



2018 Annual Report

ANNUAL GENERAL MEETING

January 18, 2019

Delta Regina Hotel
Regina, SK

2018 Message from the President

Alan Jackson, President

The Livestock Marketers of Saskatchewan (LMS) focused much of their efforts in 2018 on the development of a new Health & Safety program for the cattle industry within the province. We also continued our student outreach partnership with the University of Saskatchewan. LMS remains committed to growing our membership through our associate membership and expanding our industry relationships.

The LMS Board is comprised of directors Roy Rutledge, John Williamson, Blair Brooks, Scott Johnstone, Tyler Cronkhite, Past President Stewart Stone, and myself. I would like to thank my fellow board members for the time they donate to our organization. It is much appreciated.

LMS is dedicated to growing our associate members and we would like to thank those who have joined our organization. The associate membership allows those who work in the industry to show their support for the free market system of livestock in our province and attend our events while being acknowledged for your support. If you would like more information regarding the associate membership, we would be happy to answer any questions.

In 2018, the LMS Board made the development of a Health & Safety Program for the industry a priority. Employee health and safety is a concern for all industries as it is for LMS members. Our goal is to

develop a program that is user and trainer friendly while meeting the criteria of regulatory agencies. We want to ensure safe workplaces for our employees and to take a proactive approach which will keep our industry strong into the future.



We began by examining similar agriculture safety programs in other provinces and have been working with healthy & safety consultant Reg Steward, who was instrumental in the development of similar programs in BC and Alberta. This background, combined with his experience as a working cowboy, makes him an ideal advisor on the program as we go forward. Next steps for the project will include securing funding for the program, creating a user manual and completing voluntary safety audits on facilities. We hope that this program will extend beyond our membership to all those involved in the beef industry.

In 2018 we entered the second year of our three-year partnership with the Saskatchewan Cattlemen's Association (SCA). We partnered with the SCA on student outreach project and a cheque stuffer campaign. The student outreach campaign included a

Partnership with the Saskatchewan Cattlemen's Association



In July 2017, LMS embarked on a three year partnership with the SCA to help promote their organization and its programs through our membership. Through LMS members, SCA has provided signage to be displayed in sales rings across the province, increasing producer awareness of their association and our joint commitment to serve the cattle industry. LMS members also agreed to announce local SCA district meetings to their customers in the fall and distribute their upcoming *Humane Handling Guidebook* for Beef Cattle upon publication.

We look forward to working with the SCA to provide Saskatchewan ranchers with a sustainable and profitable future.

lecture series with University of Saskatchewan students along with career information and networking sessions. In the fall of 2018, we collaborated on a cheque stuffer campaign that focused on the importance of a valid client/veterinarian relationship and the upcoming changes to the way medications are distributed. SCA assumed responsibility from LMS of the www.beefcareers.ca website in July 2018. LMS would like to thank SCA for their partnership and we look forward to continuing this collaboration.

As the organization that represents member livestock auction markets, assembly yards and order buyer and dealers stations in Saskatchewan, we continue to work with government and other industry partners to address issues that affect our sector.

LMS has a seat on the board of the Livestock Services of Saskatchewan (LSS) which administers the province's brand inspection and brand registry. We

distributed the LSS Annual Report to our members through our email network in September. In addition, you will see an article from LSS in this annual report.

LMS continues to be a member of Farm & Food Care Saskatchewan, a whole-sector coalition of farmers, ranchers and agriculture and food businesses that work to connect consumers with agriculture and promote public trust in the food system. LMS members play a pivotal role in the agricultural food chain and supporting organizations like Farm & Food Care helps promote best practices and freedom to operate for all of us in the agriculture industry.

I look forward to another busy year.



Alan Jackson, President

Associate Membership

By investing in an annual **\$500 Associate Membership** with the Livestock Marketers of Saskatchewan, your organization will receive the following benefits:

- Visual support for the efficient and transparent marketing of livestock in Saskatchewan.
- Have an input regarding industry issues at the local, provincial and national levels.
- Be represented on related industry issues and organizations.
- Networking and connections with others in the livestock industry in Saskatchewan.
- Invitation to the LMS annual meeting.
- Opportunity to advertise in the LMS member newsletter at a discounted rate.
- Recognition at the LMS annual meeting.
- Recognition in the LMS Annual Report.
- Timely information about current and emerging industry issues through our newsletter, our website, emails and conference calls.
- Invitation to LMS events, including: webinars, seminars, workshops, student activities, etc.
- Invitations to professional development and educational opportunities such as workshops and other forums.

“Promoting competitive bidding in the marketing of livestock”

Projects and Activities

Adele Buettner, Executive Director

STUDENT OUTREACH ACTIVITIES

The Livestock Marketers of Saskatchewan Board carried out some great student-centered initiatives in the 2017/18 fiscal year. Many of these initiatives built on the success of the student outreach program in previous years. These activities included a lecture series, a career information and networking session and an undergraduate award.

Joe Jackson of JGL Livestock and Alan Jackson, President of the LMS Board, were both guest lecturers in two classes in the College of Agriculture &



Bioresources at the University of Saskatchewan. Joe Jackson delivered three presentations to the Grain & Livestock Marketing class and one lecture to the Intensive Beef Management course. Alan also gave two lectures to the Grain & Livestock Marketing. The Grain & Livestock Marketing class had 150 registered students and the Intensive Beef Management class hosted 50 students.

A career information session was hosted in the College of Agriculture on March 15th and open to students in the College of Agriculture & Bioresources, Western College of Veterinary Medicine and Edwards School of Business. This session showcased three employers: the new Livestock & Forage Centre of Excellence, JGL Group and Heartland Livestock Sales, and was attended by over 40 engaged students. Representatives from each organization gave an overview of their career paths, their companies, their industry and the current and future opportunities for students looking to work with them. The presentations were well-received and students had the opportunity to engage with the presenters over pizza and drinks during the networking session.

The LMS Scholarship for third and fourth year students in the College of Agriculture and Bioresources was renewed for the 2017/2018 school year. This year's recipient was Haley Down from Maryfield, Saskatchewan, who is a third-year student majoring in the Animal Bioscience degree program.

In 2018, LMS contacted Agriculture in the Classroom (AITC) to investigate ways to engage with high school students in the province through the programs they offer. We provided AITC with copies of the *Careers in the Cattle Sector* brochures which were distributed to students and teachers to share information about careers in agriculture. LMS also





worked with AITC to provide a list of auction market facilities that would be willing to host school tours.

The LMS office has developed a presentation template for LMS members who would like to present to classrooms in their community about the livestock marketing industry and career paths within it. It is a general, customizable PowerPoint slide deck that presenters can insert their information into and mould to their situation. Please contact the office if you are interested in making a presentation in your community.

LMS continues to invest in student outreach as way of building for the future of our industry.

LMS Aims & Purpose

- To promote, foster and advance the auction method of competitive marketing in the livestock industry.
- To otherwise promote, foster and advance open and fair competition in the marketing of livestock.
- To secure uniformity in customs and grading practices in the marketing of livestock.
- To safeguard and improve the operations of persons engaged in the marketing of livestock in the best interests of producers, buyers and sellers of livestock.
- To prepare and distribute educational, statistical and economical information pertaining to the livestock industry and livestock marketing.
- To formulate and recommend plans and measures to protect and promote the welfare of the livestock industry.
- To advocate the enactment of appropriate laws, whether statute or regulation, affecting the marketing of livestock and the livestock industry, and to make representation therefore to any federal, provincial, municipal or other regulatory authority.
- To aid in improving measures to assure financial protection for producers, brokers, dealers, buyers and sellers of livestock.
- To develop safe handling practices that ensure both animals and market staff are treated under the best possible safety standards.

LSS Report

Jason Pollock, CEO of Livestock Services Saskatoon



During the course of the past fiscal year, a significant volume of time and effort has been spent finalizing the cattle and horse inspection program (CHIP) database project. In addition to this major achievement, there was a change at the top level of the organization and a concentration on new business processes and functions that moved LSS towards a fully self-sustaining business. With the continued development of IT support, finance, payroll, and benefit administration, LSS is now capable of providing its staff and stakeholders all the necessary components required to continue the business of LSS. LSS also made progress on its other strategic objectives to move ahead with initiatives on traceability, interjurisdictional cooperation, business development, and stakeholder satisfaction.

October 31, 2017 marked the formal conclusion of the development phase of the CHIP database project. Operational since August of 2016 as a replacement of the LIMS system, CHIP has been deployed throughout LSS and is used for all field transaction activity and reporting. The final months of the project involved a significant effort by senior internal managers to provide the necessary oversight and direction of resources to ensure successful completion. To their credit, the project was delivered on time and on budget according to the adjustment approved in the previous fiscal year which amended the project constraints. CHIP delivers a forward-thinking infrastructure and architecture to build upon. It is scalable and adaptable to meet the future needs of the industry in terms of traceability and data services. Built on a fully online platform, CHIP offers the ability to be deployed wherever data is available. LSS now has industry leading capacity with the eManifest capabilities within CHIP to enter into the next phase of livestock movement reporting. Market integration and full reporting to comply with the CIP will be an integral part of the future of CHIP and LSS business.

With the full deployment of CHIP our organization is now moving into the arena of IT support and management that it has not delivered before. With financial and operational processes centered around the data and management of CHIP, a need for a more formal IT presence within LSS is required. Currently, LSS relies on external contractors for the

services required to support the IT infrastructure of the business. There has been an identified need to investigate this model of support in the future.

Early in the fiscal new year an interim CEO was put in place and a permanent replacement was installed in July. The leadership team at LSS focused on key result areas of safety, operational excellence, finance, HR and IT support development. Over the course of the year, a safety plan review was completed.

This plan will be put forward for an internal peer review team to validate and implement. Similarly, the operations of LSS were formally assembled and will be put through an internal process of validation in the coming fiscal year. The goal of this project is to ensure consistent delivery of LSS services across the jurisdiction. This project, like the safety review will continue into the next year and they are both scheduled for completion in 2019.

Progress was made in all areas of LSS towards a fully supported business. When LSS left the Ministry in 2014, many components of business support were not in existence. Since that time, we have developed and implemented each required module as time and resources have allowed. The payroll function was moved over to LSS control and responsibility in January and has proven to be a positive experience for our employees despite the few implementation issues and normal growing pains expected for a deployment of this magnitude.

During the past year, our staff have been taking part in a formal CBA renegotiation process. As part of the agreement to establish our own bargaining unit within the SGEU, LSS has applied for and received a certification order to proceed with negotiating a CBA with our union staff. While the joint union/management team made great progress together on simplifying and condensing the CBA to address many issues that are specific to our organization, the overarching SGEU agreement with the Province has stalled negotiations. Our negotiations will be suspended until the SGEU reaches an agreement with the Province. After this, LSS will resume bargaining with its employees.

Over the course of the last fiscal year, LSS has reached out to the Province of Manitoba as well as the Manitoba

Beef Producers (MBP) to offer a suite of services to meet the pending requirements of the national traceability program. Response to this has been positive and the MBP membership passed a resolution to lobby the Province to enforce a mandatory inspection program within MB. This business initiative is progressing at a pace set by MB and LSS' role is to inform, educate, and support their efforts to move towards an inspection jurisdiction similar to the ones found in SK, AB and BC. Based on our discussions with MBP, it is anticipated that LSS will be recommended by the MBP as the provider of choice.

LSS has also begun discussions with other provinces regarding the areas we can collaborate and move towards a more seamless producer experience. The regulations and laws within each province are similar but have enough differences that our operations cannot become more integrated until the associated regulations are harmonized to some degree. This process is a lengthy one but there is agreement that it is a worthwhile discussion. Given the pending national movement reporting that is coming into force, there is a need for LSS to engage its external service partners in the discussion as a way of preparing for the future.

LSS has continued to work with the SCA on producing data from within CHIP that can assist in the check off processes within SCA. The data within CHIP has been manipulated and processes have been modified to produce the necessary reports for analysis. This continues to be a work in progress as some elements within CHIP do not mesh well with the timelines required for audit purposes within the SCA. These

elements will be harmonized in the coming year to allow CHIP to provide the necessary data to SCA for their purposes. LSS will also use the developed report as a management tool to audit internal data quality. This process has assisted in bringing the needs of both organizations to the forefront as a solution is found.

Amidst the volume of internal efforts to build out the business of LSS, we have been successful in moving forward on important external initiatives. Working closely with the Ministry of Agriculture through a working group function has allowed LSS to remain in good communication and aligned with the Province. The Board of LSS continues to be engaged and a critical success factor to the ongoing development of LSS. As an organization, we continue to move towards the vision laid out by them and look forward to the coming period of growth and maturation within the continuum of business development.

It has been an exceptional experience this past fiscal year to work with such a diligent and hard-working group as LSS. From the Directors to the front-line staff, we have a tremendous amount of dedication and passion for this business. It is a privilege to work with such a group and I look forward to continuing the journey with them.



Jason Pollock, CEO

www.LSSC.ca

LMS Members 2018

Candiac Auction Mart
Cowtown Livestock Exchange
Edwards Livestock Center
Greiner & Sons Livestock Ltd.
Heartland Livestock Services
Holdstock Livestock

Jameson Gilroy & B & L Livestock
Johnstone Auction Mart Ltd.
Just Livestock Inc.
Kelvington Livestock
Mankota Stockmen's Weigh Co. Ltd.
Meadow Lake Stockyards Ltd.
Miller Livestock Order/Buy Co. Ltd.

Northern Livestock Sales - Lloydminster
Northern Livestock Sales - Prince Albert
Prairie Livestock
Saskatoon Livestock Sales
Spiritwood Stockyards (1984) Ltd.
Weyburn Livestock Exchange

ASSOCIATE MEMBERS

Canadian Cattle Buyers Credit
Farm Credit Canada
JGL Commodities
Roberge Transport, Moose Jaw

SKL Slash Trucking
Stochmanski Livestock Hauling
Vee Tee Feeders

About LMS

The Board of Directors and members of the Livestock Marketers of Saskatchewan remain committed to our goal of promoting competitive bidding in the marketing of livestock.

This is achieved through collaborative relations with industry partners; educational projects for our members; and adherence to sound business practices and responsible animal welfare at members' auction markets, among other initiatives.

We share in the responsibility of ensuring the free marketing of livestock runs smoothly, transparently and efficiently.

LMS is actively involved in addressing issues affecting members of our industry, such as Traceability, Brand Inspection, Dealer Licencing/Bonding, Labour Training, Worker Safety Protocol, Animal Handling/Welfare Protocols and CFIA Requirements.



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President:

Alan Jackson
JGL Livestock

Past President:

Stewart Stone
Heartland Livestock Services

Directors:

Brent Brooks
Northern Livestock Services

Tyler Cronkhite
Cowtown Livestock Exchange

Lyal Fox
Just Livestock Services

Scott Gilroy
JGL Livestock

Scott Johnstone
Johnstone Auction Mart Ltd.

Roy Rutledge
Weyburn Livestock Exchange

Pat Tellier
Saskatoon Livestock Sales

John Williamson
Mankota Stockmen's
Weigh Co. Ltd.

Executive Director:

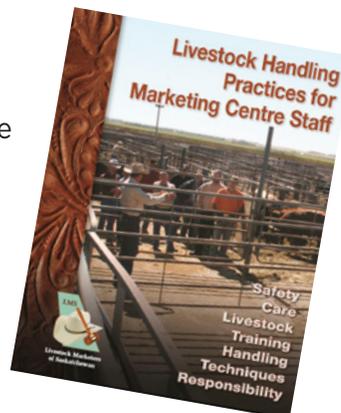
Adele Buettner
AgriBiz Communications Corp.

Livestock Handling Practices for Marketing Centre Staff and accompanying DVD

\$79.95 plus \$10.00 Shipping & Handling, and GST

To further enhance the quality of livestock marketing operations for the industry at large, the Livestock Marketers of Saskatchewan Inc. compiled this inaugural safe and humane handling manual.

Current, straight-forward and easy to understand, this manual introduces new employees to auction market operations and is a handy reference for all employees. The manual addresses employee safety within the context of humane and responsible animal care and should only be used as a supplement to, but not a replacement for an employee safety manual.



To order your copy, contact the LMS office at 1-306-933-4404 or office@agribiz.ca.