



Winter 2015

Annual Meeting Program Set for Feb. 12, 13 at East Peoria Embassy Suites

The dates are set, the speakers have been confirmed and registration is underway for the 2015 ISPFMRA Annual Meeting which will be held February 12, 13 at the Embassy Suites in East Peoria.

“We are all set to go with a great program,” says Meeting Committee Chair Steve Burrow, AFM, Soy Capital Ag Services, Peoria.

Opening the program on February 12 will be Dr. Vincent Malanga, LaSalle Economics, who will deliver an overview of the national economy and where it fits in world economics. What is happening, weather-wise, will be the subject of weather consultant Mike McQuellon’s presentation.

The first morning will wrap up with concurrent sessions by Illinois Farm Bureau’s Lauren Lurkens who will address EPA Proposed Cropland Nutrient Management on U.S. Waters and Terry Argotsinger who will address wind tower valuations. Argotsinger spoke to the group the last time the meeting was in Peoria.

Other presentations include: Dr. Ford Baldwin, resistant

weed issues; grain market consultant Dan Zwicker, and Glen Morton, who will discuss fracking. Other speakers and presentations are outlined on the complete program agenda which is on Page 16 of this newsletter.

Burrows notes the meeting will follow the same basic agenda that was used last year, with the awards and other citations happening during the Thursday luncheon and that evening wrapping up with the Memorial Scholarship Auction. “There will be no formal banquet,” Burrows explains.

“In addition to the awards given at the noon luncheon, there will also be time on that afternoon devoted to Chapter membership recognition. This is being arranged by the Chapter leadership group,” he reports.



“TradeTalk, which is put on by our Commercial Sponsors, will be an all-day affair on the 12th with their displays set up on the area that will be used for the breaks, luncheon and evening reception and scholarship auction. These sponsors are also providing for two beverage tickets to everyone for use during the Scholarship Auction. We certainly hope all our members will acknowledge this generosity by visiting with our sponsor representatives.”

For the first time registration for the meeting can be handled through an on-line process. See the calendar dates relating to this on Page 13.

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Phone: 815-584-1400
rfransen@fnbofdwight.com

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Phone: 815-842-2344
rhiatt@mchsi.com

Eric Wilkinson, AFM
Vice President

Phone (815) 935-9878
ericw@hertz.ag

Gary Schnitkey, Ph.D.
Secretary-Treasurer

University of Illinois
Phone: 217-244-9595
schnitke@illinois.edu

Phil Eberle
Academic Vice President

Phone: 618-713-3534
eberlep@siu.edu

Norbert Soltwedel, RPRA
Past President

Phone: 217-868-2833
soltk@frontier.com

Illinois Chapter Office
Carroll E. Merry
Executive Director

N78W14573 Appleton Ave.
#287

Menomonee Falls, WI 53051
Phone: 262-253-6902

Fax: 262-253-6903

ISPFMRA@country-side-marketing.
com

www.ISPFMRA.org

*If you are interested in
participating on the Board
of Directors or an ISPFMRA
Committee, please contact*

Randy Fransen
rfransen@fnbofdwight.com

Randy Says

by Randal Fransen, AFM
President
Illinois Society of Professional
Farm Managers and Rural
Appraisers



“Happiness is wanting what you have.”

This is a well-known phrase if your last name happens to be Fransen. As we look forward to a brand new 2015 season and the many surprising challenges and rewards that it will bring, I think we can probably all agree that many of us certainly do have good reason to “want what we have.”

But, just what do we have? Well, let’s start with the fact that our Professional Society has a wealth of terrific leadership. In addition to many seasoned Farm Managers and Appraisers, we have many new young members who are highly intelligent and ready for action. I think of some names from the past such as Fay Sims, Donald Smith, Roger Gish, Mack Pullman, Glenn Oertley and countless others who helped to shape and pull our organization forward. Gratefully, I still see several professionals, from all age groups, in our organization who have goals similar to what these exceptional ‘senior’ Illinois Society members shared.

Our current Board is brim full of energy and passion to leap into 2015. Immediate Past President Norbert Soltwedel, RPRA, is as decent a person as we could have ever hoped for to lead the Illinois Society. Norbert has more integrity than most people you will ever meet and has consistently been a strong advocate for mentoring young professionals. Norbert has shown that he is both able to make tough decisions and also quick to assist any member who may seek his help.

Rick Hiatt, AFM, ARA, your President-Elect, is a 40-year veteran of the ISPFMRA who still asks many, many questions about how things can be made better. Nobody is more proud to be called a member of the Illinois Society of Professional Farm Managers and Rural Appraisers than Rick. We are also proud to have him.

Coming onto the Board as the new Vice President is Eric Wilkinson, AFM. We welcome Eric’s youthful enthusiasm and ideas. I am excited to have a Board member who looks forward to helping shape our Society to be an organization of value to members from across generations. Willingness to serve is something that Eric certainly brings to the table.

What more can be said about our Academic Vice-President, Phil Eberle? Phil has been a wonderful contributor to the Board. He is an extremely polite and knowledgeable man who you should get to know if you aren’t already acquainted with him. I would venture to say that Phil Eberle is one of the best listeners I have ever met. This is a valuable trait in a leadership position.

Gary Schnitkey, Ph.D., not only travels around the state helping to educate hundreds of agriculturists, but also has been a humble, solid worker for your Society as Secretary-Treasurer. It is very pleasing to see that Gary, along with many of

(Continued on Page 7)

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Randal Fransen, AFM
First National Bank of Dwight
122 West Main Street, PO Box 10
Dwight, IL 60420
Phone (815) 584-1400 Fax: (815) 584-1280
Cell (815) 584-7354
rfransen@fnbofdwight.com

President-Elect

Richard Hiatt, AFM, ARA
Hiatt Enterprises
221 W. Washington St.
Pontiac, IL 61764
Phone (815) 842-2344 Fax: (815) 844-3024
Cell (309) 838-7933
rhiatt@mchsi.com

Vice President

Eric Wilkinson, AFM
Hertz Farm Management, Inc.
200 E. Court Street, Ste. 502
Kankakee, IL
Phone (815) 935-9878 Fax: (815) 935-5757
Cell (217) 552-3777
ericw@hertz.ag

Academic Vice President

Phil Eberle
112 N. Lark Lane
Carbondale, IL 62901
Phone (618) 713-3534
eberlep@siu.edu

Secretary-Treasurer

Gary Schnitkey, Ph.D.
University of Illinois
300A Mumford Hall
1301 West Gregory Drive
Urbana, IL 61801
Phone: (217) 244-9595 Fax: (217) 333-2312
Cell: (217) 898-3762
schnitke@uiuc.edu

Past President

Norbert Soltwedel, RPRA
18991 North 900th St.
Shumway, IL 62461
Phone (217) 868-2833 Fax: (217) 868-2833
Cell (217) 259-2833
soltk@frontier.com

2015 Committee Chairs

Annual Meeting - 2015 @ Peoria	Steve Burrow, AFM
Annual Meeting - 2016 @ Springfield	Thomas Peters, AFM
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Appraisal Education	Dan Legner, ARA Herb Meyer, ARA
Audit	Dan Cribben, AFM, ARA
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Ethics	Allen D. Worrell, AFM
Farmland Values/Lease Trends Survey/ 2015 Illinois Land Values Conference	Dale Aupperle, AFM, ARA Tim Harris, AFM Winnie Stortzum, AFM Jonathan Norvell, Ph.D. Chuck Knudson, ARA Dan Davis, AFM, ARA
Conference Meeting	Gary Schnitkey, Ph.D.
Advertising	
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Farmland/Lease Trends Survey	
Government & Policy	Jerry Hicks, AFM
Honorary Awards	Norbert Soltwedel RPRA
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Membership Development	Doug Greiner, AFM
Memorial Scholarship	Seth Baker, AFM
Mentoring/Retiree	Rick Hiatt, AFM, ARA
Nominating	Norbert Soltwedel RPRA
Public Relations	Ernest Moody, AFM, ARA, AAC
Summer Tour - 2014	Rob Woodrow, AFM
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Randy Says

(Continued from Page 2)

our other Chapter members, was recognized for his excellent, longstanding service at the recent American Society meeting held in Tucson.

Lastly, the man who holds it all together and helps the Illinois Society Board of Directors connect all of the dots - Carroll Merry. As Executive Director, Carroll is the pivot man who coordinates many, many activities that go on behind the scenes and is always helping us look forward down the road. Carroll brings a unique perspective and his professional marketing talents to the Chapter. His networking outside of our Society also helps us learn how other groups may attack problems or challenges similar to ones that we face as a Society.

What more do we have that we want? You. Excellent members. When you think of all of the members of our Society who have served as church council members, school board members, city council people, Farm Bureau leaders, Illinois Ag Leadership Alumni and members, 4-H Leaders, FFA supporters, Sunday school teachers, and county fair supporters, it is almost unbelievable. Leaders in our organization step up when called upon to help with meetings, tours, land value conferences, or to serve as committee members or chairs.

I challenge anyone to find a group of more committed professionals than you -- the membership of our Illinois Society. If happiness really is wanting what you have, then we all have great reason to be happy. I hope you agree.



Randal S. Fransen, AFM

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A GOOD BOSS IS.....

by DeEtta Jones

Do you ever feel overwhelmed as a manager? Being overburdened by the responsibility of having to figure out what others want and need of you is a familiar feeling shared among leaders. Fortunately, there is a “best practice” for obtaining just the kind of information needed to increase your leadership effectiveness—ask them what they want.

The following 10 traits have emerged when front line staff, supervisors and middle managers have been asked to describe the traits they look for in a boss. As you read through their “wish list”, think about the kind of boss you are, you want to be, and what you look for in a good boss.

Employees want bosses who are:

1. Innovative

Good bosses have good ideas but their role in innovation is more as facilitator than consummate mastermind. They are not threatened by the talent of their employees, and cultivate a working environment that allows each person’s creativity to come forward. They facilitate innovation.

2. Coaches

Good bosses provide important education and guidance that helps an employee see how her work is contributing to the larger goals of the organization. They help employees build confidence by giving stretch assignments that require demonstration of new skills and right-sized risk, then feedback that allows needed course corrections to be made early enough to avoid a major failure. When employees do fail, good bosses encourage reflection and identification of learning that can be applied to future endeavors.

3. Caring

Good bosses listen to their employees and show an interest in their opinion. They provide opportunities to talk openly, showing interest in their employees’ opinion. They encourage personal and professional growth, sometimes by giving access to resources (like professional development experiences) and sometimes by removing barriers.

4. Strategic

Good bosses can make hard choices and have the finesse needed to get people behind even sometimes unpopular decisions. They are able to secure resources for important initiative worth pursuing. They use analytical frameworks for guiding change, promoting transparent processes and communication. Strategic bosses are decisive (not to be confused with closed-minded or dogmatic). Once a decision has been made, they stick with it and avoid changing directions quickly or sending mixed messages.

5. Visionary

Good bosses are also visionary managers, able to clearly see and build a commitment toward a compelling future state. They articulate a sense of direction, map out the path and shepherd the process.

6. Demonstrate Trustworthiness

A good boss is genuine, has integrity, and behaves in a manner consistent with his word and values. Employees trust bosses they know to be intelligent, capable and have a demonstrated track record of acting in their best interest. They give and receive (even invite) feedback, affirmative and constructive. They are fully aware of their scope of power in the organization and in their relationship with employees, how an off-handed comment or unpleasant glance may ruin someone’s entire weekend.

7. Accessible and Adaptable

Good bosses are able to balance how they give support and direction with the freedom employees need to do their work, acknowledging the level of experience and expertise over his domain. They understand that each employee comes to the workplace with unique experiences, needs and cultural lenses that will require individualized attention and support, and can adapt their own style to ensure effective communication and levels of productivity.

Continued on Page 11



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A GOOD BOSS IS.....

Continued from Page 9

8. Passionate

A good boss has a fire their belly about something--particularly the vision, mission of the organization and the people with whom they work and who their products and services are meant to touch. They are the first to roll up their sleeves to contribute, and model the level of motivation and quality required for achievement of organizational goals. They help employees stay connected to their own passion by encouraging the sharing of ideas and then helping to shape them to fit within and be supported by the larger organization.

9. Champions

People want to know that the person to whom they report is on their side, even when mistakes are made. Champions look for opportunities to catch their employees doing a good job, and go out of their way to point it out. They don't take the credit for their employees' work, and they don't throw an employee under the bus--ever. They "influence up" by being a conduit between their employees and higher level decision makers,

often helping their employees develop the language and influence strategies needed to take an idea to the top of the organization.



10. Fun

Good bosses are willing to laugh and value a work environment that encourages meaningful relationships between colleagues. They inspire us by making the connection from our head to our heart about the importance of our work and our value to the company. Here's the leadership next step: reflect on the list and identify qualities you are modeling. Think about where there is room for growth in your leadership practice—growth that will lead to increased levels of motivation and engagement. Finally, begin today encouraging your employees to share their own needs allowing for timely adjustments.

Remember, leadership is a journey. Bon voyage!

DeEtta Jones is a leadership strategist, social justice advocate and author. She has more than 20 years of experience working with individual leaders and teams in some of the world's most prominent universities and corporations. Her multidimensional background and fresh perspective leaves clients feeling heard and empowered to take on some of the major organizational and workforce challenges of our times. For more information, visit <http://www.deettajones.com>.

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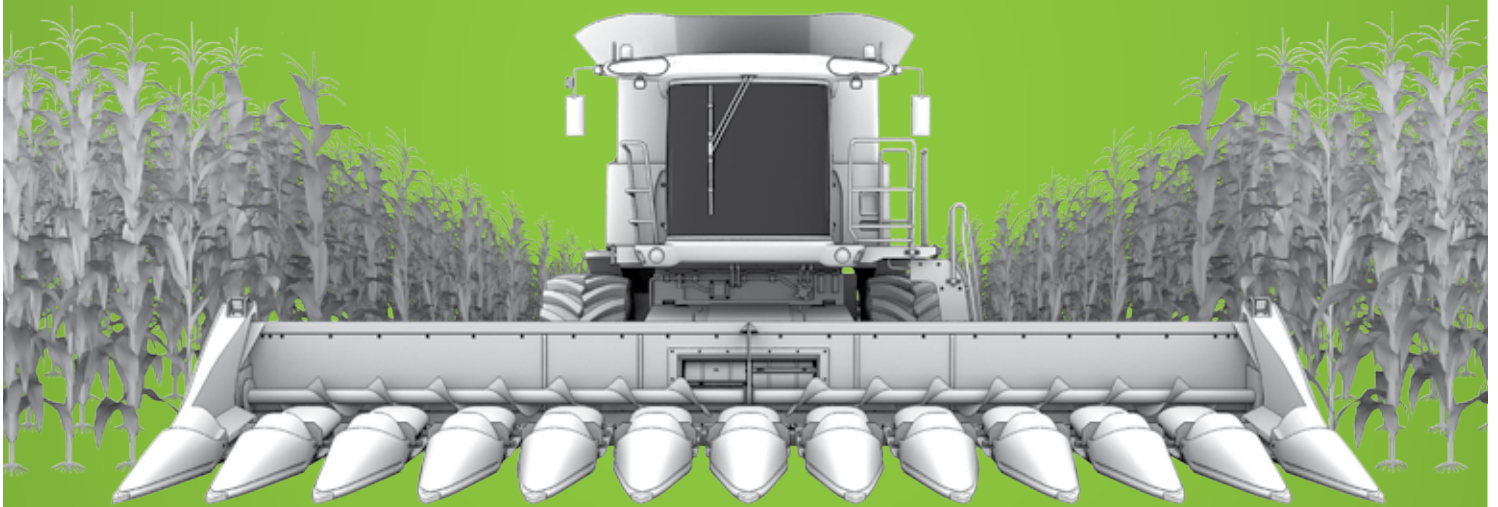
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Albert, Vincent

ASSOCIATE

Soy Capital Ag Services
6 Heartland Drive, Ste. A
Bloomington, IL 61704
t - 309-665-0958
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Brown, Phillip

ASSOCIATE

Land Managing Consultants
PO Box 550, Woodstock, IL 60098
t - 815-482-3225
phil@landmanagingconsultants.com

Edwards, Darec Royce

STUDENT

1002 S. 2nd St. Apt. 302
Champaign, IL 61820
t - 630-379-8284
xplanet2001@aol.com

Murray, Diane Elizabeth

ASSOCIATE

Soy Capital Ag Services
103 E. Lincoln St., Apt 1
Normal, IL 61761-1450
t - (309) 533-5503
dmurray@1stfarmcredit.com

Perkins, Ross

ASSOCIATE

Soy Capital Ag Services
6 Heartland Drive, Ste. A
Bloomington, IL 61704
t - 217-249-4115
rperkins@soybank.com

Slightom, Matthew

ASSOCIATE

450 W. Side Square
Carlinville, IL 62626
t - 217-854-4215
mslightom@cnbil.com

Whalen, John

ASSOCIATE

Martin, Goodrich & Waddell, Inc.
3475 E 12th Rd.
Ottawa, IL 61350
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February 11

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February 12, 13

ISPFMRA Annual Meeting. Register online at <http://www.ispfmra.org/2014/10/2015-ispfmra-conference-agenda-registration/>

March 19

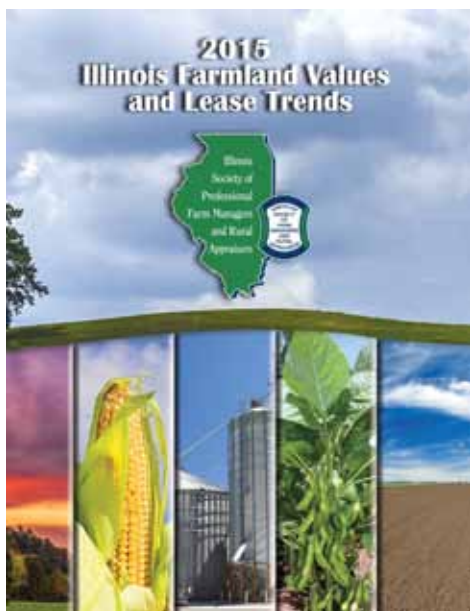
2015 Illinois Land Values Conference

DoubleTree by Hilton, Bloomington, IL.
Program and registration information coming.

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“Simply put, advertising in the annual *Land Values Report* can be an extremely effective and efficient way to let others know you are in business and get them to contact you,” says Jonathan Norvell, Ph.D., AFM, chair of the 2015 *Illinois Land Values and Lease Trends Report* advertising team.

“If there is anything that tells the public about that Illinois Society, it is the *Report*. It has achieved a level of acceptance and credibility that is just unbelievable,” adds Dale



Aupperle, AFM, ARA, overall Land Values/Lease Trends Survey and Land Values Conference chair. “It is just amazing the credibility this book gives to the Society and what we stand for.”

Aupperle explains that the *Report* is distributed to county Extension offices,

state and federal legislators and other government offices, banks and lenders, land owners, accountants, attorneys and others allied to the industry. “We’ve even had the *Report* cited in state legislative hearings.”

“Every year we get orders for the booklet from all over the country from landowners who live outside the state but want to stay in touch with what’s happening with land values and lease trends. And they are all very willing to pay the price to get the *Report* mailed to them,” he notes.

“Many of the companies advertising in the book buy additional copies for distribution to potential clients,” Norvell adds. “It’s a great customer appreciation tool.”

Bigger and Better with More Color

“We made the switch to full color two years ago,” Norvell explains “and the reception by our advertisers was very positive immediately. The price for advertising was bumped up very little and we actually saw an increase in the number and types of ads. It’s been a very positive addition to the *Report*.”

“The 2015 *Report* will be bigger than ever with even more color,” adds Aupperle. “We are going to use more Illinois agriculture photos to highlight the editorial and make the book more attractive and reader-friendly. We topped 100 pages some years back and are looking at a *Report* this year in the range of 110 pages.

“That’s a LOT of information!” he says.

Norvell is lead contact for anyone interested in advertising in the 2015 edition.

“Our deadline for reserving space and getting materials into the book is February 6, so there is time to get an ad put together if you don’t already have something,” he notes. “Advertisers can have their ads only in those sections of the book featuring information from their trade area,” he adds. “Anyone interested should contact me and I will send them information about ad sizes and rates.”

“Advertisers should know that unless they request or want to pre-pay, they will not be invoiced until after the book is produced,” he explains.

Copies will become available for distribution at the Illinois Land Values Conference which will held March 19 in Bloomington. Mail orders will be processed after that.

He can be reached at 217-244-6352 or via e-mail at jnorvell@illinois.edu.

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Anniversaries to be Celebrated in 2015

Very Special Congratulations to these ISPFMRA members
who will celebrate 20 Years PLUS of active membership during 2015.

20 years

Aupperle, Ryan E.
Berger, Brett W.
Frank, Steve
Harrington, Patrick D.
Harris, Timothy A.
Healy, Douglas S.
Hogan, Joseph W.
Ragan, David M.

25 years

Simmons, David A.
Zimmerman, Donald D.

30 Years

Fransen, Randal S.
Hicks, Jerry R.
LaDuke, Ronald E.
Marshall, John A.
Oliver, James E.
Ray, Douglas D.
Stock, Duane R.
Vogl, Dale J.

35 years

Hiatt, Russell L.

40 Years

Ahrenhötz, James
Kiefer, R. Edward
Robinson, Dean A.
Wirth, Steven C.

45 Years

Gene Meurer

50 Years

Alt, Charles R.
Elmore, Robert L.

51 Years

Thomas Heinhorst

52 Years

Ray Carhmichael

53 Years

Greenwood, Eldon H.
Hertz, Joel R.
Vissering, Richard W.

54 Years

Carlson, Glen E.
Cole, David G.
Walker, Howard R.

58 Years

Hobart Hinderliter

61 Years

Eugene Merkle

65 Years

Kenneth Fiske

66 Years

Jesse Dowell

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2015 ISPFMRA Annual Meeting Program

Become prepared for the opportunities and challenges sweeping across the industry --- learn from the professionals, mingle with the best, share ideas with the brightest.

Thursday, February 12

- 7 - 8 a.m. Registration
- 8 - 8:30 a.m. Opening remarks -- **Steve Burrow**, AFM, Soy Capital Ag Services, Event Chair
Welcome -- **Representative Aaron Schock** [R-IL18]
- 8:30 a.m. *An Outlook for Agriculture* -- **Dr. Vincent Malanga**, LaSalle Economics
- 9:30 a.m. *What Does Mother Nature Have In Store For Us This Year?* -- **Mike McClellan**, Mobile Weather Team, Inc.
- 10:30 Break
- 11:00 a.m. Concurrent Sessions
- EPA Proposed Cropland Nutrient Management on U.S. Waters -- **Lauren Lurkins**, Illinois Farm Bureau
 - *Wind Towers and Electric generators -- Their Impact on Land Ownership* -- **Terry Argotsinger**, AFM, ARA, partner, Stalcup Agriculture Service, Inc.
- Noon Lunch
- 12:45 p.m. *Honorary Membership Presentation* -- **Norbert Soltwedel**, RPRA, ISPFMRA President
Distinguished Service to Agriculture Award
ISPFMRA Hall of Fame Induction
Presentations made by **Bruce Huber**, AFM, ARA, ISPFMRA Past President
- 1:30 p.m. *Resistant Weed Issues* -- **Dr. Ford Baldwin**, University of Arkansas, retired.
- 2:30 p.m. Break
- 3:00 p.m. Special Member Recognition Presentations -- **Norbert Soltwedel**
ASFMRA Update and Outlook -- **Fred Hepler**, AFM, AAC, President, ASFMRA
- 4:00 p.m. Annual Business Meeting, **Norbert Soltwedel** presiding.
- 5:30 p.m. Memorial Scholarship Auction and Reception

Friday, February 13

- 7:00 a.m. Breakfast
Passing of the Gavel
- 8:00 a.m. *Grain Market Outlook* -- **H. Dan Zwicker**, CGB Enterprises
- 9:00 a.m. *2014 Farm Bill Updates -- Pending Deadlines and What You Need to Know.*
Gary Schnitkey, Ph.D., University of Illinois College of ACES
- 9:30 a.m. Break
- 10:00 a.m. *The Fracking Story -- What's Happening Beneath Your Feet* -- **Glen Morton**, Retired Caterpillar Global Product Development Manager



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