



In-Grain

The Knowledge Resource for the Grain Handling and Processing Industry

REGISTRATION IS OPEN!

Join us for GEAPS Exchange in Kansas City



Also Inside

Take Time for Mental Health

Get Ahead With GEAPS Credentialing Program

Opportunities Abound: Safety Awards,
Industry Awards & GEAPS Leadership

Addressing Mental Health in the Workplace

by Jessica Waltzer

No matter what they do each day, people who work in agriculture are known to be tenacious, hard-working, strong and dedicated. They are unstoppable, dependable and steadfast. After all, if you work in agriculture, you are responsible for feeding the world—people and animals alike!

It's a lot of pressure.

Throw in the fact there is no way to control the weather and the societal expectations to *pull yourself up by your bootstraps* and it can be downright daunting.

Even if people don't want to talk about mental health in our industry, more and more folks are understanding it's an issue that simply cannot be ignored.

Need help or know someone in crisis? Call or text 988 to reach the Suicide and Crisis Lifeline.

Lives depend on us talking about this.

Austin Uhrig is safety manager for Western Cooperative (WESTCO) in Nebraska's panhandle. Among other things, it's his job to oversee compliance and manage safety programs and policies. He also serves as president of GEAPS Oregon Trail Chapter.

Uhrig understands mental health and stress management have a lot to do with safety. While it was always important, Uhrig said he thinks it is even more relevant today.

COVID Impact

When the pandemic hit and so many Americans were able to work from home, that wasn't an option for most people working in agriculture. They still had to go in. The world was depending on them more than ever and supply chain issues were the stuff of nightmares.

"You had this ongoing stress, ongoing anxiety—you're going to get COVID; you're going to get really sick—and, by the way, you still have to go to work."

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Mental Health continued from page 2

Add on worry about bringing illness home to family, it was a lot to bear.

"It was a just a lot and it was so unfamiliar. I don't know that a lot of people knew how to cope and manage," he said. "That was put on all of the stuff we were dealing with prior to COVID. It just piled up and, when things start piling up on people, it hurts. Sometimes, people don't know how to talk about that."

Work Impact

Mental wellbeing isn't just about an individual's state of mind—its ripples can be seen in employee turnover, attendance and safety incidents.

"If you got a guy who is out sick two days out of every month, that's a pretty easy giveaway this guy is dealing with more than just his physical health," Uhrig said. "At some point in time, I think you need to have that conversation."

When he sees someone struggling, Uhrig works to connect them to help.

"I don't get into deep, deep conversations with employees. There are more qualified people who can do that, but I certainly am willing to help an employee get turned in the right direction," Uhrig said.

The Right Direction

This summer, Uhrig invited Kristen Rose to a chapter meeting, and then invited any GEAPS member to attend virtually. While he knows meetings with golf outings get more attendees, Uhrig knew it was important to open the dialogue.

"It's such a hard conversation to have that I don't think, without somebody pushing it, it's a conversation that's had by many," he said.

Rose is a Licensed Professional Mental Health Counselor in Sydney, NE. In her work, she has done a lot of work related to mental health as it relates to agriculture. While folks in ag may not want to talk about this, they must. She said people who work in farming, agriculture and forestry have the highest suicide rate compared to other professional groupings. The national average is 16 completed suicides per 100,000 people. In our industry, we're at 64 completed suicides per 100,000 people.

"The ag industry is different because they are at the mercy of the elements and that is a huge impact on your mental health," she said. "I say the word suicide around some folks and I see them pucker up. Saying it isn't going to make it more likely. If anything, people will have a sense of relief that somebody else brought it up."

Rose said there are many things people can do to look out for their teams at work. This might include having a list of resources available for others to view. It might mean offering coffee and donuts once a week. The simple offering shows you care, but also provides a means to get to know the personal side of folks—making it easier to spot when something is off.

"Offering a place to have that connection, that does a lot for somebody," Rose said.

When Rose visited the Oregon Trail chapter, she trained members on what to do when they notice someone struggling. QPR Training is designed to equip anyone with three steps to use when they encounter



Kristen Rose
Licensed Professional
Mental Health Counselor



Dr. Brenda Mack
Brenda Mack
DSW Consulting

someone who is in trouble. Standing for Question, Persuade, Refer, the training is offered by Rose and professionals all over—including where you live. Most training is free, some may come with a small fee as participants receive a book.

To find training in your area, visit qprinstitute.com

Visit GEAPS Video Library for Resource

Some of you may have caught Dr. Brenda Mack in a recent GEAPS webinar. Her webinar, titled "Address Stress, Exhaustion and Worrying Among Individuals in the Grain Industry" talked about using a skill most in our industry are good at—problem solving—to address topics some want brushed under the rug—stress and mental health.

Mack is a behavioral health and wellness consultant, trainer, presenter, researcher and an assistant professor in the Social Work department at Bemidji State University. She has worked as a program manager, therapist and health crisis responder. Among other accomplishments, Mack helped launch school-based mental health services in 21 school districts.

Her webinar addresses stress in our industry and brings techniques to address that stress.

"Focus on what's right and then build from there," Mack said. "When things get difficult or when you have a coworker who's going through a divorce and might be a little more edgy or angry at work, how can you help to raise their awareness about that while they're going through this difficult time?"

GEAPS members may view Macks's webinar free in GEAPS Video Library. Take it as a first step to start talking about this important topic.

To learn more: geaps.com/videolibrary

In-Grain

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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

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GEAPS, VICTAM to Partner for South American Expo

With a focus on serving our members and partnering with our network of global grain professionals, we are looking forward to partnering with VICTAM International to host our first ever event in South America! The event is also VICTAM's first South American venture. It is co-located with GRAPAS LatAm.

The event is scheduled for October 3-5, 2023 at Expo Center Norte, Red Pavion in São Paulo, Brazil. We hope you will consider joining us in South America. The expo will focus on animal feed, milling and grain processing opportunities in Latin America.

"This is a great opportunity for our member companies who do business in South

America," said GEAPS' Executive Director, Steve Records. "For those who do not do business in South America, this is a perfect opportunity to assess if that market is for you."

GEAPS brings the world's largest network of people and companies in the grain industry. VICTAM holds conferences and expos in Europe, Asia, and the Middle East with a large network of companies in the feed and milling industries. Together, our South American expo will serve all facets of the industry and underscores our mission to advance grain industry knowledge and information sharing through a network of global agriculture professionals.

Booth sales for the GEAPS Pavilion at VICTAM LatAm are open! Individuals who would like to reserve a booth or who have questions are encouraged to send an email to Conferences@geaps.com.



Nominations Open for GEAPS Industry Awards

No doubt about it, folks in the grain industry are some of the best people there are. These men and women advance the grain industry, work to keep us safe, develop better ways to do business and generally make us all proud to be a part of this profession.

As we do at each GEAPS Exchange, we will take some time to honor the best of the best. It's up to you to determine who comes up on stage to be recognized for their hard work.

Please take some time to think about who you think has made a big impact on our industry this past year. Nominations are open for Member of Distinction and Industry Leader. Take a look at the award descriptions below. If you would like to honor someone, please submit their name on our website. Nominations are due by Saturday, December 31.

You may have noticed the Corbett Award is missing from this list. This is no slight to John Corbett, but a reflection of GEAPS' one, unified board of directors. The Corbett Award had been presented by the Associates Board only to Associate members. The GEAPS Board has decided to recognize great volunteer service to GEAPS, regardless of member type, through only the Member of Distinction Award program moving

forward. We will continue to recognize members who demonstrate volunteer leadership in the pursuit of GEAPS' mission. The Member of Distinction is open to all members.

Member of Distinction

This honor is for GEAPS members who have made extraordinary contributions to our organization. Any member, regardless of member type, qualifies if they have been a member for at least five of the last 10 years.

Industry Leader

This award is presented to anyone in our industry who has provided extraordinary service to the grain industry. GEAPS membership is not a requirement.

For more information: geaps.com/membership/geaps-awards/industry

Are You Ready, Willing to Serve?

Four Spots to Open on GEAPS' Board of Directors

The GEAPS Nominations Committee invites Regular, Associate and Affiliate members who are excited and inspired by change, growth and opportunity to apply for consideration on the GEAPS International Board of Directors. Applications are due by February 1.

The Nominations Committee will select candidates to appear on the ballot for elections next spring. Candidates will be selected based on skills and experiences. There will be three Regular member board positions up for newly nominated or re-election eligible candidates and one Associate or Affiliate member board director position up for newly nominated or re-election eligible candidates in addition to the election of a new Second Vice President.

As a board member, you would be expected to engage and contribute to all Board activities, specifically, attending at least 75 percent of all Board meetings. You will also join a Board committee—Nominations, Governance or Finance. Nominees should be willing to serve as an ambassador for the Board across the organization, taking part in GEAPS member offerings such as attending GEAPS Exchange or enrolling in GEAPS Professional Development offerings.

Board members also should serve as internal advocates for GEAPS at their company, helping to recruit new members, Exchange attendees, Training and Education participants and chapter meeting attendees.

If you have a passion for GEAPS, leadership and volunteer service, this might be the role for you. All dues-paying members are eligible to apply, the Nominations Committee has discretion to select candidates who ensure the Board is built with overall diversity of thought, experience and skills.

Individuals interested in nominating themselves should submit a nominations application, which is available on the GEAPS website. In addition to including a current resume, include links to social profiles such as LinkedIn, nominees will also be asked to list two current GEAPS members who will support them as a potential Board member.

Nomination applications must be submitted by February 1, 2023. The Nominations committee will interview and review all applicants as they prepare an approved slate of candidates for the Spring 2023 election. Elected candidates will begin serving July 1, 2023 and would be invited to attend the June Board of Directors meeting as well as a board orientation training.

For more information: geaps.com/get-involved/board-nominations



Heading Back to the Heartland!

Registration Open for GEAPS Exchange

Set up your email's 'out of office' notification, grab your comfy shoes and prepare to pack your bags because GEAPS Exchange just won't be the same without you.

Registration for the biggest and best show in the grain industry is open!

The event, scheduled for February 25-28 returns to Kansas City, Missouri for the second year. With more than 45 hours of relevant educational content, more than 350 exhibitors and great social events to encourage networking with thousands of the most engaged and active industry colleagues—this is a can't miss show!

Chris Blair, who serves as president of GEAPS' board of directors, said he is excited to return to Kansas City—and he's excited for those making their first trip to GEAPS Exchange.

"Take a deep breath and take the whole Exchange in," he said. "There are many opportunities to be involved and I encourage you to take advantage of your opportunity to meet new people and connect with as many people as possible. You never know when you will need help trouble shooting something or looking for service on anything in our industry."

GEAPS Exchange is where grain industry professionals come to learn, do business and have a lot of fun! Whether you are considering options on your facility and want to talk to your vendor options all in one place or if you simply want to strengthen connections with industry colleagues, Exchange is the place to get things done

Whether you wear steel-toed boots or buy steel by the ton, GEAPS Exchange will help you stay on top of our industry. You can learn from others and share your own ideas. Take part in education sessions, talk to people who make the tools and equipment you depend on, gain more skills to keep your team safe and—seriously—have a lot of fun!

Take Advantage of Early Bird Pricing

Full registration for GEAPS Exchange is \$395 (non-members will pay \$625). Register quickly, because the early bird deadline ends Thursday, February 2 and rates will increase to \$450 for members and \$695 for non-members.

An Expo-only pass is free for members, but \$50 for non-members.

Full registration does include admission to social events. Social event tickets may also be purchased a la carte. Space is limited, so act quickly if you don't want to miss out.

We've Taken Care of the Details

If you're planning on coming to GEAPS Exchange, you will need a place to stay close to Kansas City Convention Center. We have worked to secure discounted rooms for you at three hotels conveniently located close to GEAPS Exchange. Kansas City Marriott Downtown is our host hotel; or stay at Loews Kansas City Hotel (connected to the convention center via skyway) or Crowne Plaza Kansas City Downtown.

You will book your room at the same time you register for the conference. You will not find a cheaper rate for these rooms on any discount hotel site.

Take note, we have received complaints that unaffiliated companies are contacting potential Exchange attendees offering discounted hotel reservations. These offers are scams. The only legitimate offers for Exchange lodging will come directly from GEAPS.

For more information: geaps.com/exchange



Sponsor at GEAPS Exchange

How would you like to have your brand all over the biggest and best show in the grain industry? Act now to take advantage of limited sponsor opportunities.

Whether you're a startup or an industry heavyweight, we have sponsorship opportunities to meet your goals and budget. This is one more way you can get your brand in front of key players increasing your ROI at GEAPS Exchange.

GEAPS Exchange attendees are leaders who have the power to make business decisions and approve capital expenditures. In short, they just might be your next biggest customers.

Sales have already started—and things are going fast—so contact Brittany@geaps.com quickly if you don't want your company to be left out.



Meet Customers at GEAPS Exchange

It's no secret, GEAPS Exchange is a great opportunity to do business in our industry. Your annual event is no boring conference. It brings together the biggest decision makers and front-liners from the United States and beyond!

Our next event promises to have more than 350 businesses on the expo floor reinforcing existing relationships, meeting new customers and

generally, doing great business. There's a reason our exhibitors come year after year!

Act quickly; the expo floor is filling up fast. If you would like to secure a booth for your business, reach out to conferences@geaps.com. The show floor at Kansas City Convention Center is huge, but so is interest in this great event.

Melissa Stockwell is Keynote Speaker

Exchange Packed With More Than 45 Hours of Educational Programming

We are pleased to announce Melissa Stockwell as our keynote speaker at GEAPS Exchange. Stockwell, a well-known author, speaker, veteran and Paralympian, will start Exchange education in a wonderful way, Sunday, February 26.

Stockwell was the first female American soldier to lose a limb in active combat—but she didn't let that stop her. She went on to more firsts, including first Iraq war vet to qualify for the Paralympic games. She was the flagbearer for Team USA and competed as a swimmer at the 2008 Beijing Paralympics. She then became a triathlete, competing in the 2016 Paralympic games, earning a bronze medal for her efforts. She went on to do the same in 2021 at the Tokyo games.

Some may have succumbed to boundaries when faced with a life-altering injury. Stockwell is not one of those people. She saw possibilities in the face of adversity. Her accomplishments since being hit with that roadside bomb are many. When it would have been easy to quit, she pushed the go button.

We hope she will inspire you to do the same. After you hear Stockwell speak, we encourage you to take advantage of all the education GEAPS Exchange has to offer. GEAPS' Exchange Educational Planning Committee has been hard at work creating a robust educational roster for you.

Educational Tracks

There will be four educational tracks at this year's Exchange—Maintenance, Safety, Grain Operations and Employee Development.

Nate Tostenson, from GEAPS' Minneapolis chapter serves on the EPC. He said he's excited about everything the team has been working on for attendees.

"Being an Associate member, my goal is for Regular members to walk away from Exchange more educated and with a handful of problem-solving ideas they can bring back to their facilities to increase uptime and decrease downtime," Tostenson said. "It's not always about the sale. These Regular members are our friends. We want them to succeed."

EMPLOYEE DEVELOPMENT TRACK

GRAIN OPERATIONS & PROCESSING TRACK

SAFETY TRACK

MAINTENANCE TRACK



Innovation Stations

In addition to a robust lineup of education in the four tracks, the team has also worked to beef up the Innovation Stations by connecting them directly to the four education tracks. Innovation Stations will be a great place to visit, learn and gain ideas Sunday, Monday and Tuesday at GEAPS Exchange.

But Wait, There's More!

We will have so much more to share with you about education offerings at GEAPS Exchange. Look for updates on all our communication channels. Until then, rest assured, this is going to be one fantastic year for education at GEAPS Exchange!

"The education portion of the Exchange experience will not disappoint and is something to take back home with you to share with your co-workers."

- Chris Blair
President, GEAPS Board of Directors
NEW Cooperative, Greater Iowa Chapter

Take Off Your Coat & Stay Awhile

Kansas City is GEAPS Exchange Home Through 2029

You might be reading these stories about GEAPS Exchange returning to Kansas City and thinking, "wait, I thought it was in a different place every year?"

It's true, that is what was common in the past. But, in keeping with our goal to keep this conference affordable and in listening to our members, we've decided to make Kansas City our Exchange home base for the rest of the decade.

"It is exciting to me that this will be the first time we have had Exchange back-to-back in the same location, said Chris Blair, president of GEAPS' board of directors. "We are streamlining the process of attending for not only the attendees and the exhibitors, but the GEAPS Staff as well!"

So many of our members live in the heartland. We love how so many of you can hop in a car and join us in Kansas City! Those who rely on air transportation to the centrally located city will be happy to know a brand-new airport is being built in Kansas City. It will be completed later in 2023.

By making a long-term commitment to Kansas City, we can negotiate better hotel rates for attendees. Another perk, we were able to secure dates at the end of February for each year.

For those of you who like to travel for conferences, we hope you will also join us early next summer for GEAPS Leadership Conference in the Pacific Northwest!

For more information:
geaps.com/exchange



Serious Chapter Business

Cornhole Tournament Returns for 2023 Exchange



Whether you call it cornhole or bags, serious sport (*wink*) is returning to the expo hall floor for GEAPS Exchange next year. Competitors at the 2022 event had so much fun we just had to bring it back! We are working to make the 2023 event bigger, better and even more fun for chapter competitors!

Competitors will square off in the center of the action, right next to the GEAPS booth. Glory and shame at the boards will take place all three days of the Expo in a single elimination tournament. The Grand Championship Round will determine winners on Tuesday, February 28.

The Intermountain Chapter team of Scott Smith and Shaun Parkinson, with help from Alex Luce from the Columbia River chapter, prevailed as winners last year. Do you have what it takes to claim victory in 2023?

The team to beat this year is from Intermountain Chapter with players Scott Smith and Shaun Parkinson. Alex Luce helped them out in the finals in 2022.

Teams must be signed up by February 10, but we encourage forming your teams now so you have plenty of time to polish those mad skillz. Chapter pride, a shiny trophy and a gift card are on the line here, folks.

To sign up a team, email Deb at deb@geaps.com.

Stand Out With GEAPS Credentials



If you're new to GEAPS, you may have noticed some folks in the industry have a few letters after their name and wondered what they meant. After all, GEAPS leaders, including Barb Grove, R. Scott Brittingham, Matthew Schmitt and Mervin Rapp all have them. So do many others. What about you?

Even without knowing the letters, you might have guessed these folks have taken extra steps to achieve, they are knowledgeable about our business and, often, have enjoyed a bit of success.

What It Takes

To earn the CGOM, or Credential in Grain Operations Management, learners must complete a series of courses. You may complete these courses in any order. They are all offered on demand, meaning—take the course as your schedule permits. For many, that means over the slower months at their facility or at home in their off hours. Once a learner has successfully completed the following courses, they are presented with the CGOM Credential.

- Management Basics for Grain Facility Supervisors
- Grain Facilities Planning and Design I
- Grain Quality Management
- Quality Management Systems for Bulk Materials Handling Operations
- Entry Level Safety
- Materials Handling I

A Benefit to Workers

With some hard work and commitment, you, too can be a GEAPS credential earner. GEAPS credentials show your employer—and potential future employers—that you have the skills, knowledge and determination to make it in this business. Credentials show you can commit to reaching a goal and you have the wherewithal to follow through with a plan. You don't quit when challenges emerge. You thrive.

Stand Out as an Employer

In today's tight labor market, you want to make sure you are attracting these kinds of workers who will work hard to meet goals. You also want potential employees to know you will have their backs, you will invest in their future and you want the best for your employees and your business. Offering, and funding the GEAPS credential track is a great way to not only train—but retain—your employees.

CGOM Lasts Forever

A recent change at GEAPS, your CGOM credential will never expire. You no longer need to chase after CEUs to keep your credential. Once you earn it, it's yours.

How Close Are You?

GEAPS is working to get in touch with many of you who are just one or two courses away from earning the CGOM. With our classes now offered on demand, you may take that final class or two whenever it is convenient; you need not wait. Reach out to training@geaps.com with any questions.

Additional Credential Opportunities

While the CGOM is our most popular credential, there are others. If you have the grit to complete 180 hours of training, you'll earn the MCGOM, or the Master Credential in Grain Operations Management. Not interested in going after the CGOM? GEAPS offers three specialist credentials: Specialist in Grain Quality Management, Specialist in Grain Handling Management and Specialist in Property and Casualty Risk Management. In the past, GEAPS required learners to complete the CGOM before earning Specialist Credentials. That barrier has been removed.

For more information:
geaps.com/training-education/credentials

Credentials Expand Horizon, Deepen Loyalty

Matt Sullivan works as a shift supervisor at EGT, an export grain terminal in Longview, Washington. A member of GEAPS' Columbia River chapter, Sullivan used a bit of gumption to get his job and he's worked hard to excel and, hopefully one day, advance.

The state-of-the-art facility where Sullivan works is a joint venture between Bunge, which sources, process and supplies oilseed and grain products and Harim, a Korean company that imports, produces, processes and distributes the grain.

As the facility was being constructed, Sullivan was working security. As construction was winding down, Sullivan worked up the nerve to ask EGT managers what it would take to get a job there. They told him a high school diploma; they would provide the training needed to do his job well. Three months later—and ever since—Sullivan has been working there full time. EGT stood by that promise to train him in multiple ways.

Sullivan has earned every credential GEAPS Training and Education program has to offer. *The Credential in Grain Operations Management*, CGOM? Got that. What about the MCGOM? Got that too. The specialist credentials? He's earned all of those.

Every single one.

It all started back in 2014.

"My manager wanted us to start learning more about other parts of the business that we didn't work with so I started taking some courses." When his manager retired, so did the opportunity. About a year ago, Sullivan's operations manager purchased a volume block of courses from GEAPS—and Sullivan seized the opportunity.

Sullivan went back to see what courses he had already taken and what was left of his CGOM. In 2014, classes at GEAPS were offered

during certain times. If there was one class you needed to complete a certification, your only option was to wait.

Now, in response of GEAPS member needs, all courses are available on demand.

"You start the course when you want to and you run it on your own time, that's what made this doable for me," he said.

Work was slow this summer, so Sullivan thought he would use that time wisely. One after another, Sullivan kept learning, learning about the agribusiness side of things he didn't normally work with, learning what happens to the grain before it landed at his elevator, learning what would happen to the commodities after they left his elevator. He completed 15 courses over the summer.

While much of what he learned isn't about what he does every day at work, it has helped him see the big picture, and form a deeper fondness for the career he fell into.

"It makes me think more about how the grain is originated, processed at other facilities before it gets to our facility or once it comes from our facility to overseas, what they do to process it and make it into food?" Sullivan said.

Some might worry that investing in employees and providing this training might make them want to seek employment elsewhere. That isn't the case, Sullivan said.

"I feel that if they're willing to invest in me, it gives me some skin in the game. If they're willing to invest that type of capital in me to invest in my future, then I want to take that, utilize it and invest in my future for the company," Sullivan said.



"If you are intimidated by the sheer volume of classes there are to take, just take one. Take the time, run through the course, and see if you like it. I guarantee you will benefit from it." - Matt Sullivan

Confined Spaces, OSHA, Focus of Next Webinars

We have a great slate of webinars in the coming months; we hope you can join in on the conversation. Webinars are an opportunity to learn more about relevant industry topics. While anyone is welcome to attend webinars, only members may view them for free, on-demand.

Schedule *(times listed in Central time)*

10 a.m. Wednesday, November 16

Topic: Clearing Up the Confusion; Entering Confined Spaces in the Grain Industry
Speaker: Joe Mlynek

10 a.m. Thursday, December 8

Topic: Cloud Solutions to Automate Grain Inventory; Anger Management for Bin Inventory Burnout
Speaker: Mike Mossage

10 a.m. Wednesday, January 18

Topic: Preventing Grain Dust Explosion; OSHA Requirements for Hazard Monitoring and Preventive Maintenance
Speaker: Joe Mlynek

For more information: geaps.com/webinars

GEAPS Adds Podcast to Educational Lineup

Whole Grain Podcast Available on Major Podcast Directories

Have you tuned into an episode of Whole Grain yet?

GEAPS' podcast, Whole Grain features voices from various aspects of the grain industry and GEAPS in particular—and several episodes are ready and waiting for you!

Tune into Whole Grain to hear from GEAPS leaders, industry leaders and colleagues, educators and special guests. Be among the first to learn about new products and initiatives.

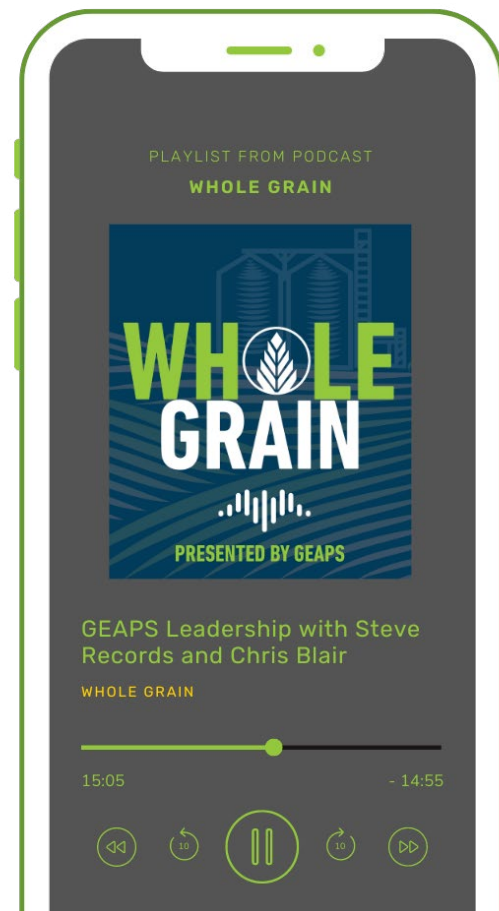
Whole Grain is hosted by Jim Lenz, GEAPS' director of training and education.

"I have quickly come to realize the grain handling and processing industry is rich in innovation, filled with incredible designers and thinkers who are not only diverse in skill sets, backgrounds and experiences but inventive and highly supportive when it comes to safety," Lenz said. "I am excited for GEAPS members and potential future members. We have some captivating guests on the show who really help move the grain handling and processing industry forward."

Whole Grain can be found on major podcast directories including Apple Podcast, Spotify, Google Podcasts, Stitcher and Amazon Music. It is also available on [GEAPS.com/wholegrain](https://geaps.com/wholegrain).

Whole Grain also supplies another avenue for grain industry promotions including commercials and sponsored content.

For more information on Whole Grain and to learn more about podcast commercial pricing and opportunities for sponsored content, visit geaps.com/wholegrain.



Chapter Corner

It's Time to Honor Chapter Volunteers



Chapter volunteers are the heart of every GEAPS chapter. They are the ones who make sure the email notices are sent out, or the facility knows they are coming for onsite events. Sometimes it is the person who makes sure they meet every new member or introduces that new member to their own network. I would guess you all know someone who is that person. They just get stuff done and we all benefit from their work.

Oftentimes these actions go unnoticed and unrecognized. But every year, GEAPS helps chapters recognize those chapter members who have worked to make their chapter successful. GEAPS sponsors the Chapter Member of Distinction Award. Nominations for this award are submitted by chapter leaders looking to honor their chapter's best members. The nomination includes a short paragraph about what this person did and why they should be recognized.

GEAPS staff then order the plaques with the description for each chapter member of distinction and send them back to the chapter to give out at a chapter meeting, allowing the whole chapter to celebrate the member.

The Chapter Leader will also be recognized in an upcoming issue of In-Grain.

To nominate a member, chapter leaders simply need to complete this form by December 31. There's no cost to your chapter to participate in this program. Help your best supporters feel appreciated today. geaps.com/chapters/chapter-resource-center/chapter-member-of-distinction-form

The Coolest Show on Earth

Canadian Prairies Chapter Conference and Exposition Returns January 11-12

Canada in January? They don't call it the Coolest Show for nothing! For the first time since 2020, GEAPS' Canadian Prairies chapter is planning their biennial event, The Coolest Show in Winnipeg, Manitoba.

The event is shaping up with a great lineup of speakers and technical sessions, a casino night, trade show and banquet dinner. For the first time, the event will also include an informal job fair designed to connect students with the grain industry and represented companies.

The event is January 11-12, registration is open.

Hear directly from event organizers by listening to "GEAPS Spotlight on the Canadian Prairies Chapter," a recent episode of Whole Grain podcast.

For more information, please visit geaps.com/chapter/cpr or geaps.com/wholegrain



Member Spotlight

Beth Locken

Director of Safety & Environmental,
Agtegra Cooperative

Chapter and committees:

Siouxland Chapter; Participated in the Education Planning Committee for three years

Family:

Husband – Nathan, Bonus Daughter – Emma, Daughter – Isabella, & Daughter - Elliana

Position and Company:

Director of Safety & Environmental for Agtegra Cooperative

Years with company:

12 years with the company

Years in Industry:

12 years in the industry

Past positions:

- Regional Safety and Environmental Manager
- Safety and Health Consultant

Interesting or unique fact about your facility/company:

In an effort to reduce waste going to local landfills who either don't have an outlet for the materials or a cost-effective means to dispose of the items, a large, concerted effort has gone into working with our local state entities and partners to recycle as many products as possible. For the past four years, we have been successful in recycling mini-bulk tank shuttles, chemical jugs, grain pile tarps, unusable aeration tubes, unused chemical, tires and wooden pallets. This has resulted in significant savings in landfill fees and reduces unnecessary storage at our facilities.

Education:

Bachelor of Science from South Dakota State University (Go Jackrabbits!)

How has GEAPS helped your leadership skills?

GEAPS has helped enhance my leadership skills by allowing and promoting individuals in all areas of the industry to have a voice. It's a great feeling when a committee member reaches out and asks you to participate on a committee for your insight. The various networking



opportunities throughout the year and willingness from others to share knowledge from their experiences is such a great resource to have.

What are three of your favorite memories from GEAPS?

When I think about my experiences with GEAPS, what always comes to mind as my three favorites are more focused around the experiences rather than specific memories.

- The various amounts of networking that's available between committee meetings and outings after, the ability to bounce ideas off each other when back at our respective places of work and even catching up with another member at the same airport is invaluable.

- The committee meetings have always been another of my favorites. It's so rewarding when a group of individuals from all disciplines can collaborate and collectively agree on a topic knowing it's for the betterment of GEAPS.

- The last piece that's my favorite is the educational opportunities. Regardless of experience, GEAPS has something to offer to everybody – from the Exchange to online courses. Educational content is always right at our fingertips.

Member Spotlight continued from page 14

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

When I first joined the EPC, I was relatively new to the industry and leadership roles. As I was onboarding with the group, we were discussing expectations around participation, meeting attendance, etc. I will not recall who made the statement, but at the end as the individual was wrapping up, they stated 'your company is putting the resource into allowing you the time to be on this committee – you will get out of it what you put into it.' At the time this statement seemed trivial, but I've found myself repeating this to myself regardless of if it's committee participation, putting myself out there during networking events, back at my facility when handling a challenging situation, etc. Sometimes we need the simplest reminders to remember why we're doing what we're doing.

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

Like a lot of other companies and industries, hiring and retaining employees continues to present challenges. Our industry consists of a lot of manual labor with long hours during fall and spring. Agtegra has continued to explore and implement multiple methods of hiring employees from implementing mobile workforces to recruiting in high schools and helping with education related to the position. Being willing to invest time and resources into these individuals helps keep them in the state and lays the foundation for what can potentially be a lifelong career with the company.

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

Since Agtegra's footprint exists in two midwestern states, we rely heavily on rail to export our grain. This can present unique challenges due to winter weather and keeping employees safe while still staying on schedule.



“Regardless of experience, GEAPS has something to offer to everybody – from the Exchange to online courses. Educational content is always right at our fingertips.”

- Beth Locken

Chapter News



Members of the Mid-America chapter at Topgolf in Omaha, NE



Members of the Minneapolis chapter at their fall golf tournament and product show.

Great Plains

Great Plains Chapter hosted their kickoff event August 25 in Hutchinson, KS! Members had a fun evening networking and hearing about how the folks at AgTrax do what they do and interact with folks in the elevator business every single day.

Kansas City

Kansas City Chapter also had a busy day August 25. Some members attended pesticide applicator recertification training. Others joined later for a presentation from the Kansas Highway Patrol, trap shoot and steak dinner.

Gulf South

A buffet dinner and a presentation by state Agricultural Commissioner Mike Strain was enjoyed by 74 members and guests in the Gulf South Chapter. Dr. Strain discussed the current harvest in Louisiana, Mississippi River dredging, and challenges for area and state farmers. In attendance at the scenic venue on the shore of Lake Pontchartrain were regular, associate, lifetime, student and affiliate members.

Mid-America

Mid-America Chapter hosted a networking event with a short business meeting at Topgolf in Omaha, NE with 15-20 members in attendance. The chapter leaders are looking forward to planning future events.

Minneapolis

The Minneapolis chapter did something different this year with their annual Product Show to incorporate it with a fall golf tournament. Vendors sponsored holes, chatted with each golf team as they played through and handed out prizes.

Recognize Your Plant's Commitment to Safety

Enrollment Open for GEAPS Safety Awards Program

It is important to recognize all the hard work that goes into keeping your workers safe. GEAPS recognizes companies who participate in the Safety Awards Program for reaching two standards of excellence: going the entire year without any lost time accidents or injuries and going the entire year without a recordable incident.

Individual facilities are recognized for their accomplishments, the five companies with the most cumulative hours worked while completing the programs and the facilities that have completed the program for consecutive years.

Facilities are encouraged to enroll for the 2023 year now. You will be asked to submit the results in January of 2024, including the number of lost time incidents, number of recordable incidents and total hours worked as reported on the OSAH 300A form.

Facilities who accomplish this standard of excellence will receive a plaque and be recognized in GEAPS In-Grain and on the GEAPS website. GEAPS will also track the number of consecutive hours and years facilities maintain no lost time as long as they are enrolled in the program.

There are two ways to enroll:

- **First time enrolling:** complete a paper application.
- **Past participants:** enroll online

We recognize companies that successfully complete the program on our website, in In-Grain and at GEAPS Exchange. You will also receive a plaque for your facility.

For more information, geaps.com/safetyawards



Upcoming Board & Committee Meetings

DATE

- November 1, 2022
- November 11, 2022
- December 6, 2022
- December 6, 2022
- January 11-13, 2023

EVENT

- GEAPS Exchange Educational Programming Committee Meeting
- GEAPS Board of Directors Meeting
- Membership Committee Meeting
- Chapter Resource Committee Meeting
- GEAPS Board of Directors Meeting



New Members

Please welcome these new members who recently joined GEAPS

Canadian Prairies

Bill Abou
Seat Beattie, *recruited by Tim Robertson*
Sean Befus
Nathan Conley
Ikenna Durunna
Mark Dyck
Mike Gallant
Kevin Handregan
Daniela Hinkson
Mike Vanderhorst

Columbia River

Matthew Sullivan

Cornbelt

Luis Gonzalez
Doug Schrock, *recruited by Brad Silliman*
Chan Smalley
Larry Wika
Michael Resner (*Lifetime Member*)

Greater Iowa

Alex Carnahan
Nick Greif
Brian Wittmeier

Greater Nebraska

Chad Johnson, *recruited by Tom Rodman*
Leroy Schmitt

Great Plains

Scott Berner, *recruited by Tracy Eustace*
Brandan Lindsay
John Meyer
Wes Spohr
Rick Wolting
Levi Ziolkowski

Great River

Matt Docker

Gulf South

Grant Closson
Dusty Coulon
Alan Elmer, *recruited by Timothy Duncan*
Andre Franques
Chris Guidry
Derek Guillot
Landon Hazel, *recruited by Timothy Duncan*
Marshall King
Craig LaRose
Ralph LeBlanc
Carl Majors
Melissa Nguessan
Charles Tinkler, *recruited by Russell Hawkins*
Billy Walke

Hoosier

Randy Alexander
Ben Cragun
Grant Knobloch
Rodney Thies

Intermountain

Marty Humphries

Kansas City

Jason Hartley
Callie Humbolt
Brett McKim
Chistina Saylor
Darrin Walk, *recruited by Paul Stevenson*

Lonestar

John Arledge
Terran Deakin
Jeffrey Weaver, *recruited by Tom Pruess*

Mid-America

Catherine Delaine
Tyler Grauer
Brissa Hoegemeyer
Cameryn Kremer
Jeff Trinkle
Adam Warden

Mid-Atlantic

Cody Jensen
David Stewart

Mid-South

Scott Tamul

Minneapolis

David Balow
Giacomo Calludrini
Paul Davis
Becky Fallon
Brady Gaslswyk
Andrese Herzer
Darrin Laumeyer
Randy Lim
Daniel Starr

Michigan/South Ontario

Isable DeLaCruz
Matt Nichols
Stephen Yandon

Non-Chapter

Ibrahim Ibrahim
Odilon Taveres
Laurent Yvart

Seaway

Josh Schnitkey

Siouxland

Jason Babel
Jason Forrest
Marc Whipkey

Tri-State

Chris Deakin
James Duke
James Finchum
Ademar Montero

Twin Ports

Renee Beaumier

Vancouver

Lewis Mood
Ryan Vanhalteren

In Memoriam

GEAPS was saddened to hear of the passing of the following members.

Michael Vatalaro, a GEAPS member since 1990, was a member of the Twin Ports Chapter.

Lloyd G. Stickler joined GEAPS in 1985. He was a member of the Michigan/South Ontario Chapter.

Larry Roth, who joined GEAPS in 1976, was a member of the Hoosier Chapter. Larry was the 2010 GEAPS Corbett Award winner.

We recently heard of the 2019 passing of **Jerry Gormley**. A member from the Intermountain Chapter, Jerry joined GEAPS in 1995.

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.

Canadian Prairies

November 15, 2022

TBA
Calgary, AB

January 10-12, 2023

Cooltest Show
Victoria Inn
Winnipeg, MB

Cornbelt

November 30, 2022

Hoosier/Cornbelt Chapters Mini Convention
The Beef House Restaurant
Covington, IN
2 p.m.

Great Plains

November 10, 2022

The Farm and the Odd Fellows
Minneapolis, KS

December 15, 2022

Member Outreach
Garden City, KS
5:30 p.m.

January 11, 2023

Chapter Maintenance Day
Salina, KS

Greater Nebraska

December 6, 2022

Hiring and Retention Practices in the Current Market Roundtable Discussion
Grand Island, Nebraska
6 p.m.

Gulf South

November 17, 2022

TBA

January 19, 2023

TBA

Hoosier

November 30, 2022

Hoosier/Cornbelt Chapters Mini Convention
The Beef House Restaurant
Covington, IN
2 p.m.

Intermountain

November 3, 2022

Fumigation Seminar with Alex Luce and Ecolab
Porcatello, ID
8:30 a.m.

Kansas City

December 17, 2022

Spouses Appreciation Night
Dinner Theater
Overland Park, KS
5:15 p.m.

Mid-America

December 13, 2022

OSHA Compliance Audits
Soldier Valley Spirits/
Patriarch Distilling
La Vista, NE
3 p.m. - 5 p.m.

Mid-Atlantic

November 10, 2022

OSHA Safety
Chuck Northam, Safety Resources
Fruitland, MD
6 p.m.

December 8, 2022

Christmas Social

January 12, 2023

HR/Recruitment

February 9, 2023

FFA Night/Secretary of Ag

Minneapolis

November 2, 2022

Grain Processing Panel
Bloomington, MN
2 p.m.

December 7, 2022

2nd Annual GEAPS Gives Back to the Community Event
Second Harvest Heartland
Brooklyn Park, MN
11:30 a.m.

January 11, 2023

Top Golf Chapter Networking Event
Brooklyn Center, MN

February 1, 2023

Intro to GEAPS & Happy Hour
Shakopee, MN
3 p.m.

Twin Ports

November 16, 2022

TBA
Superior, WI
5:30 p.m.