

SEED PLANT NEWS



ASSOCIATION OF ALBERTA CO-OP
SEED CLEANING PLANTS LTD.

DECEMBER 2012

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60 YEARS

GROWING OUR LEGACY

January 9-11, 2013 Westin Hotel, Edmonton, AB

WELCOME TO THE 60th ANNUAL MEETING

Hotel accommodations at the Westin are available at \$130/night for a traditional room, \$165/night for deluxe room and \$210/night for deluxe junior suite plus all applicable taxes. Parking in the outdoor lot or underneath is included in the above rates. For reservations please contact Francis Robidoux at 780-493-8981 or francis.robidoux@westin.com and mention you are with the Association of Alberta Co-op Seed Cleaning Plants. Cut off for reservations at these reduced rates is December 21.

Take advantage of our Early Bird Registration at \$270.00 per delegate (in order to receive this rate, registration and payment must be received by December 14, 2012). After December 14, 2012, registrations will still be accepted at a rate of \$330.00/delegate (GST included).

We sincerely hope you will be able to join us.

Steven Miller
President

Convention Material

**Welcome Reception
and Entertainment on
Wednesday evening**

**Breakfast, Luncheon
& Banquet on Thursday**

**Breakfast & Luncheon
on Friday**

**Access to the entire
convention as per agenda**

WEDNESDAY JAN 9, 2013**THURSDAY JAN 10, 2013**

4:00 - 7:00 p.m.

8:00p.m.-12:00am

7:00 - 8:00 am

7:00 am

8:00 am

8:15 am

8:45 am

9:45 am

10:00 am

CONVENTION REGISTRATION

2nd Floor - North Foyer
 Provided by Foster Park Basket

IMPORTANT

Delegates and Managers
 Credential Cards must be completed and
 presented at Registration Desk.

WELCOME RECEPTION

Damien James – Ventriloquist (9pm to 10pm)
 Sponsored by Your Allied Trade Group
 (Manitoba/Saskatchewan Room)

BREAKFAST

BC/Alberta/Yukon Rooms

CONVENTION REGISTRATION

Provided by Foster Park Basket
 2nd Floor - North Foyer
 Exhibits (North Foyer)

JOINT OPENING - Delegates, Managers, Guests

Manitoba/Saskatchewan Rooms

Call to Order – President, Steven Miller
 O Canada – Julia Walker
 Invocation – Lloyd Lidberg
 Greetings from the Westin Hotel

Greetings from Minister of Agriculture & Rural Development
 Greetings from AAMDC
 Greetings from Alberta Seed Growers' Association
 Opening Address
 Introduction of Association Directors & Spouses
 Approval of Agenda

Presentation and Adoption of Minutes
 Business Arising out of Minutes
 Committees - Finance (Budget)
 Board of Directors Report – Steven Miller
 General Managers Report – Lorena Pahl
 Disposition of Resolutions

Auditor's Report – Daryl Andre

REFRESHMENT BREAK (North Foyer)

Exhibits (North Foyer)

FRIDAY JAN 11, 2013

	7:00 - 8:00 a.m.	8:00 a.m.	9:15 a.m.	9:45 a.m.	10:00 a.m.	10:30 a.m.	12:00 p.m.	1:00 p.m.	1:30 p.m.	2:00 p.m.	3:30 p.m.
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BREAKFAST

BC/Alberta/Yukon Rooms
Exhibits (North Foyer)

**FOCUS GROUP DISCUSSION
(Manitoba/Saskatchewan Rooms)**

Delegates break out into smaller groups and discuss the following:

- Fusarium graminearum levels across the province are...
- Recommendations to effectively manage fusarium graminearum are...

Topic to be determined by delegates in attendance

Bayer CropScience – Monica Klaas

Health Benefits Program Update – Doug Sample, Morneau Shepell

Refreshment Break (North Foyer)

Exhibits (North Foyer)

“If We Can Do It, You Can Do It”

Sexsmith Co-op Seed Cleaning Plant
St. Paul Municipal Seed Cleaning Association
Taber Seed Cleaning Co-op Association Ltd.

LUNCHEON (BC/Alberta/Yukon Rooms)

Sponsored by Bayer CropScience

Canadian Plant Technology Update – Lorne Hadley

Budget, Appointment of Auditor, Unfinished & New Business

**Michele Payn-Knoper**

“Celebrate the people, promise and passion of agriculture”

Community Catalyst. Agricultural Advocate. Food Connector. Michele Payn-Knoper personifies passion. She serves as a resource for people interested in agriculture and food through speaking and community building programs. Michele encourages all of her clients and audiences to connect with people's hot buttons and speak their language – whether it's building a connection between farm gate and food plate, developing corporate sponsorships or growing advocacy. Widely known as a “change agent,” MPK delivers advocacy training programs and motivational keynotes to empower organizations to build connected communities.

Adjournment

RESOLUTIONS

All resolutions must be submitted in writing (mail, fax or email) prior to Monday, December 10th. This allows time to distribute copies of resolutions to all member plants for review prior to the AGM which will then allow for proper discussion and debate.

REGIONAL ELECTIONS

Regional Elections will be held Thursday afternoon for Regions 3 & 4. We encourage anyone who is interested in these positions to contact any director on the provincial board or the association's office.

SPA EXPERIENCE

For the ladies program they will enjoy relaxing at their "Spa Experience" on the Thursday! Choose one of the following services:

Pedicure - After relaxing bath, your feet will be expertly groomed then exfoliated. Moisturizing foot lotion will be massaged into the skin. You will be ready with your choice of Spa Ritual nail color.

Manicure - Nail grooming, moisturizing with massage lotion and your choice of Spa Ritual nail color completes the treatment.

Facial - Deep cleansing facial, helps relieve stress and improve overall appearance of the skin. Includes Aveda skin care products of cleanser, toner, masque with steam & hydrating lotion.

Swedish massage- The classic massage uses soothing, relaxing strokes to increase circulation, reduce tension and achieve total relaxation.

Light food and refreshments will be provided throughout the day. Deadline to reserve your spa time is December 14th by completing the registration form.

PROVINCIAL UPDATE

SEED PROTECTANT AND PESTICIDE APPLICATORS TUTORIAL

If anyone is in need of taking the Seed Protectant/Pesticide Applicators Tutorial please let Lorena Pahl know at **(403) 782-8022** or **lorena.pahl@seed.ab.ca**. Olds College has been forced to cancel this tutorial due to not enough registrants. Once we meet the minimum required we will work with Olds College to ensure the course is delivered at a location and date that works best for those registered.

TRADESHOWS

Your association will be participating in the following agricultural trade shows and we need volunteers to assist with the booth – both managers and directors!

FarmTech – January 29-31, 2013
Expo Centre Edmonton

AgExpo – February 27-March 1 2013
Exhibition Park, Lethbridge

SCHOLARSHIPS

Congratulations to the 2012 recipients of the Managers Association Scholarship – Landon Schultz and Megan Mullen!

OTHER ITEMS OF INTEREST

The Fusarium Action Committee will be meeting on Friday November 23rd to review the presence of fusarium graminearum across the province in 2012. Steven Miller represents the Association on this committee.

We thank those plants who were able to provide information to their regional directors and also to the office as to the number of samples testing positive for f.g. Information on the outcome of this meeting will be provided as soon as it is available.

Your Provincial Board of Directors and Managers Association Representatives will be participating in a two day strategic review session facilitated by Jim Brown with Strive at the end of November. Some of you (those with online access) were asked to provide feedback on specific questions to help guide the association over the next few years. We thank you for your input and look forward to rolling out our new strategic plan at the 2013 AGM!

The office continues to keep record of any member plants receiving funds/grants from their Counties or MDs. Please keep your regional director up to date of any assistance received. For those plants seeking funds, please contact the office for an updated list as you may use this document as a reference/leverage.

Our next provincial board meeting will be held Tuesday January 8, 2013 (just prior to the annual meeting). If you have any issues or opportunities, please contact your regional director.

BOARD GOVERNANCE WORKSHOPS

Brought to you by Alberta Agricultural Products Marketing Council will once again be held in 2013. A few of the provincial directors have participated and received a lot of relevant information! We encourage our local plant boards and managers to also participate! Upcoming dates, locations and costs are listed below. For a complete registration form, please contact the office.

JANUARY 24, 2013	Developing effective governing policy. Agri-Food Business Center 6547 Sparrow Drive LEDUC	\$ 95.24 +gst
MARCH 5 & 6, 2013	Board of Governance Fundamentals. Cochrane Rancho House 101 Rancho House Road COCHRANE	\$ 119.05 +gst
MARCH 7, 2013	Risk management strategies. Cochrane Rancho House 101 Rancho House Road COCHRANE	\$ 95.24 +gst

REFUTING THE FAD OF IN CAMERA MEETINGS

By: Jim Brown

“Okay. As we’ve been doing for a few months now, this in camera session following our regular board meeting is a chance for all of us to clear the air of any questions or concerns that may be lingering.” Bart, the Chair of the central region association, had seen several sources declare that a best practice for boards is to hold in camera – or executive – sessions at each board meeting. “Come on, don’t be shy,” Bart coached. “You probably have something you wish we could talk about.” Margaret sighed. “Well, if you’re insisting, I have to wonder what Rachael does half the time. I’ve probably called half a dozen times over the past few months and been told she is ‘out of the office.’ Isn’t the Executive Director’s real job right here, overseeing the staff?”

“Good point,” Alex said. “She does seem to be gone a fair bit. But I’d like us to talk about Agnes. I can’t understand why Rachael keeps her around. She’s ancient. She takes forever to get my expense claims paid. Do you know if she can even use a computer?”

Stop right there! We have already heard enough of this in-camera meeting and likely some others you have seen to know that it is drifting toward meddling and whining. Most in-camera meetings – held in the name of ensuring board independence and effectiveness – distract the board members, unsettle the staff, and ignore the root reasons for board dysfunction.

What Can You Do:

Commit to build a healthy board. Healthy boards create trust levels that enable courageous conversations about the motives, fears, needs, and biases of everyone at the table.

Independence is protected through joint commitment to the high calling of board members to direct and protect in the interests of the organization and its entire

ownership. Have the hard talks in the room, not in the parking lot, not in the coffee shop, and not during in-camera meetings without the CEO.

Come to grips with the simple reality that no board should be chaired by the CEO. Both jobs are too big for one person. Even if that person never intends to use power to get “her way,” it is almost impossible to prevent the dynamic from impacting people around the table. Use in-camera meetings for their legitimate purpose. This includes discussing and deciding matters that must not be biased or filtered by the CEO – his compensation, performance, and discipline, if required. Cut off any other in-camera discussion that should include the CEO so his perspective can be heard, time will be used effectively and, more importantly, trust will be preserved.

Be very deliberate about who is in the board meeting and why. Keep staff member attendance to a minimum. People who are paid by the organization and subject to the CEO’s staffing decisions are best invited for portions of the meeting when their expertise is required by the board, but thanked and released immediately after that.

Countless boards allow 3, 4, and often more staff members to participate throughout the entire meeting; too many corporate boards put several staff on the board. Like it or not, even when they sit quietly in the room, their presence jeopardizes the candour.

Choose and uphold board independence with integrity. Relatives of the CEO and other staff are untenable options (so why does it still happen so much?). Unrelated board members fail the independence test, too, if they are hungry for acceptance and friendship of the CEO or needy of the status, compensation, or perks of the board position.⁵ Treat the CEO like you trust her and believe she is the person you want in the job. If you can’t do this, find a new CEO.



Above: Photos from the Managers Training Session in Strathmore, AB held this past June

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... getting great exposure while supporting your association.

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Spring issue advertising deadline: **December 7, 2012**

Contact Issues Ink today at 877-710-3222 or marketing@issuesink.com to book your ad

Alberta Seed Guide

www.seed.ab.ca



TOP 5 PLANTS

2011/2012

GRAIN CLEANED

1	BEISEKER - KIBA	1,796,248
2	THREE HILLS	1,609,173
3	CORONATION	1,584,357
4	LOUGHEED	1,568,206
5	CAMROSE	1,373,022

PEDIGREED SEED

1	TABER	513,928
2	THREE HILLS	432,945
3	PROVOST	368,295
4	LOUGHEED	347,956
5	WESTLOCK	266,712

COMMERCIAL SEED

1	CORONATION	873,322
2	THREE HILLS	815,540
3	PROVOST	737,801
4	LOUGHEED	669,109
5	WESTLOCK	650,299

SEED TREATED

1	WESTLOCK	227,491
2	THREE HILLS	222,354
3	STRATHMORE	159,882
4	FOREMOST	133,647
5	FORESTBURG	123,785

SEPARATIONS

1	BEISEKER - KIBA	1,183,464
2	LOUGHEED	855,442
3	ALLIANCE	806,840
4	CORONATION	711,035
5	CAMROSE	688,889



*Insurance
Brokers*

FOSTER PARK BASKETT
INSURANCE LTD.



DEAR SEED CLEANING PLANTS MEMBERS,

Foster Park Baskett has insured the members of the Association of Seed Cleaning Plants Ltd. for over 30 years. This program started with our founder, Ralph Foster, and continues to be our flagship account in our ever expanding brokerage. Although the individuals who have serviced the account have changed, the philosophy of the management of this account has not. We will continue to strive to ensure that we provide a comprehensive insurance program tailored to each member's needs and ensure that we are delivering those terms at a competitive cost with sound Canadian insurers. Profit Sharing Program.

At this time the Association will qualify for the Profit Sharing Program we introduced at the convention last January. Initially when the program was started it was suggested that only those plants who were claims free on the property portion of their account would receive the credit. At the last board meeting FPB proposed that as the association qualified and we did not have an instance where one plant made multiple claims; that all plants would receive the rebate. The board agreed and therefore we will be processing rebate cheques for 10% of the property premium to all members. These cheques should arrive to the membership in December. For future reference the two parameters that will be require to be met to qualify for the rebate are:

- Association as a whole must qualify
- Plants that submit more than one (1) property claim throughout the term would not qualify Loss Control

As many of you have experienced at one time or another, the presence of loss control visits from the insurers became more prevalent over the last few years. The inspectors' jobs are simply to identify risks that present themselves at the time of the visit. They list a number of recommendations and some require immediate attention and others are simply suggestions. We are working with the insurer to make sure they identify the priorities that each Seed Plant is required to act on. At times these our discussion pieces so please communicate with FPB any concern you have with the reports. We can work together with the plants and the insurer to come to mutual understandings with respect to some of the recommendations from the reports. In the end loss control is put in place to avoid potential large losses and this is in everyone's best interests.

We have been very proud to serve your organization and fundamentally believe that we have designed our program with the best interests of each and every member. As mentioned the program is underwritten by sound Canadian insurers who understand your risk and have paid claims when they occur. We look forward to serving your needs in the future.

Yours truly,

Andre Charrois
Account Executive, Managing Partner
Foster Park Baskett Insurance Brokers Ltd.

FarmTech

Global Perspectives...
Local Knowledge

2013

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Edmonton EXPO CENTRE
at Northlands



FarmTech 2013 Speakers



Stuart Barden
International Farmer from Kenya



David Chilton
Author of The Wealthy Barber Series
and co-star on CBC's Dragons' Den



Todd Hirsh
Senior Economist, ATB Financial



Dr. John Izzo
Author, Business advisor



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[FarmTech 2013 Banquet](#)

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REMOVING THE MYSTERY OF IN-CAMERA MEETINGS

By: Jim Brown

“What could be taking them so long,” groaned Anna. Warren withheld his thoughts. As Executive Director of a national non-profit, he was forcing himself to squelch the fearful notion that the long in camera meeting of the board was focused on him. There had been no hint of concern. Yet, the board met in camera last time, and today, with no indication on the agenda, they called for another in camera session without explanation for either one. He and Anna – who was a trusted staff member and capable secretary for the board – had been asked to step out. Now two hours had passed. He could not help himself from thinking his future was in jeopardy. Silently Anna wondered the same thing.

Versions of this vignette have played out thousands of times in the past few years as boards experiment with adding regular in camera sessions to their calendar. In camera meetings – more commonly called executive sessions in the USA – are board meetings without any management or guests present. Regrettably, it appears that most boards are still at a stage where there is more pain than gain from this practice.

Much confusion and concern arise from poorly executed in camera sessions:

- Managers assume that something is wrong and are distracted or derailed by the uncertainty
- The in camera meeting is unfocused and consumes precious time rehashing past decisions, personal agendas, or trivial interests
- The conversation drifts to become a gripe session rather than a productive step toward board unity
- Little or no communication occurs after the in camera session so people are left to speculate about the content – and they tend to imagine the worst things

- Many people are unsure how to capture decisions from in camera meetings in the minutes, so important decisions are sometimes unreported and ambiguous to future board members (or even current board members)

What Can You Do:

1. Rethink in camera meetings. If they are damaging trust and causing confusion, they are harming your organization, not helping it. The board’s job is to direct and protect; perhaps building and protecting a culture of both accountability and trust is in order.
2. Decide why and when in camera sessions are to be held, and clarify this to everyone.
3. Designate one board member – usually the chair – to brief the CEO/ Executive Director immediately following the in camera meeting. Stem the speculation!
4. Realize that decisions made during in camera sessions are formalized within regular board meetings and recorded in those minutes. If that regular board meeting does not happen immediately, any conclusion made in camera should be captured in writing before the session is adjourned in order to avoid ambiguity or uncertainty when it is presented for the record.

Thanks,

The **STRIVE!**[®] Team

Season's greetings.

Best wishes for a peaceful and joyful holiday season, with good health and prosperity following in the new year.

**Merry Christmas,
Monica Klass**



Employment Opportunity

Beaver County Seed Cleaning Plant is seeking a **full-time Plant Manager**.

Working under the direction of the Beaver County Seed Cleaning Plant Co-op Board, the successful applicant will be responsible for the effective and efficient operation of the Beaver County Seed Cleaning Plant. The Plant Manager can look forward to a variety of leadership responsibilities in a dynamic, growing environment, including overseeing the removal of weed seed, foreign material and other contaminants from seed, and the upgrade of seed to improve the quality of the product.

Responsibilities include operation of seed cleaners and grain loading and unloading equipment. Plant and equipment maintenance, providing customer service, and administration.

Salary Range:

\$21.00 - \$28.00 per hour

Based on qualifications and experience.

Qualifications:

- Minimum Grade 12 education. Equivalencies, including a combination of education, training and experience will be considered.
- Knowledge of weed seed and plant diseases
- Prior experience with the operation of plant equipment
- An aptitude for mechanical work is preferred
- A valid driver's license and current driver's abstract are required

Qualified individuals are encouraged to submit a cover letter and resume with references to:

Colin Lang, Board Chair, Box 753, Viking, AB T0B 4N0
Email: celang@mcsnet.ca

Position Profiles are available upon request. We thank all applicants for their interest; however only those selected for an interview will be contacted. This competition will remain open until **December 15, 2012**, or until a suitable candidate is found.

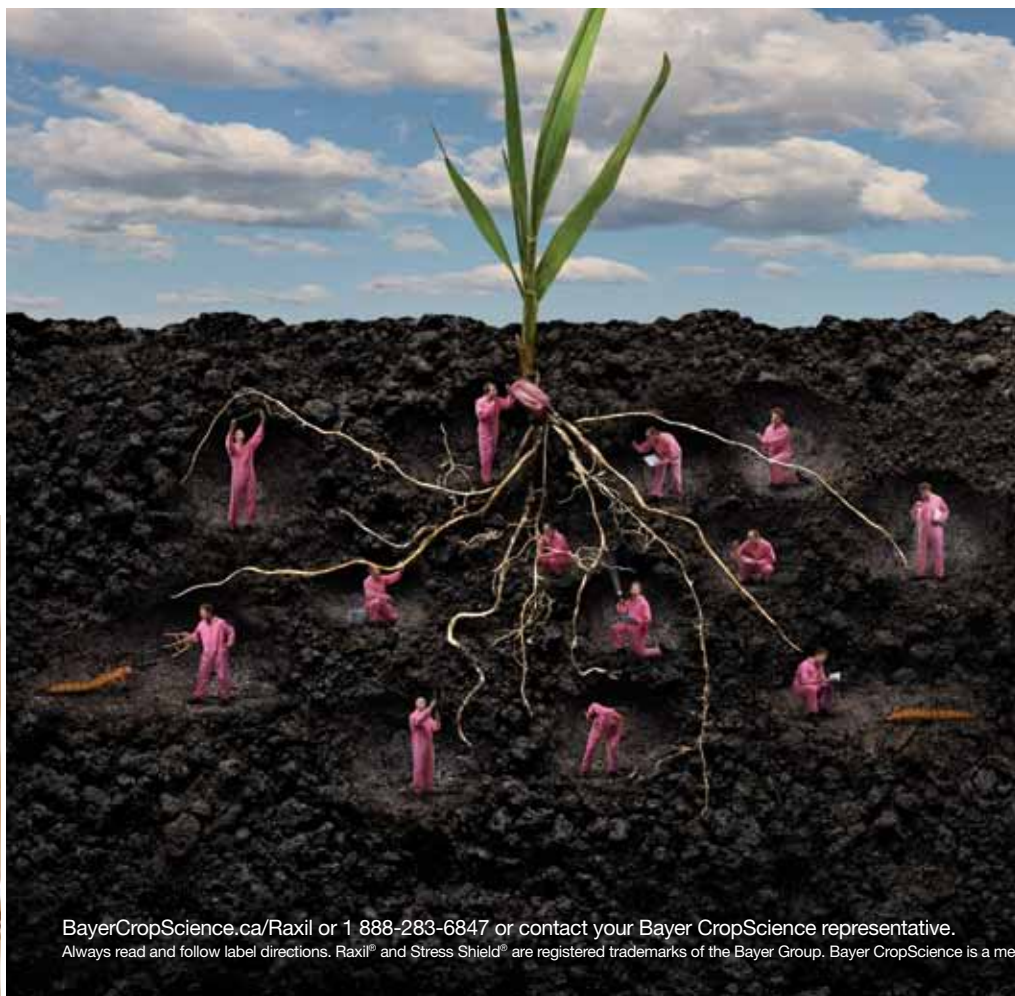
FOR SALE - LMC MARC "ND" 500 GRAVITY SEPARATOR

Features include: single deck for all products, single air control, digital tachometer display for RPM on eccentric shaft; rock, heavy, middling and multi-light discharge; and automatic discharge gate. Also includes CSA approved control panel with start/stop, two DMF drive units and dust hood.

Contact: Curtis Boychuk, Central Peace Seed Cleaning Association Ltd.

Box 369 Rycroft, AB T0H 3A0
Fax: 780-765-2032

Phone: 780-765-3621
Email: cpsca@abnorth.com



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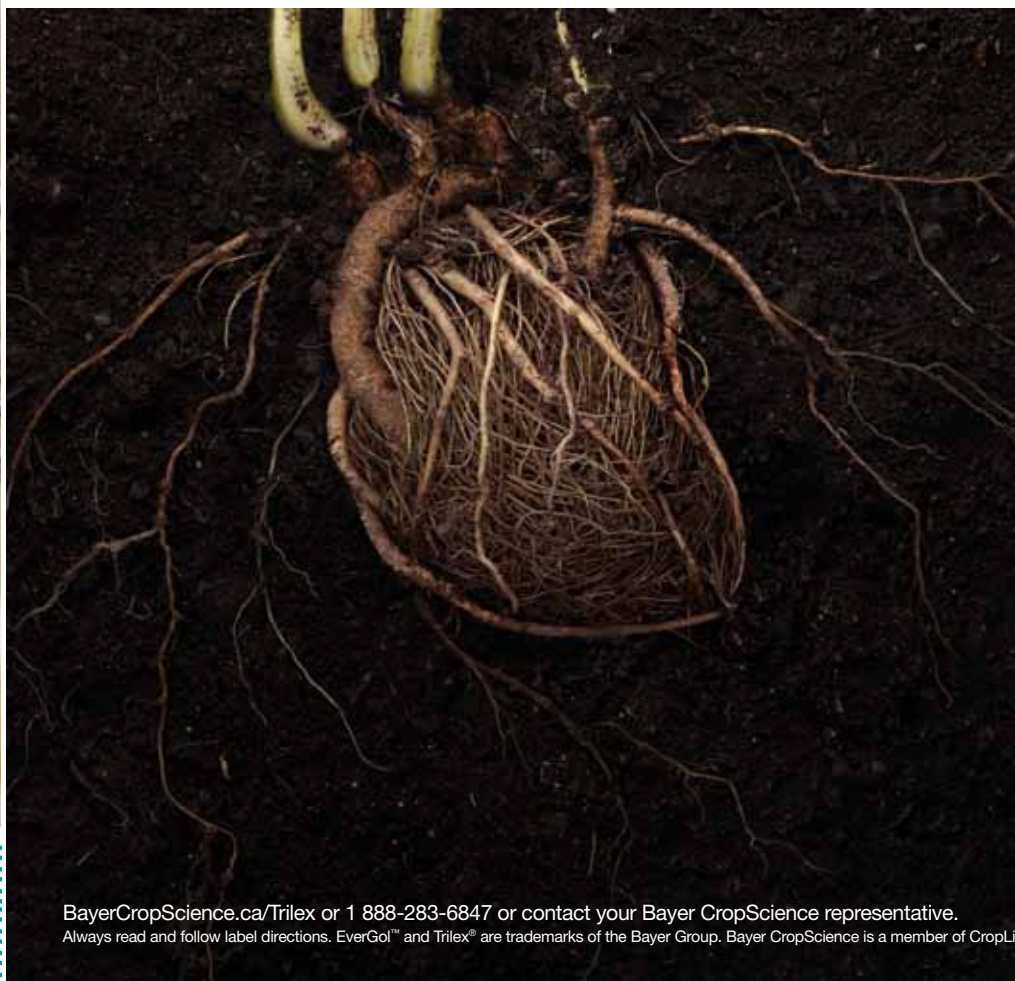
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Association of Alberta Co-op Seed Cleaning Plants Ltd.

5030 -50 Street, Lacombe, Alberta T4L 1W8
Phone (403) 782-8022 Fax (866) 798-1826

Pre Registration Form

January 9-11, 2013
Annual General Meeting Westin, Edmonton

Plant Name _____
Prepaid Manager _____
Prepaid Delegate _____

Name	Early Payment Registration of \$270/delegate if payment received by December 14/2012	Registration of \$330/delegate if paid after December 14/2012	Women's Program – please list which spa service you would like to receive – Manicure, Pedicure, Facial or Massage
Total			

**Plant Manager Only - Will you be attending the Managers Association meeting
Wednesday? Yes _____ No _____**

Have you remembered to book hotel rooms? A Block of Rooms is available at \$130 + taxes per night. Reservations must be made prior to December 21st to receive the reduced rate!! Please phone 780.493.8981 (Francis Robidoux) or email at francis.robidoux@westin.com

**Please fax back completed form to 1.866.798.1826 & mail payment to
5030 50th St Lacombe, AB T4L 1W8**



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lorena.pahl@seed.ab.ca
www.seed.ab.ca

Do you have an idea for a Seed Plant News story?
Is there something you would like to see featured in
this publication?

Please send your ideas, submissions or feedback
to Lorena Pahl at lorena.pahl@seed.ab.ca or phone
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