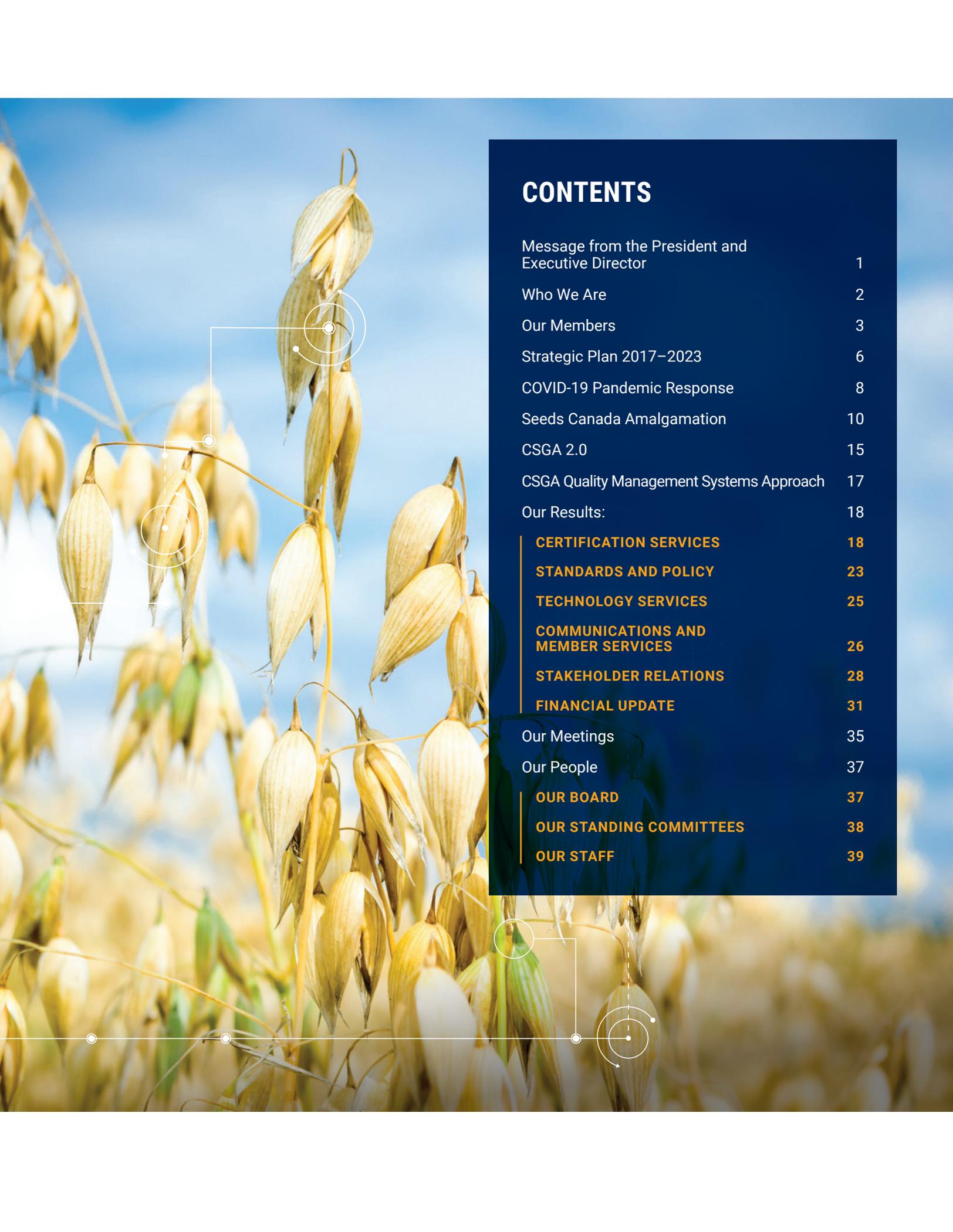




Canadian Seed Growers' Association

# ANNUAL REPORT

2020-2021



# CONTENTS

Message from the President and Executive Director	1
Who We Are	2
Our Members	3
Strategic Plan 2017–2023	6
COVID-19 Pandemic Response	8
Seeds Canada Amalgamation	10
CSGA 2.0	15
CSGA Quality Management Systems Approach	17
Our Results:	18
<b>CERTIFICATION SERVICES</b>	<b>18</b>
<b>STANDARDS AND POLICY</b>	<b>23</b>
<b>TECHNOLOGY SERVICES</b>	<b>25</b>
<b>COMMUNICATIONS AND MEMBER SERVICES</b>	<b>26</b>
<b>STAKEHOLDER RELATIONS</b>	<b>28</b>
<b>FINANCIAL UPDATE</b>	<b>31</b>
Our Meetings	35
Our People	37
<b>OUR BOARD</b>	<b>37</b>
<b>OUR STANDING COMMITTEES</b>	<b>38</b>
<b>OUR STAFF</b>	<b>39</b>

# MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

*From the COVID-19 impact on CSGA field and office operations, Canadian agriculture and life in general; the CSGA ratification vote in August on the Seeds Canada amalgamation; strategic planning for the transition to CSGA 2.0; plans for Seed Regulatory Modernization; and the many improvements in CSGA policies, standards and technology, 2020 has indeed been a year for the record books.*

Early 2020 saw CSGA focused on member consultations while developing and communicating the Amalgamation Agreement and Ratification Package for members' consideration. Several opportunities were presented to members to become informed and share their views on the proposal. These included live virtual Town Hall meetings, a pre-recorded webinar, numerous newsletters and a member-to-member discussion forum to ensure that grassroots perspectives were shared amongst the membership.

In 2020, CSGA updated its By-laws to provide all members with the opportunity to vote remotely, regardless of their location, to ensure that all members could participate in the Association's decision-making.

In August, our members decided not to join Seeds Canada. The Board then spent considerable time and effort confirming the Association's strategic direction and objectives for the transition to CSGA 2.0. A root cause analysis of the CSGA amalgamation vote results, which included a member survey, identified what influenced members' votes. Throughout the summer, CSGA staff and Board worked exceptionally hard to ensure that all member voices and all views were heard.

As for our core business, total acreage, parent plot acreage and the number of varieties in certification all remained stable in 2020 despite the pandemic.

Prior investment in a secure digital certification platform and team training supported a seamless transition to staff working remotely and the rapid development and implementation of new operations and safety protocols in response to the pandemic.

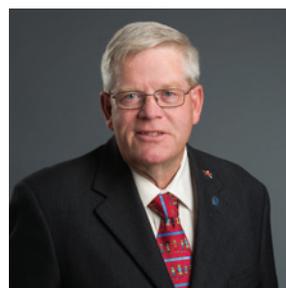
With these in place and through close coordination with CFIA and ASCIS, no fields were left uninspected in 2020 due to COVID-19 disruptions.

Ongoing improvements at CSGA are outlined in the various Results sections of this Annual Report. Highlights include a modernized online version of Circular 6, development of internationally recognized certification standards for Feminized Hemp Seed crops with higher cannabinoid levels, developing policy positions for CFIA's Seed Regulatory Policy Modernization, development of new digital solutions and client-driven improvements of SeedCert, and completion of the development of online learning materials to support CSGA's new Professional Development Program.

We would be remiss not to thank our staff, Board of Directors, Branches, partners and advisors for all the hard work throughout this one-of-a-kind year. Together, we have a proud 117-year history.

The CSGA Board and Staff have always benefited from the advice and guidance of the "grass roots." In 2020, the CSGA membership sent a clear message to "continue to strive to make CSGA and the seed certification system the best that that it can be, for the benefit of all." That message was clearly received and CSGA 2.0 is our response. Your Board, Branches and staff remain engaged, passionate, and committed to build the future of our Association.

**Joe Rennick**  
President



**Glyn Chancey**  
Executive Director



# WHO WE ARE

*The **Canadian Seed Growers' Association (CSGA)** is one of the world's largest pedigreed seed crop certification agencies, certifying approximately 1.3 million acres of seed crops, 50 different crop kinds and 2,200 different varieties annually.*

CSGA is Canada's official standard-setting body for varietal purity requirements in seed crop certification. It is also responsible for confirming the varietal (genetic) identity of all seed entering the Canadian pedigreed seed system. It accredits and maintains a registry of plant breeders for this purpose.

CSGA shares the role of gatekeeper for the pedigreed seed system with the Canadian Food Inspection Agency (CFIA), with whom it works closely through all stages of the seed certification process. CSGA is responsible for final certification of the higher generation, Breeder and Select classes of pedigreed seed and CFIA for the lower, Foundation, Registered and Certified classes.

CSGA is Canada's largest seed organization, with a membership of over 3,500 professionals involved in all facets of pedigreed seed production. Recognized internationally as a leader in digitally enabled seed certification systems, the CSGA is one of only a handful of organizations in the world with these capabilities.

Working together with the CFIA, CSGA and its Branches provide core pedigreed seed certification services to over 2,500 Canadian seed growing entities, ranging in size from small family seed farms to large life science firms and public breeding institutions.

CSGA and the CFIA currently draw on a network of private seed crop inspection companies and licensed inspectors, and third-party conformity assessment bodies, such as Seeds Canada, to support them in this work.

# CSGA STRATEGIC PLAN

## OUR MISSION

*Represent and support our members, advance the seed industry and with our partners, deliver and promote a flexible, responsive, and cost effective seed certification system in Canada*

## OUR VISION

*The CSGA is an innovative, science-based organization committed to supporting a competitive Canadian agriculture sector as a respected global leader in seed quality assurance and genetic traceability*

## OUR VALUES

*Responsibility, Integrity, Accountability, Transparency, Collaboration, and Respect*

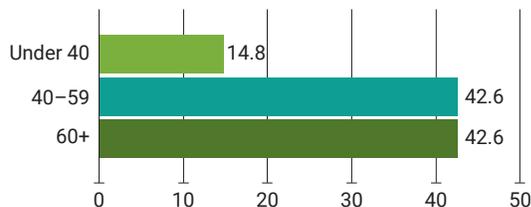


# OUR MEMBERS

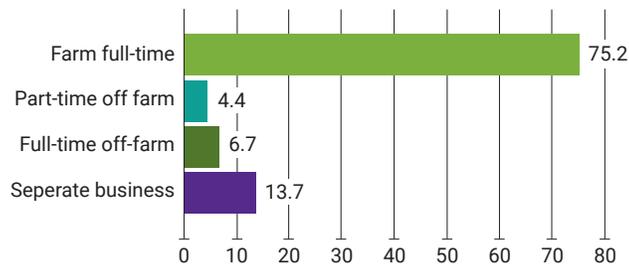
With such a broad member base, a critical understanding of the membership makeup is key to the Association's ability to support its members and provide the services they need in creating and sustaining a competitive Canadian agriculture sector.

The following are member demographics from the 2020 Stratus Research survey. Results are representative of the membership as a whole.

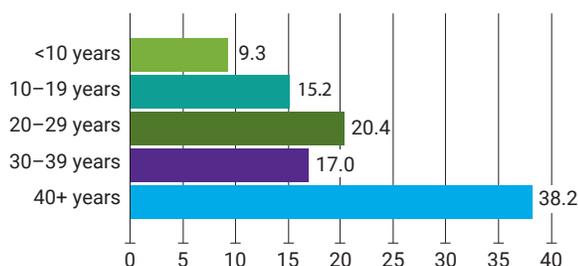
## Member Age



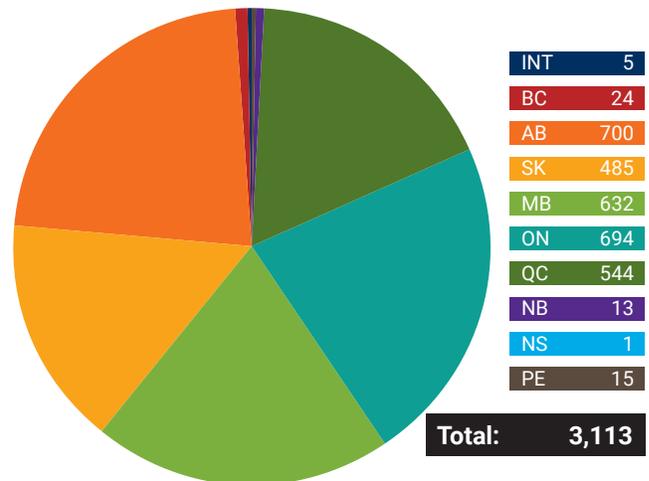
## Member On-Farm Employment Status



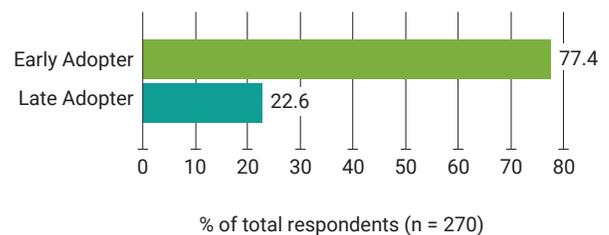
## Number of Years Member Involved in Decision Making for the Farming Operation



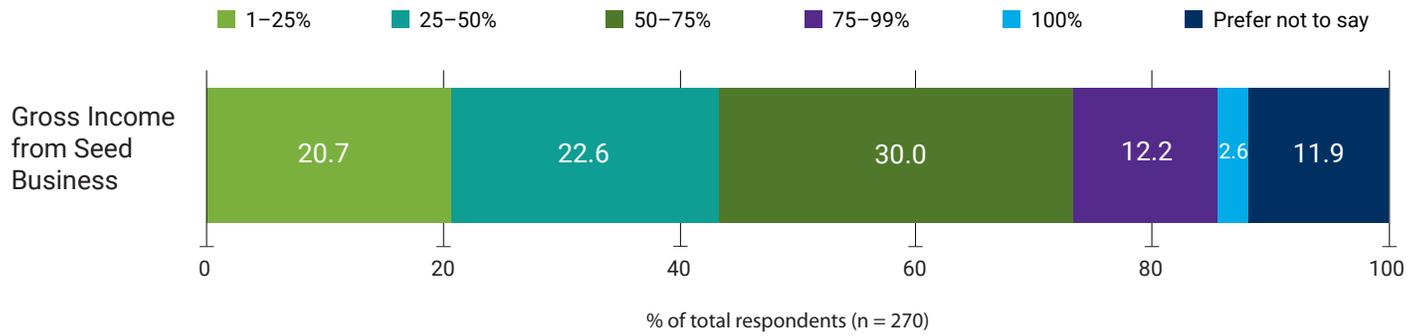
## 2020 CSGA Membership by Province



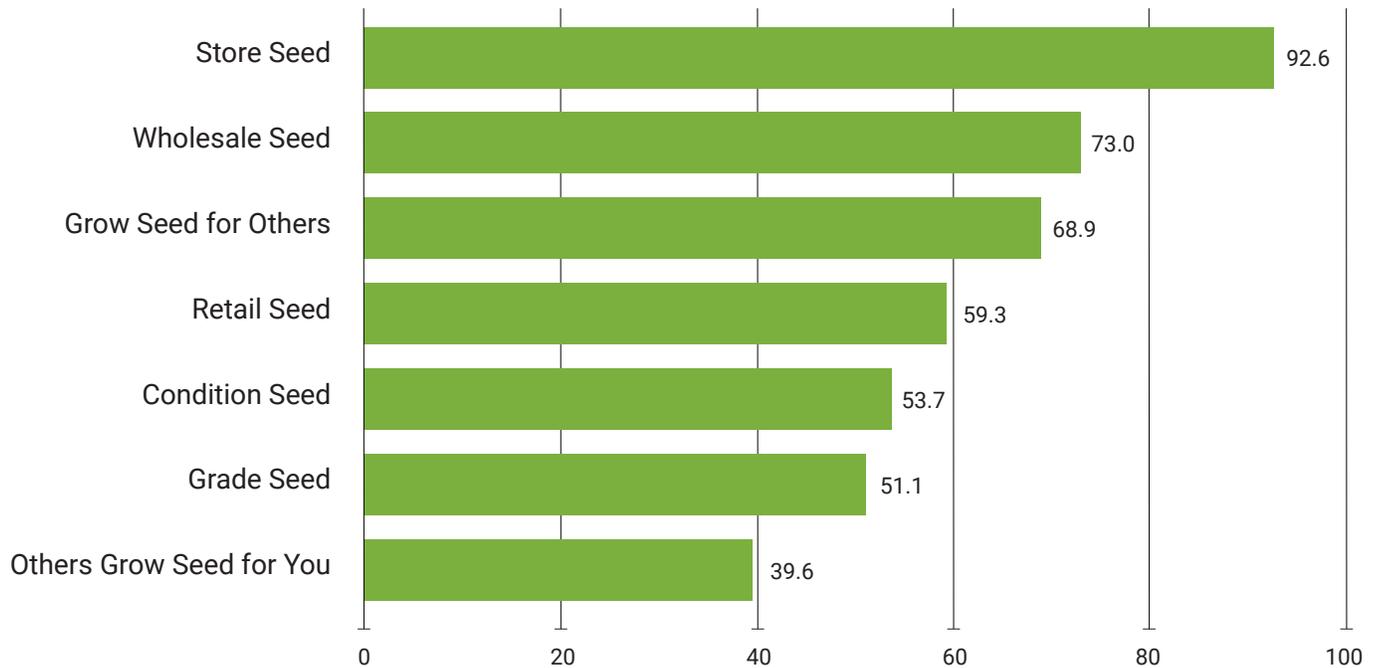
## Adoption Practices to Implementing New Crop Production Ideas



## Percentage of Gross Farm Operation Revenues from Seed Business

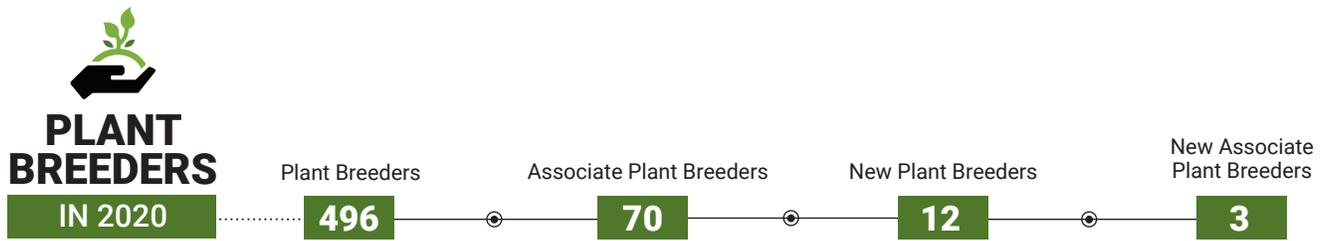


## Type of Seed Business

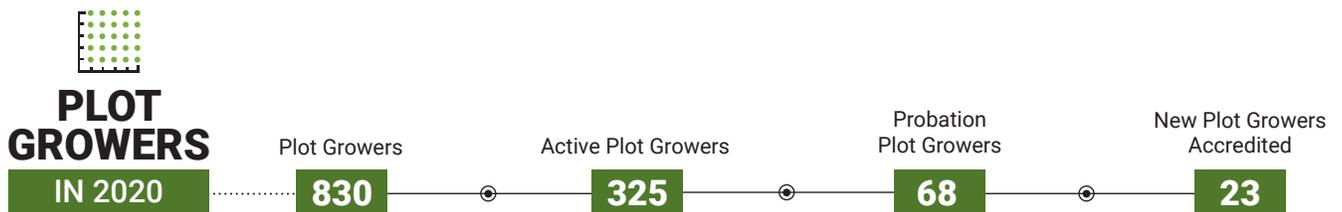




### Professional Recognition of Plant Breeders in 2020



### Accreditation of Plot Growers in 2020





# STRATEGIC PLAN 2017–2023

*The CSGA's Strategic Plan is built around five Key Result Areas (KRAs) that reflect the Association's core stewardship role within the Canadian pedigreed seed system. At the heart of the Plan is KRA 1, reflecting the CSGA's commitment to a high-performing seed system trusted by domestic and international seed and agriculture sector stakeholders alike.*

Responsiveness to member and client needs (KRA 2), support for sector growth (KRA 3) and improvement in organizational efficiency and effectiveness (KRA 5) are each deemed essential elements of a high-performing seed system. Notwithstanding the vote to not amalgamate as Seeds Canada, strong national and international partnerships (KRA 4) continue to be essential to the achievement of CSGA's strategic objectives.

Since its adoption, the current Strategic Plan has served as a blueprint for the modernization of the CSGA and the regulatory and institutional framework in which it operates. Key objectives of the Plan have been widely embraced, including:

1. the concept of a single window, online system for seed certification and related regulatory services;
2. the importance of re-defined roles for industry and government, and
3. the need for a fair cost structure for all players, among other objectives.

## OUR FIVE KEY RESULT AREAS (KRA)

### KRA 1 OBJECTIVE

*The right regulations and systems to support a growing, sustainable seed and agriculture sector*

# TRUSTED, HIGH PERFORMING SEED SYSTEM

### KRA 2 OBJECTIVE

*The right professional development and technical support services to enable members' business opportunities*

# SUPPORTING MEMBERS

### KRA 3 OBJECTIVE

*A growing seed industry that provides members access to profitable new varieties and value creation and sharing opportunities*

# SECTOR GROWTH

### KRA 4 OBJECTIVE

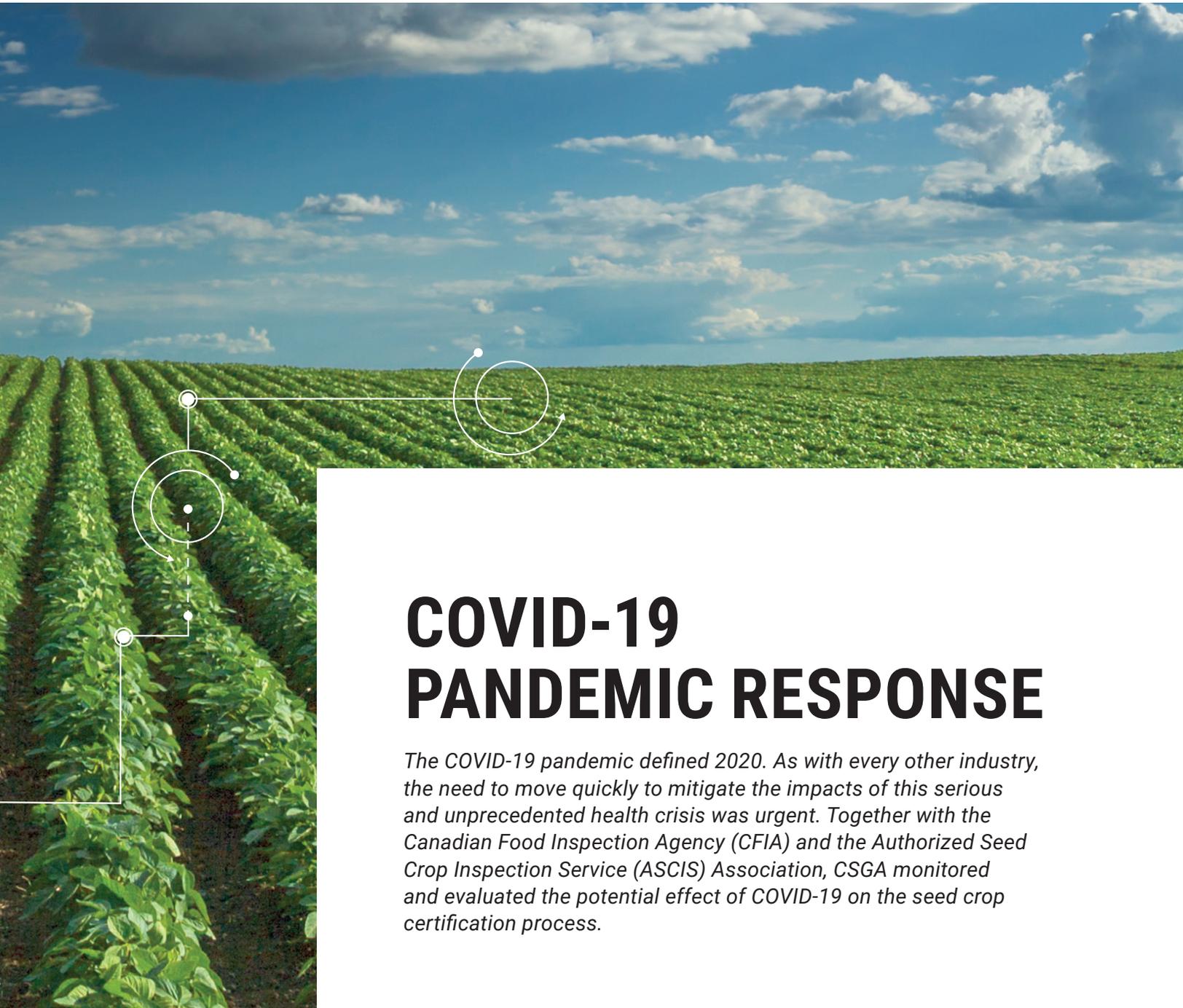
*Industry and Government partners mobilized to enable seed sector success*

# PARTNERSHIPS

### KRA 5 OBJECTIVE

*A CSGA that cost-effectively enables all the above*

# ORGANIZATIONAL EFFICIENCY & EFFECTIVENESS



# COVID-19 PANDEMIC RESPONSE

*The COVID-19 pandemic defined 2020. As with every other industry, the need to move quickly to mitigate the impacts of this serious and unprecedented health crisis was urgent. Together with the Canadian Food Inspection Agency (CFIA) and the Authorized Seed Crop Inspection Service (ASCIS) Association, CSGA monitored and evaluated the potential effect of COVID-19 on the seed crop certification process.*



## PANDEMIC RESPONSE—BUSINESS CONTINUITY AND SAFETY

A comprehensive COVID-19 response plan was developed to address situations where a normal inspection would have been impossible. Highlights of the response plan included:

- Leveraging our well-established remote work capabilities to allow the entire CSGA team to transition to remote work
- Requiring the submission of applications and payments electronically through the Members' Area to reduce paper contact
- Recommending that every seed farm implement internal procedures to limit potential exposure to COVID-19
- Coordinating contingency planning with CFIA seed program and inspection staff
- Working with Authorized Seed Crop Inspection Services (ASCIS) to develop an inspectors' notification network to rapidly identify potential inspection disruptions and location-based availability of Licensed Seed Crop Inspectors (LSCI)

- Developing a new "Tag & Map" upload tool as a safety protocol to prevent personal contact between inspectors and seed growers
- Enactment of the amended CSGA By-law to allow members the opportunity to vote remotely
- Cancelling all in-person meetings and moving to virtual platforms

Prior investments in a secure modernized digital certification platform enabled CSGA to quickly implement new operations and safety protocols. It also ensured business continuity for the Association during the pandemic.

The Association was pleased to announce that because of these actions, no field went uninspected due to COVID in 2020. Of course, as the pandemic continues, we will remain vigilant in keeping ourselves, our families, and our colleagues safe.





# SEEDS CANADA AMALGAMATION

*On February 18, 2020, a Special General Meeting (SGM) of the members of the Association was held in Ste-Hyacinthe, Quebec. The purpose of the meeting was twofold; to confirm member support for the CSGA Board of Directors position on the proposed amalgamation of the CSGA with the Canadian Seed Trade Association (CSTA), the Canadian Plant Technology Agency (CPTA), the Commercial Seed Analysts Association of Canada (CSAAC) and the Canadian Seed Institute (CSI) and to seek member ratification of a By-law change designed to provide members with the option of distance voting at annual and special meetings of the corporation.*

The By-law amendment passed with the required plurality, and the participating members endorsed the objectives outlined in the amalgamation proposal presented to them. Negotiations with the CSTA, CPTA, CSI, and CSAAC on a detailed Amalgamation Agreement followed and led ultimately to the CSGA Board of Directors' approval of a final Agreement on May 14, 2020. The negotiation itself was difficult, and at numerous junctures, the outcome was in doubt.

For the CSGA Board, retaining a geographically defined Board structure and regional representation on key committees, affiliation options for CSGA Branches, a clearly defined focus on seed certification, distance voting on important decisions, maintenance of bilingual services and affordable memberships were all key negotiating objectives. Consensus was forged, and acceptable outcomes were reached in most of these areas. Those that were not, were ultimately left to a new Seeds Canada Board to resolve.

An in-depth communications engagement strategy was developed and implemented to inform CSGA members of the upcoming Seeds Canada amalgamation ratification vote and provide members with the materials needed to make an informed decision.

Objectives were to:

- create awareness of the vote among CSGA stakeholders, including members, staff, and branches,
- encourage active participation by stakeholders in the educational outreach,
- encourage all members to vote on the amalgamation.

Engagement tactics implemented included:

- A pre-recorded webinar based on the Business Plan that explained the key items that were relevant to members regarding Seeds Canada.
- The delivery of nine English and two French virtual Town Hall sessions, open to all CSGA members, where an overview of the ratification documents was provided, and member questions about Seeds Canada responded to close any gaps in understanding.
- Relaunch of the SeedTALK Forum for member dialogue on the Seeds Canada amalgamation proposal.
- Created a single online information window for the ratification vote information, including the ratification documents, Special General Meeting information, information resources and access to the engagement opportunities.
- A robust email campaign to provide detailed overviews of the Seeds Canada business plan elements.

In June 2020, Amalgamation Agreement Ratification information packages and voting instructions were mailed to all CSGA members. The passage of the By-law amendment proved to be of critical importance to the timing of the amalgamation vote. When the COVID-19 pandemic forced the cancellation of the face-to-face CSGA Annual Meeting and member ratification vote, distance voting was a viable alternative. This would not have been possible without the absentee voting procedures enabled by the By-law amendment and enacted in response to the COVID-19 pandemic – neither would the record voter turnout of over 750 members.

Ballots were cast between the July 7 Annual General Meeting and the August 27 Special General Meeting. Final votes were tabulated and announced live during the August SGM.

Of the 751 total votes cast, 414 opposed the Amalgamation Agreement and 337 supported it; far less than the two-thirds required for successful ratification. Regionally, levels of support for the Agreement were higher in the East than the West, except for British Columbia. Opposition to the Agreement was strongest in Alberta and Saskatchewan, with Manitoba evenly split.

## Amalgamation Vote Results by Branch

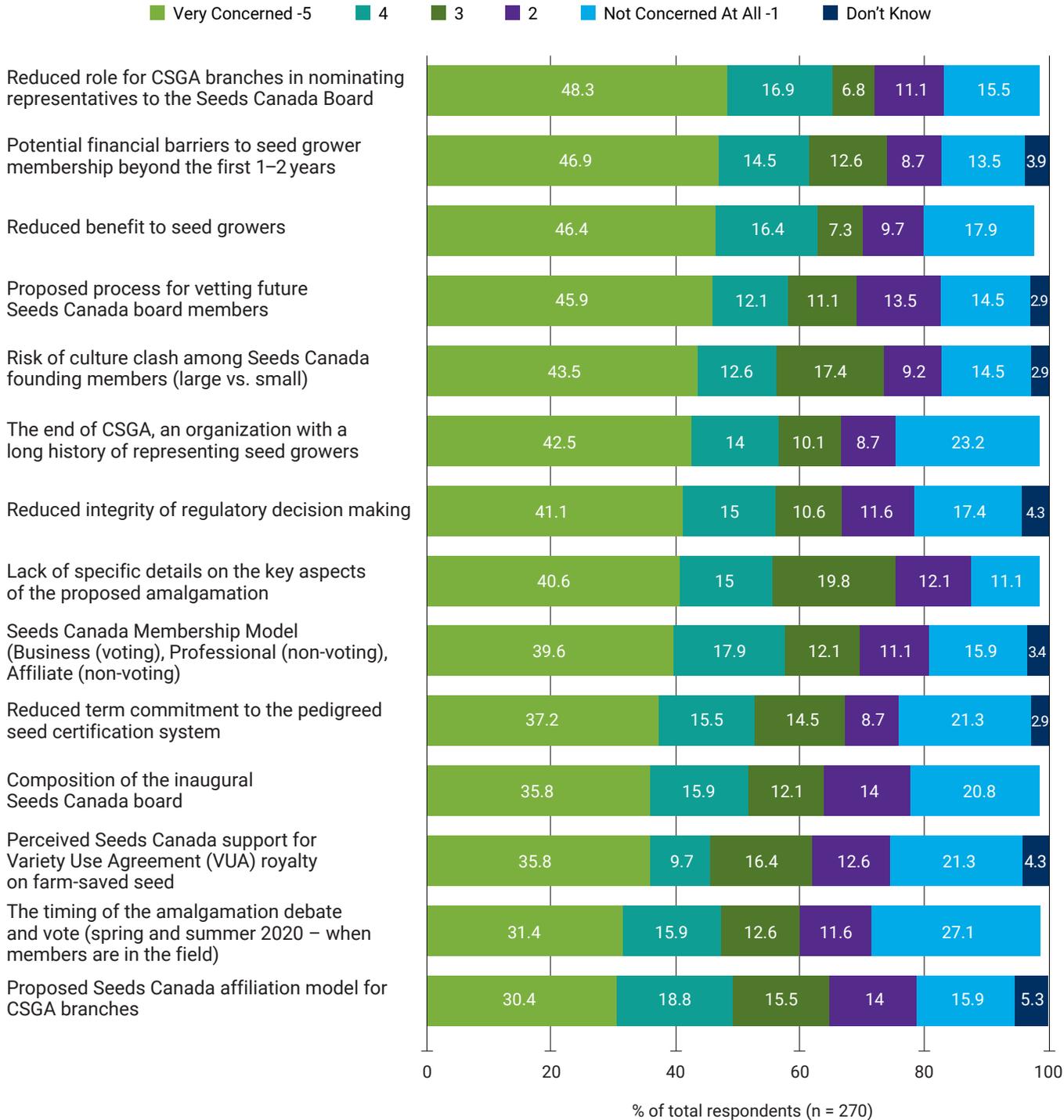
BRANCH	FOR	AGAINST	TOTAL
Maritimes	6	4	10
Quebec	45	22	67
Ontario	111	51	162
Manitoba	71	76	147
Saskatchewan	43	149	192
Alberta	51	108	159
British Columbia	10	4	14
<b>TOTAL</b>	<b>337</b>	<b>414</b>	<b>751</b>

In a survey conducted by Stratus Research for CSGA in the fall of 2020, respondents were asked to identify their top concerns with the Amalgamation proposal. The end of CSGA as an independent organization figured prominently among those expressed. Other factors included the reduced role for CSGA Branches in nominating directors, potential financial barriers to seed grower membership, anticipated reductions in benefits to seed growers, and concerns with vetting processes for future directors among a longer list of issues.

Among those members surveyed who did not vote, one of the most prominent concerns cited was the timing of the amalgamation debate. Over 50% of those surveyed in this category were either concerned or very concerned by the timing of the debate and vote, both of which occurred when most members were in the field. Whether a winter vote would have changed the outcome is difficult to predict, but all indications are that without improvements to the Agreement, a two-thirds margin of member support would likely have remained out of reach.

Of those surveyed who voted for the Amalgamation Agreement, the most important perceived benefits included: a single window for seed regulatory services, increased collaboration across the seed sector, a strong single voice for the sector, efficiency and effectiveness improvements, and stimulation of innovation. However, except for the single voice argument, most detractors saw these benefits as equally attainable through an independent CSGA.

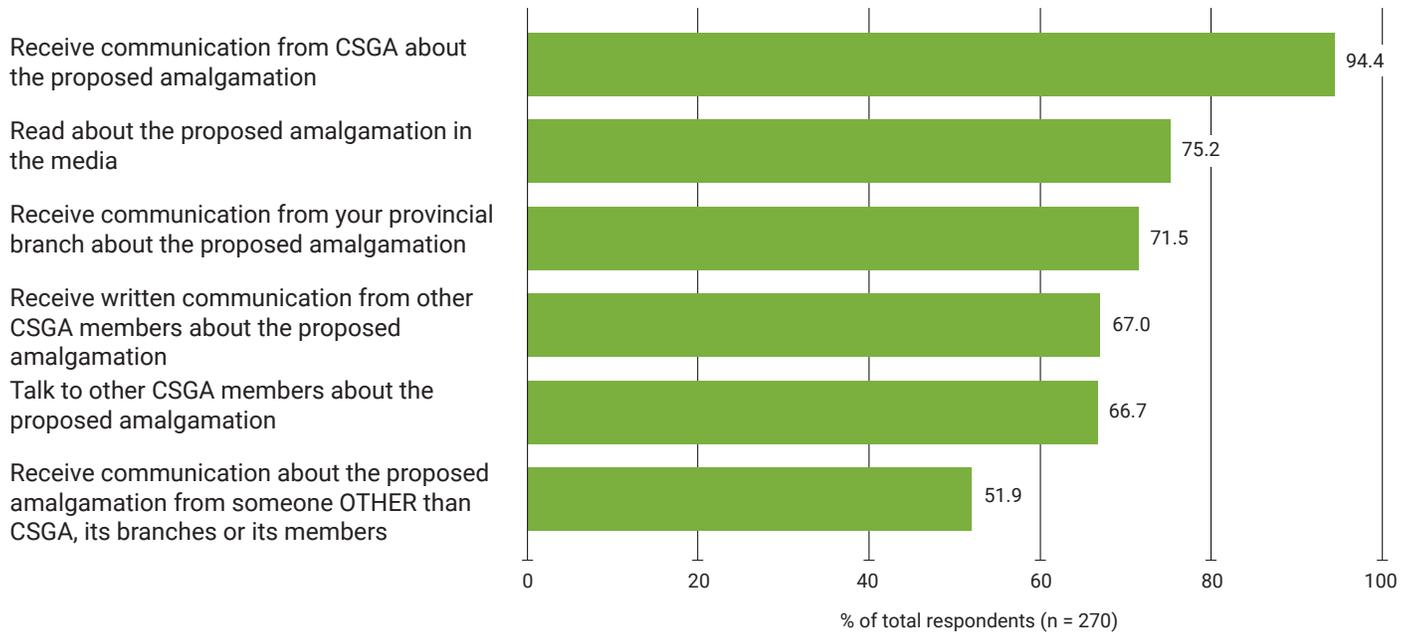
# Amalgamation Concerns Among Members Who Voted



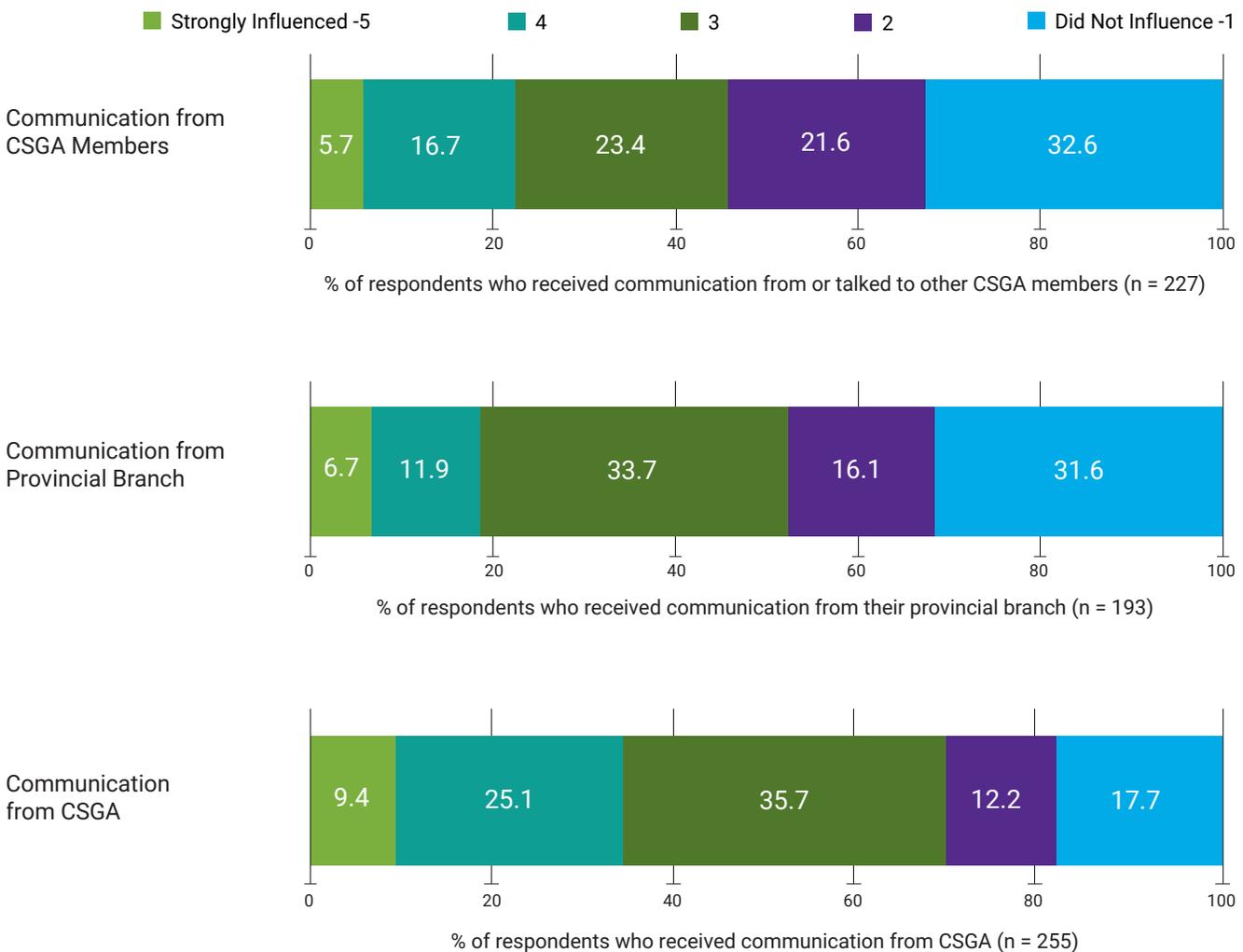
An assessment of the CSGA member amalgamation vote result would not be complete without examining the quality of the amalgamation debate and the role of different actors and sources of information in influencing member voting decisions. The CSGA Board’s main objectives in designing its member outreach program

was to ensure all members received a complete information package, could make their decisions based on the information supplied, and were not misled in any way on the merits or the limitations of the Agreement. The Survey results suggest that this objective was achieved.

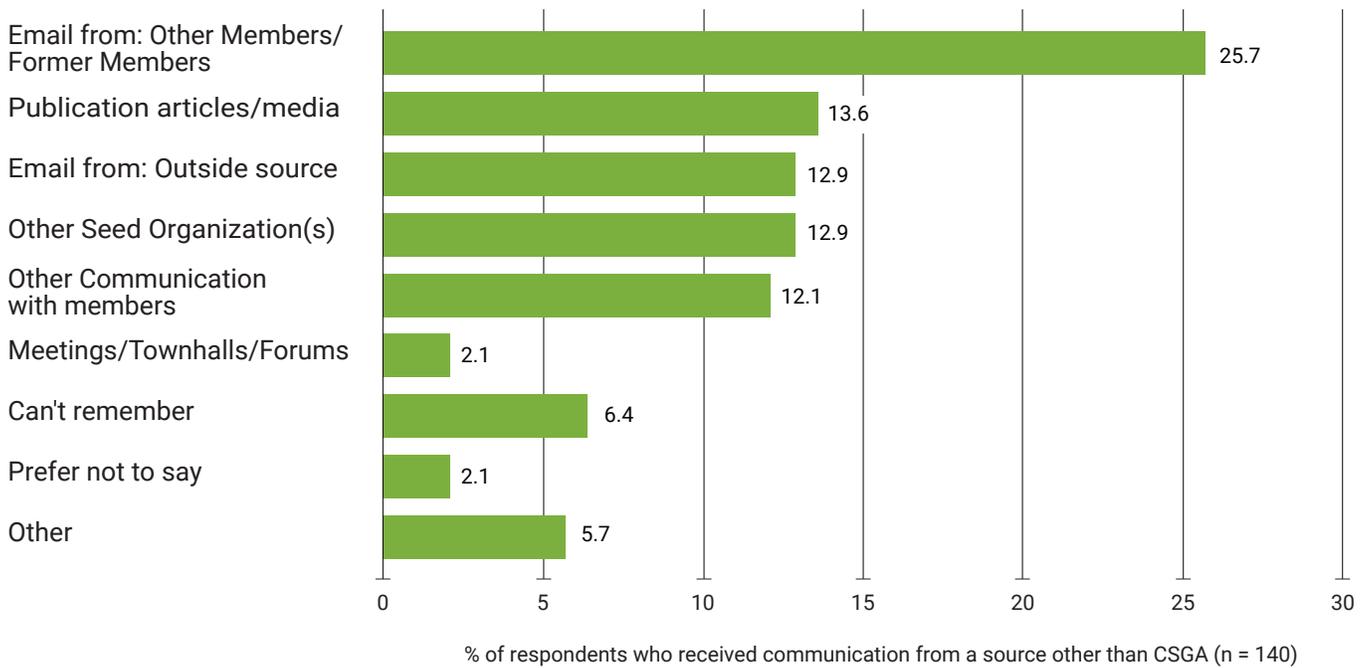
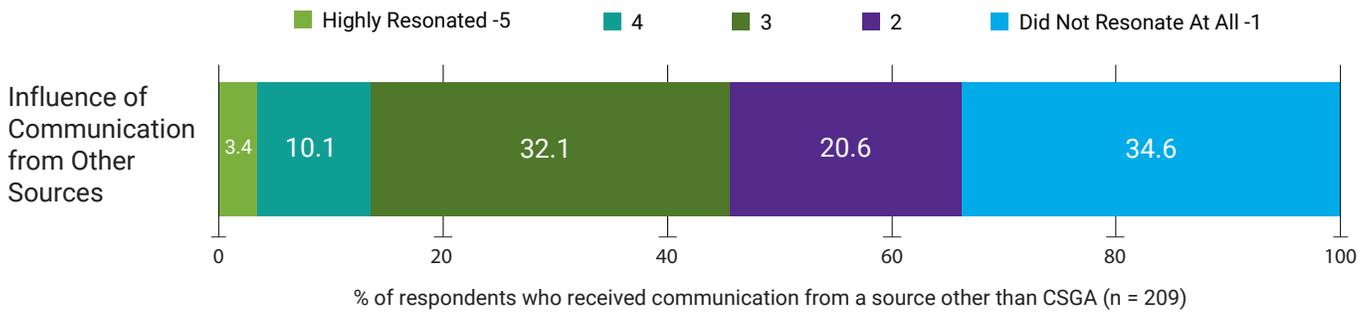
## Source of Information Received During Voting Period



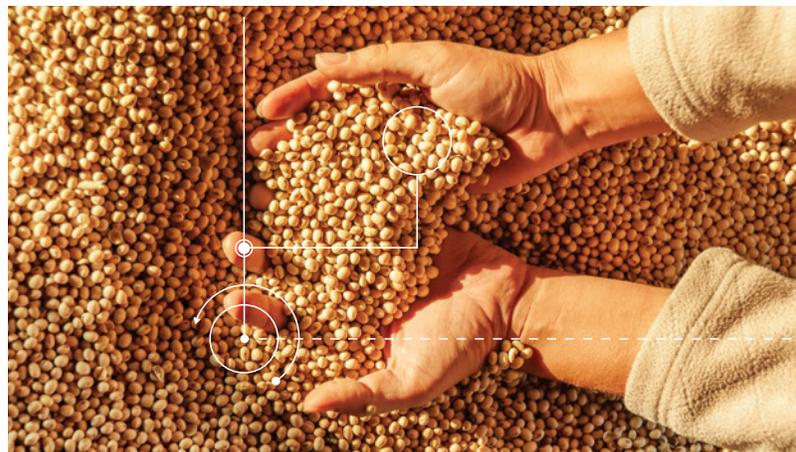
## Influence of Communication Source on Voting results



## Influence of Communication Source on Voting results (continued)



The CSGA Board of Directors had developed detailed draft transition plans, for both a failed ratification vote and a successful ratification vote. With our grassroots behind us, the Board heard the voice of the membership clear and strong – and it was a vote of confidence in CSGA. The Board then began implementing the transition plan towards CSGA 2.0.





# CSGA 2.0

*On August 28, 2020, CSGA President Joe Rennick sent a letter to members after the August 27, 2020 rejection of the Seeds Canada amalgamation proposal. He stated that the CSGA Board faced two options going forward, either resume amalgamation discussions or concentrate its energies on CSGA renewal and modernization (aka. CSGA 2.0). Joe also noted that the choice of which option to pursue would depend both on our members' views and those of our Seeds Canada partners. Within days, CSTA, CSI, CSAAC and CPTA each notified CSGA of their intention to withdraw from the Seeds Canada Amalgamation Agreement and proceed with their own amalgamation initiative. CSGA's membership was similarly unsupportive of continued amalgamation talks.*

CSGA's Board got the message, and in an October 7, 2020 letter to members, Joe summarized the Board's position:

*“ We are not starting from scratch. What is currently referred to as the CSGA 2.0 project will continue to build on our many strengths and incorporate those elements of the Seeds Canada proposal for which there is clear member support. A “single window” pedigreed seed certification service for Canada is one of those elements. Since the inception of the Seed Synergy dialogue almost five years ago, this concept has consistently attracted broad-based support from our membership and other stakeholders. So, it is a logical point from which to build.*

*This fall, our Board and Committees, in consultation with our Branches, will be revisiting the collective efforts that brought us to this point. Over the late fall and winter months, we will confirm our Association's strategic direction, ongoing modernization plans and the precise form and objectives of the CSGA 2.0 project with you. In parallel, we will complete a comprehensive root cause analysis of the CSGA amalgamation vote results to identify the factors that most influenced members' voting decisions. In the process, we will reach out to all members – those who voted and those who did not – to help inform that analysis.*

*As the CSGA 2.0 project unfolds, we will work with our members, clients, seed and agriculture value chain partners, and governments to build consensus for system change where it is needed and implement it where and when we are able. The Next Generation Seed System proposal, developed with our Seed Synergy partners, and our current Strategic Plan, will continue to provide important reference points for both the CSGA 2.0 project and CSGA's position on any CFIA proposed changes to the Seeds Regulations. However, fully understanding what you and other stakeholders need from the seed system of which CSGA is the original steward is of primary importance. ”*

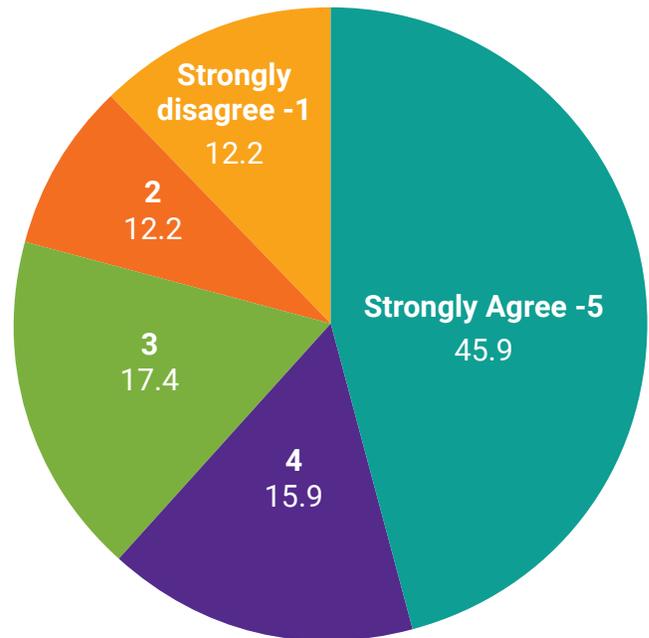
This provided a solid foundation for the CSGA 2.0 Project. The project, which the CSGA Board formally approved on October 26, established a target date of March 31, 2021, to complete a CSGA 2.0 Business Plan. By December, a CSGA 2.0 Project Steering Committee, chaired by CSGA Past-President Jonathan Nyborg, was in full operation. The Committee oversaw the work of 6 Project Sub-Committees, each charged with developing a core component of the Business Plan and each chaired by a CSGA Director.

CSGA 2.0 Project Sub-Committee members were drawn from CSGA and Branch boards and staff, a diverse cross-section of the CSGA membership, and subject matter experts from various backgrounds. The Sub-committee work included policy development to inform CSGA's positions on various aspects of CFIA's Seed Regulatory Modernization initiative; a review of CSGA's own regulations, policies, and business model; the development of a new target operating model and the negotiation of a new agreement among CSGA and its Branches.

By the end of January, all indications pointed to a CSGA 2.0 Business Plan for 2021 with the clear and singular objective to enhance the development of the Canadian Pedigreed Seed Certification system, enabled by new digital and genetic technologies and supported by a modern regulatory framework designed to serve all Canadian agriculture.

### Moving on From Amalgamation Vote

Respondents were asked "Do you agree that the CSGA Board of Directors should put aside the amalgamation question for the foreseeable future and concentrate on making CSGA the best version of itself possible?"



% of total respondents (n = 270)

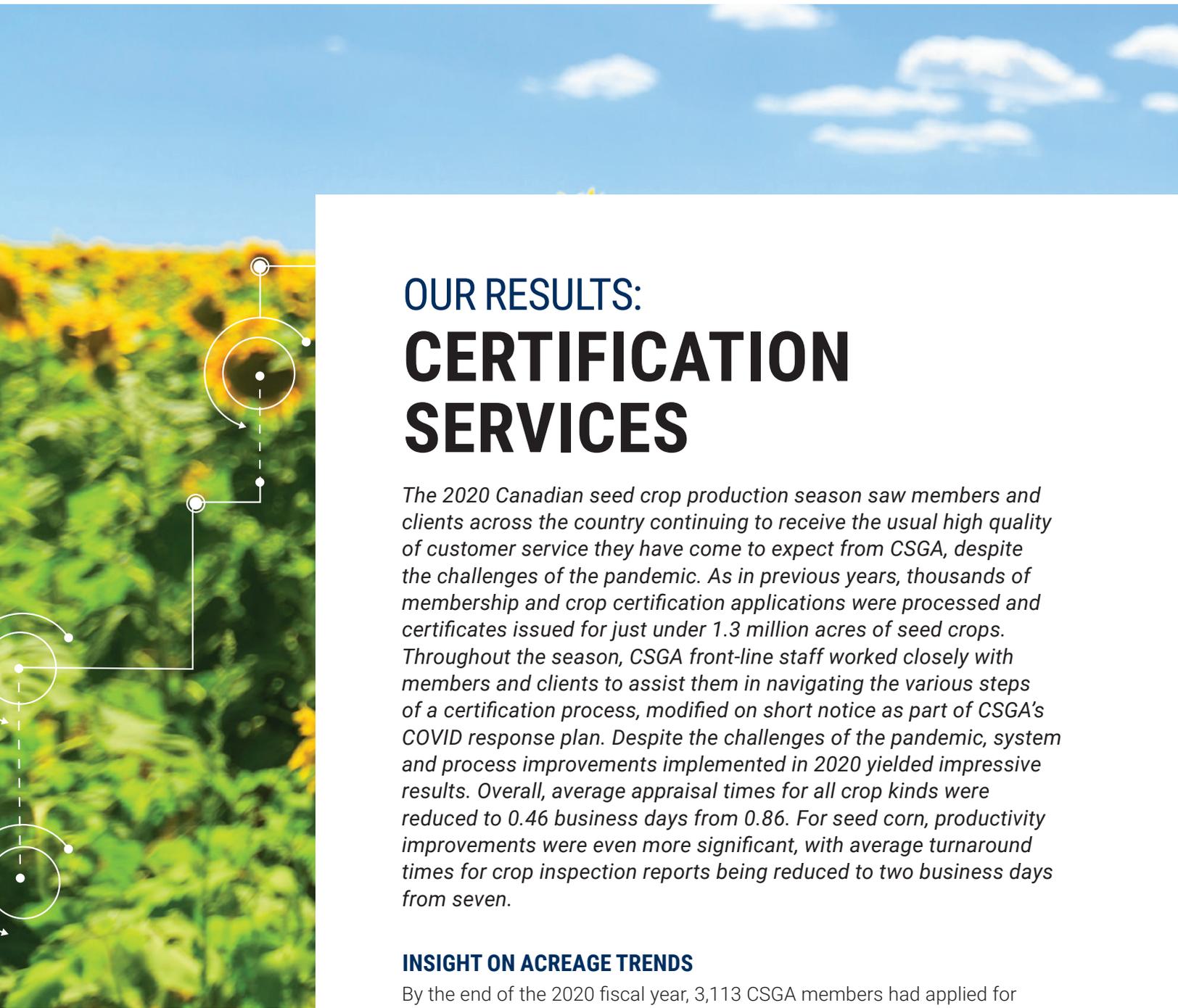




# CSGA QUALITY MANAGEMENT SYSTEMS APPROACH

*CSGA's significant accomplishments and results in 2020 are the product of teamwork among staff, directors, advisors, suppliers, partners, and many others. However, at the core of effective collaboration, one often finds a strong system. Pedigreed Seed Certification is one system that brings us all together and facilitates our collective efforts as a pedigreed seed industry. Our International Organization for Standardization (ISO) 9001 Quality Management System plays a similar role for the CSGA team.*

In 2020, the CSGA's ISO 9001 audit found no non-conformances and highlighted the professionalism of CSGA's staff, its management of the COVID-19 challenge and its strong culture of continuous improvement. Our ISO registration continues to be a powerful insight tool to building a more efficient Association through improvements to the seed crop certification quality management system, increased customer satisfaction, reduced errors and delays, cost-effective productivity enhancements, and expanded use of evidence-based decision-making.



## OUR RESULTS:

# CERTIFICATION SERVICES

*The 2020 Canadian seed crop production season saw members and clients across the country continuing to receive the usual high quality of customer service they have come to expect from CSGA, despite the challenges of the pandemic. As in previous years, thousands of membership and crop certification applications were processed and certificates issued for just under 1.3 million acres of seed crops. Throughout the season, CSGA front-line staff worked closely with members and clients to assist them in navigating the various steps of a certification process, modified on short notice as part of CSGA's COVID response plan. Despite the challenges of the pandemic, system and process improvements implemented in 2020 yielded impressive results. Overall, average appraisal times for all crop kinds were reduced to 0.46 business days from 0.86. For seed corn, productivity improvements were even more significant, with average turnaround times for crop inspection reports being reduced to two business days from seven.*

### **INSIGHT ON ACREAGE TRENDS**

By the end of the 2020 fiscal year, 3,113 CSGA members had applied for certification of 13,453 fields and 2,846 plots on 1,295,687 acres (524,346 ha) that included 2,274 different varieties of 37 different crop kinds.

The CSGA 2020 Acreage and Membership Report provides important insights into acreage changes and seed crop certification trends. Despite significant year-over-year acreage changes in some crop types, total acreage remained steady compared to previous years.



### Increased Acreage from 2019

Lentils (up 50%) <b>38,802</b>	Favabeans (50%) <b>9,820</b>
Timothy (18%) <b>29,950</b>	Canola (17%) <b>76,559</b>
Oats (9%) <b>79,973</b>	Wheat (3%) <b>371,469</b>



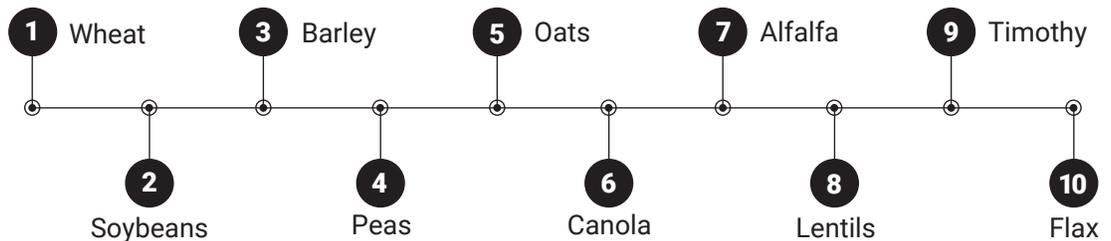
### Decreased Acreage from 2019

Hemp (down 32%) <b>4,781</b>	Peas (25%) <b>101,259</b>
Alfalfa (22%) <b>42,731</b>	Ryegrass (21%) <b>19,558</b>
Soybeans (13%) <b>277,776</b>	Flax (9%) <b>23,223</b>



### Top Ten Pedigreed Crops by Total Acreage in 2020

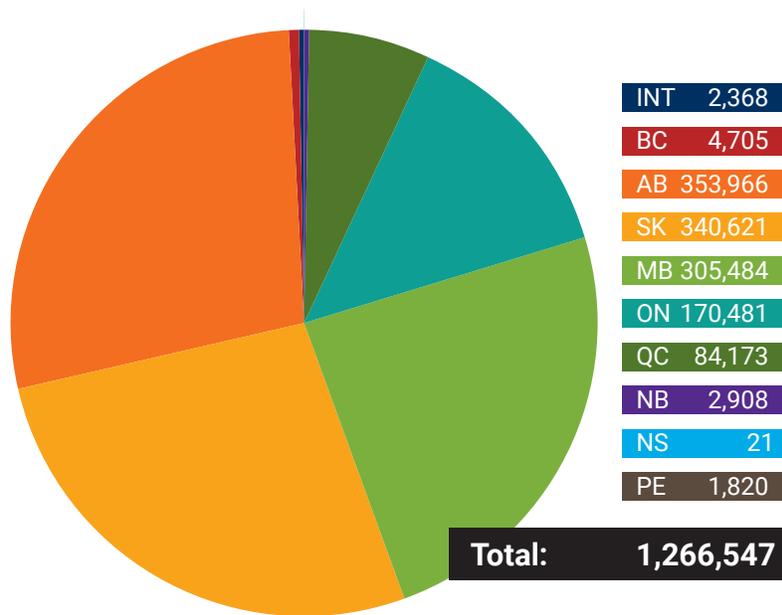
**TOP  
10  
IN 2020**



## 2020 Inspected Acreage

CROP KIND	PE	NS	NB	QC	ON	MB	SK	AB	BC	INT	2020	2019	2018	*(-/+ ) CHANGE
ALFALFA						8,677	12,513	21,542			42,732	55,354	69,650	-12,623
BARLEY	646		892	8,101	4,012	13,010	44,640	57,576	315		129,190	132,956	98,298	-3,766
BEAN					3,152	705	575	142			4,574	4,938	3,436	-364
BIRDSFOOT TREFOIL						2,117	130				2,247	3,209	2,337	-963
BROMEGRASS						523	2,647	3,618	418		7,206	7,767	7,425	-561
BUCKWHEAT				504		429					933	958	867	-25
CANARYGRASS							1,312				1,312	230	2,150	1,082
CANOLA					127		20	63,140		2,368	65,654	53,917	72,951	11,737
CHICKPEA							1,985	1,085			3,070	2,861	5,209	209
CLOVER						290	1,878	2,162			4,330	4,443	4,596	-113
FABA BEAN						979	4,902	3,939			9,820	6,513	4,424	3,307
FESCUE						6,593	2,416	7,672	310		16,991	14,193	13,457	2,798
FLAX						4,106	13,786	5,333			23,224	26,398	21,200	-3,174
HEMP				493	305	1,032	932	2,001			4,763	6,995	5,193	-2,232
HYBRID CORN					16,224						16,224	17,787	15,297	-1,563
LENTIL							34,512	4,290			38,802	26,040	23,776	12,762
MUSTARD						45	657	1,347			2,049	2,369	4,247	-320
OATS	109		1,434	13,410	4,611	26,137	20,192	11,079	335		77,306	74,019	50,809	3,287
PEAS	447	21		357	40	14,471	49,769	35,785	36		100,925	105,713	94,044	-4,788
RYE	40		22	260	34	1,811	589	2,763			5,518	4,909	2,758	609
RYEGRASS						15,663	1,957	1,798			19,418	24,672	16,104	-5,254
SOYBEANS			288	44,437	120,495	109,104	2,592	225			277,142	318,249	401,033	-41,107
TIMOTHY						9,881	6,427	11,325	2,183		29,816	25,413	26,284	4,403
TRITICALE				235	156	315	532	4,598			5,836	6,848	3,340	-1,012
WHEAT	587		272	16,377	21,324	89,478	133,313	106,619	983		368,944	358,812	378,429	10,132
WHEATGRASS						98	1,946	5,091			7,135	6,715	6,146	420
MINOR CROP					1	22	400	838	125		1,386	1,609	1,511	-223
<b>2020</b>	<b>1,820</b>	<b>21</b>	<b>2,908</b>	<b>84,173</b>	<b>170,481</b>	<b>305,484</b>	<b>340,621</b>	<b>353,966</b>	<b>4,705</b>	<b>2,368</b>	<b>1,266,547</b>			
<b>2019</b>	<b>2,983</b>	<b>51</b>	<b>3,603</b>	<b>84,066</b>	<b>171,596</b>	<b>341,753</b>	<b>330,067</b>	<b>351,760</b>	<b>5,491</b>	<b>2,516</b>		<b>1,293,887</b>		<b>-27,340</b>
<b>2018</b>	<b>4,253</b>	<b>53</b>	<b>4,020</b>	<b>86,749</b>	<b>174,728</b>	<b>380,139</b>	<b>324,284</b>	<b>349,340</b>	<b>5,070</b>	<b>6,337</b>			<b>1,334,971</b>	<b>-41,084</b>
<b>*(-/+ ) CHANGE</b>	<b>-1,163</b>	<b>-31</b>	<b>-695</b>	<b>107</b>	<b>-1,115</b>	<b>-36,269</b>	<b>10,554</b>	<b>2,206</b>	<b>-786</b>	<b>-148</b>				

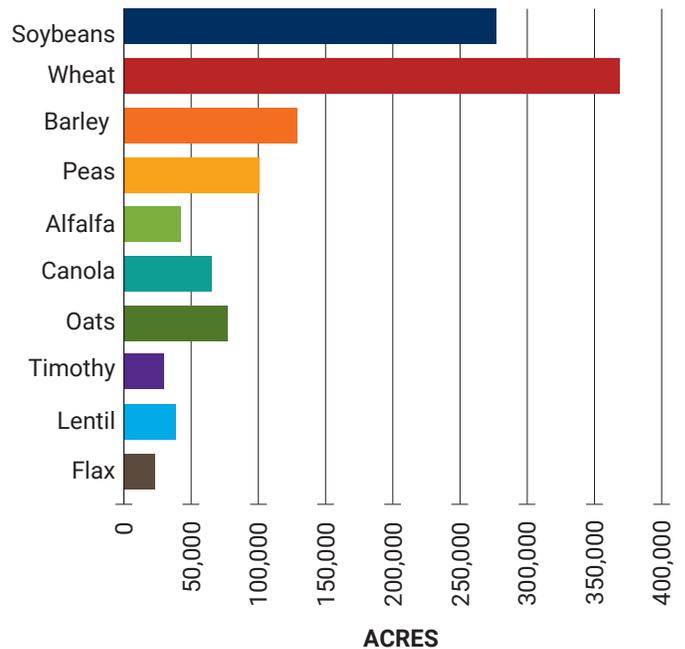
## 2020 Pedigreed Seed Crop Acreage by Province



## Annual Plot Totals (2020-2018)

PLOT TYPE	2020	2019	2018	CHANGE (-/+)
Breeder	1,023	983	947	40
Foundation	63	64	82	-1
Probation	87	79	81	8
Select	1,579	1,618	1,518	-39
<b>TOTAL</b>	<b>2,752.0</b>	<b>2,744.0</b>	<b>2,628.0</b>	<b>8</b>

## Canada's Top 10 Pedigreed Seed Crop Kinds in 2020



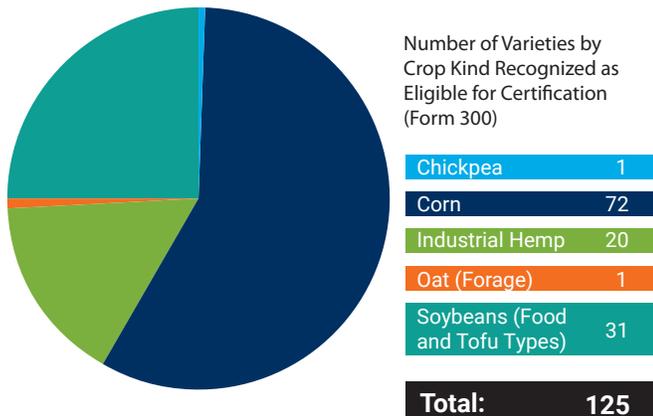
## Acres by Official Pedigreed Class



## Varieties Recognized by CSGA (Form 300) as Eligible for Certification\*

\*exempt from CFIA registration

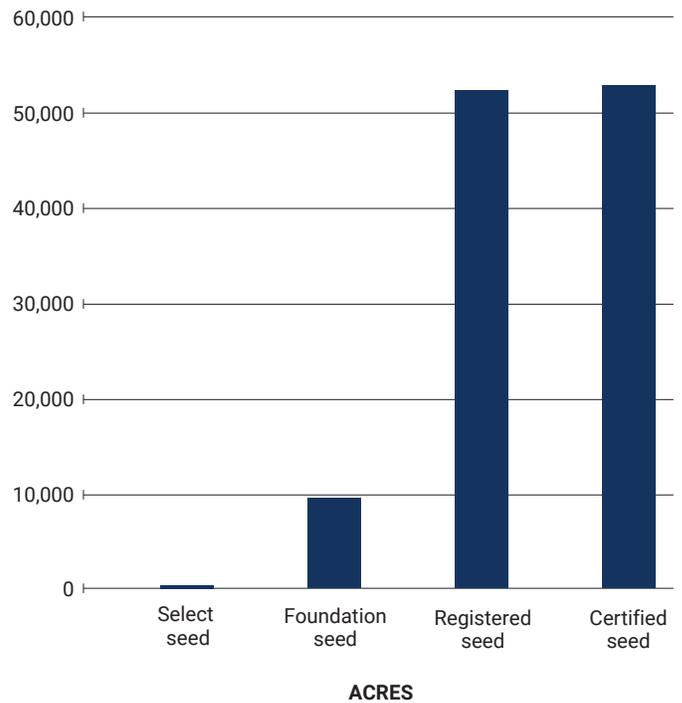
Varieties of crop kinds that are not listed in Schedule II of the *Seeds Regulations* must be recognized by CSGA as eligible for certification so that Foundation, Registered, or Certified crop certificates can be issued for those varieties.



## Acres Produced of Crops with an HV/ACR

A number of varieties have Higher Voluntary or Additional Certification Requirements relative to those required by CSGA to either preserve the varietal purity of the seed crop or protect the functionality of a varietal trait in the face of special circumstances. In these cases, CSGA may adjust its processes and procedures to support client needs.

The most common example is the refuge frequency testing required to produce seed crops of varietal blends of midge tolerant wheat. This ensures a certain percentage of the midge-susceptible refuge variety is present in each seed crop to preserve the effectiveness of the midge-tolerant variety.





## OUR RESULTS:

# STANDARDS AND POLICY

*As part of our Strategic Plan 2017-2023, CSGA is committed to modernizing our seed crop production standards to meet the challenges of new technology, new market demands, and new production realities while systematically involving stakeholders in the ongoing review of Circular 6. Over the past three years, numerous improvements were made, though the most significant updates to the standards and requirements were launched in 2020.*

### **CIRCULAR 6 MODERNIZATION AND UPDATES**

In 2020, in response to member feedback on its usability, the [Canadian Regulations and Procedures for Pedigreed Seed Crop Production](#) (Circular 6) was reformatted to be more user-friendly. In addition, a comprehensive edit designed to increase clarity and precision was undertaken. Sections describing the general requirements for all pedigreed seed crops, plot production, and probation plot production were separated from crop-specific requirements.

Keeping with the favoured “one-stop” approach to accessing information, the new format features “one-pagers” for crop-specific standards and related requirements, as well as isolation distances and previous land use requirements. To reduce ambiguity, mandatory requirements were separated from best management practices, which were removed from the document and incorporated into CSGA’s new online eLearning program.

In parallel, crop-specific working groups made up of breeders, seed growers and other seed and crop sector experts from across the country continued to prove their worth in 2020. A relatively recent addition to CSGA’s standards-setting and review process, these working groups report to CSGA’s Regulatory Services Committee. In 2020, they operated as normal, despite the pandemic, recommending timely adjustments to the standards for a range of crop kinds, in the process ensuring optimum clarity and ease of use.

### **NEW STANDARDS DEVELOPMENT AND RESEARCH**

Interest continued to be strong in hemp varieties suitable for cannabidiol (CBD) production due to its wide range of potential uses, including therapeutics, cosmetics and food and beverage. In response to this interest and rising investments, CSGA accelerated the development of certification requirements for

new hemp varieties. This ensured that Canadian plant breeders and seed growers remained well-positioned to capitalize quickly on emerging opportunities in this potentially lucrative market.

With the assistance of a working group from the CSGA's Plant Breeders' Committee and in consultation with the Canadian Hemp Trade Alliance, new certification requirements were made available for Feminized hemp. The Certified Production of Feminized Hemp Seed Varieties describes the specific standards and requirements for Certified seed production of Feminized Hemp Seed (FHS) varieties.

The Regulatory Services Committee's crop-specific working group for Mustard also developed new certification requirements for Composite and Synthetic Mustard (*S. alba*) for Certified seed production and Foundation plot production of the parent seed.

The Hybrid Wheat crop-specific working group helped develop requirements to produce hybrid wheat with individual parent lines planted in alternating male and female strips or bays. Guidelines for Certified Seed Production of Hybrid Wheat were also developed with definitions and illustrations to explain the process for Certified seed production.

Additionally, in response to stakeholder requests a Hybrid Corn working group was formed.

Particularly significant changes were made in 2020 to long-standing requirements for higher generation status seed production. Historically, it took a minimum of six years to become an accredited Plot Grower, and only accredited plot growers could produce Foundation status seed for cereals, small grains, pulses, and soybeans.

1. As a result of changes made in Fall 2020, qualified growers will now be eligible for accreditation for plot production within four years.
2. In another important change, Foundation production of Sections 2 and 3 crops is now open to all seed growers.

## SEED REGULATORY MODERNIZATION

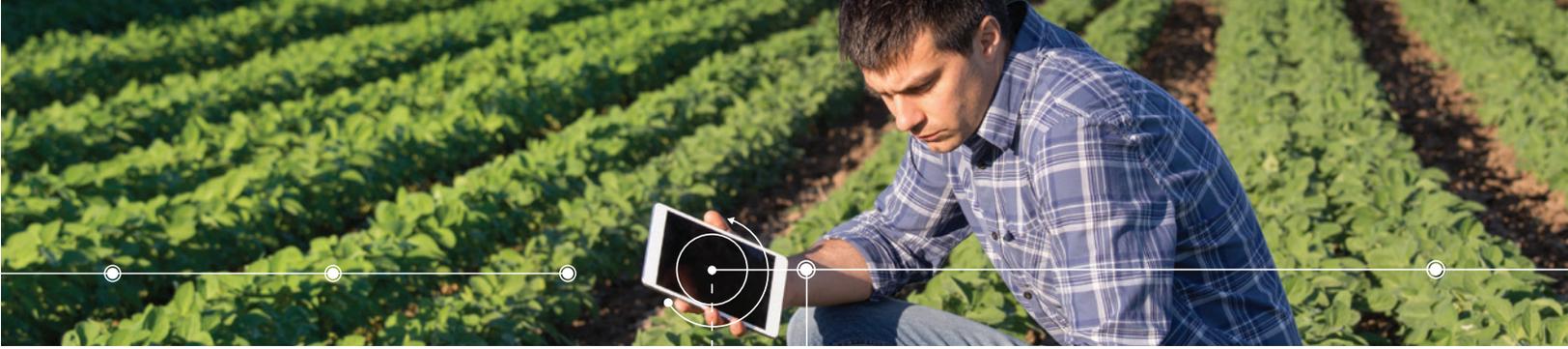
Following the development of a Terms of Reference and the completion of a series of seed industry, seed system and seed regulation profiles, in which CSGA played a prominent role, CFIA and AAFC launched its long-awaited Seed Regulatory Modernization Working Group (SRM-WG) in the Fall of 2020.

Co-Chaired by CFIA and Industry, the Working Group's mandate is to provide recommendations to the CFIA for amending the *Seeds Regulations*. SRM-WG members represent regulated parties and stakeholders such as variety developers, seed growers and seed companies, producer groups, the horticulture sector, seed potatoes, and civil society.

The Working Group has recently begun establishing industry chaired Task Teams to address specific areas of seed regulation, including Seed Certification. The overall process is expected to take several years before the Working Group makes its final recommendations and the government determines what changes to the *Seeds Regulations* will move forward.

As part of its initial preparations, in early 2020, CSGA conducted a member survey on questions ranging from how they wished to be consulted on Seed Regulatory Modernization (SRM) to what specific improvements they would like to see made. The response was thoughtful and helpful.

Later in 2020, CSGA established a Seed Policy team as part of its CSGA 2.0 Business Planning initiative. The team was drawn from the membership and staff and chaired by a CSGA Board member. The objective was to assist the CSGA and its branches in developing formal positions on the precise nature and scope of seed regulatory change. This work will continue well into 2021 and likely beyond.



## OUR RESULTS:

# TECHNOLOGY SERVICES

*Neither business continuity adjustments for the COVID-19 pandemic nor resource reallocations to support amalgamation and transition work could slow the ongoing modernization of CSGA Technology Services. Client service options continued to be improved throughout 2020, as did CSGA plans for enhanced traceability, single-window service access and digital end-to-end certification.*

In fact, many technology service improvement projects were accelerated because of the pandemic. To prepare for strategic networking opportunities while improving client access and data security, CSGA completed the development of a Digital Crop Certificate framework and launched focus group beta testing. The digital certificate is the next step in creating a digital, end-to-end, streamlined certification process.

This technology, and the CSGA SeedCert platform of which it is a part, can significantly reduce administrative burden and facilitate process improvements not only for members but also for many others in the seed and crop value chains linked through pedigreed seed production and certification.

These process improvements include integrations with assignees and Registered Seed Establishments and linkages to distributed ledger technology applications, such as CSGA's internationally recognized soybean blockchain experience, featured in a recent World Bank webinar.

SeedCert is CSGA's end-to-end digital platform, enabling Canada's seed crop certification system and provides members and clients with secure online access to seed crop certification requirements and their own seed crop certification data. The Digital Crop Certificate is part of a larger SeedCert 2.0 modernization initiative, a project designed to expand CSGA's current 'info hub' (SeedCert 1.0) to provide cost-effective end-to-end digital seed traceability.

In addition to the improvements to client access and data security, administrative burden reduction and other process improvements, the projected advantages of Seed Cert 2.0 include enhanced recognition of existing Quality Management Systems (QMS), enhanced transparency, and increased data support for small and medium enterprises.

Continuous improvement is an essential element of CSGA's ISO-certified quality management system. In 2020, these improvements included regular upgrades to member and client services, operating procedures, and service standards. In addition to the Digital Crop Certificate project, technology service-related investments and improvements in 2020 included:

- More timely and improved member access to variety descriptions and certification data by streamlining procedures for CSGA recognition of variety certification eligibility.
- Modernizing CSGA's framework for maintaining and overseeing Higher Voluntary and Additional Certification Requirements, including the extra testing requirements required for varietal blends of midge-tolerant wheat.
- Reinforcing varietal purity and genetic identity monitoring controls to improve CSGA's tracking and CFIA's oversight of crops planted with potentially problematic parent seed.
- Integration of a Manager of Digital Enablement into the technology team.



## OUR RESULTS:

# COMMUNICATIONS AND MEMBER SERVICES

*CSGA is committed to providing prompt, effective services and communications in both official languages to serve the membership, provide benefits, and identify opportunities to enhance overall member satisfaction. The Communications and Member Services team is responsible for implementing marketing and communication strategies to align with the CSGA strategic plan, the planning, organization, and execution of all internal and external events, and direct member and client engagement on any seed certification services inquiry.*

We strive to keep CSGA members and stakeholders informed on existing service offerings, current events, and initiatives and enable real-time engagement and interaction with our audiences. The CSGA Executive, Board, and staff are proactively involved year-round on issues that impact members and seed certification, all of which allow CSGA to advance the Association and the Canadian Seed sector's strategic direction.

CSGA's primary communication goals and objectives are to:

- provide excellent service to members and clients,
- provide updates and inform members and clients on important issues,
- increase trust and awareness in the Association with members and clients,
- increase awareness and visibility of the Association with industry stakeholders, seed buyers and government officials,
- increase awareness of Certified seed and the seed certification system among industry stakeholders, seed buyers and government officials.

### CSGA'S COMMUNICATION CHANNELS



- *Seed Scoop*: A regular English and French e-newsletter covering Association activities of note, issues, technical updates, educational information and service reminders.
- *Seed to Succeed*: A semi-annual bilingual publication that provides updates on CSGA activities and issues, along with other seed sector news and updates.
- *CSGA website*: Updated regularly, the website is the top resource for information on Certified seed, seed crop standards, and seed certification services provided by the Association.
- *Twitter*: Social media channel used to highlight the Association's current activities, events, and other helpful content to develop relationships and encourage meaningful engagement.
- *Partner publications*: Provides an opportunity to collaborate with relevant publishers, increasing visibility and recognition across the country and abroad of CSGA and its work.
- *YouTube*: Platform used to view seed grower training videos and Certified seed promotional videos.
- *SeedTALK*: An interactive members-only engagement web platform for member exchange of thoughts, ideas, and questions, and dialogue on designated issues.

## MEMBER SERVICES

- *National Pedigreed Seed Locator*: An online searchable database tool for all seed crops annually certified by the CSGA, including members' previous year carryover seed data, provided to publishers of provincial seed guides.
- *Canadian International Grains Institute (CIGI) Presentations*: During CIGI courses on the grain industry and visits by trade delegations, CSGA presentations on seed certification, the role of pedigreed seed, and why it is important within the grain industry are presented.
- *Agri-Retailer Program*: In partnership with the Canadian Association of Agri-Retailers (CAAR), an online training course is offered to help agronomists and Agri-retailers understand the importance of demanding Certified seed and grain produced from pedigreed seed.
- *Agri-Toolkit*: In partnership with the Canadian Agricultural Human Resource Council (CAHRC),

members have access to a free online resource that provides information, tools and resources related to effective HR management practices within Canadian agricultural businesses.

- *Seed Education Modules*: A series of learning modules on seed designed to provide college and university instructors detailed information about seed and the seed sector.
- *Seeds of Knowledge*: Education resource packages on seed are available to support elementary, intermediary, and high school instructors incorporate learning on seed in their course content.

## PROFESSIONAL DEVELOPMENT ELEARNING PROGRAM

In 2017, the CSGA Strategic Plan identified Professional Development (PD) as a priority for the Association as there were few and inconsistent PD opportunities for the seed-growing community. This is a voluntary CSGA eLearning program to be integrated into CSGA's certification database – unlocking new opportunities to modernize program delivery.

Five target client profiles for the eLearning program were identified: New Seed Growers, Probation Plot Growers, Experienced Seed Growers, Team/Employee Training, and Plant Breeders.

Throughout 2020, ten modules were developed. Each module is structured content focused on a core subject such as plot production, roging, seed certification classes and Breeder seed production. These modules are now being coded and designed into an online learning system where learners can consult and purchase individual modules or curated programs designed for different user profiles. The Professional Development eLearning program is currently in its final phase, with a targeted launch later in 2021.

## BRANCH ASSOCIATION COLLABORATION

A coordinated effort between national and regional Branches was made throughout 2020 to increase the synergy and partnership between the organizations to elevate the seed sector. With a commitment to move forward together, CSGA and its Branches are committed to close cooperation and coordination on delivering the CSGA's Pedigreed Seed Certification program and members and grassroots issues and activities.

# OUR RESULTS: STAKEHOLDER RELATIONS

*The CSGA Strategic Plan prioritizes partnerships to achieve CSGA's core Mission, Vision and Values. Operationally, CSGA Directors' fiduciary responsibilities to the interests of the Corporation extend to all stakeholders' interests in the Canadian Pedigreed Seed Certification System.*

For much of the last five years, CSGA has worked hand in hand with its Seed Synergy partners to develop a shared vision for the Canadian Seed System and Sector. Notwithstanding the Seeds Canada amalgamation vote results and the subsequent establishment of Seeds Canada (without CSGA), the Seeds Canada-CSGA partnership continues to be central for the Association.

Throughout 2020, achieving the Association's key objectives and generating the required results required maintaining high functioning relationships with several key stakeholder groups. A wide range of partners played a pivotal role in achieving key results for the Associations in 2020.

## **CANADIAN FOOD INSPECTION AGENCY**

### **Business Continuity And System Improvements**

CSGA worked closely with CFIA and ASCIS staff to manage and improve seed crop certification system management. Improvements to SeedCert, CSGA's certification network software, were made to facilitate system oversight. This included additional CFIA-required variety descriptions, lab liaison, and information

coordination arising from the Variety Verification Program. Weekly contingency planning and high visibility issue meetings with the CFIA Operations and Program staff throughout the 2020 crop inspection season ensured effective delivery and oversight of certification services despite the unprecedented public health restrictions imposed for COVID-19.

## **CANADIAN AGRICULTURAL HUMAN RESOURCE COUNCIL (CAHRC)**

### **Professional Development Services for Members**

CSGA continued to work closely with CAHRC in the final year of a three-year project to develop a professional development program for CSGA members. CAHRC assisted in accessing funding from *Education and Social Development Canada (ESDC)* and provided ongoing support to the project, which features eLearning materials for the seed sector to support seed grower on-the-job training, quality management system development and CSGA's professional recognition of plant breeders and accreditation of plot growers.



## **CANADIAN FEDERATION OF AGRICULTURE (CFA)**

### **Seed and Agriculture Policy Development**

CSGA's membership in the CFA continued to provide it with an effective forum for developing common policy positions with many of Canada's leading farm organizations on issues ranging from seed regulatory modernization, intellectual property protection and Plant Breeders Rights to Business Risk Management and Temporary Foreign Workers.

## **CANADA GRAINS COUNCIL (CGC)**

### **Novel Food Regulations for Gene-Edited Crops**

CSGA's membership in the Canada Grains Council provides an effective venue for developing common policy positions with the full spectrum of grains industry and value chain stakeholders. Future access to a full range of gene-edited varieties in Canada will depend on how effective current Grain Council led efforts are to influence the novel food regulations for gene-edited crops:

## **HEALTH CANADA (HC) OFFICE OF CONTROLLED SUBSTANCES**

### **New Hemp Varieties**

CSGA is an original member of Health Canada's Interdepartmental Working Group, which annually recommends new hemp varieties for addition to the List of Approved Hemp Cultivars that are eligible for HC cultivation licenses.

## **CANADIAN GENERAL STANDARDS BOARD (CGSB)**

### **Organic Certification Standards**

CSGA participation on the Canadian General Standards Board (CGSB) technical committees that are developing seed-related standards for the agri-food sector, including for organic certification standards and ensures that those standards are developed with due consideration for the Canadian Pedigreed Seed System.

## **CANADIAN ROUNDTABLE FOR SUSTAINABLE CROPS (CRSC)**

### **Responsible Grain Code of Practice**

CSGA's membership in CRSC provided it access to the national forum in 2020 for CSGA and other producer organizations to challenge many aspects of the proposed code that is to be monitored by the CRSC Metrics Platform to promote continuous improvement. CSGA supports CRSC's mission to provide a national forum for coordinating and communicating the sustainability of Canada's grain production. But consultations in 2020 revealed many changes required in the first draft of this code.

## **CFIA PLANT BREEDERS' RIGHTS OFFICE (PBRO)**

### **Value Creation Initiative**

As an original member of the Minister's PBR Advisory Committee, the CSGA works within the Committee to encourage policies and practices that increase the number and diversity of varieties available to Canadian seed growers and producers. Through this vehicle, the CSGA has been active in developing consensus-based policy development in support of Ministerial priorities. In 2020, efforts to build industry consensus on potential changes to PBR regulations.

## **PROVINCIAL AGRICULTURE MINISTRIES**

### **Seed Certification and Seed Policy**

*As official advisors to CSGA and Branch Boards, Provincial Government specialists are essential CSGA stakeholders who provide important input on governance and policy development. CSGA and its Branches also engage directly with their provincial government advisors for guidance and support on strategic priorities.*

## AOSCA, OECD, EEC

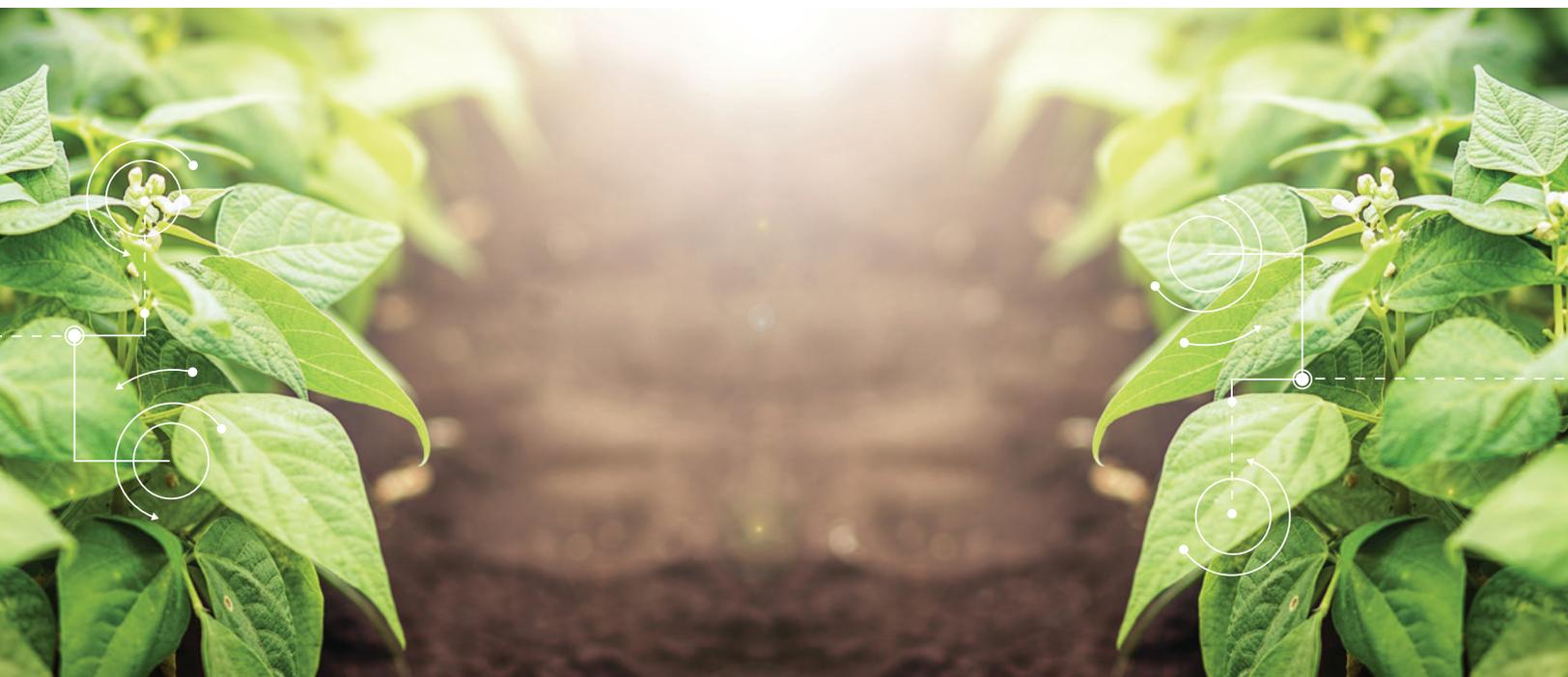
### Enabling the International Movement of Seed

One of CSGA's core roles is to ensure that Canadian seed certification standards are aligned with international standards and vice versa in order to facilitate trade in seed.

- *Association of Official Seed Certifying Agencies (AOSCA)*: Member agencies include 44 US states, Argentina, Australia, Brazil, Chile, New Zealand, and South Africa. CSGA is a recognized leader in AOSCA, and CSGA staff hold leadership roles throughout the organization. In 2020 CSGA worked with AOSCA on its new Strategic Plan, participated in working groups to develop internationally recognized certification standards for clones, transplants and feminized hemp seed crops, and contributed to the first meeting of the AOSCA Hemp Variety Review Board.
- *Organization for Economic Co-operation and Development (OECD) Seed Schemes with 61 member countries*: CSGA actively supports the CFIA in

representing Canada in developing internationally recognized OECD seed varietal certification standards, as well as liaison with the International Seed Federation (ISF), the International Seed Testing Association (ISTA) and the International Union for Protection of New Varieties (UPOV). In 2020, with the OECD Seed Schemes initiating a feasibility study on digitalization, CSGA advanced international collaboration on distributed ledger technology applications by sharing its own experiences.

- *Environment and Climate Change Canada (ECCC)* seeks technical and policy input from CSGA and its Plant Breeders' Committee when developing Canadian positions for revisions of international seed-related agreements. Examples include the Convention on Biological Diversity and the Food and Agriculture Organization (FAO) Treaty of the United Nations on Plant Genetic Resources for Food & Agriculture.





# OUR RESULTS: FINANCIAL UPDATE

## STATEMENT OF FINANCIAL POSITION

The financial position of the Association has decreased as of January 31, 2021, relative to the previous year, as net assets have decreased by \$322,132. The most notable contribution to the change in net assets is an operational deficit of \$412,516, offset by an increase in the pension fund asset due to actuarial valuations of \$90,384. The operating deficit is \$211,606 higher than budgeted due to a shortfall in planned revenue.

The Association's net assets have an operating reserve of 47.81% (available net assets over total expenses). This operating reserve is equal to 58.20% when third-party expenses that flow through CSGA are taken into consideration (Branch fee paid out, CFIA inspections). These ratios have decreased from 2019-2020 levels of 60.74% and 75.51%, respectively, but remain healthy.

The association has the resources to fund its programs and support its mission. However, continued high levels of investment in major special projects, like the Seed Synergy Collaboration and recent Seeds Canada Amalgamation Initiative, are not advisable without an increase in total reserves; currently, \$160,482 below the CSGA restricted reserve target of \$2,000,000.00.

The Association should continue to target higher current assets over current liabilities to ensure the required funds are available to meet future obligations.

## STATEMENT OF OPERATIONS

Fee revenue relative to the previous year increased by \$351,843 due to a fee increase implemented at the start of the year but less than the budgeted increase of \$744,305. The main factors contributing to the budget shortfall were lower than forecast membership fee revenue (by \$55,805), client service fee revenue (by \$170,592), CFIA assessments (by \$80,388) and government project funding (by \$125,000). This shortfall was offset by higher than forecast acreage fee revenue (by \$49,951).

The general and administrative expenses of the Association were higher than the previous year (by \$326,697) but lower than budgeted (by \$43,825). Project expenses of \$322,074 were higher than those of the previous year (by \$19,111) but lower than budgeted (by \$67,926). The year-over-year increase in general and administrative expenses is mainly attributable to an increase in salary expense (by \$363,433), professional fees expense (by \$308,869) and member meeting expense (by \$90,062). These increases were offset by reductions in director and staff travel (by \$351,082), contracted services (by \$41,926) and employee benefits (by \$34,304).

Overall, with some exceptions, the significant increases and reductions in general and administrative expenses cited above are of a transitional nature, related to either the effects of the COVID-19 pandemic, the Seeds Canada amalgamation process the CSGA 2.0 initiative.

\*Audited Financial Statements for 2020–2021 are available at [seedgrowers.ca](https://www.seedgrowers.ca).

## Statement of Operations

Period ended January 31, 2021, with comparative information for the year ended January 31, 2020

	BUDGET 2021	ACTUAL 2021	ACTUAL 2020
Revenue:			
Acreage fees	\$ 1,560,370	\$ 1,610,321	\$ 1,279,364
Membership fees	684,350	628,545	668,200
Client service fees	655,650	485,058	406,304
Branch acreage fees	480,000	480,653	427,427
Plot fees	168,550	173,160	88,890
Branch membership fees	125,000	127,265	135,425
Assessment for CFIA inspections	205,300	124,962	171,688
Interest and other revenue	79,000	60,794	109,137
Project contributions	125,000	-	52,480
	<b>4,083,220</b>	<b>3,690,758</b>	<b>3,338,915</b>
Expenses:			
General and administrative expenses (schedule)	3,092,145	3,048,320	2,721,623
Branch fee paid out	605,000	607,918	562,852
CFIA inspections	205,300	124,962	172,308
Project expenses	390,000	322,074	302,963
	<b>4,292,445</b>	<b>4,103,274</b>	<b>3,759,746</b>
Excess (deficiency) of revenue over expenses before the undernoted	(209,225)	(412,516)	(420,831)
Other income (expense):			
Amortization of deferred capital contributions	-	-	14,055
Loss on disposal of capital assets	-	-	(4,070)
	-	-	<b>9,985</b>
<b>Excess (deficiency) of revenue over expenses</b>	<b>\$ (209,225)</b>	<b>\$ (412,516)</b>	<b>\$ (410,846)</b>

## Statement of Changes in Net Assets

Year ended January 31, 2021, with comparative information for 2020

	INTERNALLY RESTRICTED	INVESTED IN TANGIBLE CAPITAL AND INTANGIBLE ASSETS	UNRESTRICTED	2021	2020
Balance, beginning of year	\$ 2,000,000	\$ 183,835	\$ 100,000	\$ 2,283,835	\$ 2,382,221
Deficiency of revenue over expenses	-	-	(412,516)	(412,516)	(410,846)
Remeasurements related to pension liability	-	-	90,384	90,384	312,460
Purchase of tangible capital and intangible assets	-	20,859	(20,859)	-	-
Amortization of tangible capital and intangible assets	-	(82,509)	82,509	-	-
<b>Balance, end of year</b>	<b>\$ 2,000,000</b>	<b>\$ 122,185</b>	<b>\$ (160,482)</b>	<b>\$ 1,961,703</b>	<b>\$ 2,283,835</b>



## Schedule of General and Administrative Expenses

Period ended January 31, 2021, with comparative information for 2020

	BUDGET 2021	ACTUAL 2021	ACTUAL 2020
Amortization of tangible capital and intangible assets	\$ 120,000	\$ 82,509	\$ 117,482
Annual general meeting (net)	-	122,638	32,576
Bad debts	3,000	8,652	316
Contracted services	89,600	121,946	163,872
Data processing	93,893	134,747	122,642
Employee benefits	294,887	198,784	233,088
Honoraria	100,000	100,000	99,000
Insurance	33,080	33,875	35,067
Internet and web site service	12,816	8,205	14,399
Membership fees	32,902	24,663	20,303
Office supplies and stationery	22,359	12,295	19,136
Postal services	12,459	9,999	11,292
Presentations and sponsorships	8,000	6,300	22,179
Printing	4,860	4,860	2,808
Professional fees	192,560	380,373	71,504
Publicity	37,000	26,138	15,565
Rent	115,511	107,473	106,279
Rental of equipment	14,442	16,765	13,616
Salaries	1,331,173	1,438,563	1,075,130
Special projects	-	3,265	6,157
Subscriptions	980	375	526
Technical and data development	191,093	90,295	104,508
Telephone	12,780	9,794	11,540
Travel, directors	234,100	91,392	279,165
Travel, staff	134,650	14,468	143,473
	<b>\$ 3,092,145</b>	<b>\$ 3,048,320</b>	<b>\$ 2,721,623</b>

Note: Annual general meeting expenses are shown on a net basis.



# OUR MEETINGS

CSGA members' meetings in 2020-2021 included:

- February 18, 2020, Special General Meeting (SGM) of members in Saint Hyacinthe, Quebec
- July 7, 2020, virtual online Annual General Meeting (AGM)
- August 27, 2020, virtual SGM of members for Seeds Canada amalgamation ratification

## FEBRUARY 18: SPECIAL GENERAL MEETING OF MEMBERS

Seed growers from Alberta, Saskatchewan, Quebec, Ontario, and Maritime Branches attended the Special General Meeting (SGM) of members on February 18 in Saint Hyacinthe, QC to:

1. get member ratification of a By-law change to introduce certain absentee voting rights for CSGA members, and
2. confirm member support for the CSGA Board position on a proposed amalgamation with the Canadian Seed Trade Association, the Canadian Plant Technology Agency, the Commercial Seed Analysts Association of Canada, and the Canadian Seed Institute.

Rationales for the By-law amendment to allow absentee voting by CSGA members (via mail, telephone or online) were summarized by Jonathan Nyborg.

- a. Canada's geography prevents members from attending CSGA meetings in person.

- b. CSGA by-laws do not allow distant or absentee voting participation in meetings.
- c. The CSGA Board of Directors wants to ensure that, for many issues, all members can vote, regardless of their ability to attend a CSGA meeting.

Members voted to approve the proposed By-law changes that prescribe terms and conditions for absentee voting participation in CSGA meetings.

CSGA Amalgamation Oversight Committee representatives CSGA President Jonathan Nyborg and Roy Klym (representative for CSGA Branches) reported on CSGA's progress in developing the amalgamation proposal. An overview of the proposed business plan for the new national seed organization was provided.

Members voted to support the CSGA Board of Directors position on the proposed amalgamation.

## JULY 7 ANNUAL GENERAL MEETING

This was the 116th Annual General Meeting (AGM) of CSGA and due to the COVID pandemic it was the first ever CSGA AGM held virtually.

CSGA President Jonathan Nyborg reviewed the five Key Result Areas (KRAs) of CSGA's 2017-2023 Strategic Plan and their importance in positioning CSGA as the leader in seed certification in Canada.

In his Executive Director's Report, Glyn Chancey used KRAs from the Strategic Plan to review results achieved last year and presented the 2019-2020 Audited Financial Report. The summary of results included:

- Circular 6 Modernization
- Standards Development
- Continuous IT Modernization
- CSGA's ISO-Certified Quality Management System
- SeedCert 2.0
- Variety Profile Platform
- Blockchain
- Professional Development
- National Seed Organization
- Seed Regulatory Modernization

With his term ending in Spring 2021, Glyn Chancey thanked the Board, Branches, and staff and reflected on his five years as Executive Director.

For distinguished service to the CSGA and for advancing Canadian agriculture, Honorary Life Awards were virtually presented to Jennifer Mitchell Fetch and Tom Fetch of Brandon, and Jennifer Seward of Carman, Manitoba.

For exceptional service to CSGA, Robertson Associate Awards were presented to Cal Pitura of Domain, Chris Ens of Rhineland, Rick Rutherford of Grosse Isle, Manitoba, and Terry Ardell of Vanscoy, Saskatchewan.

In his Nominations Report, CSGA Past-President Kevin Runnalls introduced the eight Advisors to the CSGA Board appointed by their provincial Ministers and the fifteen Grower Directors elected by members of their Branches.

An amalgamation update included an extensive overview of the proposed Seeds Canada Business Plan. A session featuring several directors' perspectives on amalgamation and a members' feedback session followed.

New resolutions supported by members involved direction on enhanced amalgamation analysis and communications, maintaining adequate recognition of seed growers on the Board of a new national seed organization, and direction on CSGA transition planning.

Closing the Annual Meeting, retiring members of the Board, including Past-President Kevin Runnalls, were thanked for their service. Incoming President Joe Rennick accepted the virtual gavel from Jonathan Nyborg and asked members to seriously consider the amalgamation ratification package and to cast an informed and confident vote by August 27.

## **AUGUST 27 SPECIAL GENERAL MEETING OF MEMBERS TO CONSIDER AMALGAMATION**

CSGA President Joe Rennick welcomed 104 members and 60 guests to the virtual Special General Meeting (SGM). Regular active CSGA members had been sent a unique ID number to access the secure voting platform.

The SGM program involved a brief CSGA overview of the amalgamation proposal followed by a member discussion of the ratification resolution. Discussions clarified that at least two-thirds of ballots must be cast in support for the resolution to pass and that Board support for this amalgamation proposal had considered its benefits outweighed its risks if seed growers chose to be active in the new organization.

After voting had closed, the amalgamation ratification vote results were announced to be 337 in support of the resolution and 414 against. With 44.8 % supporting and 55.1 % against, the amalgamation ratification resolution was not passed.

In closing the meeting, CSGA President Joe Rennick thanked all who participated and assured members that, although disappointed with this result, the Board of Directors has prepared CSGA transition plans for either outcome from this vote and would continue to keep members informed of Board transition decisions.

*\* Minutes of the 2020 Annual General Meeting and Special General Meetings are available at [seedgrowers.ca](http://seedgrowers.ca).*

## OUR PEOPLE

# OUR BOARD

### EXECUTIVE

**Joe Rennick**

President

**Dale Connell**, Ontario

1<sup>st</sup> Vice President

**Laurie Wakefield**, Saskatchewan

2<sup>nd</sup> Vice President

**Jonathan Nyborg**, New Brunswick

Past President

**Djiby Sall**, Quebec

Provincial Government Advisor

### DIRECTORS

CSGA is governed by a Board of Directors drawn from its members. CSGA's By-laws ensure that every seed producing region of the country is represented on its Board as a Seed Grower Director.

**Jim Baillie**, Nova Scotia**Peter Boswall**, PEI**Scott Horner**, Alberta**Roy Klym**, Saskatchewan**Glenn Logan**, Alberta**André Lussier**, Quebec**David MacKellar**, Ontario**Eric McLean**, Manitoba**Ryan Murray**, Manitoba**Martin Provencher**, Quebec**David Wuthrich**, British Columbia

### ADVISORS

The Board is also supported by nine (9) Provincial Government Advisors, each of whom is nominated by his or her respective provincial Minister of Agriculture and one (1) Academic Advisor.

**Chami Amarasinghe**

Manitoba Ministry of Agriculture and Resource Development

**Joanna Follings**

Ontario Ministry of Agriculture, Food and Rural Affairs

**Dr. Bryan Harvey** (OC, SOM, FAIC, PhD, Pag)

Academic Advisor

**Steve Hamill**

PEI Department of Agriculture and Land

**Mitchell Japp**

Saskatchewan Ministry of Agriculture

**Mark MacNaughton**

Alberta Ministry of Agriculture and Forestry

**Djiby Sall\***

Quebec Ministry of Agriculture, Fisheries and Food

**Peter Scott**

New Brunswick Department of Agriculture, Aquaculture and Fisheries

**Steven Tattrie**

Nova Scotia Department of Agriculture

**Lori Vickers**

British Columbia Ministry of Agriculture

# OUR STANDING COMMITTEES

## EXECUTIVE

Joe Rennick\*  
Dale Connell  
Jonathan Nyborg  
Djiby Sall  
Laurie Wakefield

## APPEALS

Dale Connell\*  
Chami Amarasinghe  
Peter Boswall  
André Lussier  
Dave MacKellar  
Mark MacNaughton  
Ryan Murray  
Djiby Sall  
Peter Scott  
Laurie Wakefield

## AUDIT

Roy Klym\*  
Glenn Logan  
André Lussier  
Joe Rennick  
Peter Scott

## AWARDS

Jonathan Nyborg\*  
Jim Baillie  
Dale Connell  
Martin Provencher  
Laurie Wakefield  
David Wuthrich

## EDUCATION & PUBLICITY

David MacKellar\*  
Joanna Follings  
Mitchell Japp  
André Lussier  
Ryan Murray  
Marian Stamp  
Lori Vickers

## HUMAN RESOURCES

Glenn Logan\*  
Jim Baillie  
Bryan Harvey  
Laurie Wakefield

## PLANT BREEDERS

Bryan Harvey\*  
Annie Claessens  
Bruce Coulman  
Greg Gingera  
Rale Gjuric  
Robert Graf  
David Hume  
Art McElroy  
Istvan Rajcan  
Tom Warkentin

## INTERBRANCH COORDINATION

Roy Klym\*  
Colleen Acres  
Roxanne Asselin  
Shannon Bieman  
Carl Bolton  
Kelly Chambers  
Andrew Dawson  
Jean Dumont  
Ed Hadland  
Laurie Hayes  
Renee Hoyme  
Daniel Lanoie  
André Lussier  
Frank McCardle  
Daniel Savoie  
Jennifer Seward  
Mike Shewchuk  
Robert vander Linden

## POLICY, PLANNING & GOVERNANCE

Joe Rennick\*  
Peter Boswall  
Dale Connell  
Scott Horner  
Bryan Harvey  
Mitchell Japp  
Andre Lussier  
Norm Lyster  
Ryan Murray  
Jonathan Nyborg  
Martin Provencher  
Kevin Runnalls  
Djiby Sall  
Laurie Wakefield  
David Wuthrich

## REGULATORY SERVICES

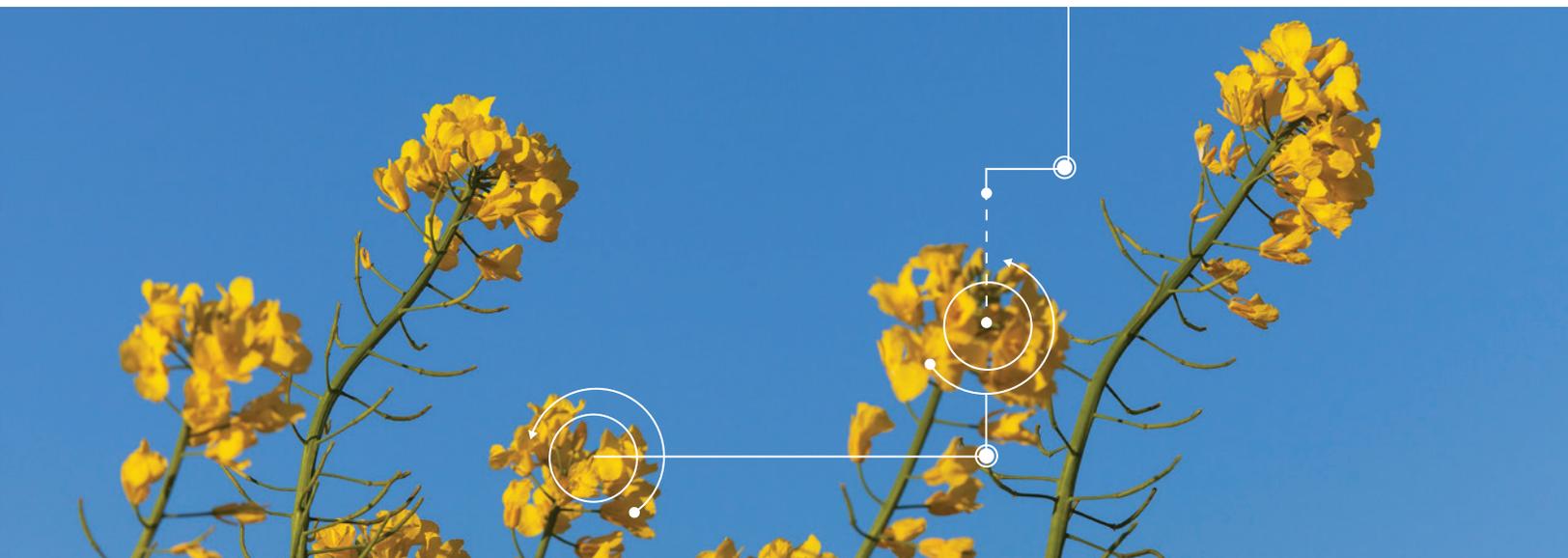
Dale Connell\*  
Jim Baillie  
Jim Downey  
Willy Drost\*\*  
Joanna Follings  
Steve Hamill  
Bryan Harvey  
Wendy Jahn\*\*  
Philippe Lemaitre  
Glenn Logan  
Rick Love  
André Lussier  
David MacKellar  
Mark MacNaughton  
Eric McLean  
Brigette Moor  
Christina Rowan\*\*  
David Wuthrich

\* Chair

\*\* Official Observers

# OUR STAFF

<b>GLYN CHANCEY</b>	Executive Director
<b>PAM COLES</b>	Managing Director, Finance and Administration
<b>CAROLINE LAFONTAINE</b>	Managing Director, Communications and Member Services
<b>DOUG MILLER</b>	Managing Director, Certification and Technology Services
<b>MIKE SCHEFFEL</b>	Managing Director, Policy and Standards
<b>GAIL HARRIS</b>	Manager, Standards
<b>BRIANNA CHOUINARD</b>	Manager, Certification
<b>TANIA CALVERLEY</b>	Manager, Communications and Engagement
<b>JANET JANSEN</b>	Manager, Technology and Digital Enablement
<b>EMMANUEL FONDI</b>	Policy and Certification Officer
<b>KELSEY COURTNEY</b>	Planning and Quality Systems Officer
<b>LAKSHANA MAHABIR</b>	Policy Officer
<b>LUCIE LAFLEUR</b>	Client Service Coordinator and Assistant to the Executive Director
<b>RYAN LAMBERT</b>	Support Officer
<b>LATONA NICHOLSON</b>	Support Officer





Canadian Seed Growers' Association  
P.O. Box 8455, Ottawa, Ontario K1G 3T1  
613-236-0497  
[seedgrowers.ca](http://seedgrowers.ca)