



In-Grain

Grain Elevator and Processing Society

The Knowledge Resource for the Grain Handling and Processing Industry

January/February 2021

Volume 41, No. 1

www.geaps.com



THE
STATE
OF
GEAPS

Make New Connections at GEAPS Exchange Online Conference

There is still time to get a booth at GEAPS Exchange Online Conference. The online conference Feb. 23-25 is a great opportunity to make new connections and check in with your existing customers.

Todd and Sargent was one of the first companies to sign up for a booth. According to Scott Sylvester, vice president of business development, it is the second time they are exhibiting in a virtual trade show.

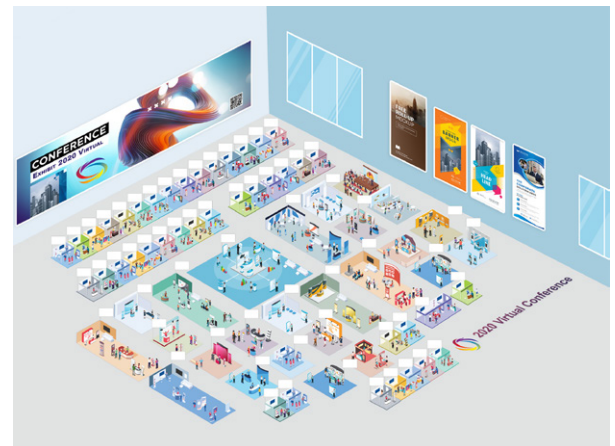
"We are participating in the virtual show to provide ongoing support for GEAPS," Sylvester said. "We are excited for the opportunity to engage with past, current and future clients. We are a company that is built on relationships. Our booth will have industry information, live chat opportunities and potential prizes."

What Sets GEAPS Exchange Online Conference Apart:

- Make appointments with ideal customers before the show
- Live video chats with prospects in the virtual trade show
- Lead generation, whether you are online or not
- Easy-to-use booth templates. Usable by either sales or marketing
- Great live education, available on-demand for a month after the show

Learn more and book your booth at www.geapsexchange.com/exhibit

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4800 Olson Memorial Hwy, Suite 150
Golden Valley MN 55422 USA

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Grain Elevator and Processing Society

4800 Olson Memorial Hwy, Suite 150
Golden Valley MN 55422 USA
Phone (763) 999-4300
Email info@geaps.com

<http://www.geaps.com>

GEAPS' vision is to be
The Knowledge Resource by
providing key information in
these "core competencies:"

- Grain Quality
- Facility Maintenance and Design
- General Operations
- Risk Management
- Human Resources

GEAPS Staff

Steve Records, executive director

Jay Bergland MCGOM, director of professional development

Whitney Bey, conferences manager

Adrienne Fjerstad-Miller, exposition director

Melissa Ferguson, training programs manager

Julia Kloehn, senior director of operations

Brittany Labatt, tradeshow sales manager

Kristin Miller, marketing manager

Deb Most, membership manager

Betsy Polis, director of member engagement

Tom Sedlacek CGOM, communications manager, editor



What to Expect: GEAPS Exchange Online Conference

2020 was a strange year. We kept working through COVID-19 but the pandemic cut us off from everyone around us. We don't know what our neighbors are doing. Are we staying on top of the ever-changing industry?

GEAPS is here to connect you with the Exchange Online Conference. We're your gateway to the industry, connecting you with your neighbors, suppliers and peers around the world. Let us introduce you to experts to make sure your team is doing things right and suppliers to provide the right equipment.

This virtual event won't take the place of our annual in-person event. GEAPS Exchange 2021 in Columbus is still scheduled for Aug. 6-9. Until it's safe to meet in person again, we hope you will join us online! Here's a look at what to expect from the online conference:

Virtual Trade Show

If your plant has a problem, you'll find a solution in the virtual trade show. Search for vendors on the map or a list. Check in with your current suppliers to make sure you have the latest technology. Make new connections to plan for future upgrades to your plant.

Vendors will have videos and product information available. Ask questions with the live video chat feature or schedule an appointment to meet later. You can even win a prize with a scavenger hunt!

Product Demos

There's no replacement for seeing equipment in-person and getting your hands on it. We'll do the best we can with product demonstration videos. Throughout the event you can watch presentations on the latest technology. Follow up with presenters in the virtual trade show.

Education

Are you staying on top of everything that's happening in the industry? The education at the conference includes:

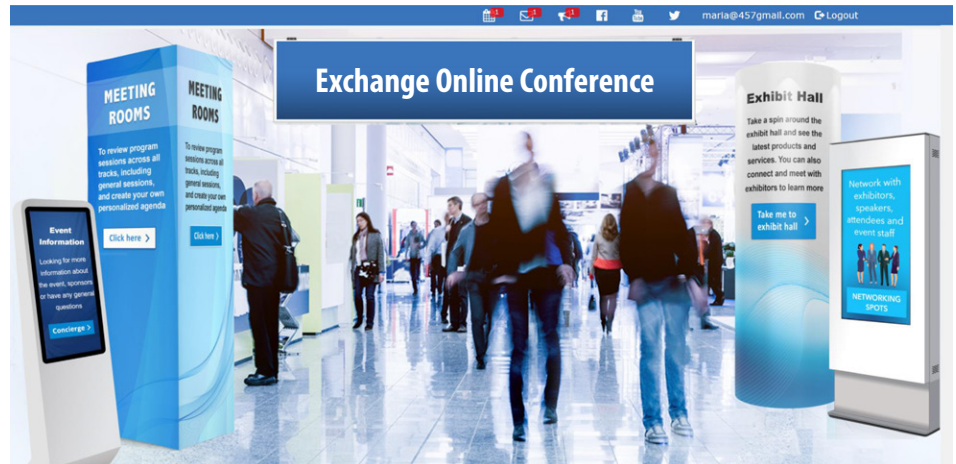
- Virtual Idea Exchange
- Product Demonstrations
- Workshop: Leadership Practices for the Future
- Workshop: Fostering a Mindset for Change Management

Preview Night

Never been to a virtual conference before? That's OK! Join us for a special preview night on Monday, Feb. 22, at 6 p.m. You can log in, see how the system works and get comfortable.

Available On-Demand

We know you're busy and probably can't make every session. All of the education is available on-demand for a month after the conference. Attend what you can and set up appointments with vendors in the virtual trade show.



DATES:

Feb. 23-25, 9 a.m. – 3 p.m. CST daily

COST:

Before Feb. 8

\$50 for GEAPS members
\$150 non-members

After Feb. 8

\$75 for GEAPS members
\$200 non-members

*This virtual event won't take the place of our annual in-person event.
GEAPS Exchange 2021 in Columbus is still scheduled for Aug. 6-9.*



THE STATE OF GEAPS

BY:



Jeff Jones, MKC
Great Plains Chapter
GEAPS International
President



Steve Records
GEAPS
Executive
Director

I hope you all are having a wonderful and safe holiday season. To say 2020 has been difficult would be an understatement for all of us, GEAPS included. While no one planned for COVID, we are dealing with its impact as well as possible. I'd like to thank all of the volunteer leaders in GEAPS for their dedication and efforts to keep our network of agriculture professionals engaged and connected, from our International Board to all of our chapter leaders.

As we enter 2021, the state of GEAPS is challenging. However, the obstacles we face present us with new opportunities – to refocus on our mission, improve member engagement and commit to growing GEAPS. Simply put, GEAPS hasn't been growing, but as we enter the new year we are optimistic about our future. We are committed to expanding our membership, our value and our impact in the industry. This message highlights some of the most important items for GEAPS.

MEMBERSHIP

Status: If GEAPS faces a real threat to our business, it's our losses in regular members. This is not a new problem. GEAPS has seen steady declines in membership overall, especially with regular members since 2011. A decade ago, GEAPS had nearly 3,000 paying members. Today we have just over 1,700. GEAPS membership pricing and annual membership dues increases only grew the problem as dues increased 200 percent from 2011-2019.

What we've Done in 2020: We stopped increasing dues pricing. We have created incentives for chapters to recruit and retain members.

2021 and Beyond: We will continue to adjust individual membership pricing to help fulfill our mission. We are also currently finalizing new membership models, including company and facility level membership opportunities, to stop our membership declines and start growing our roster again.

PROFESSIONAL DEVELOPMENT AND TRAINING

Status: Our professional development programs are central to fulfilling our mission to advance knowledge and information. GEAPS distance education program saw large growth from 2008 to 2015, but since 2015 attendance dropped by nearly 50 percent. Similar to membership dues,

we recognize that the price increases our courses had over the past 10 years created a program that is not affordable for most members.

What we've Done in 2020: We launched a limited set of lower cost on-demand, short courses in our distance education program as we plan to move all courses 'on-demand'. We launched an entire Professional Business Training e-learning program with more than 200 courses. We also launched seasonal educational webinars with topics relevant to the industry for those specific times of the year. Our past relationship with Kansas State University is changing and we will no longer only work with one university. We will foster many partnerships in order to expand the content and training GEAPS can offer our members. And finally, GEAPS has designed a custom training program that can bring the training you need to you and your facility, customized to your needs on content, timing and costs.

2021 and Beyond: We are expanding on all of our training offerings. You will see new courses and new programs with more partners, universities and subject matter experts. We will be remaking our most popular content with vastly improved technology for better user experience and engagement. We intend on including more professional development items as a member value item and lowering the prices for others as we bring all of the program administration in-house at GEAPS.

The GEAPS Foundation Professional Development endowment is now fully funded. GEAPS contributed 75 percent of the \$4 million endowment. GEAPS will request funding from the GEAPS Foundation to revamp our professional development program and provide all of our members a return on our investment we gave to get the Foundation operating.

FINANCE

Status: Over the past 10 years, GEAPS has been financially sound each year, but we have not been overly efficient with expenses. Successful GEAPS Exchanges allowed us to invest in and build programs with limited value or accessibility to most members, hire more staff and support than needed and still put money in the bank. While that money has been a blessing this year given the loss of Exchange 2020, that trend is unsustainable. We should not be growing our bank reserves while seeing declines in membership, member engagement or member value.



What we've Done in 2020: We have overhauled our budgeting and staffing. By the end of this fiscal year, we will have reduced program and discretionary expenses by more than \$1.2 million compared to two years ago. We reduced our staffing by 30 percent while still delivering on our strategic plan and maintaining existing programs and launching new programs.

2021 and Beyond: We will continue to budget conservatively for the coming years. We will invest in projects, programs and people that help us achieve our goals.

MEMBER VALUE

Status: GEAPS membership has developed into many respects like a Costco card. You buy membership but then still have to pay for all the offerings GEAPS has. The value of our membership has always been largely based on the connections to people in the industry and the relationships, business and personal, that are formed. Many of the services GEAPS has developed are not used by the majority of our members.

What we've Done in 2020: GEAPS has a new strategic plan with driving member value as a key outcome and goal. We surveyed our membership, along with non-members, to understand how GEAPS can provide more value to you. We have started work to provide more resources and support to our chapter network – the place most members derive value.

2021 and Beyond: As noted above, some of our new professional development initiatives will be member-only features. We are adapting our offerings to be more convenient, affordable and timely. We are researching new member-only services too, based on the feedback you've provided. Lastly, we are looking closely at our pricing. We know there is value in GEAPS and the services we provide. However, the value of our services has not matched the increase in our pricing over the past 10 years. In the future, you will see more features included with your membership and a more affordable price for added services.

While the state of GEAPS is challenging, we are optimistic about our future and the chance to better serve our members. Thank you for being a part of GEAPS and your continued support. Here's to a much better year in 2021. We look forward to seeing you in February at our virtual conference and in Columbus, Ohio in August for GEAPS Exchange 2021.

GEAPS Partners with AFIA to Share Knowledge

GEAPS recently announced a partnership with the American Feed Industry Association (AFIA) to share educational programming across both member organizations. GEAPS members will receive a discount on AFIA's distance education courses, including its Fundamentals of Feed Manufacturing Online course offered live or on-demand through Kansas State University.

GEAPS Executive Director Steve Records explained the overlap between the organizations. "A big part of GEAPS includes the 'Processing' operations for the industry. Our member facilities supply all avenues of the food chain, including the feed industry," Records said. "Many of AFIA's members receive, store and process grain as part of regular operations. The principles of safety and efficiency that work in a grain elevator will also apply in feed mills. This is a great opportunity to expand access to information to members of both organizations and this collaboration allows both GEAPS and AFIA to deliver more member value without recreating or duplicating efforts."

"Over the past few months, our members have remarked about the value of distance learning and education to enhance their current and new employees' skills, especially amid current COVID precautions and travel restrictions," said AFIA's President and CEO Constance Cullman. "We recognize going forward that the 'new normal' will entail more flexible solutions to meet employers' schedules and budgets and are excited to expand our offerings with a partner like GEAPS in 2021."

The full schedule of 2021 events include:

- AFIA-KSU 500 courses: Feb. 2 - March 9; March 30 - May 4; Aug. 3 - Sept. 7; and Oct 5 - Nov. 9.
- View GEAPS 2021 course schedule online at www.geaps.com/education

To get the discounted rates on AFIA courses, watch for emails from GEAPS or call (763) 999-4300.

About AFIA

Founded in 1909, the American Feed Industry Association (AFIA), based in Arlington, Va., is the world's largest organization devoted exclusively to representing the business, legislative and regulatory interests of the U.S. animal food industry and its suppliers. The organization's membership is comprised of nearly 700 domestic and international companies that represent the total feed industry—manufacturers of commercial and integrated feed and pet food, ingredient suppliers, pharmaceutical companies, industry support and equipment manufacturers. AFIA's members manufacture more than 75% of the feed and 70% of the non-whole grain ingredients used in the country. AFIA is also recognized as the leader on international industry developments, and holds membership in the International Feed Industry Federation (IFIF).



Hands-On Training Program Cancelled due to COVID-19



GEAPS and Kansas State University cancelled the popular Hands-On Training Program originally scheduled for Dec. 1-3, 2020, due to COVID-19. A total of 29 professionals from 13 companies had signed up for the maintenance program. The organizations are not announcing a make-up date at this time. Since its inception in 2017, 78 grain industry workers have completed the training.

Wow Your Team, Clients with Effective Presentations

Five Hours of Training - \$99

The ability to deliver an effective presentation is critical in most job functions. This introductory-level course helps you organize, structure and create effective presentations that feature slides as a visual aid. This course offers advice and guidance on the most effective and persuasive uses of PowerPoint, including best practices on word count, graphics and structure.

You'll learn to:

- Recognize what makes communication effective
- Organize your communications and presentations
- Understand PowerPoint graphic rules of thumb
- Create an effective summary slide
- Organize and create PowerPoint presentations
- Revise PowerPoint slides to make them more effective
- Understand the success factors for face-to-face presentations

Common PowerPoint Problems

Remember when you create a PowerPoint presentation that you should not overwhelm your audience with information on any given slide. A good rule of thumb is that any slide should be read and understood within 5-7 seconds of appearing on the screen—that's how long you can expect an audience to focus.

**Audience Focus:
5 - 7 seconds**

Below are three of the most common problems with the use of PowerPoint for presentations. Click on each tab to learn more.

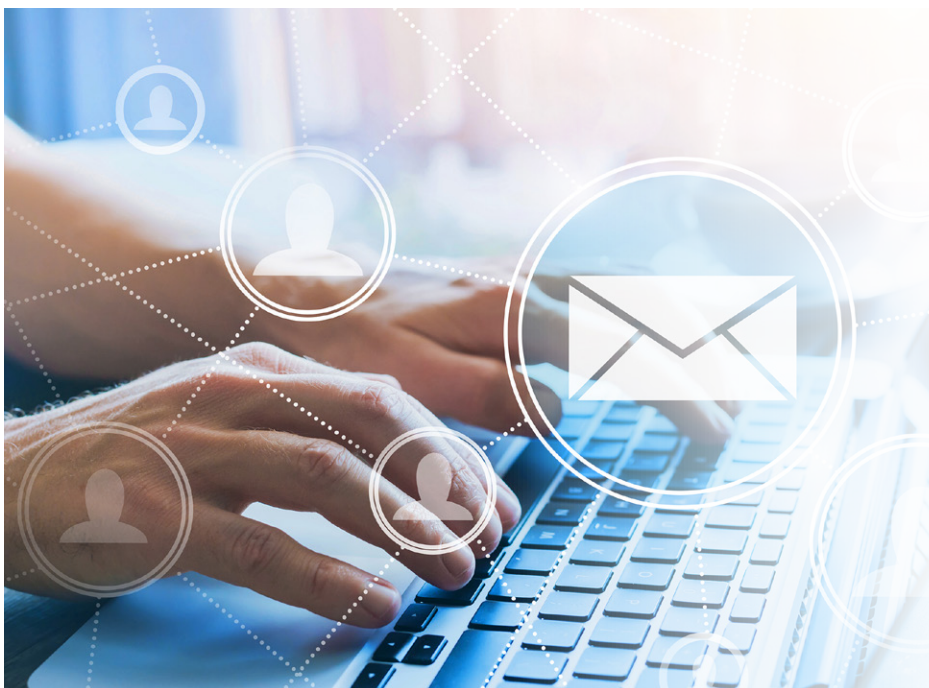
- Oversimplifying
- Overemphasizing graphics or animations
- Overcomplicating

Exercise: Recognizing Effective Slides

You'll see two versions of two slides below. Use the arrows near the bottom of the activity to advance through the set of options to choose the one you think is most effective. Click the "choose this option" button to see feedback for that option.

Previous Next

To register today, visit geaps.com/business-training and find the course under **Communications**.



Communications Courses

Certificate in Business Communications - \$299

Communicating Collaboratively - \$79

Effective Business Writing - \$99

Effective Emails, Memos and Letters - \$79

Effective Presentations - \$99

Effective Public Speaking - \$99

March Courses Cover Facility Layout, Quality Management and Materials Handling

Every team has knowledge gaps. GEAPS can help! Our flexible distance education program allows your team to learn more about the industry. As long as you have internet access, you can complete our online courses anytime over a five week period. Check out our March courses:

GEAPS 510: Grain Facilities Planning and Design I

This course covers the key factors and information needed to build new facilities or modernize existing structures. Lectures cover facility types and capacities, storage structures, equipment, layouts and site selection. At the end of the course, participants will lay out a simple facility.

You'll Learn:

- How to match capacity to commercial needs
- What types of storage structures are available
- How to accommodate grain cleaning equipment
- How facilities are laid out

"I took this course to get a better understanding of facility design and site layout. My position is primarily creating high-level initial facility layouts for potential sites. The information in the course is definitely helpful. The more I know, the fewer designed passes are required and the less time it takes to get projects out for bid." - **Tim Hoare**, CHS Inc

GEAPS 520: Grain Quality Management

This course is a resource for anyone responsible for grain quality, including those who work with storing and conditioning, aerating, drying, pest control or mycotoxin management. Participants learn about quality control, measurement methods and international grain-grading standards.

You'll Learn:

- How physical and chemical properties affect grains
- How to determine moisture content
- How grain is sampled and different grading standards
- How molds and mycotoxins affect quality

"This was the first course I took from GEAPS and K-State, and found it to be very good. It helped me understand more of what I need to know on a day-to-day basis. We work for the end product to be good, and it is crucial to understand what is or is not happening in bins. This course helped me understand the effort that needs to take place for good quality grain." - **Duane Ertman**, CGOM, Vita Plus Corp

GEAPS 521: Aeration System Design and Fan Operational Management

Learn the purpose of grain aeration, system components and how to develop strategies for aeration system design and fan operational management. The course covers basic principles of designing and operating grain aeration systems to maintain grain quality during storage.

You'll Learn:

- Parts of an aeration system
- How to determine the right fan for your facility
- How air moves through different depths and types of grain
- Aeration system design and layout for temporary storage

"My previous facility design experience was almost all at the export elevator level, so I had little exposure to grain aeration systems. GEAPS 521 was a well-presented course with a tremendous amount of detailed information about design and operation of these systems. I was very pleased with the thoroughness of the material and found it practical and relevant." - **Bob Klare**, EDG Inc

GEAPS 551: Materials Handling II

Learn the principles of dry bulk material flow, material properties and characteristics, components and selection of equipment and other considerations. This is the second of three courses offered on materials handling.

You'll Learn:

- How screw feeders, drag conveyors and bucket elevators work
- What type of equipment fits your needs
- Safety devices for bucket elevators

COURSE DATES:

March 9 - April 13

COST:

\$700 members; \$965 non-members

Course Scholarships Available!

GEAPS gives you many ways to improve your skills to do your job more effectively. The Harold Reese Memorial Scholarship provides financial assistance for GEAPS distance education program courses and students studying grain-related fields. Applications are available on www.geaps.com. Applications are due by Monday, May 31.

For more information, contact Melissa Ferguson, melissa@geaps.com, (763) 999-4300.



Expand the GEAPS Network, Save on Dues!

Nobody knows the impact GEAPS can have on your career better than you. The bigger our network gets, the more connections you can make and the more you can learn. GEAPS wants to reward you for expanding our network. For every member you recruit from January through March, we will take \$20 off your 2021-2022 membership dues. All you have to do is tell new members to register online at www.geaps.com/join. Make sure they list you as the recruiter!

Who should you recruit?

- **New hires** – Whether they are new to the industry or new to your plant, new hires can learn a lot about the industry and make valuable connections at chapter meetings.
- **Long-time employees** – Over time, even the best employees fall into a routine. Reward your loyal employees with a GEAPS membership. They can learn how others tackle similar challenges, meet new suppliers and tour other facilities at chapter meetings.
- **Suppliers** – GEAPS offers suppliers access to a huge network of potential clients. Strengthen relationships with your vendors by sharing this opportunity.

In addition to saving \$20 on dues, your chapter also gets \$20 for each new member you recruit. Help expand our network today!

How do our members feel about GEAPS?

Engagement

- 85% of have personally benefited from their membership
- 87% of members indicate that GEAPS makes them feel more connected to the grain industry

Outcomes

- GEAPS members are 33% less likely to be involved in a lost time accident than non-members
- 87% of regular members note they learned something through GEAPS that has saved their company money – at an average of \$200,000 per person



"I came from a background outside the grain industry. GEAPS helped me learn the ins-and-outs of the grain industry and introduced me to friends and mentors."

Mervin Rapp, CGOM, CHS

GEAPS Custom Training Program

We understand how much time it takes to put together training that fits your facility. Your team already has the skills to manage day-to-day operations. Let us turn them into experts that keep your company moving forward.

Our custom training program provides experts on any topic delivering lessons built for your plant. We bring the training straight to your facility to minimize downtime and avoid travel expenses.

Topic Examples:

- Regulatory updates
- Engulfment hazards
- Equipment maintenance
- Elevator safety
- Hazard monitoring

Learn more at geaps.com/custom



Leveraging GEAPS, Women's Business Certification to Enhance a Career

GEAPS member Katie Levens, Authorized Grain Service, *Hoosier Chapter*, has been a GEAPS member since 2012. She is an active volunteer with both GEAPS and the Women's Business Enterprise National Council. She recently spoke to *In-Grain* about the impact these organizations have had on her career.

Tell us about your company and your career to this point.

We started Authorized Grain Service, LLC in 1996 with a structure of me having sole proprietorship and later we added the LLC. We began by servicing a four-state area specializing in truck probes and samplers. We have grown the business into servicing 31 states and my husband Chris Levens is considered the subject matter expert regarding: truck probes, samplers and dust suppression systems (oil add Dustop).

In 1979, Chris worked as the service technician for International Stanley, which later became InterSystems, now operated by GSI, in Omaha, Nebraska. He ran his own business, Dun Rite Grain, until selling the name to DigiLube in 1989. In 2018, my youngest son Cody Levens joined the company with a degree in Business Management & Human Resources from Wright State University and he is absorbing as much as possible to be the successor of AGS.

In the early days, I worked full time at Miami Township as assistant to the administrator, acquired a position with Greater Dayton Regional Transit Authority as Security and Facility Manager, and finished my public service as an intelligence analyst with Medway Technology, Inc. a consulting firm contracted with Wright Patterson Airforce Base during the Iraq and Afghanistan wars. At the same time, I continued to run the day-to-day office operations including safety compliance and warehouse inventory and parts sales for AGS.

How did you first get involved with GEAPS?

Larry Roth, who worked for InterSystems for 50 years, always wanted Chris to become a member and finally he had Chris bring me to the St. Louis Exchange and I was hooked. I loved the networking opportunities and the camaraderie that these "guys" had with one another. I remember being asked all the time if I were with the "wives" group/tour and I would boast that I was the owner of AGS! I made a point to be included in many of the events geared toward men in the beginning.

How has your GEAPS membership benefitted your career?

I was already set on a career path with AGS as more behind the scenes, but GEAPS gave me the opportunity to personally meet and greet customers as well as other vendors to network; but it is more than that, it is an opportunity to really connect as friends who I look forward to seeing every year at Exchange and we sincerely want each other to be successful.

You serve on the Exchange 2021 Host Advisory Council, what are some things members should know about the grain industry in Ohio?

Ohio is the "Heart of the Country" and we are so diversified! We have whole grain elevators, crush plants, animal nutrition, ethanol and distilleries that all use our grain handling equipment, and I would like for them all to become aware of and involved in GEAPS. I always say the truck probe is the first, most important piece of equipment that companies forget about. It acquires the first sample from the farmer/truck that determines quality and price of that commodity. If that sample is not accurate – someone is losing money.

Authorized Grain Service is certified by the Women's Business Enterprise National Council (WBENC). Why did you pursue this certification?

WBENC has been a significant supporter of women and other diversified businesses, which early on was greatly beneficial. By attending chapter meetings I gained support and knowledge of business best practice information and B2B referrals. I see it as another door that can open when I explain to a large client that they can buy direct from the manufacturer or they can buy from AGS who has the expertise *and* is a woman-owned business. If they support diversity in their corporate structure and I can usually sell at the same price as the manufacturer, it is a no-brainer for them.

How has your involvement with WBENC affected your career?

It has made me aware that it is tough for women to break into some business sectors such as agriculture. This awareness has transformed me to look more deeply into what really matters to my customers: product availability, follow up and courtesy – all to build trust – from a woman not normally in their industry.



Katie and Chris Levens





★ ★ ★

MEMBER PROFILE

★ ★ ★

Kevin Green, P.Eng.

Chapter and committees:

GEAPS Thunder Bay Chapter President

Family:

Wife Sheila Green, Masters of social work, MSW, Registered Social Worker of 32 years, works in social work field for mental health; son Taylor, 29, Ph.D. candidate in Political Science at Carleton University; daughters Madisyn, 26, a registered nurse in Geraldton, Ontario, and Mikalea, 18, first year Psychology major, Lakehead University.

Position and Company:

Senior Mechanical Engineer/Project Engineer: Kozar Engineering Inc.

Years with company: 5+ years

Years in Industry:

36 years in many industries including Pulp and Paper, Mining and Agribusiness

Interesting or unique fact about your facility/company:

Kozar Engineering Inc. does process, design and engineering for the grain elevators here in the Lakehead. We are a medium sized engineering consulting firm that provides our clients with quick responses to brownfield issues they experience as part of their production and facilities operations. Our primary focus is mechanical, structural and electrical engineering serving the Mining, Forestry and Agricultural sectors. Despite our size, Kozar Engineering can do the full

gambit of initial process design, detailed design, commissioning and construction management of a wide range of projects.

Past positions:

Process Engineer – Pulp and paper with respect to drying, industrial ventilation and steam processes, North America (11 years)

Client Process Engineer – Tissue production facilities, drying and dust control, Cincinnati (2 years)

Service Engineer – Papermaking expertise with respect to runnability and increased production capabilities, Thunder Bay (3 years)

Canadian Sales Manager – Steam processes and specialties, pulp and paper industry, Canada (9 years)

Senior Mechanical Engineer – Detailed design and process responsibility for underground Uranium mining, Northern Saskatchewan (3.5 years)

Construction Manager – Underground milling and slurry piping/pumping responsibility for \$2.2 billion uranium mine, Northern Saskatchewan (1.5 years)

Engineering Superintendent – Resolute Forest products, Thunder Bay (1 year)

Senior Mechanical Engineering/ Projects – Present position (5+ years)



Education:

Mechanical Engineering Technologist – University College of Cape Breton, Nova Scotia

Bachelor of Mechanical Engineering – Lakehead University, Thunder Bay, Ontario

Biggest influence on your career:

The largest influence of my career is the learning environment that I have been blessed to be part of, that being the people and places that my education and experience allowed me access to solve our client's issues. I wouldn't change a minute of it because I managed to meet, work with and enjoy the company of so many varied people in my career path.

On context, this excerpt from a text book from school; *“Engineering uses math to solve problems; however regardless of the issues, the problem still has to be solved and the form the answer takes is called Engineering”* (J.E. Shigley, L.D. Mitchell, Mechanical Engineering Design, McGraw Hill, 1983). We live this every day at our office.

How has GEAPS helped your leadership skills?

Being president this year has been a challenge because of COVID-19 and the required social distancing as part of our new reality. COVID-19 will be here for a while and we'll need to deal with it, and the form that it takes in the future will be leadership. I haven't led the chapter very much in my tenure because the great people that are involved in the board (Clayton, Scott, Les, Matt – thanks) have done the heavy lifting. From golf, speakers, fundraising, interesting topics for our meetings, etc. I must thank them all.

I'm an associate member and my agribusiness experience is thin, however motivating people to accomplish tasks for meetings, etc. is the leadership required for the executive members and the local chapter in general. These leadership skills are especially important now to keep people interested and involved in the local chapter. There will be more to come on this front.

What are three of your favorite memories from GEAPS?

Our annual golf tournaments are always a highlight, however there's lots of planning to make it work; Clayton Shaw, Viterra, does a great job. Again, our executive members do the heavy lifting for this event but culminate in an evening of fun and camaraderie with our local chapter members, even if the weather doesn't cooperate!

Scott Chisholm, founder of Collateral Damage (leftbehindbysuicide.org) spoke at one of our meetings with a somewhat morbid topic: life after suicide. We had him booked for 20 minutes. Two hours later, as

requested from the group, he was still talking, and members were riveted. The grain industry here locally had a suicide in the last three years and it is still a visceral topic to many of our members. This session was an eye-opening experience.

Some of my other favorites were organizing a meeting at a local brewery with a small band to play during dinner, a talk about Thunder Bay hosting the Special Olympics and arranging a nice catered meal that went without a hitch. It is always fun for our members to enjoy the night out and get educated on local events; and to let the stress float away as the evening progresses.

What is the best advice you have received from another GEAPS member?

Scott Polhill, Viterra, has been involved in our local chapter for many years now and is usually the person on the microphone during our sessions. Although I have done many public speaking events, Scott entertains the masses because he knows them well, and usually demands their attention. The best advice I received from Scott in the years working with him is “When speaking to your audience, pretend they are all naked.” Thanks for the visual Scott!

What is one industry-wide trend affecting your company right now? How are you reacting to it?

First, energy management trends have been on the forefront for many years now, and we believe this will only become more pronounced in years to come. Filter and dust control rationalization is usually an afterthought, however, typically can offer the best way to minimize a facility's energy footprint. This will be led by carbon pricing structures in the future.

Secondly, fitting new equipment into existing buildings to upgrade the facility production and quality is a challenge because expansion most times is not economical. We see 3D scanning technology offering a tool for management to make equipment decisions within existing building space. The cost of this scanning equipment has reduced to the point of being available for these key decisions.

What is something unique about the grain industry in your region?

Our region within the grain industry is different than most because of the concentration of elevators and terminals here at the Lakehead. Trans-shipments and intermodal supply to eight elevators make the intensity of grain and related industries within a small harbor here unique. Our wait times for ships is among the lowest in the country, making the efficiency of moving grain from a shipping perspective very advantageous.



GEAPS: Your Connection to the Grain Handling Community

GEAPS has a new advertising program to help you connect with the world's largest, most engaged network of grain handling professionals. Whether your goals are lead generation, thought leadership or brand awareness, we have tools to help your company excel.

Opportunities include:

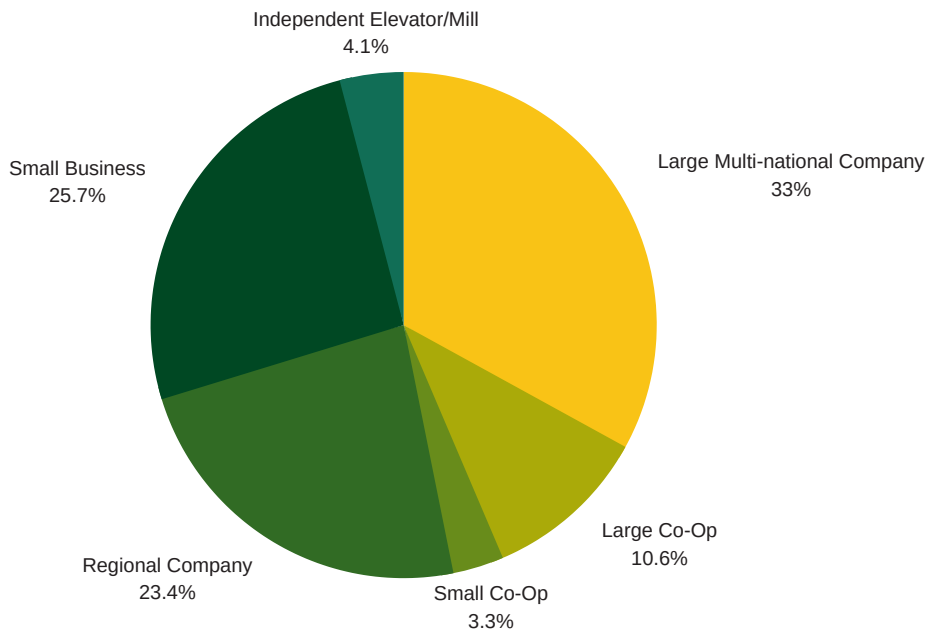
- *In-Grain* sponsorship - \$10,000
- Webinars - \$2,000
- Banner ads on geaps.com - \$1,500
- E-Newsletters - \$250

We're excited to offer new opportunities to expand your audience. To get started, visit www.geaps.com/advertise and download the media kit!

Audience Demographics

GEAPS helps you reach grain industry influencers and decision-makers.

Company Types



Top Five Needs of Our Audience

Grain professionals come to GEAPS to:

- 1 Expand their professional network
- 2 Build their technical skills
- 3 Improve the way their business operates
- 4 Build their leadership skills
- 5 Progress or advance their career



Planning Virtual Chapter Events

As we continue to adjust to life with COVID-19, the world continues to move forward with virtual events. Has your chapter changed with the times yet? If your chapter is struggling with planning virtual meetings, GEAPS is here to help!

Our chapters team can help with all aspects of meeting planning, like:

Setting up a Zoom meeting

Do you have access to a paid Zoom account? If not, GEAPS has you covered! We can help you set up a meeting, send notifications and make sure everything runs smoothly. Need a little more help? We can help facilitate your live meeting.

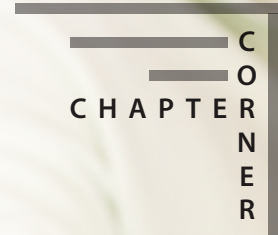
Managing registration

GEAPS can handle registration for you! Just share a link with your members and contacts, and GEAPS can get them signed up and collect payment. You'll get a report of everyone who registers. We can continue helping once your chapter can meet in person again. GEAPS pays the credit card processing fees and sends you your money within two weeks of your event.

Finding speakers

Use the online Speakers Bureau to find a speaker for your meeting. You can search by keyword, competency, region or fee. Get used to it with virtual meetings when everyone is joining from a remote location and it will be easy to find speakers in your region for in-person meetings.

We know how important chapter meetings are for members. We're here to help!



Your Chapters Team



Deb Most
Membership Manager
deb@geaps.com



Whitney Bey
Conferences Manager
whitney@geaps.com



The **Great Plains Kansas** met virtually Nov. 17, 2020. The topic was “How tired is too tired?” presented by Jenny Burk from the National Safety Council. She spoke to 22 attendees on how being tired can be detrimental to the organization, to your health and to your productivity.

Attendees learned more than 43 percent of workers are sleep-deprived, and those most at risk work the night shift, long shifts or irregular shifts. Following are a few facts for employers:

- Safety performance decreases as employees becomes tired
- 62 percent of night shift workers complain about sleep loss
- Fatigued worker productivity costs employers \$1,200 to \$3,100 per employee annually
- Employees on rotating shifts are particularly vulnerable because they cannot adapt their “body clocks”

The **Hoosier Chapter** met Nov. 19 at Back Forty Sporty Clays in Bourbon, Indiana. Austin Carpenter, Clear Creek & Associates, GEAPS Associates Board Secretary gave an update from GEAPS.



The **Minneapolis Chapter** met both virtually and in person Nov. 4. In all, 28 people attended for a presentation on the railroad industry outlook presented by JJ Sullivan and Travis Dilling with Union Pacific Railroad. The chapter hosted the meeting at the Masonic Heritage Center, which was able to provide a space large enough to meet social distancing guidelines. Lunch was served and speakers from Union Pacific Railroad presented the railroad’s industry outlook, including grain movement and trends from other industries. It was the chapter’s first hybrid meeting where members could attend in-person or virtually through Zoom.



The **Minneapolis Chapter** met at Moir Park in Bloomington, Minnesota, Oct. 7. Twenty-six attendees gathered for a presentation on drone technology presented by Logan Noess, Vertex Unmanned Solutions. Attendees learned about drone technology, how drones are used to inspect grain elevators and how they can be utilized to survey ground piles using thermal imaging.

The **Seaway Chapter** met January 21, 2020, at Cabela’s in Dundee, Michigan. Twenty-two members gathered for presentations on aeration, grain storage, safety and simulated grain engulfments.

The **Seaway Chapter** met Dec. 17, 2020 to discuss next year’s business. Members from each major company discussed the business outlook for next year for the 17 attendees.

The **Twin Ports Chapter** held their annual Annual GEAPS Ladies Night Feb. 15, 2020. The event included a DJ, dinner, drinks, dancing and a lot of door prizes. In all, 108 members and their spouses attended.

The **Twin Ports Chapter** met Jan. 15, 2020 for a seasonal review and group discussion. Ten members attended for a roundtable discussion and 2019 seasonal review for the grain industry and port of Duluth/Superior.

New Members

Welcome these new members who joined GEAPS recently.
Italics denote Student Members.

Cornbelt

Howard Hartmann, Hartmann Farms, LLC

Gulf South

Francisco Castano, Geometrica Inc,
recruited by Chuck Kunisch

Alejandro Algara, Geometrica Inc,
recruited by Chuck Kunisch

Hoosier

Tyler Hanson, Bonnell Grain Handling

Ryan Nethercutt, Bonnell Grain Handling, INC

Stephen Parker, Purdue University

Kansas City

Gabe Bautista, Garden City Cooperative Inc

Mid-Atlantic

Bennett Haynes, Peoples Company

Mid-South

Jack Jones, Ecolab

Upcoming Board and Committee Meetings

DATE	TITLE	CONTACT	EMAIL
Jan. 14, 2021	International Board of Directors Meeting	Steve Records	steve@geaps.com
Jan. 26, 2021	Membership Committee	Deb Most	deb@geaps.com
Feb. 4 2021	Chapter Resource Committee Meeting	Deb Most	deb@geaps.com
Feb. 20 2021	Continuing Education Programs Oversight Committee	Jay Bergland	Jay@geaps.com
Mar. 4, 2021	Chapter Resource Committee Meeting	Deb Most	deb@geaps.com
Mar. 12, 2021	International Executive Committee Meeting	Steve Records	steve@geaps.com
Apr. 1, 2021	Chapter Resource Committee Meeting	Deb Most	deb@geaps.com
Apr. 19, 2021	International Board of Directors Meeting	Steve Records	steve@geaps.com



GEAPS *In-Grain* is printed on paper stock sourced through eco-friendly paper manufacturers.

CALENDAR

An extensive and up-to-date calendar can be found on the GEAPS website.

CHAPTERS

GREATER IOWA

February 2, 2021

Annual Maintenance Day

8 a.m.

Nevada, IA

March 16, 2021

HR Panel - Employee Recruitment
and Retention

1 p.m.

June 1, 2021

1st Annual Kevin Miles

Golf Tournament

Time: TBA

IA

GREATER NEBRASKA

January 12, 2021

Fumigation Updates

6:00 p.m.

Grand Island, NE

March 12, 2021

Spouse's night

Lexington, NE

May 21, 2021

Golf outing

GULF SOUTH

January 21, 2021

Details to come at a later date

6:30 p.m.

LA

February 18, 2021

Details to come at a later date

6:30 p.m.

LA

HOOSIER

February 5, 2021

Axe Throwing!

7 p.m.

Indianapolis, IN

May 25, 2021

Elections

11 a.m.

Kokomo, IN

MID-ATLANTIC

January 14, 2021

Incident Reporting

Fruitland, MD

February 11, 2021

Environmental Issue

Bridgeville, DE

MINNEAPOLIS

February 3, 2021

Barge Loading Technology

Sean Tenerelli, Superior

Lidgerwood Mundy

Noon

Bloomington, MN

April 7, 2021

Data Analytics

Noon

Bloomington, MN

May 5, 2021

Rahr Malting Facility Tour

Noon

Shakopee, MN

June 7, 2021

Al Meier Spring Classic Golf

Tournament

Noon

St. Paul, MN

