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Snyder’s Segment
by Mitch Snyder, President ICIA

The Charles Dickens classic, A Tale of Two Cities starts out, “It was the best of times. It was the worst of times.” That certainly sums up harvest season 2015. For some, it was the best year on record. For others, it was a welcome close to a challenging year. I had some customers with extremes on either end. However, that said, most across the state enjoyed a quick and beautiful harvest season that allowed work to get done on record pace. No matter we are always thankful for the harvest we have and everyone’s safety.

As the year comes to a close, there’s more good news to report from ICIA. During October, the ICIA Lab enjoyed a record number of samples submitted. November continued that trend. We want to thank everyone who has sent in samples. Please remember to consider ICIA capabilities and commitment for future lab and inspection needs. If you have not already registered and checked out the new LabLink® and BarLink®, please do so. You will find a more user friendly interface to get your lab results. If you need help registering, ICIA staff are ready and willing to assist you.

The Corn Belt Seed Conference is just around the corner. Please submit your registrations for what promises to be a great meeting. The staff and conference committees have put together an outstanding agenda, and have secured an excellent list of speakers.

I want to encourage your participation in the pre-conference leadership seminar. This is an excellent opportunity to build leadership skills among your management staff in areas including communication, team building, conflict management, and coaching/mentoring. The program is held locally in conjunction with the CBSC making it practical, useful, as well as a great value. Great leaders have made ICIA and our companies what they are today. Through leadership development, we improve individually, as an industry, and for the good of those we work for and those we work with. I hope your staff members will take the time to participate!

While you have your calendars out, please save the dates of August 11 & 12, 2016 for the second annual Member Appreciation and Open House. This will be a condensed two day event with activities, such as golf and others to be named during an all-day open house on Thursday and educational seminars Friday.

This past year has been a pleasure to serve a great association. I have really enjoyed meeting new people, working with a talented and dedicated staff and board of directors who are focused to better the organization. Thank you for the opportunity to serve as your President. And to close with another Dickens quote, “God Bless us, everyone!”
Beyond the Seed Lab

The year was 1975, when a young man who had dreamed of a career in law enforcement began his job at ICIA in the Cold Test Department. Little did he realize that fateful day that he would one day lead ICIA as its CEO, and his job would indeed become his career. Alan Galbreth grew through the ranks of Indiana Crop Improvement, as the company grew to meet the demands of today’s crop industry. He gained invaluable knowledge during this time that has helped ICIA to become an industry leader. In celebration and commemoration of Alan’s 40 years of service to ICIA and the seed industry, we are going to take a look at the road that led Galbreth to ICIA’s CEO. In November 1975, Alan began working full time for ICIA. His job titles through the years have been: 1976 – Lab Technician; 1977 – Cold Test; 1978 – Lab Coordinator; 1981 – Lab Manager; 1985 – Assistant Manager; 2011 – CEO.

Early in his career, Alan worked extensively to help develop the protocols for the ICIA Cold Test that are still used today. The Cold Test, while not standardized by the industry, has become one of the key tests used by seed producers throughout the Corn Belt to test seed corn quality. Galbreth’s knowledge of the seed testing, seed industry, and rules for seed movement have also made him a very trusted resource for seed companies across the US.

“We have been extremely fortunate to have such a dedicated colleague and friend driving the policy and quality of the American seed industry. It is difficult for me to imagine anyone having such an individual impact on our industry, as Alan has had over the last 40 years,” commented Andy LaVigne with the American Seed Trade Association, when asked about Alan’s 40 years of service. He continued, “The American seed industry is in such a strong lead role because of the actions of individuals like Alan Galbreth. Whether it’s his work in Indiana, across the US through AOSA and SCST, or internationally through OECD, Alan has always had the best interest of the American seed producer first and foremost in mind.” All along the way, his involvement in the industry has led to recognition and awards.

Andy LaVigne stated, The incredible part about working with Alan is that he is not only a peer and colleague, but he is also a friend. He never turns down a request for help and is always willing to participate in activities and committees to improve the seed industry.”

In 1989, he received ICIA’s top award, The Crops and Soils Merit Award. Because of his extensive work with the Indiana Seed Trade Association (ISTA), Alan was awarded honorary membership in 2006. This year, he was awarded an honorary membership to SCST, as well.

Alan has also served on several committees within AOSCA (Association of Official Seed Certifying Agencies). Chet Boruff, AOSCA CEO, had this to say about Alan’s milestone, “As it pertains to AOSCA, we know that many of our peers have found long and rewarding careers working for seed certifying agencies. However, in looking back through our records and talking to some of our colleagues with long careers, none of us can find anyone else who has reached the 40-year milestone except for Alan. Through the years, he has been active in all aspects of AOSCA activities and he currently serves as the Association President. Throughout his career with ICIA, Alan has been an active participant in the evolution of the seed industry as we know it today. The Indiana Crop Improvement Association has also evolved and reinvented itself to provide relevant and valuable services to the industry. I know that Alan provided a leadership role in helping ICIA achieve its goals over the years. ICIA and AOSCA are indeed stronger due to the commitment Alan has shown to the organization and to promoting the production and use of certified seed.”

On a personal level, there may be some things that you do NOT know about our CEO. For instance: Alan is very competitive. Tennis, basketball, ping-pong, Words with Friends, you name the activity and Alan will try to finish in first place. He sometimes takes it to the extreme. Even beating his granddaughter, Kelsey, to opening day at the local ice cream shop is a yearly goal!

Alan is conservative by nature. He enjoys a good pun, and given a small window of time, can write a pretty good limerick for any occasion.

He has a love/hate relationship with the Tippy River. When the Tippy stays in her banks, life is good! When she doesn’t, well…we won’t talk about those times. He and his lovely wife, Marti, have created their beautiful oasis on the banks of the Tippecanoe River. They could probably get a gig on HGTV doing a remodeling show. Alan and Marti– who are both highly competent remodelers– have spent years transforming their cottage into their year-round home where their sons, Chris & BJ and their families, including six grandchildren, come to celebrate family life.

As we look back on Alan’s 40 years and look forward to the Christmas season, the movie, It’s a Wonderful Life, springs to mind. Alan, you truly have led a wonderful life, including your huge impact on ICIA and the seed industry at large!
As associations serving the seed industry, ASTA and ICIA share many common goals. One of those is to provide valuable education opportunities for our members. This year the CBSC organizing committee, the ICIA staff and the ASTA Management Skills committee have put together a full day workshop that concentrates on critical “soft-skills” for current and up and coming seed industry leaders. In keeping with the high standard tradition of past programs held in conjunction with the Corn Belt Seed Conference, this Leadership workshop promises to deliver practical tips and tools that attendees can take back to their organizations and implement with their teams.

The agenda for the program will include the following core leadership topics: Communication, Team Building, Conflict Management, and Coaching and Mentoring. We will conclude with a wrap up of the day, an “executive summary” of the key messages and concepts that can be applied to further develop people and have a meaningful impact on the organizations of our attendees.

**Communication**
Understanding Yourself and Others, Don Tyler, Tyler & Associates

**Team Building**
Engaging your Team, Jenny Banner, SPHR, CPC, Consultant, Flashpoint Talent Management Consulting

**Conflict Management**
Using the Platinum Rule, JoDee Curtis, SPHR, SHRM-SCP, CPA Purple Ink LLC Human Capital Consulting

**Coaching & Mentoring**
Coaching & Mentoring Employees, Jenny Banner, SPHR, CPC, Consultant, Flashpoint Talent Management Consulting

**Wrap Up of the Day**
Don Tyler, Tyler & Associates

All of the presenters on Tuesday are from organizations located in or nearby Indianapolis. Not only are we thrilled to support local professionals but this enables easier follow up or further engagement with our attendees and their organizations.

We look forward to seeing you this February in Indianapolis!

ICIA is now a Non GMO Project Approved Laboratory

The PCR testing protocol utilized by Indiana Crop Improvement Association meets the standard requirements of the Non GMO Project for all crop species including corn and soybeans. ICIA received their ISO/IEC 17025: 2005 accreditation in October of 2015 which is a requirement of the Non GMO Project Standard.

“Completing the laboratory approval process with the Non GMO Project will allow us to continue to provide superior PCR testing services to our current customers who wish to conform to the Project standards,” says Emily Dierking, ICIA Genetics Program Director.

Alan Galbreth, CEO adds, “Additionally, our testing services may now appeal to a new sector of the market.”

In the 2015 field inspection season we were blessed to have an outstanding group of inspectors to evaluate our customer’s small grains, corn and soybeans. We had 74 people with boots on the ground, serving our members, and looking for potential field issues. Our inspectors are in fields at critical times delivering accurate, dependable reports. In today’s society, sometimes a text or email from one of our inspectors is necessary to alert the appropriate field staff to potential issues. We strive to provide the information our customers need in a timely manner.

This year we held a supervisor training in addition to our normal corn, soybean and phytosanitary training sessions.

The large majority of our inspectors have been returning for many years now to walk fields for us, but there were a few new faces at each training. Not only do training sessions give us the opportunity to refresh inspectors on what to look for in a particular crop, but also to bring up any changes our customers may need for our custom inspections.

This year field conditions were very wet throughout the spring and early summer. But field conditions have never intimidated an Indiana Crop inspector! Our corn inspectors found more drowned out buffers than previous years. Some areas were so wet that someone actually got stuck in mud! Only after several photos and laughs did they relent to pulling him out. Soybean fields seemed to bounce out of the wet weather better than corn did this year. Yields were not as high as last year but still good. With a very dry fall, most of our inspectors were done with their workloads relatively quickly. Each inspector takes pride in providing quality reports for our customers.

It is with regret that ICIA was recently informed long-time seedsmen and ICIA supporter, Dave Ballenger passed away on May, 9, 2015. Ballenger was a business partner with Spectrum Seed Solutions, Darlington, IN. Our condolences to the family.
Managing Risk - Corn Belt Seed Conference

The Corn Belt Seed Conference is once again hosted by the Indiana Seed Trade Association (ISTA) and the Indiana Crop Improvement Association (ICIA). This 7th annual joint meeting is one of the largest seed meetings in the Midwest.

The 2016 conference, set for February 3-4, will return to the Indianapolis Marriott North Hotel at Keystone Crossing. This year’s program is filled with sessions educating the attendees on topics related to managing risk with current climate and market volatility. The CBSC will also have commercial exhibitors; social networking; and more.

**WEDNESDAY FEBRUARY 3**

The first day of the Corn Belt Seed Conference offers a lineup of speakers and topics you don’t want to miss. Our keynote speaker, Dirk Beveridge, an agent for change in marketing and sales efforts, will offer a presentation titled, “Proactive Customer Focused Sales – In the Age of Disruption.”

Dr. Jason Henderson, Associate Dean and Director of Cooperative Extension Services of the Purdue College of Agriculture, will kick-off the CBSC this year. Jason will be sharing his vision for the second century of Purdue Cooperative Extension Services. In keeping with our theme, the morning session will continue with Dr. Elwynn Taylor, Iowa State University, presenting “Outlook: The Weather, The Crop, The Risk. Dr. Tom Hertel, Purdue University, will close out the morning session with “Climate Change and the Corn Belt: A Global Perspective.”

Thursday afternoon for all attendees will begin with production topics. Dr. Sylvie Brouder will provide timely information about nutrient management for 2016 based on the 2015 rains. Her topic is “Bad Weather and Risk: How does Nutrient Management Change?” Dr. Kiersten Wise will follow with “When and Where to Spray to Make Fungicides Pay.” Shifting gears from production to financing we will have a presentation from Jeff Rodibaugh with First Farmers Bank and Trust. Jeff’s topic, “Obtaining Operating Capital for 2016 Grain Operations: Needs, Risks, Rewards and the Bottom Line” is sure to be of interest in the current low price commodity markets.

After a refreshment break, Josh Bleill, with the Indianapolis Colts, will share his incredible story as an Iraqi war veteran. All attendees will want to be back in their seats for Josh’s talk which will conclude the Wednesday session.

The evening social will be held from 5:30 to 7:00 at the conclusion of the Wednesday program.

**THURSDAY FEBRUARY 4**

A 7:30 breakfast features the ICIA and ISTA annual business meetings. We will also have comments from James Weatherly, Executive Director of Seed Innovation and Protection Alliance (SIPA), as well as ASTA greetings from Tim Johnson.

The Thursday morning main program begins at 9:15 with a continuation of our central theme on risk management. The session is “Trade Agreements: Risks and Impact on Local Production.” Dr. Phil Abbott from Purdue will discuss international trade agreements including the Trans Pacific Partnership. Marshall Martin, who will moderate the session, was part of an Indiana trade delegation to Cuba in September and will talk about the potential for agricultural trade with Cuba. Tim Johnson, Illinois Foundation Seeds, has participated in several Chinese trade missions with ASTA. Tim will discuss seed trade with China and comment on the biotechnology approval process in China.

For conference meeting registration information, hotel room registration and detailed program information, visit the meeting website at www.cbsconference.org.

**ICIA/ASTA Leadership Workshop**

ICIA and ASTA have teamed up to host this one-day workshop on February 2 - the day before the CBSC at the Indianapolis Marriott North Hotel. This event, hosted by Total Seed Production, is designed to deliver on-the-spot, practical information to impact your business. Visit www.cbsconference.org for further details.
Seed quality for the 2015 crop is testing above 90% to date for both corn and soybean germinations. The corn germ average is 97% and the bean average is 94%. The soybean moistures have been good. A few soybean samples have shown a small amount of pod and stem disease but generally most samples have not had much disease or mechanical damage. The corn germ have been strong. When submitting samples to the lab for testing purposes I would remind you to send the appropriate amount of seed needed for the testing choices requested. A reminder if you haven’t already done so, please use the BarLink® update to create your BarLink® labels when submitting your samples. We here at your lab look forward in providing all your testing needs. For any questions or information please contact Kevin Seward, Seed Lab Director or Susan Dadacz, Sample Data Dept. Head at 866-899-2518 or email seward@indianacrop.org or dadacz@indianacrop.org.

### Soybeans
- **Warm Germination**: 96.4%
- **Cold Test**: 92.0%

### Corn
- **Warm Germination**: 97.1%
- **Cold Test**: 93.8%
February 3 & 4, 2016

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