



NAICC NEWS

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The Voice of the Professional Crop Consultant

April 1995

The Year That Was

by *Daney D. Kepple*,
Executive Vice President

The following article is excerpted from the Executive Vice President's report to the membership at the NAICC annual meeting in San Diego.

The Alliance had quite a year in 1994, with major progress made on a lot of fronts. The Worker Protection Standard negotiations appear to have reduced the onus of what our members will have to do to comply, and work on that front built a lot of relationships with other powerful groups. Scientific societies, commodity groups, the National Association of State Departments of Agriculture, industry groups, environmentalists, you name it. Today they all recognize NAICC as an important player in agriculture. The net result is that NAICC has a lot of friends in Washington these days. Friends who call us regularly to ask for input. Friends that we can turn to when we need assistance.

We made major progress on other fronts as well. Membership continues to climb, and let's not forget the media. There were five highly respected agricultural journalists at our annual meeting, and they are still writing about it. We have seven major ag publishing companies as sustaining members, and more are poised to come on board. We have regular columns in six important publications and periodic ads in nearly 20. I get an average of four requests for interviews a month, from publications as diverse as *Business Ethics* to *Progressive Farmer*. It is unusual these days to get all the way through any farm magazine without encountering at least one article about crop consulting or contract research.

During the course of 1994, NAICC

also came to grips with two other issues that have been troublesome since the beginning: certification and membership standards. Both consumed literally hundreds of hours as committee members, Executive Board, and staff wrestled to reconcile diverse ideas and opinions, a task that seemed overwhelming at times. But not any more.

The result is a membership standard that is better than the plan any individual started with. A plan so clearly right that you passed it by a vote of 140 to 2.

You have decided that you want to put aside petty thinking and be as inclusive as possible while still maintaining high standards. You have decided to stop asking your membership committee to act as judge and jury, and to trust individuals to tell the truth. And you have pragmatically put in place a safety net, in the form of a detailed grievance procedure, to protect the organization and its members.

The Certification Board is completing an equally intensive process. They have given a lot of consideration to the question of who should administer your certification program and how it should be done. More importantly, they have defined the components the program must have, the standards it must require, whoever manages it. And they have a solid marketing plan in place to ensure that the NAICC certification program is as widely known and respected as any program out there.

So you see what I mean when I say it's been quite a year.

What happens next? My prediction for NAICC is simple: we ain't seen nothing yet. There is almost no limit to what this group can accomplish. If...

If we continue to respond to our challenges. And, the only major remaining challenge I see before you has to do with how we work together.

It has to do with two particular difficulties prevalent in NAICC.

We gained 58 new members in 1994. And we lost 28.

We have had 15 presidents in our history. Ten are current members.

What's going on? I think there are a couple of factors at work.

Both stem from the fact that entrepreneurs are not patient people, and, face it, each of you is an entrepreneur.

Entrepreneurs are action oriented and accustomed to being in charge. You have unusually high skills in making things happen. You have extremely forceful personalities.

Those are very useful traits in business. They do not always foster group harmony. I've answered a lot of phone calls in the last three years that began, usually at a high decibel level, "Just what is going on? What is NAICC up to? Has the Board gone completely crazy? What makes so-and-so think he can speak for me?" And so forth.

And I've seen a lot of good people's shoulders sag in discouragement when

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PRESIDENT'S MESSAGE

Not Just Any Numbers

by Harold Lambert

Those of you who attended the Annual Meeting of NAICC in San Diego heard a presentation of the results of a survey of U. S. agricultural producers as to their opinions of crop consultants. It was given by **Lynn Henderson**, president of **Doane Agricultural Services Co.**, St. Louis, Mo. Doane conducted the survey with cooperation from **Argus Agronomics, Inc.**

I am not going to go into the results of this excellent survey here, but if you would like a copy of the survey results, contact the NAICC office. You'll recall an equally interesting survey of crop consultants was also done by Doane in 1993.

Some other data you may not be as familiar with is the 1992 Census of Agriculture released several months ago by the U. S. Census Bureau. I stumbled over this as I explored information of all sorts through the USDA Extension Service Gopher on the Internet. More about the Internet some other time. This farm census data, the latest available, include livestock and crop farms, and show a decline in farm numbers of about 162,000 (total farms = 1,925,300) since the previous ag census in 1987. This really isn't too surprising. A breakdown of the numbers presents an interesting angle or two for all professional crop consultants. Of those 1.9 million farms, apparently only about 359,000 are greater than 500 acres in size! Or, in terms of value of sales, only 334,000 farms have sales of \$100,000 or more! Take your pick...whichever number you use, I believe it is safe to say that is where our clients and potential clients are. Over 1.1 million farms are less than 179 acres; and about 1.2 million farms had sales of less than \$25,000. With few exceptions, our clients are not among those.

These are not just any numbers, nor are the data in the Doane survey. A

statistics professor I had in graduate school observed that some people have a tendency to use statistics kind of like a drunk uses a lamppost: more for support than illumination! I try to use them for both, or to help me get one more column written.

Think about it. For most NAICC members through the middle and coastal plains of the U. S., a substantial block of our current and potential clientele are those with annual sales in excess of \$500,000 per year, and the numbers indicate there are fewer than 100,000 of those farms nationwide. While that is not a large number in my opinion, it is greater than it was five years ago. That's right, another look at the ag census data reveals that farm numbers increased in only one category: those greater than 1,000 acres. Likewise, for value of sales; all categories declined except those with more than \$100,000 in sales. Eighty three percent of the value of all U. S. agricultural products was attributable to only 17 percent of all farm operations.

Professional crop consultants and those of us charged with directing an organization representing this profession need to ponder what these numbers may say about the years ahead. On some scale, the trend in farm numbers will probably continue to dwindle. How and when will it occur, in relative terms, that the increasing number of qualified crop consultants and the decreasing number of clients and potential clients will converge? Is our industry more mature than we think?

Ten years from now, exactly what new and different demands will the operators of those larger and larger farms place on their professional crop consultant? What will be the economic and regulatory atmosphere a few years from now? Darn! My crystal ball just went on the blink!

Well, at least we have the Doane

survey to look to for some help with answers. Specifically, according to the survey, agricultural producers responded that "keeping up with changing technologies" is the single most important characteristic of a crop consultant. You can bet that's not going to change anytime soon.

If you're up to speed on global positioning; if you're cruising the Internet, etc., are you keeping up? It's a rhetorical question. Only you can judge the breadth of technology and information that your clients and their unique situations will require of you.

The operators of these larger farms will no doubt have greater demands, higher expectations. Just remember that as long as there is a need (and you are evidence that there is definitely a need), someone will fill it...someone qualified, knowledgeable, and ethical. Your client will make sure someone fills his needs. Make sure it's you!

(The Year That Was...cont. from page 1)

they're subjected to that kind of censure. I'm sure it's doubly difficult to take when you've spent long, uncompensated hours on a project and instead of getting thanked, you get attacked.

That is, in a nutshell, why we lose leaders. It's what I've tagged the call-and-yell syndrome.

The flip side explains why we lose members. The 28 people who didn't re-up this year were the ones who didn't bother to call and yell. They simply said, I don't want to be part of a group that does thus and such. I'm going to take my red wagon and go home.

Now, both the call-and-yellers and the little-red-wagons are destructive, but given a choice, I'll take the former every time. Usually, when a call-and-yeller has had a chance to vent for awhile they're willing to listen. And often there's an answer that makes perfect sense.

So that's our last remaining hurdle. We have to learn to work together, communicate, and build consensus. We have to learn to accept the fact that not every member is going to be happy with every decision made by the group. We have to acknowledge that, now that we are truly a national organization with national clout, there's no room for petty regional differences. We have to learn

to air our opinions openly, without rancor, and without making any assumptions about other people's motives.

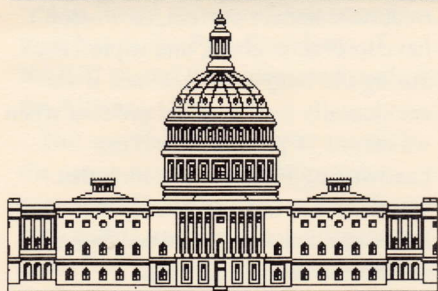
It's fine to work hard to sway others to your way of thinking. We also have to exercise the fine art of agreeing to disagree on the occasions when 100 percent consensus is not possible. Sometimes that's the only avenue to gaining the advantages of being a member of a group. And the advantages this group offers justify a lot of compromise.

So, in the final analysis, we have two simple choices. We can pull together, trust each other better, learn to say please and thank you, and share the great news about this organization you have built. Or we can squabble ourselves into oblivion.

Looks like a no-brainer, doesn't it? That's because it is.

If there's one thing we have no shortage of in NAICC, it's brains. You also have very big hearts. I know what you will decide, and it's exciting to contemplate the future of this group now that you have removed all the major obstacles in your path.

I can hardly wait to stand before you in Orlando and share the triumphs of 1995.



HAPPENINGS ON THE HILL

NELAP Update

Attendees at the conference on the National Environmental Laboratory Accreditation Program (NELAP) on February 14-16 learned that TSCA and FIFRA GLPs are included in the NELAP. The intent of this program is to streamline state-managed programs, achieve quality data in a cost-effective manner, and bring all EPA Federal and State environmental monitoring programs under uniform laboratory accreditation program. Approximately 600 people were at this meeting

including representatives from state departments of environmental protection, regional and federal EPA, laboratory management companies, third-party accreditors, and GLP-affiliated individuals. The Society of Quality Assurance was represented by President Patricia O'Brien Pomerleau, who told the group that SQA supported NELAP for environmental laboratory monitoring, but supported consideration of excluding the GLPs from this program. NAICC has submitted written testimony to the NELAP conference committee.

Senate and House Hold Farm Bill Hearings

Senator Richard Lugar, (R-IN) chairman of the Senate Committee on Agriculture, Nutrition, and Forestry, began a series of 1995 Farm Bill hearings on March 9. Initial hearings focus on scrutinizing current agriculture policy, and are based on a series of questions regarding the federal government's role in agriculture that Lugar posed shortly after he took control of the Senate committee. Hearings have been scheduled through April 4, and topics include: Farm Programs-Are Americans Getting What They Pay For?; Conservation, Wetlands, and Federal Farm Policy; Taxpayers' Stake in Federal Farm Policy; Agricultural Credit in the New Century; and Market Effects of Federal Farm Policy.

Also, under Lugar's leadership, the Senate Agriculture Subcommittees were reduced from six to four and jurisdictions realigned. Subcommittees, chairs, and ranking minority members are:

Production and Price Competitiveness-Thad Cochran (MS), Chairman and David Pryor (AR), Ranking Minority Member; *Marketing, Inspection, and Product Promotion*-Jesse Helms (NC), Chairman and Kent Conrad (ND), Ranking Minority Member; *Forestry, Conservation, and Rural Revitalization*-Larry Craig (ID), Chairman and Howell Heflin (AL), Ranking Minority Member; and *Research, Nutrition, and General Legislation*-Mitch McConnell (KY), Chairman and Tom Harkin (IA), Ranking Minority Member. Chairman

Lugar and Ranking Minority Member Patrick Leahy (VT) are ex-officio members of all subcommittees.

Congressman Pat Roberts, (R-KS) will lead the Republicans as Chairman of the House Committee on Agriculture, and says he plans to have the committee's work on the 1995 Farm Bill completed by the August recess. Several field hearings have been scheduled on the House side in order to give farmers and ranchers across the country the opportunity to discuss federal farm policy. Farm Bill field hearings will be held on the following dates:

Tuesday, April 18

Subcommittee on General Farm Commodities - Grand Island, Neb.
Subcommittee on Dairy, Livestock, and Poultry - Eau Claire, Wis.
Subcommittee on Resource Conservation, Research, and Forestry - Akron, Ohio

Wednesday, April 19

Subcommittee on Livestock, Dairy, and Poultry - St. Paul, Minn.

Thursday, April 20

Subcommittee on Livestock, Dairy, and Poultry - Tulare, Calif.
Subcommittee on General Farm Commodities - Sioux City, Iowa

Friday, April 21

Full Committee - Stockton, Calif.

Monday, April 24

Subcommittee on Livestock, Dairy, and Poultry - Syracuse, N.Y.

Tuesday, April 25

Full Committee - Lubbock, Tex.

Wednesday, April 26

Full Committee - Dodge City, Kan.
Subcommittee on Livestock, Dairy, and Poultry - Okeechobee, Fla.

Thursday, April 27

Subcommittee on Department Operations, Nutrition, and Foreign Agriculture - Memphis, Tenn.
Subcommittee on General Farm Commodities - Vicksburg, Miss.
Subcommittee on Risk Management and Specialty Crops - Belle Glade, Fla.

Friday, April 28

Subcommittee on General Farm Commodities - Woodward, Okla.
Subcommittee on Risk Management and Specialty Crops - Albany, Ga.
If at all possible, members should attend the meeting in their area.

The House committee, with 27

Republican and 22 Democratic members, underwent reorganization and also restructured its subcommittees. Sixteen veteran Republicans return to the committee along with 11 new members. The Democrats, under the leadership of Congressman Kika de la Garza (TX), gained two new members on the committee. New House subcommittees are: *General Farm Commodities*-Bill Barrett (NE), Chairman and Charlie Stenholm (TX)-Ranking Minority Member; *Livestock, Dairy, and Poultry*-Steve Gunderson (WI), Chairman and Harold Volkmer (MO), Ranking Minority Member; *Risk Management and Specialty Crops*-Thomas Ewing (IL), Chairman and Charlie Rose (NC)-Ranking Minority Member; *Department Operations, Nutrition, and Foreign Agriculture*-Bill Emerson (MO), Chairman and Gary Condit (CA)-Ranking Minority Member; *Resource Conservation, Research, and Forestry*-Wayne Allard (CO), Chairman and Tim Johnson (SD)-Ranking Minority Member.

Stauber Nominated for USDA Duties

President Clinton nominated Karl Stauber to be the Under Secretary for Research, Education, & Economics at USDA. Stauber, who is currently serving as Acting Deputy Under Secretary for this division, is responsible for the oversight of national and international research and educational activities in areas like pest management, livestock diseases, food safety and biotechnology, and nutrition. Divisions under Research, Education & Economics are Agricultural Research Service (ARS); Cooperative State Research, Education, and Extension Service (CSREES); Economic Research Service (ERS); and National Agricultural Statistics Service (NASS). Prior to his appointment, Stauber served as Deputy Under Secretary for Small Community and Rural Development.

Still No Word on WPS

Sources at EPA tell NAICC that the final rule on the Worker Protection Standard should be completed the last week of March or first week in April. The comment period for crop advisors

and worker training ended February 10 and the comment period for irrigation workers, changes in REI, and limited contact activities ended February 27. We will update members as soon as information is available.

Kansas Elects New Officers

In elections held recently by the **Kansas Association of Independent Crop Consultants**, **Randy Huston** was chosen as President-elect. **Mike Barton** was selected as the Secretary-Treasurer for 1995. Other new officers include Director **Doug Petersen** and Legislative Director **Loarn Bucl**.

Recommendations and the Computer

by Dennis Berglund



Over the past 14 years we at Centrol Twin Valley have constantly tried to improve how we communicate our

field recommendations to our growers. In 1991, we started using computers and printers in the pickups, and have minimized our handwritten forms. In the next few paragraphs I will try to summarize some of our experiences and benefits.

We tried various ways to be efficient using handwritten reports, but writing every recommendation by hand is tedious, and can cause "simple" mistakes that can be devastating. In the mid '80s we used a typewritten treatment list for each crop, which listed the 20 main recommendations for each crop. The treatment list was double checked for accuracy and contained the recommended product, rate, gallons, and PSI. When we made a recommendation, we referred to the treatment number (such as W14, S7, B18, etc.) and attached the list to the

back of the report. The grower then looked up the recommendation on that crop's treatment list and was confident that it was accurate, legible, and more complete than we could write by hand. This worked okay, but we needed a lot of preprinted monitoring sheets, and an abundant supply of the treatment lists. It was also time consuming, and there was no way to sort or cross reference the data that we were accumulating, other than doing it longhand.

In 1991, we started using computers and printers in the pickup to write our reports, and it has been working very well. Our "computerized recommendation package" consists of a database program that was customized to help us organize and print the field data. This program does not do any decision making, and all the recommendations are still made by the consultant. The grower, field name, acres, and crop are input into the database before the season starts, which minimizes the in-season typing. In this database we have our recommendation "treatment list" that contains products, rates, PSI, gallons needed, and precautions, and we have over 1000 treatments in it. We make sure all recommendations in this treatment list are correct, so we don't have to double-check and triple-check, during the busy season, to see if we accidentally put "1 qt" of product when we meant "1 pt", etc. (or if our handwriting just makes it look that way)! It also has safeguards that won't let us accidentally put an unlabeled recommendation on a crop.

We use a microcassette recorder to record our observations in the field. Then we bring the tapes to a "pickup secretary," who inputs the data into a laptop computer. Each pest, weed, and recommendation is input with just a couple of keystrokes, rather than having to type out the complete name or recommendation. After the field data are input, the records are printed and they are reviewed by the consultant. The actual field reports have four fields per page and contain all the information that we used to write longhand, including the recommendation. And, because we have all the data in one database it is easy for us to make a farm summary that compiles all of the fields for a grower, on a few sheets of

paper with only timing, recommendations, and comments for each field. Having all the recommendations on a few sheets of paper helps the grower to prioritize, and keep track of, the work to be done.

In the pickup we use an inverter, a nine pin printer, a laptop computer, and a lot of paper. Early on, our main concerns were the durability of the laptop computers in the hot and dusty environment, but we have had minimal computer problems. Most of our problems have come from using 24 pin printers, which draw too much current and burn out the printer motor; or from using a cheap inverter that has "low quality" output.

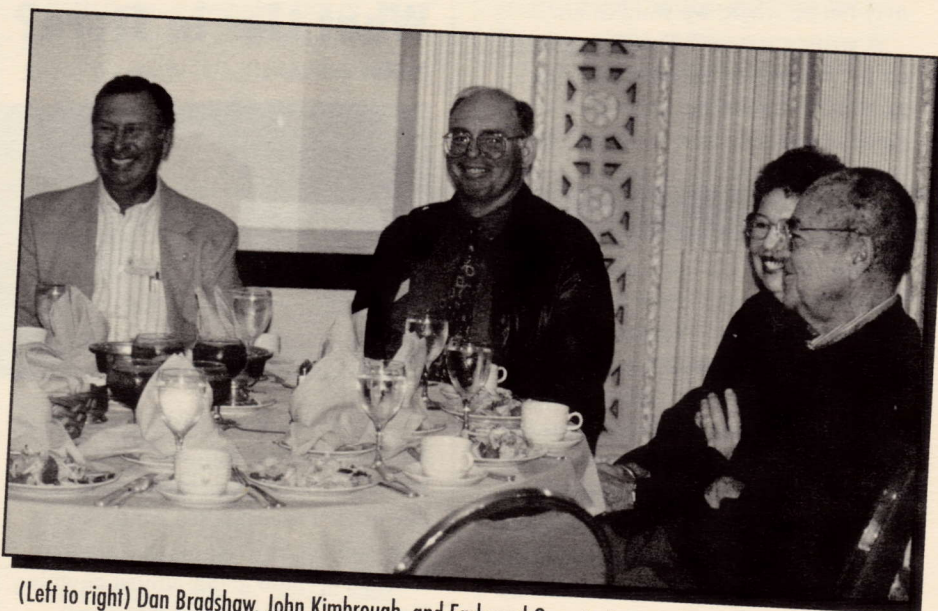
(Dennis Berglund of Centrol, Inc. in Twin Valley, Minn. is the Treasurer and a voting member of NAICC).

Former Leaders Share Wisdom and Experience at Past Presidents Luncheon

At a Board sponsored luncheon in their honor, the Past-Presidents of NAICC shared their ideas and goals for the Alliance.

Not surprisingly, the area in which the group would most like to see continued growth is communication, both within and outside the organization. Everyone agreed that it is crucial to stay in touch with our friends at USDA and EPA. They also stressed that the membership should communicate more with their Congressional representatives. The only way to accomplish our goals in Washington is for the entire membership to become involved.

Equally important is to maintain awareness among prospective members that we are working for the interests of crop consultants and contract researchers everywhere. One way to stay on the minds of non-members is to continue to publicize our work for more reasonable treatment under the Worker Protection Standard. When non-members see the Alliance's effectiveness on this front,



(Left to right) Dan Bradshaw, John Kimbrough, and Earle and Georgia Raun at the Past-Presidents luncheon.

they understand the value of membership in NAICC.

Formalizing our relations with state associations is another way to increase visibility among prospective members. At the same time we need to show that NAICC is distinct from and complementary to the state organizations.

Finally, an area of improvement that is more readily attainable with technological advances is intra-organizational communication. The Past Presidents would like to see the adoption of some type of E-Mail system that members could use to communicate with one another. Columns in the newsletter are also an easy and effective way of sharing information.

The group had several suggestions about directing the future of the profession and the Alliance. Certification should continue to be emphasized, and education is another big issue. It was agreed that more training opportunities are needed in technical fields as well as in such areas as computer training. NAICC Past Presidents also want to see a doctorate in plant health offered in the future.

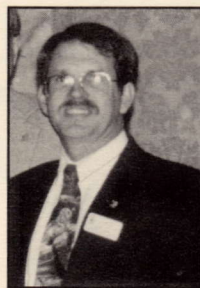
New technology is seen as crucial to the crop consulting and contract research professions. New and better tools and improvements in biotechnology are both seen as ways to reduce pesticide use. Centralized communication is seen as a way for practitioners to get information quickly.

The vision of NAICC in the year 2005 followed these same lines. Centralized communication is a major goal. Networking of the membership so that information can be transferred easily is seen as a way NAICC can help its members communicate in the future. The group would also like to see the directory become available on disk. In-house education on such topics as business management, public speaking, and marketing were also seen as desirable.

The Past Presidents participated in the Executive Board meeting and the committee workshops the same day.

Do You Have a Business Plan?

by Will Connell



In our American economic system the concept of opportunity is elevated. We are encouraged to grasp opportunity, "[it] knocks but once." I'm here to tell you that opportunity alone does not and should not guide us. Hard working, caring, honest folks like ourselves will have abundant opportunities, but the direction of each offer

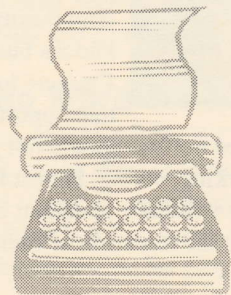
may not be where we want to go.

A written statement (with emphasis on the written) of the activities that truly make up our business serves as a guide to evaluate how to spend our energy. The no-tiller is not persuaded to roll out the moldboard that fine spring day just because opportunity knocks. Why? He has a plan. Everybody needs a plan. Good fortune can be a harsh teacher. Without a plan we may accept business that we don't have the resources to serve. We may attempt to build a strong staff of assistants yet lack the personnel management skills to run a larger firm. We may get so absorbed in the short term service that our time is consumed in the details, and we don't stay abreast of technical advancements, leaving us unprepared for change. Conversely, we might focus on progressive excellence and lose track of basic business profits in the short term. If we don't really know where we're going, it's not likely we'll arrive at a truly desirable place.

The challenge is to build and implement a plan with integrity. Integrity is often equated with honesty in dealings with others, but it encompasses even more. Integrity involves unity, oneness, consistency, and honesty with ourselves.

Our plan should reflect our strengths and what our area of service really is. It will rely on a thoughtful guess as to what future needs will be and how to fill those needs. Personal preferences and values are essential in developing the plan. If two or more goals are mutually exclusive we must reconcile this conflict so that our energy is not constantly divided. A plan with integrity can then be the framework to challenge us to focus our daily decisions and activities in the direction that we determined to be the best for us.

(Will Connell of Greenville, N. C. is a voting member of NAICC.)



What Lies in Store?

by Jay Johnson



I've known about writing this article for almost a year now and here I am writing this with less than a week to the due date. I thought this would be an easy subject to write on, as I always have an opinion about almost anything. However, I have started this many times, but couldn't come up with a definitive answer of what does lie in store for farmers/consultants.

Often an easier way to look at the future is to look to the past.

The first thing to come to mind is the size of farming and consulting businesses. Both have increased in the past and I feel will continue to increase in size in the future. This will occur as all businesses strive to achieve the proper economy of scale.

One pitfall of growth is doing so too fast or simply for the reason of being large. Any growth needs to be managed growth. If you expand too fast in any business, you outgrow the ability to manage the operation, and production or service is compromised. Growth simply to be large is not good either. Growth, first of all, needs to be profitable. Perhaps expansion in an area can allow adding a specialist to the staff that will enhance service to all customers.

The next area that comes to mind has to do with the buzz words, "sustainable agriculture." This grates on my nerves, because it has the connotation that what we've been doing is wrong. This does tend to offend me, but I move on because I am convinced that what I and most consultants have been doing for the last 10 to 15 years is what society now refers to as sustainable agriculture. Many of us started under the IPM heading, then moved to ICM, and are now in the sustainable ag arena. The only true change we have made in all

those years is to adopt the latest research work into our thinking. Yes, we have changed, but most of that change has come about because new technologies and research have allowed us to change.

Since I started my business, I have used animal wastes as nutrients to decrease farm commercial fertilizer purchases. I encourage crop rotation to enhance yield and decrease pesticide use. I scout the fields and use pesticides if and when economic injury levels are reached. This sounds like it closely parallels what sustainable agriculture is all about.

Another area that ties into sustainable ag is soil erosion. I have seen a drastic reduction in the amount of tillage in my area. Many of my customers adopted these practices before conservation compliance and HEL (highly erodible land) acres were mandated. The problem is not solved, but it has been drastically reduced. Much of my growth in the last five years has been brought on by the government mandated change to reduced tillage to stay eligible for government subsidy programs. When farmers are forced to change, they are entering unfamiliar areas, and are asking for assistance.

With the increase of high residue tillage come some new challenges. Insect and disease pressure have been increasing right along with the increase in reduced tillage. While this does offer additional challenges, it also offers additional opportunities for consultants at the present and into the near future.

Two areas that have had recent developments and are sure to have major long term implications for farmers and consultants are biotechnology and GPS-GIS technology. I could go on and discuss these two topics in depth, but in the interest of space, I will not. I will leave it that in the future this new technology is going to bring opportunities and challenges for both farmers and consultants.

In conclusion, I see the evolution of my business from an agronomist into a business partner to continue into the future. While agronomy will always be the foundation, we will have to expand into how government rules and regulations affect the farming operation.

Also, how environmental awareness and soil conservation will impact the farms. We will need to develop plans on how to best utilize new technologies such as bio-tech and GPS-GIS.

With the new complexities of agriculture, I feel there is a bright future for those of us in the consulting profession and for the many new people that will be entering the profes-

sion to meet the demand from the farming community.

(Jay Johnson of Prairie Crop Pro-Tech in Waterloo, Iowa is a voting member of NAICC).

NEW MEMBERS

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Crops: Potatoes, small grains, alfalfa, vegetables
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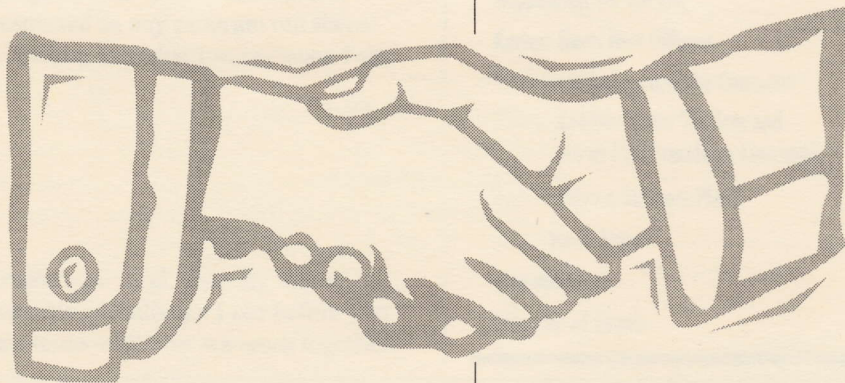
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Beaver Dam, WI 53916

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New England Fruit Consultants
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CALENDAR OF EVENTS

APR. 26-27, 1995

1995 Society of Quality Assurance Basic Training Workshop, "Good Laboratory Practices," Baltimore Marriott, Inner Harbor, Baltimore, Md. For more information call: 703/684-4050.

JULY 7-9, 1995

American Soybean Association Annual Meeting, Convention Center, St. Louis, Mo. For more information call: 314/576-1770.

JULY 17-19, 1995

North Central Branch American Society of Agronomy Annual Meeting, College Park Facility, Grand Island, Neb. For more information contact: American Society of Agronomy 608/273-8080.

AUG. 3-5, 1995

National Peanut Council, Sheraton Palace, San Francisco, Calif. For more information call: 703/838-9500.

AUG. 6-9, 1995

Soil and Water Conservation Society 50th Annual Meeting and Expo, Des Moines, Iowa. For more information call: 800/843-7645, ext. 18.

SEPT. 24-27, 1995

American Crop Protection Association Annual Meeting, Greenbrier, White Sulphur Springs, W. Va. For more information call: 202/296-1585.

OCT. 29-NOV. 3, 1995

American Society of Agronomy Annual Meeting, St. Louis, Mo. For more information call: 608/273-8080.

DEC. 1-2, 1995

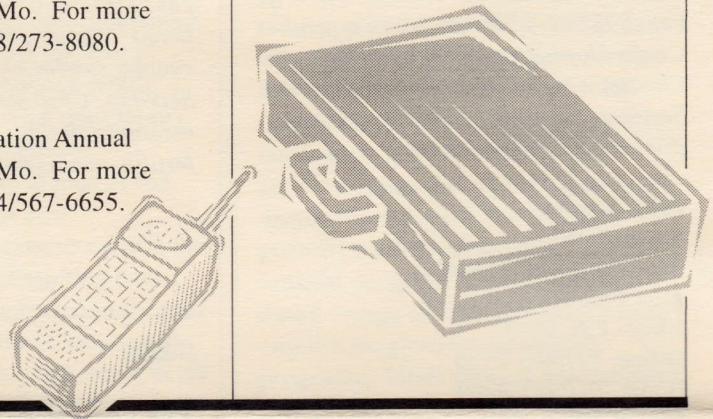
Ag Retailers Association Annual Meeting, St. Louis, Mo. For more information call: 314/567-6655.

DEC. 6-8, 1995

Nebraska Independent Crop Consultants Association Annual Meeting, Ramada Hotel and Convention Center, Lincoln, Neb. For more information contact Mike Gauthier: 308/995-5197.

JAN. 24-27, 1996

NAICC Annual Meeting, Grovesner Resort, Orlando, Fla. For more information call: 901/683-9466.



NAICC

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