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Retirement Celebration for ICIA CEO, Alan Galbreth - Tuesday, August 27
Change Underway at ICIA
by Chuck Schneider, ICIA President

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”
-John Quincy Adams

As President of ICIA, I take this role very seriously – to heart, to mind, and to action, and to the field. Like our members, ICIA offers seed industry professionals opportunities to connect, to perfect, and to advance the efforts that the seed industry brings our customers and the world of customers for the crops grown. Leadership means many things at once. It means many different things. It always, however, requires thoughtful response to the needs of others. It requires simultaneous issuance of visionary foresight and individual encouragement of all on the team. It requires empathy of those for whom we produce and provide. But you know that, because each of you leads within your organization for the good of the industry.

The leadership of our organization is one of the key issues under way currently. I’m pleased to report that under the direction of Kincannon and Reed, a potential candidate list for ICIA CEO has been developed. The search committee is comprised of the following:

- Kevin Cavanaugh – Lead
- Marshall Martin
- David Pearl
- Matt Nice
- Ryan Campbell
- Chuck Schneider

The process in progress is:
- Kick-Off – Completed on 2-28-19
- Outreach and Evaluation – Currently in Phase 2
- Selection and completion

This is a very important search to find the right candidate to continue the success of the past and lead the organization into the future. This leader will manage 17 full-time and 30 part time employees and take over an organization that had another record-breaking year offering lab services and field inspections to its members.

The new CEO will oversee outstanding advancements in facilities. We expect the new lab to be completed in mid- to late-summer 2019. This will include:

- 11,000 sq. ft. addition - home for:
  - Herbicide bio assay lab
  - Native seed (small seed) germination and purity department
  - Grade sizing department
  - Color sorter
  - Additional office space for future growth

The new facilities include a current cost estimate of $1.5 million.

This is your ICIA. We welcome you to attend a facility Open House planned for Tuesday, August 27. You can RSVP at icia@indianacrop.org. Be sure to monitor email or our website at www.indianacrop.org for up to date details.

The ICIA management/leadership team has developed an operating budget for next year with no fee increases to members for services. The no fee increase was approved by the board of directors on April 18, 2019. This is another great example of ICIA’s leadership in the industry – how it has considered the past, acted wisely in the present while preparing for a vibrant future of expansion and growth. Our ICIA organization continues to grow and to lead. As President Adams, a founding father of our nation stated, as an organization, we will work to inspire others to do more, and become more for the future.

Upcoming events

*July 4, 2019*
ICIA Office Closed
Independence Day

*July 14-18, 2019*
AASCO Annual Meeting
Drury Plaza Hotel ~ San Antonio, Texa

*February 4-6, 2020*
Indianapolis Marriott North

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Work continues on the 10,800 sq. foot addition at ICIA. All walls have been erected and the trusses have been installed. While this addition will have a direct impact on the available space for the Native Seed Lab; the Bio-assay department; the color sorter and shake-out departments it will also increase available space for several departments in our conventional laboratory.

The cold test department will now have access to twice as such cold room space. The current warm germination space in bio-assay will be converted into a cold room (keeping it at a constant 50 degrees F.) and the cold test department will also have additional space in the current warehouse for storage and accessibility to an additional germinator. The warm germination department will again have access to three germinators instead of one. This will allow them to double the germination capacity for crops such as corn and soybeans and have an entire separate germination space for species that require a different germination temperature.

Space currently used by the Native Seed Department will likely be re-purposed, partially for entering samples, TZ and purity testing and additional computers for entering test results.

Mark your calendar and make plans to tour the new ICIA facilities on Tuesday, August 27 as part of ICIA’s Annual Member Appreciation Event!

“ICIA remains committed to providing superior services to its customers by continually improving our quality systems.”
Multiple years of experience, a vast amount of knowledge and determination to provide solutions for customers - these may not be at the top of your list when seeking out benefits of a great organization - however for RST, Tom Mager, they ranked high in his decision to become part of the ICIA team.

“The longevity of this association and the relationship ICIA maintains with Purdue University not only offers great value to the members we serve, it clearly enhances its role of importance in the ag industry. From an outside perspective, it can’t go unnoticed.”

He attributes his high school days that cultivated the desire for agriculture. Tom served on the soils team in FFA and had the usual line-up of required courses that included Biology. He also took a year of Physics. He stated, “hands down, it was Biology for the win!”

ICIA was fortunate to acquire Mager part-time in June, 2018 following Dow’s decision to close their West Lafayette, IN laboratories. Tom hit the ground running with his knowledge and passion of native species. It didn’t take long for ICIA’s Native Seed Program Director, Gil Waibel to recognize the value in having Tom become more involved with ICIA’s native programs, as well as having a significant role in assisting native seed customers.

“Tom has been working in the laboratory for a year, and is a perfect fit. He has been learning the subtleties of testing native species at a fast rate and is a welcome addition to our seed lab,” said ICIA Native Seed Director, Gil Waibel.

Tom stated he enjoyed the leadership and organizational role he held at Dow, and he appreciates the opportunities to assist Waibel in this manner. “Gil places a great deal of thought in approaching the analysis, he makes certain the test will provide and reveal the exact information the customer is seeking. He is diligent about specifying to our customers what each test represents.”

With the current lab expansion underway and completion expected later this summer, the Native Seed Program will expand its laboratory space by over 3,000 sq. ft. The space will offer additional germinators and workstations, a designated area for the herbarium and office space for the native seed team. “The native seed market is taking hold once again, especially in the western states. It’s exciting to see the growth!” said Tom.

Tom recently attended the AOSA/SCST meeting in Nevada and was honored with his Registered Seed Technologist certification after passing the rigorous exam earlier in the spring. Mager said, “It’s truly a matter of ‘Training your Brain’ to see exactly what you are looking for as you begin looking at samples.”

Tom says when it comes to hobbies, he likes “all things beer.” He has his own home brewing system which consists of a converted refrigerator system, or as he refers to it a “kegerator.” In less of a boastful and more of an admonished admittance, he shared that his wife Meghan says, “I have enough beer gear to fill a three car garage.” Mager admits he isn’t a “beer connoisseur” - yet he enjoys trying new brands and mixes. He also enjoys trying new foodie experiences and spends a fair amount of time in the kitchen trying out new recipes for he and Meghan. He is looking forward to expanding his garden harvest this year to bring new tastes to the kitchen!

Change is taking place at ICIA and Mager says he’s excited about what this entails for association members. He believes there is significant value with the momentum of evolving technology in ICIA lab and field programs. “This will continue to add to the enhanced level of services we provide.” The continued growth is another example of how ICIA works closely with customers to identify problems and create solutions. Ultimately, ICIA continues in its commitment to serve as a supportive role to members as they improve their products.
New Team on the Inspection

Zach Sparks, ICIA Corn Field Programs

As inspection season gears up at Indiana Crop, Zach says he’s eager to work with the solid line-up of ICIA inspectors that have provided inspections for members spanning thousands of acres over the years. He’s also been busy hiring and training new inspectors to accurately report field conditions to ICIA members.

While he admits understanding the aspects of ICIA’s many lab services, their purpose and why they’re offered has been a challenge, Zach is ready to gain new ground. “As my work evolves here at ICIA, I’ve had tremendous opportunities to be surrounded by a great depth of agriculture knowledge, both here at ICIA and from others in this industry. I look forward to gaining a full understanding of seed laws and rules and how it all pertains to seed certification, as this information directly benefits our customers,” said Zach.

Zach said if the opportunity to join the ICIA team hadn’t come along, he would still be surrounded by agriculture. “There’s abundant value in this industry. You learn something new every day from your peers and you have the opportunity to work alongside hard-working, honest folks.” Above all else, Zach says honesty is most important.

Sparks enjoys the hobby of raising chickens for eggs and is a self-proclaimed “chicken tender.” While IRL racing is also at the top of his list, most notably is his apparent enthusiasm for Indiana Hoosier Basketball.....and Baseball.....and Football, and well, all things IU!

While we spent the morning visiting with Zach, he continued to work on repairing and calibrating the seed counters. As it turns out, Zach not only knows his way around the ag landscape, he also knows the ins and outs of repairing equipment. He had the seed counters up and running and began packaging seed for summer grow-outs.

ICIA looks forward to the upcoming season and stands ready to serve members with our quality, dependable field services that enable you to effectively grow your business. If you would like information about ICIA’s corn inspection programs, reach out to Zach Sparks at 866-899-2518 or email sparks@indianacrop.org.

Welcome to ICIA, Zach! We are glad to have you on the team!
Creating Success for our Members

New in ICIA Soybean Field Programs, Daniel Heiss brings a background in turf management, along with his passion to create organization while managing multiple tasks as he confronts challenges with resolve. Heiss is beginning his first season overseeing the soybean field programs at ICIA - and while each day presents a new challenge, Daniel’s enthusiasm to continue to develop the field programs and assist ICIA members in creating a successful program tailored to their needs is evident.

We recently sat down with Heiss to learn about the conversion that brought him off the golf course to the soybean fields of ICIA.

SN: What is your concept of the “Big Picture” in becoming a part of the ICIA team?
DH: Helping our members grow their business and improve their products is key, ICIA continues to have outstanding leadership which enables our organization to evolve in the programs we provide. And ultimately, ICIA has a role in feeding the world.

SN: What do you believe are unique qualities of ICIA and the services offered to members?
DH: The longevity of employees. I’ve never encountered a company with the resource of knowledge as ICIA. This organization has an opportunity to mentor a generation and to continue to build on the depth and history that ICIA has established.

SN: What do you care about most when you were 18?
DH: In order - graduating from high school, obtaining my Eagle Scout, and being successful in athletics. Overall, simply completing that phase of my life.

SN: Share with us an experience or job that stands out as a rewarding time in your life.
DH: During the time when I worked as Assistant Superintendent at Bucks Run Golf Club in Michigan. It was an extremely difficult first year with several missed opportunities, however the following year brought challenges and ultimate growth that served as a foundation for my professional development and career.

SN: Who would you claim as your all-time hero?
DH: My dad. I have profound respect for the sacrifices he’s made in raising a family, the values he’s taught and instilled in my life, as well as the work ethic and drive to succeed he has passed down.

SN: What direction do you see technology heading in the next 2-3 years? How do you believe ICIA could benefit?
DH: A significant increase in robotics in our day-to-day lives versus human production. Drones with cameras can provide video capability.
Using technology such as FieldLink© for field inspection services is beneficial, it allows us to keep up with the rest of the world while providing personal service. The technology of our interface with BarLink®, Lablink® and FieldLink® provides customers the ability to improve yields which in turn allows them to invest in economic expansions, promoting economic R&D for the food belt, and ultimately feeding the world.

SN: If you could meet anyone, who would it be?
DH: Zac Brown, he shares a lot of the same values. He feeds his crew before each road show with a BBQ - I believe this provides a sense of community.

SN: What is your personal go to website each day?
DH: The weather channel.

SN: What is your preference of social media?
DH: YouTube. I like the ability to utilize information that is readily available. However, the human aspect of collaborating is important and shouldn’t be lost. Although SnapChat can be really fun!

SN: Your favorite past time?
DH: Woodworking and bookbinding. I enjoy working with the same process the Congressional Library uses to preserve and archive books. However, my works include stationary cards. In wood working, I would like to build a large gathering table. The idea of promoting gatherings and conversations around the table is important to me.
Meet ICIA’s new Marketing Director.

While most of our Seed News readers are acquainted with Justin Milcarek through ICIA’s field programs, he recently was appointed as ICIA’s Marketing Director.

Milcarek has worked the past 5 years assisting members with their corn programs and in the bio-assay department. He’s excited to further develop his efforts in helping ICIA customers grow their businesses.

Justin will be visiting one-on-one with customers this summer, as well as engaging with ICIA customers at industry meetings.

Alan Galbreth Honored with ASTA Distinguished Service Award

ASTA’s Distinguished Service Award recognizes an individual who made outstanding contributions to the industry throughout the year. The 2019 award was presented to Alan Galbreth, who has spent his entire 43-year career in our seed industry working for the Indiana Crop Improvement Association (ICIA), where he was appointed CEO in 2011. He serves on various committees within AOSA/SCST, AOSCA and ASTA, including as Chair of the former ASTA Seed Analyst Liaison Committee and more recently as Chair of the ASTA Seed Industry Relations Committee. He also represents ASTA on the international level as a liaison to the OECD Seed Schemes. (source: ASTA)

Seed Quality Update

Test results through May 1, 2019

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<tr>
<td>Cold Test</td>
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Seed quality for the 2018 corn crop was excellent and germination and vigor scores were solid. Soybean quality proved to be much lower this year with many lots having significant Phomopsis infection. The table above shows the germination and vigor scores for the 2018 testing season along with the previous two years. Contact ICIA’s Seed Lab Director, Kevin Seward at 765-523-2535 or email seward@indianacrop.org or Susan Dadacz at dadacz@indianacrop.org with your testing needs or questions.
Monday, August 26

ICIA's 5th Annual Member Appreciation Event
Coyote Crossing Golf Course

Please Join Us!

RSVP: 866.899.2518 or icia@indianacrop.org

Tuesday, August 27

Open House and Retirement Celebration for CEO, Alan Galbreth
ICIA Headquarters