) of the Farm Credit Act of 1971, as amended, and is a critical element of detecting the potential for Insurance Fund loss. The confidentiality of FCA documents and information are protected under inter-agency agreements between FCSIC and FCA.

The scope of information gathered includes the following:

- Discussions with OE staff on System condition and performance.
- Examination reports, FIRS reports and System institution documents (e.g., business plans, general financing agreements, etc.)
- Regulatory Enforcement Committee documents.
- Reports regarding liquidity, collateral, counterparty exposure, Contractual Interbank Performance Agreement, rating agency actions.
- FCA information databases including the CRS and Loans Database.

Ongoing

8. Provide input to FCA on regulatory, policy and supervisory initiatives that impact FCSIC's insurance risks, including those involving investments, capital, liquidity, concentration, structural, cybersecurity, and climate risk. Review and provide timely feedback to the board on regulations and other actions by other government entities that could impact the Insurance Fund.
Ongoing
9. Maintain contacts with other federal insurers and financial regulators to share information on emerging risks and risk management processes.
Ongoing
10. Provide analysis and input to the insurance accrual rate review for the board's insurance premium decisions.
Semi-annually (February and July)
11. Monitor and evaluate prospective changes in Systemwide agreements that establish uniform standards of performance (e.g., Contractual Interbank Performance Agreement and Market Access Agreement).
Ongoing

RECEIVERSHIP, CONSERVATORSHIP, AND ASSISTANCE READINESS

Goal 5: Be prepared to act as Receiver or Conservator or to provide assistance if called upon.

The Corporation is required to serve as receiver or conservator of System banks and associations when appointed by FCA. Additionally, the FCSIC Board may provide assistance to one or more System institutions to prevent placing an institution into receivership, restore an institution to normal operation, or stem financial contagion within the System. This goal requires that corporate readiness be maintained through periodic staff training, periodic review of potential strategies and procedures, and evaluation of potential resources available to ensure that sufficient qualified resources can be employed should the need arise.

PERFORMANCE MEASURES

The effectiveness of readiness efforts will be measured by the following:

- Maintaining a line of credit with the Federal Financing Bank to be available for use as additional FCSIC assistance to System banks in exigent market circumstances.
- Conducting training exercises with System banks and the Funding Corporation at least every two years regarding liquidity assistance procedures in exigent market circumstances and reviewing contact information and documentation annually.
- Timely reviewing and updating policies and procedures related to receiverships, conservatorships, and assistance in accordance with the Corporation's bylaws.
- Engaging with other federal insurers (e.g., FDIC, NCUA) for training, support, and sharing of best practices on at least an annual basis.
- Developing and maintaining a multi-year plan that identifies priority areas for receivership, conservatorship, and assistance readiness enhancement considering the stress scenarios that are considered the most likely and would require an immediate response, consistent with FCSIC's available resources.

The effectiveness of receivership, conservatorship, and assistance operations, if required, will be measured by the following:

- Completing initial processing of all claims within a period to be specified in accordance with the size and complexity of the individual case.
- Operating costs as a percentage of total assets.
- Actual asset recovery returns as a percentage of net realizable asset values.
- Exit of a conservatorship within a period to be specified in accordance with the initial plan of conservatorship.
- Completing analysis, Board recommendations, and execution of approved assistance requests within a time period that allows the assistance to have the potential to be effective.
- Effectiveness of any such assistance to avoid additional claims on the Insurance Fund.

Currently, there are no receiverships or conservatorships in the Farm Credit System.

ACTIONS:

1. Update legal documents for alternative resolution scenarios, including receiverships and conservatorships.
As Needed
2. Identify and evaluate governmental and non-governmental resources available to assist FCSIC in the conduct of a receivership or conservatorship.
Ongoing
3. Engage in resolution readiness projects in order to develop strategies that will help mitigate potential losses to the Fund. These include:
 - Pursuing available training and collaboration opportunities with the Federal Deposit Insurance Corporation, the National Credit Union Administration and FCA.

- Working with FDIC resolution experts and staff from FCA’s Office of Examination to identify resource needs, including staffing levels, skills, and information needed to efficiently resolve a failed institution.
- Evaluate non-governmental resources to assist in resolution readiness.
- Progress towards development of a comprehensive resolution manual or plan that clearly outlines FCSIC’s processes and procedures for pursuing each potential assistance and resolution option. This may include engaging outside resolution experts who are regularly engaged to support federal insurers for the lifecycle of the resolution process to support policy development and execution across the key resolution dimensions of organization, process and technology.
- Making any necessary changes to policies and procedures.

Ongoing

4. Based on best practices learned from the resolution readiness projects, review and update (as necessary) FCSIC regulations and policies to implement statutory authorities.

As Needed

5. Monitor legislation, regulations, legal cases, and environmental issues that could affect receivership and conservatorship operations.

Ongoing

6. Maintain contact with and monitor developments at other Federal insurers in conservator/receivership management.

Ongoing

7. Work with FCA Office of Congressional and Public Affairs on their Crisis Communication Plan, as necessary, so FCSIC is prepared to provide stakeholders with useful and timely information in a crisis.

As Needed

8. Continuously enhance contracting capabilities by developing standardized contract terms, contracting solicitation checklists, implementing ongoing training for FCSIC staff related to contracting best practices, and exploring additional process improvements to ensure FCSIC maintains the ability to execute contracts efficiently and in alignment with best practices and FCSIC contracting policy.

Ongoing

9. Maintain FCSIC’s credit facility with the Federal Financing Bank to increase potentially available FCSIC funds to provide liquidity assistance to System banks in exigent market circumstances.

Ongoing

10. Annually execute a new promissory note to the Federal Financing Bank to expedite any future advance requests.

Annually in April

11. Review and test procedures for providing FCSIC liquidity assistance in exigent market circumstances. Update and revise procedures as necessary.

Biennially (December 2024)

12. Monitor and plan for potential assistance to troubled institutions. Ensure close cooperation and coordination between FCA and FCSIC to facilitate the best possible outcomes for troubled System institutions.

Ongoing

PERFORMANCE MEASURES

We are committed to tracking the progress of our Annual Performance Plan and providing regular updates to the Board of Directors on at least a quarterly basis. In October of each year, we present a comprehensive status report to the Board, detailing the progress of each task outlined in the Annual Performance Plan.

This plan closely aligns with our Strategic Plan, ensuring that all objectives are met in accordance with our long-term vision. For more information, review our Strategic Plan on our website, www.fcsic.gov.

CORPORATE MISSION SUPPORT

The Corporation recognizes that it must effectively manage its resources to achieve its strategic and performance goals. Resource management facilitates all mission critical activities. It includes effective communication, cooperation with FCA and other agencies, and responding to external legislative and regulatory initiatives affecting the Corporation. The Corporation's most important resource is its core staff of 10. It strives to attract and retain highly motivated and skilled employees. It leverages its resources by purchasing support services from the FCA and other contractors to ensure the cost-effective administration of its programs.

PERFORMANCE MEASURES

Effective management of corporate resources is measured by the Corporation's success in achieving its performance goals. Additional specific measures of resource management include the following:

- Operating within the board-approved budget. The Corporation's expenses are paid from the investment earnings on the Insurance Fund.
- Achieving positive results from the Corporation's Federal Employee Viewpoint Survey which measures employee satisfaction with their work experiences and their leadership.
- Functional areas continuously spend resources in professional development or training, reflecting investment in workforce development.
- Performance plan actions are satisfactorily completed, aligning core activities to the agency's strategic plan.

ACTIONS:

1. Communicate the benefits of the insurance program to stakeholders. FCSIC will continue to do the following:
 - Provide information to Congress, other federal agencies, and interested stakeholders.
 - Pursue dialogue with System leadership on issues of mutual concern.
 - Seek additional opportunities to expand contacts and information sharing with other organizations that have knowledge in areas that can benefit the Corporation.

Ongoing

2. Review and update corporate policies during the annual performance plan period. The review should include: (a) the continued need for the policy; (b) the impact of the policy on stakeholders; and (c) whether the policy is written in "plain English." The following policies are to be reviewed during this plan period:

- Equal Employment Opportunity and Diversity

September 2024

- Concerning Investments **February 2025**
 - Concerning Contracting **February 2025**
 - Addressing FCSIC Examination Authorities **February 2025**
 - Addressing Dual Board Governance Structure **February 2025**
3. Monitor legislative initiatives that affect the System, FCA, and the Corporation. **Ongoing**
4. Review progress reports on the Annual Performance Plan and report to the board. **Quarterly**
5. Renew Inter-Agency Agreement with FCA to ensure FCSIC meets government compliance requirements in various areas, including Privacy Act, records management, personnel, and information security. **November 2025**
6. Promote continuous learning and staff development, including staff cross-training and team building to ensure adequate backup in key corporate programs. **Ongoing**
7. When the results of the Corporation's Federal Employee Viewpoint Survey are available, assess them to identify areas for enhancing our workplace. **As available**
8. Continue to enhance digital communications by updating information on the FCSIC website. **Ongoing**

CONCLUSION

This plan is closely aligned with our FY 2024-2029 Strategic Plan, ensuring that all our strategic objectives are met in accordance with our long-term vision. We are committed to tracking the progress of our Annual Performance Plan and providing regular updates to the Board of Directors on at least a quarterly basis. In October each year, we present a comprehensive status report to the Board, detailing the progress of each task outlined in the Annual Performance Plan. For more information about major news or announcements impacting our operations, financial information, and other information such as our strategic plan, please visit our website at www.fcsic.gov.