

# PCBE

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**DEVELOPING EMPLOYEE  
COMPENSATION AND  
BENEFITS**

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**MAKE 2022 A GREAT YEAR  
FOR YOUR BUSINESS**

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**DECEMBER 2021**

Volume 28, No. 12

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# Editorials

Two extra special occurrences last month were the weddings of our younger siblings. Anna Mary and I each had a sister getting married in the month of November and all summer we eagerly looked forward to both events. A mixture of joyfulness and solemnity, weddings can provide much food for thought, not only to the bridal couple, but also to those of us who have been married for a number of years. At both weddings, we enjoyed fellowship with distant family members only seen several times a year, we listened to sermons that offered much marital counsel, and we sang songs of worship and praise to our Maker who instituted the holy union of man and wife. Congratulations Mel & Ada and Mark & Lydia! May the love you have for each other be a reflection of God's love for mankind.

This is the month that we observe the birth of the One who came to earth many years ago in the form of man so that we can claim the promise of everlasting life. Is it no wonder that the angels considered it "good tidings of great joy"? I feel it is appropriate to remind ourselves of those words throughout the year and not just at Christmas. I can imagine the birth of our Saviour was a much-anticipated event for the angels and they were eager to inform fallen mankind of the new hope that the birth of Jesus provided. The good tidings of great joy was not just for the shepherds, or for a certain nationality. Notice how the angels added, "which shall be unto *all* people." It was for you and me, and the entire world. Are we claiming the good tidings of great joy for our own?

When Mary and Joseph entered the small village of Bethlehem, the innkeeper and his family had the opportunity to provide hospitality to the long-awaited

Messiah. But they missed Him! They were too busy with the economic surge that was a result of the emperor's decree. Travelers from miles around were immigrating to their little town and the innkeepers were capitalizing on the increased revenue. Suddenly their quiet little inn had no vacancy, possibly for weeks on end. It is likely they considered this a God-given blessing to unexpectedly have so much increase in sales. They probably laid aside all other plans and gave their entire time and energy to their business. But it caused them to miss Jesus.

Even today, many businesses in our communities are extra busy this time of year because of the seasonal increase in consumer spending. According to a Gallup poll, Americans intend to spend an average of \$837 on gifts and holiday items this Christmas season. Retailers spend lots of marketing dollars this time of year, each trying to capture as much of the \$837 as possible. May we still slow down enough to realize and recognize the real reason we observe this holiday.

The innkeeper very likely missed Christ because of being busy with important work. Not because of evils such as drunkenness or idolatry, but simply because of the cares of this life. According to Luke 21:34 the cares of this life are a serious danger that could cause us too, to miss Christ when He comes to earth the second time.

Wishing each of you a wonderful Christmas season filled with peace and goodwill.

Ivan Lee Lapp — Editor

The colorful autumn leaves are now but a memory, signaling the conclusion of my favorite season. There were a few days that the autumn hues brimmed with vibrancy in the late afternoon sunshine. During a brief trip to Holmes County, Ohio, in late October, I was reminded how beautiful that corner of the world is during autumn. While the brilliant foliage nearly distracted me from my objective—interviewing several business owners—I didn't allow it to steal all my attention. Throughout my stay in Ohio, I met a fellow who recently began producing charcoal. Observing the process was quite intriguing.

Visiting the Behalt Amish and Mennonite Heritage Center recently was time well spent. I enjoyed learning more about the life of the early Anabaptists. Mark Oliver, senior tour guide at the Center, made history come alive during the thirty-

minute tour. It was so interesting, that I would like to return sometime. Marcus Yoder, executive director, also generously shared his time. Throughout our lively conversation, it became evident that he has gathered extensive knowledge of the early Anabaptists.

The end of another year is drawing near. I hope it was a good one for you; one that was filled with many opportunities to learn, grow, and engage in work and activities that help you achieve the Godly successes that you seek after. Wishing you all the best in the coming year, as well.

Leroy Martin — Contributor/Journalist

Another year of bountiful fall harvests, enabling us to fill our barns and cellars for winter nourishment.

We've had an exciting fall with preparing and hosting the wedding for our only daughter Ada Ruth and her fiancée Melvin Riehl. The wedding was held in the upstairs of the dairy barn on November 4th. They will be moving to their new rental home adjoining the farm here in the next month sometime.

You may have noticed that the Machinery Trader section of our magazine keeps growing larger. We hit a record high number of entries again for this month. Sales for used equipment seems to be in high demand as some manufacturers are struggling to keep production running at full capacity. If you are in need of equipment, see pages 280 thru 287 and see what our advertisers have to offer.

I've received a few calls from readers asking when their subscription expires. On the address label you can find your subscription expiration date typed next to your address. This is located on the outside of the plastic wrapper that your magazine arrives in.

I found the articles on celebrating Christmas very interesting. We printed *Christmas Apologetics* by Thomas Bauman on page 124 and *Why I am Unashamed of The Christmas Tradition* on page 166 by Anthony Hess. Both writers have expressed their views on celebrating the birth of Christ and gave a few pointers on why some of us confuse it with pagan celebration.

May your Christmas season be filled with joy and sharing and have a Happy New Year!

John Lapp — Advertising Sales Representative

On a frosty morning, cattle meander toward the barn, while corn shocks stand like sentries in the distance.

Source: Leroy Martin





# PCBE

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Our mission is to provide plain communities with Kingdom-focused business teachings and helpful connections through a monthly print magazine.

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# Mountain Meditations

RICHE LAUER

## If This Bear Gets Me, At Least I Won't Have To Be A Preacher

A recent fall afternoon found Gabriel Beachy and his faithful dog “Rusty” enjoying a tromp through the woods. A nice property come up for sale in our area. It lays land-joining to a parcel of woods and overgrown fields which “Gabe” and the Lauer boys already hunt. Gabe grew up alongside our boys, first in Abbeville and then here in Hillsville. He married my niece Natalie (Nad) Hershberger ten years ago, and they have a start on their string of children with Eleanor, Tobias, Truman, and Ramses. Although his children get opportunities to hike and hunt with their dad, Gabe chose to be alone with Rusty and his thoughts on this particular Thursday afternoon.

Gabe spotted movement farther along the wooded ridge. A large black bear came into his view and then disappeared. Seeing a bear is not uncommon here in Carroll County. I saw a small bear just a few weeks ago, crossing the road above our new house.

Gabe's intended path took him toward the bear. Black bears are, after all, nothing to be afraid of. Besides, Gabe had other things on his mind that afternoon. Rusty wandered away down the hollow and was soon lost from sight. Suddenly, Gabe heard Rusty barking excitedly. After a bit, the barks turned to yelps and began to rapidly draw closer. Within seconds, Rusty broke into sight, in full retreat up the hill. The large bear was in hot pursuit and (literally) right on Rusty's tail.

A dog is supposed to be a man's best friend, but loyalties get tested. Rusty bee-lined for Gabe, seeking rescue but bringing the angry bear with him. Gabe sized up the situation and abandoned dear Rusty to his fate. He turned and started up the nearest tree. The tree was only about eight inches in diameter and lacked handy branches, but it was available. Hugging and huffing, he climbed it in seconds and hung on for dear life.

Gabe climbed the tree in seconds out of pure necessity, for the angry bear had abandoned its pursuit of Rusty and was now (literally) nipping at Gabe's heels, jaws popping and snapping. Twice the bear went up the tree, and twice faithful Rusty returned to distract the bear. It slid down each time, chasing Rusty off and returning up the tree. On its third trip up the tree, the bear caught one of Gabe's Crocs in its snapping jaws. The bear bit thru the Croc, top and bottom, and into Gabe's foot. At this point, Gabe started thinking some thoughts. When the bear fell the third time, it pulled Gabe down as well. Man and bear landed side-by-side on the ground, up close and personal-like.

Rusty drew the bear aside once again. At that point, the bear may have been starting to tire of the fun. It stopped and held its distance. Gabe gathered up Rusty and made a slow but steady retreat. Gabe never saw any bear cubs, and he somehow neglected to physically examine the bear during the attack. But our assumption is that Rusty had made the mistake of harassing bear cubs and that an angry momma bear was the result. This commotion occurred on Thursday afternoon. At the evening church service the next day, we took the church voice for a double ordination. The call of God had been resting on Gabriel for some time. He felt the weight of these coming ordinations and later acknowledged

that he was not surprised to learn that he would be in the lot for minister. When he was in the tree on Thursday afternoon, Gabe said that the thought crossed his mind that “If this bear gets me, at least I won't have to be a preacher.”

On Saturday, the bishops interviewed those whose names given by the church. I serve as bishop here and told Gabe how I thought it would be. “When you were up in that tree, the bear was either going to let you go or she wasn't. It is the same for this call to the ministry. It is in God's hands. God is either going to let you go, or He isn't going to let you go.”

God didn't choose to let him go. On Sunday, three days after hugging a tree with a bear latched onto his foot, Gabe shared the lot for minister with his brother-in-law Jacob Miller. Gabe later described how he had decided in advance that he would take whatever hymn book was placed nearest to him. But, when he arose to do so, his hand passed over that nearest book and picked up the further one. It wasn't what Gabe had planned to do, but he suddenly felt that it was what he was supposed to do. When the hymn books were opened, Gabe's book contained the slip of paper reading: “The lot falleth into the lap, but the whole disposing thereof is of the LORD.”

It is a blessing to have younger men who are both qualified and willing to help lead the church. As conservative Anabaptists, we don't hire in preachers from far away to lead our churches. We follow the example set in Acts 6 and ask our congregations to “look ye out among you” for faithful men who can lead the church. If our churches are to have good leadership in the future, young men must choose to live faithful to God's commands and expectations. All the brethren in the church, along with their wives, should purpose in their hearts to follow God. All of us, not just ministers, should desire to meet the qualifications given in I Timothy 3 and Titus 1. Read them to remind yourself of how you ought to be living, whether or not you serve as a preacher. How disappointed God would be if only one or two people in a whole church met these qualifications!

Qualified men must also be *willing* men. It is always easier not to lead... to stay in the background...to expect someone else do the teaching...to allow someone else to set the good example for the youth. Serving in the ministry is a heavy responsibility, but it also carries rich blessings. If called by the church to serve as a minister or deacon, a faithful young man (and his wife) should be willing to trust God to enable them. God does not make mistakes, He has purposes beyond our understanding, and He strengthens those whom He calls.

I Peter 5: 1-4 *The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: **Feed the flock** of God which is among you, taking the oversight thereof, **not by constraint, but willingly**; not for filthy lucre, but of a ready mind; Neither as being lords over God's heritage, but **being examples to the flock**. And **when the chief Shepherd shall appear, ye shall receive a crown of glory that fadeth not away.***



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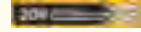
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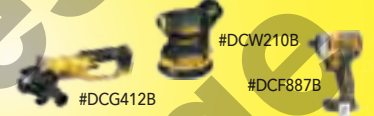
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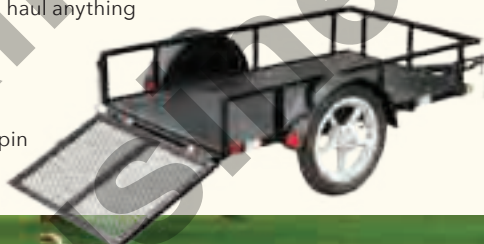
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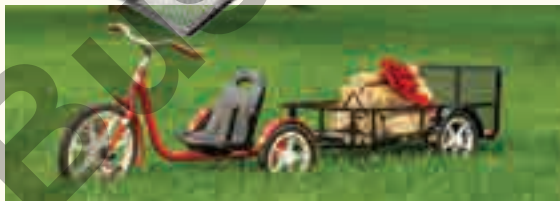
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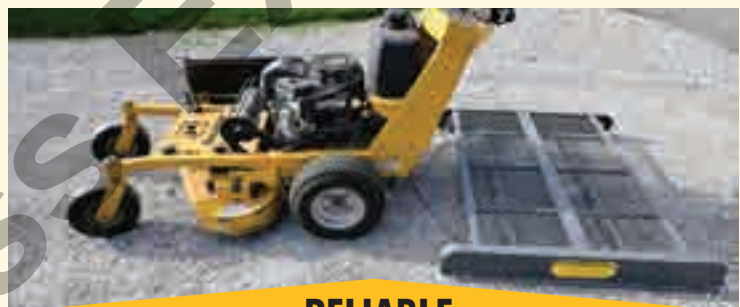
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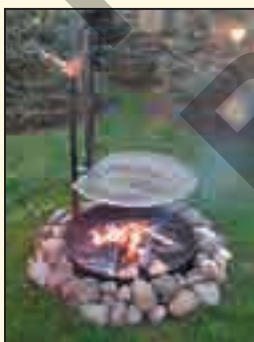
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# A Three-Year Project

## Pressures a Steam Engine Enthusiast

LEROY MARTIN





A few times each year, billows of white steam float into the sky at Maine's far-northern Amish community. The Fort Fairfield community is a picturesque one; even more so when you manage to see a steam traction engine puffing within proximity of a horse and buggy that is navigating its way through a countryside dotted by fields of potatoes, small family farms, and narrow back-country roads.

To catch up with John Yoder, a steam tractor enthusiast, I journeyed to Maine to observe the project that he had been working on sporadically throughout the course of three years. "It's just a hobby of mine to own something like this," he quickly assured me upon my arrival. "I hardly use it to perform work-related duties. However, there has been a time or two that we used the steam tractor in the garden and in the field."

"I was ten years old when I first began entertaining the idea for this project," Yoder continued. "I had so many dreams back then of owning a steam tractor. As I grew older, the desire didn't dissipate, instead it grew stronger and settled deeply within me. To learn more about steam tractors, I subscribed to a magazine called *Engineers and Engines*. I studied each issue intently and learned a lot."

Yoder explained that he looked around for several years, searching for an opportunity to purchase a steam traction engine. "To my disappointment, I quickly learned that they were out of my budget. I just couldn't afford to purchase one," he explained. "The cheapest ones that I saw were selling for fifty-thousand dollars, and they were in pretty rough shape."

But he still felt that he needed a steam traction engine in his life, and he was not about to give up on his dreams. Therefore, the necessity breathed way to invention.

"I decided that I would build one on my own," he said. "It would be less expensive, I assumed. A neighbor was kind enough to help me with ideas for my project. He was a retired farmer who had an oil-pull collection and took an interest in my dream of making a steam traction engine that I could tinker with. I was able to purchase a few parts for my project from him."

Yoder purchased the steam engine that he used for his project from a fellow in Kentucky. The boiler itself was ordered and produced by J&S Machine, from Middlefield, Ohio. (I interviewed this business—the article appeared in



A closeup of the mechanical wonder on a Maine farm.  
Photo credit: Paul Cyr

the November 2019 edition of the PCBE).

"The men at J&S did good work," Yoder remarked. "There was a waiting list that I was placed on, which consisted of approximately twelve months until I received my boiler. I provided them with specifics and told them what I wanted to use the boiler for. I had never seen a steam engine operate prior to this, so there was so much that I didn't know."

The steel-wheeled rims for the tractor were special ordered from *Farm Bilt*. "The rims were manure-spreader rims—I just provided the folks at *Farm Bilt* with the diameters that I was looking for," Yoder explained. (*Farm Bilt* is located in Pennsylvania).

"I also took it upon myself to study pictures of steam engines that I came across in magazines," he added. "While I was a scholar, I had a tough time of it at school. I didn't learn well. But when working with engines, it seemed it was something I could learn more easily."

Three years passed by and many countless hours were spent working on his project before Yoder began to see tangible fruits of his labor. Even before he had begun his project, he wasn't sure that it would be a successful venture. "Some people told me it would be difficult."

Benuel Esh, an Amish man from a neighboring community, proved to be a great help to Yoder throughout the project. "Benuel had a steam engine of his own and was able to provide me with lots of helpful advice. He told me how things work. Throughout the project, I performed a lot of modifications to the steam tractor."

*Steam Engine Enthusiast - Continued on Page 18*

Yoder's project pushes steam during a display.  
Photo credit: Paul Cyr



An opened door reveals a hot fire.  
Photo credit: Paul Cyr

### Steam Engine Enthusiast - Continued from Page 17

When he initially fired the steam tractor, a rudimentary water tank had been attached to the top. “It was an old soap barrel,” he explained. “Whenever the water passed through and entered the tank, there was a great deal of foam which was produced. The large amounts of foam wanted to suffocate our rig; we just couldn’t understand it. But when we removed the soap barrel and fastened another one in its place, it worked quite well. No problems with foam from that point on.”

An upright boiler with a diameter of three feet is secured to the tractor. The boiler’s height is seven feet. Three hundred gallons of water will fill the boiler to capacity. “The water that is placed in the boiler is pre-heated,” Yoder explained. “Earlier, when we relied on cold water, we usually needed to wait a long time until the steam built to the desired pressure.” (Yoder installed a pre-heating line which runs through the exhaust).

The boiler is certified and meets all required safety regulations. In fact, it *exceeds* safety requirements. “I told the manufacturer that I want double safety valves throughout. I planned to operate the tractor in the presence of my neighbors and family, and I didn’t want a disaster to occur. The integrity of the boiler was my main concern—I wanted it to be as safe as possible.”

After the boiler was manufactured, it passed through an X-ray machine, to check for cracks and any weak spots. It was deemed safe; no problems areas were detected.

“Brass plugs are outfitted to the bottom of the boiler. The

reason why a steam engine tends to blow up is when the water levels within the boiler are permitted to dissipate to unsafe levels. Now, in a situation like that, if there is still a nice fire, the boiler will eventually turn red hot, due to the absence of water in the boiler. Therefore, if cold water is introduced to a red-hot boiler, the steam build-up will be fearsome. The pop-off valves can’t take it, therefore, if a boiler does not have brass plugs, the boiler can blow up,” Yoder explained.

Yoder’s boiler is equipped with brass plugs, which will melt whenever the boiler becomes too hot—due to the absence of adequate water levels. Therefore, Yoder’s boiler is deemed quite safe, since the steam could escape through the holes which the melted brass plugs would produce. “The manufacturer told me, with the technology that is utilized currently to produce these boilers, it’s nearly impossible to blow one up accidentally.”

Assembling the steam traction engine was a major task, and Yoder performed all the work by himself. While he was doing the assembly work, he began having doubts of his own. “There were a few things that could go wrong, I was aware of that. In fact, I was very surprised when everything worked well upon completion of the assembly process,” he explained.

Yoder assumed if a hang-up was to occur, it would likely be with the gear-ratios. “I was nervous that I might not have those ratios figured correctly,” he said. “Also, I wasn’t sure if it wouldn’t take too much power to move the tractor forward. There was potential that the tractor would be too



heavy to move with the amount of power that I had.”

Throughout the duration of the project, as Yoder labored in his shop primarily during the winter months, several neighbors stopped by to take a look. The project raised interest among the neighbors as well as other folks who heard of it. “Right at the beginning of the project, more than a dozen folks came to observe.”

The tractor is powered by wood or coal; these two fuels work best, according to Yoder. “Wood or coal fire is best to build up the desired pressure in the boiler. It works best to mix wood and coal, but it can also work to either burn wood or coal only.”

Sixty pounds of pressure is needed to coax the heavy machine into the moving stages. “On a flat surface, sixty pounds is adequate. But let’s say I would be trying to go up a steep hill with the tractor, then I would need much greater pressure, perhaps as much as one-hundred and twenty pounds.”

Yoder recalls attempting to tackle a significant hill with inadequate power at his disposal. It posed a problem for him and his helper. “We were required to stop twice before we reached the top. Each time that we stopped, we allowed the steam pressure to build.”

Pressure gauges need to be observed and monitored regularly. There is a very real possibility of steam reaching such great a pressure, that the pop-up safety valves will release. “The maximum build-up pressure for the steam within the boiler is one-hundred-and-seventy-five pounds. If there is any greater number than that, steam will be released

via the safety valves.”

The steam engine that powers Yoder’s tractor is considered the equivalent to that of a one-hundred-twenty horsepower diesel. “At least that is what people told me,” Yoder concluded.

Primarily a toy, the steam traction engine could be utilized for small projects around the farm. “The bucket attachment works well to distribute gravel,” Yoder said. “The bucket is gear-driven, allowing for up and down movements.”

The ‘toy’ proved to not be so much of one when it was matched to a Chevy pickup. Yoder recalled the encounter with a chuckle. “When I was driving along one of the bigger roads here in our area, people were slowing down and parking their cars along the roadway, looking on in disbelief.”

“They all wondered what it was that they were looking at. Pretty soon a Canadian came along—the border is only a few miles from our community—and the man was driving a Chevy pickup truck. After observing our rig for a while, the man informed me that he would like to hook his truck to the steam tractor and pull it along. I permitted him to do so. It turned out that I was the one pulling him, by the time the steam had settled. The tractor had been pulling the pickup no problem. It didn’t take long until the driver instructed me to stop.”

*John Yoder resides in Fort Fairfield, Maine. He is a steam-power enthusiast and works at a truss shop. The mailing address is: 504 Station Road Easton ME 04740*

Researched, written, and edited by *Leroy Martin* for the exclusive use of the *Plain Communities Business Exchange, LLC*.



Yoder enjoys tinkering around with steam traction engines.  
Photo credit: Paul Cyr





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# HOW THE RAIL-SPLITTER RAISED HIMSELF

From The True Story of Abraham Lincoln - by Elbridge S. Brooks

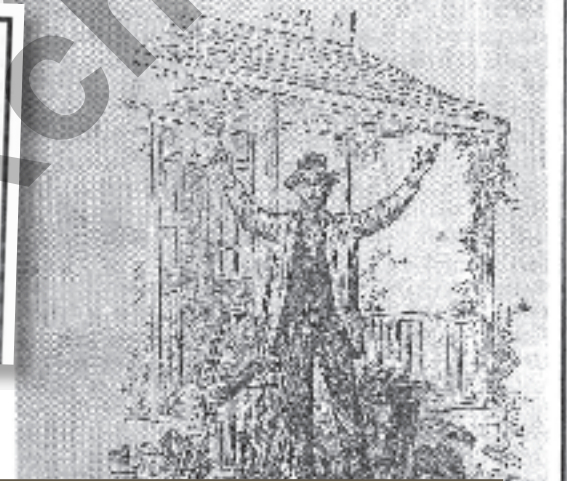
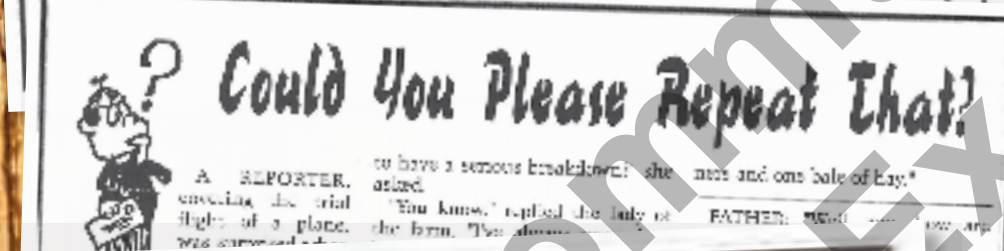
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This did not mean that he disliked his father. It simply means that he had no intention of following his father's example. Thomas Lincoln had demanded all the work and all the wages his son could do or earn, and Abraham felt that he could not have a fair chance to accomplish anything or get ahead in the world if he continued living with this shiftless, never-satisfied, do-nothing man.

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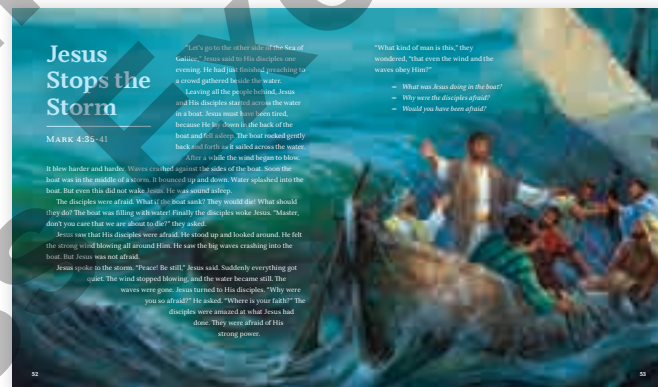
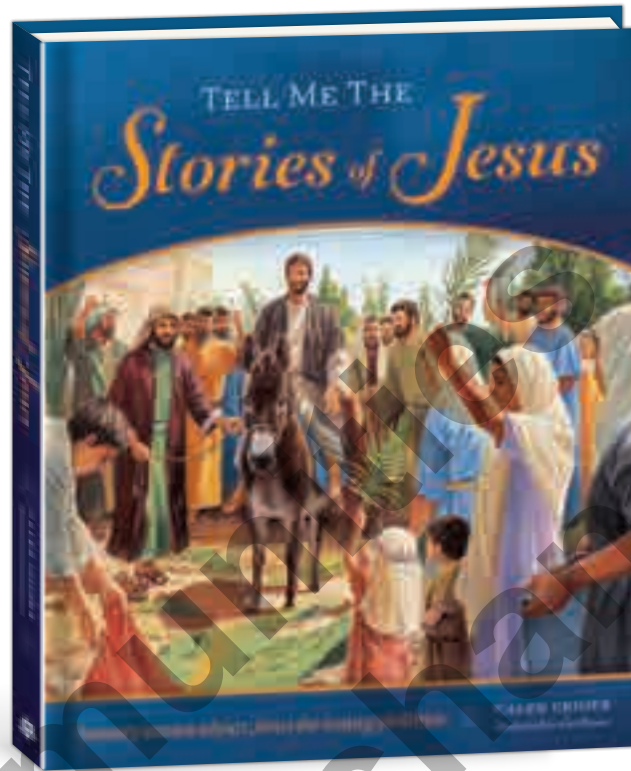
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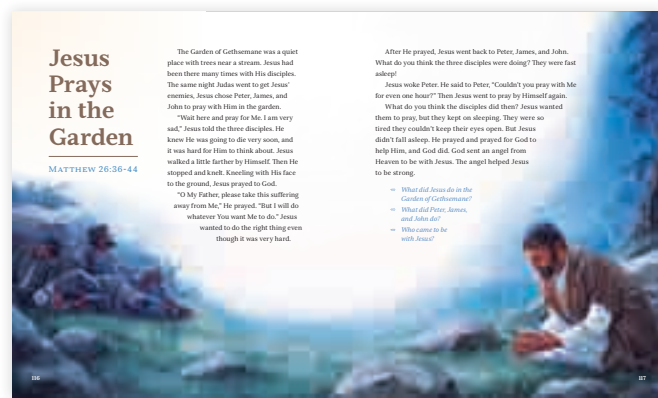
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# the DISConnected™

## WORKPLACE

by Leon Yoder

*The DISConnected Workplace is a series about the struggles of a small business with the 4 primary characters representing the 4 DISC personalities.*

## Creating The Right Culture

“If our success depends on us changing Phineas, it’s sure not looking good for us,” Dean said. “He seems to have this attitude that we could never do without him.”

“I know. He does have a bit of a chip on his shoulder,” Sam agreed. “But Caleb is right. We need to focus on improving our systems and providing clear expectations and then if Phineas doesn’t want to cooperate, we can let him go. But even then we need to try to preserve the relationship. If he’s not a good fit for our team, that’s okay, but it doesn’t give us the right to be disrespectful.”

Caleb smiled as he looked up from the notes he was writing. “I know this might sound strange, but I feel good about the problems we have.”

Problems can be stepping stones to better solutions.

Dean looked at him sideways. “Are you okay?”

Caleb chuckled as he continued. “If we didn’t have these problems, we wouldn’t need to improve anything. Problems can be stepping stones to better solutions.”

“Does a better solution include better employees?” Dean asked.

“I think it does,” Caleb replied. “You have that interview with a new hire coming up, and I think this is a great time to improve our hiring process.”

“Don’t we first have to have a process before we can improve it?” Dean needed.

“Well, we do have a process,” Caleb replied quickly. “It’s just not a consistent process nor written down. It’s called *winging it*.”

“That would be correct,” Dean conceded. “What did you have in mind?”

“I think we need to focus on hiring the right attitude. You’re right in what you mentioned about Phineas. It will be difficult to change his attitude. So here’s the first principle I wrote down. Hire the right attitude and train for the work.”

“That’s good,” Dean agreed. “We know what the wrong attitude looks like. What does the right one look like?”

“I think they need to be respectful,” Sam said. “We want to



## GLANCE AT LAST MONTH

*Coach and Caleb discussed what systems look like in a business. Phineas forgot to bring back a nailer he had borrowed and had also stacked up some ‘scrap’ that he wanted to take home. Dean was not happy and wanted to fire him but Caleb reminded him that it was partially their fault for not having good enough systems in place.*



be respectful to our employees. But we also need them to be respectful to one another.”

“That’s right,” Caleb said, making a note of it. “They also need to have a desire to learn. If we are going to have a mindset of continuous improvement, our employees will need to buy into that concept as well.”

“I agree,” Dean said. “I’m stomping on my own toes right now, but we need to be able to admit when we are wrong. You know, on that very rare occasion.”

“Yes, certainly quite rare,” Caleb said jokingly. “I seldom get the chance to work on that one. But seriously though, we can’t fix a problem or correct a mistake until we recognize that there is one.”

“You are right,” Sam said. “It’s important we own our mistakes. You both have great ideas. I’ll let you continue without me. I’m heading to town for our monthly business group luncheon.”

“We’ll try to leave a few problems for you,” Dean said, waving him off.

After Sam left, Dean looked at Caleb. “We are pretty blessed aren’t we. I sometimes take for granted how much Dad invested into this business to give us the opportunities we have.”

Caleb nodded as he added to his notes. “Gratefulness. I think that is another principle we need to practice. It’s really hard to be grateful and complain at the same time.”

“I agree,” Dean said. “It’s one thing to practice these principles ourselves, but how do we convey them to our employees?”

“I think I know what Coach would say,” Caleb answered. “He would probably tell me to not only practice it but talk about it to the employees. He recommends that we do regular shop meetings to discuss improvement projects and other topics like this.”

### DISC in Communicating

#### D - Dean

A **D** will often speak in shorter sentences. Short and to the point. Not wasting words. Focused on doing rather than feeling. This can sometimes come across as uncaring or being too blunt. But other D’s and I’s will appreciate the efficiency.

#### I - Ian

An **I** enjoys talking to people. They are usually entertaining and bring life to any conversation. Their joy of talking sometimes hinders their efforts in listening. They tend to make broad sweeping statements that may not feel accurate enough for a C.

#### S - Sam (Dad)

An **S** is usually a pretty good listener and often prefers listening over speaking.

#### C - Caleb

A **C** likes to ask questions. They think things through and are cautious because they want to get it right. Broad statements and exaggerations may feel like a lie to a C.

“Sounds like a good idea as long as you lead the meetings,” Dean said.

“I was afraid you’d say that. But leading a meeting doesn’t

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*DISConnected Workplace - Continued from Page 27*

scare me as much as it would have even a year ago. I used to think a meeting was this formal thing where everyone sits around listening to someone else speak. The person leading the meeting has it all together and no one else says anything.”

“Sounds scary to me,” Dean admitted.

“Glad I’m not the only one that thinks that,” Caleb said. “But I don’t believe that is the picture of an effective meeting. Might be what happens in a church meeting or a seminar, but I think a shop meeting should simply be a meaningful group conversation. Coach gave me a couple of pointers. He said the meeting should be relaxed enough for people to speak but structured enough to keep them from chatting about things that don’t pertain to the topic. A key thing is to be able to ask great questions that inspire people to share feedback.”

“Sounds simple enough. I think you should try it,” Dean said.

“Sure, nice try,” Caleb chuckled. “I do think that we need to get comfortable having shop meetings. We will need to be able to communicate these ideas to our employees.”

“I agree,” Dean said. “I like seeing it as a group conversation where we can discuss our goals. Talking about what we are trying to achieve without us needing to have it all figured out before we talk to them about it.”

“Yes. They can help us solve the problems,” Caleb said. “I tell you what. I will take the lead on the first meeting if you promise to help out.”

“Deal,” Dean said. “I think a topic for the first meeting could be to simply talk about our idea on continuous improvement. Ask them for ideas and then make a list to work on.”

“I like that,” Caleb agreed. “I would also like to pick one of these attitude principles to discuss. What would be a good one to start with?”

“You had mentioned the desire to learn. I think that would go well with continuous improvement because we can’t do

improvements without wanting to learn something.”

“Sounds good to me,” Caleb said. “Do you want to split this? You talk about continuous improvement and I take the desire to learn?”

“Sure,” Dean agreed. “I would find that easier to talk about than the desire to learn.”

“Okay,” Caleb said. “Let’s have an employee meeting tomorrow right after their first break.”

“Perfect. That way I can prepare for that interview this afternoon and get that out of the way first,” Dean said. “Do you have time to go over some of the questions I should be asking? I’d like to review that process and maybe I won’t have to *wing it*.”

“Sure,” Caleb said, looking at the clock. “I have to leave in an hour to meet the cabinet installer at my house. I’m happy this remodel is almost done.”

The next morning Caleb was already at the office when Dean entered, beaming and full of energy. “I believe we found our new employee.”

“That’s great,” Caleb answered. “Tell me about him. How did he do on your interrogation, or interview, I mean.”

Dean just laughed and continued, “He handled it well. He seems to have the right attitude. His eyes lit up when I told him about our goal to be a company that is always learning and making improvements and that we want our employees to be involved in identifying and making those improvements.”

“What’s his work experience?”

“He has been doing construction for the last 6 months, but does not like his current work environment,” Dean said. “So his construction skills are a little limited, but I think he will do well. I’d prefer that over someone who thinks they already know everything and isn’t teachable.”

“So when could he start?” Caleb asked, not looking up from a note he was writing.



“He’s ready to start this coming Monday if we are ready for him,” Dean answered. “He had already given the company a notice that he’ll be done by the end of this week.”

“That sounds great,” Caleb said, laying down his pen. “Let’s run it past Dad yet, but I would be good with letting him know that he can start on Monday. What about the employee meeting this morning? Are you ready for that?”

“I believe I’m ready,” Dean replied. “You?”

“I am now,” Caleb grinned. “Thanks for the help.”

“What did I do?” Dean asked, looking perplexed.

“You mentioned some key words when you were describing the new employee,” Caleb said. “You said that he was teachable and that we want to be a company that’s always learning. These are good words to describe what we want to convey to the employees this morning.”

“Glad I could help,” Dean said.

Sam joined the boys in the office a few hours later, just before the shop meeting and Dean shared his information about the new job applicant.

“He sounds like the kind of person we need. I’m okay with having him start right away. Did you do anything different for the interview this time?” Sam asked.

“Yes,” Dean replied. “The biggest difference was in what I was listening for. I started by asking more questions about what he enjoys doing outside of work. Asking less questions about his abilities and more about what he did and didn’t like about his current job. I think my favorite question was when I asked him to describe a great workplace. Having better questions made the whole interview process less stressful and I think he enjoyed it as well. I gave him the DISC assessment and explained it briefly. He seemed quite intrigued and asked a number of questions about it. That told me that he is open to ideas and is teachable.”

“That’s great!” Sam replied. “It means a lot to me to see the energy you two are putting into this business. I’m looking forward to seeing how this shop meeting goes. Oh, and

by the way, I met a new person at our business luncheon yesterday. Carl and his wife own a construction company and they have Coach working with them as well. They are doing a character development program with their employees. He brought a few samples that he was showing to the group. You get materials for a different character principle each month with copies for all the employees. Best of all, it is based on biblical principles. I thought it might be something worth looking into.”

“That sounds great,” Caleb said. “I don’t know how much time I spent trying to get some ideas put together for this meeting and I still feel like I don’t have much to work with.”

“Well, let’s go see what you have,” Sam said with a grin.

Break time just ended as Sam, Dean, and Caleb joined the rest of the employees. Dean and Sam sit down with the others, and Caleb grabs a bar stool and sits at the end where he can see everyone.

“You might be wondering why we are having a meeting,” Caleb began. “Well, don’t worry, we are wondering the same thing.”

Everyone gave out a little chuckle and a few of them grinned, the awkward tension in the room seemed to lift. It was obvious that the idea of having a formal shop meeting felt a little awkward for everyone.

“Our main goal is to become a better company, which means providing a better product and service for our customers.” Caleb continued, “This is not to say that what we’re building now is not good, because it is. We have a really good product. But a healthy company is always growing and we believe that the best kind of growth is growing better and not just bigger. That brings us to

the reason for this meeting. We cannot become better by ourselves. We will need to work well as a team. We will need to communicate to you what the customer needs and we will need you to help us figure out how to provide that in the best way possible. This means trying things that don’t always work but always trying to improve how we work.



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*DISConnected Workplace - Continued from Page 29*

Always approach a problem as an opportunity to improve something.”

Caleb began to feel a little more comfortable with each word he said. “This brings me to our principles. The attitude of how we do business. Becoming a better company also means becoming a better workplace. Our attitudes are important because no one wants to work in a stressful environment. I know that sometimes I don’t have the best attitude. It’s challenging when a customer calls and complains or a supplier can’t get our materials here on time. Then one of you comes to me with a problem and I don’t respond the way I should. I want to improve my attitude. Even when it seems like it is someone else’s problem, there’s usually something I can do to be helpful. One of our core principles is to be a learning organization.

The biggest barrier to learning is thinking we know.

To continue to be successful, we will need to keep learning and improving. And in order to keep learning we will need to be teachable. The biggest barrier to learning something is to think we already know. Dean is taking the lead on coordinating these improvements and keeping track of the ideas that you have. Our goal is to improve our processes and make things easier rather than just trying to work harder. I’ll let Dean share his ideas on improvements. I know this hasn’t been much discussion and mostly me talking. But does anyone have any questions so far?”

After a few moments and no one asking any questions, Caleb gave Dean a nod.

Dean appeared pretty calm as he began. “Like Caleb already said, we want everyone involved in making improvements. No one knows your job better than you do, so you have an advantage when it comes to making improvements. You also have a disadvantage. You are so close to your work that it is hard to look at it from a completely new perspective.

To step back from your work and completely reevaluate what you are doing is difficult. It can feel like others think I wasn’t doing my job well enough. But that’s not true. We are all doing the best we can with what we have right now. But we cannot improve if we believe there is no better way. We need to have the mindset that there is always a better way of doing what we are doing. This will be key to our continuous improvement. So does anyone have ideas on how to find things to improve?”

Everyone was quiet for a while until one of them jokingly

said, “Probably listen for complaints.” This brought a few snickers from the others.

“You’re exactly right,” Dean said. “The key to making improvements is to be aware of problems. Problems and complaints are a great starting point for any improvement. The challenge for the week is to look for complaints. I will have a dry erase board here on the wall with a list of problems or complaints and then we will pick a few at our next meeting and brainstorm ideas on how to fix those problems.”

The serious consideration of what was intended to be a joke suddenly got everyone’s attention.

“I’d like each one to find at least one thing that you think we could improve.” Dean said. “Try to have those by our meeting on Friday. Thank you. I really appreciate all your efforts and look forward to hearing your complaints.”

**Continued next month...**


*Leon Yoder is a business coach, writer, and certified DISC consultant located in northern Indiana. His background is in manufacturing and is trained in Lean Six Sigma. Leon started a sign company that he sold after 20 years. He assisted many businesses and startups with graphic design and marketing. Leon has been involved in numerous organizations and startups including an event center in Shipshewana, IN. He currently owns Black Anvil Media, Inc, a web development, and marketing company as well as his consulting company, Sycamore Systems, Inc. Leon enjoys theology, Anabaptist history and is passionate about growing people in faith and business.*

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#### About the Author

Leon Yoder is a business coach, writer, and certified DISC consultant located in northern Indiana. His early background is in manufacturing and he is trained in Lean Six Sigma. Leon currently owns Black Anvil Media, Inc, a web development and marketing company as well as his consulting company, Sycamore Systems, Inc.

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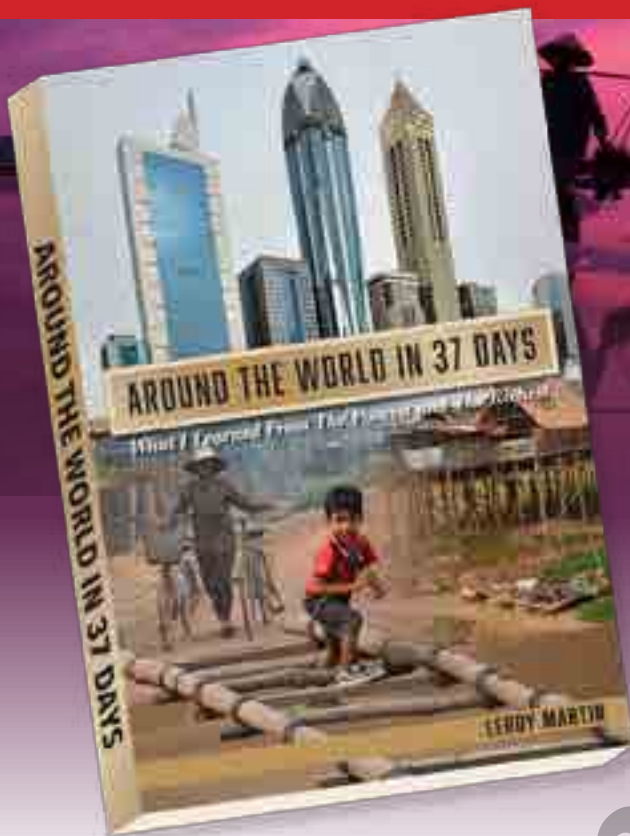
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# Developing Employee Compensation and Benefits

SAM YODER

What keeps people motivated to continue coming to work for you? Or what makes them seek out other employers? How much of their decision is based on pay? How much is based on the environment, or the hours? Or the relationships? Or the monotony? How about vacations or benefits? What is fair? What is generous? What is unreasonable? As employers we wrestle with these questions. While I don't have all of the answers, I'll share some of the things we've tried and learned at Berlin Gardens over the past forty years.

First, we take the Bible seriously. The Bible has a lot to say about paying wages. For example, in the Old Testament law, God told the children of Israel, *"Thou shalt not oppress an hired servant that is poor and needy, whether he be of thy brethren, or of thy strangers that are in thy land within thy gates: At his day thou shalt give him his hire, neither shall the sun go down upon it; for he is poor, and setteth his heart upon it: lest he cry against thee unto the Lord, and it be sin unto thee."* (Deuteronomy 24:14, 15) The point is, pay your hired help a fair and generous wage.

In an example from the New Testament, Paul said, *"Masters, give unto your servants that which is just and equal; knowing that*

*ye also have a Master in heaven."* (Colossians 4:1)

In a modern-day application, the servants are the employees, and the masters the employers. James also warned, *"Behold, the hire of the labourers who have reaped down your fields, which is of you kept back by fraud, crieth: and the cries of them which have reaped are entered into the ears of the Lord of sabaoth."* (James 5:4) These passages underscore that God pays attention to how we pay our employees.

## **Employee compensation**

There are three basic types of compensation you may pay to those who work for you. *Direct compensation* is based on an hourly rate or a fixed price for the amount of work completed.

*Indirect compensation* is usually paid as a bonus at the end of a month or year and might include profit sharing as well. *Non-monetary compensation* includes benefits such as paid vacation, health insurance, flexible hours, opportunities for growth and advancement, and virtually any sort of reward not given in the form of money.

Market wages are the average wages paid for the level of work performed. Market wages vary among industries and across geographic regions. As an employer,



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*“Thou shalt not oppress an hired servant that is poor and needy, whether he be of thy brethren, or of thy strangers that are in thy land within thy gates: At his day thou shalt give him his hire, neither shall the sun go down upon it; for he is poor, and setteth his heart upon it: lest he cry against thee unto the Lord, and it be sin unto thee.” ~Deuteronomy 24:14, 15*

you should know what is normal for the community where you operate your business, because employees expect at least average wages. Keep in mind that market wages may not be a good benchmark of what is fair and generous. Employers driven by greed contribute to lowering market wages.

Proverbs 24:3-4 emphasizes that any enterprise is built by wise planning. *“Through wisdom is an house builded; and by understanding it is established: And by knowledge shall the chambers be filled with all precious and pleasant riches.”* Wise planning is not only using common sense, but also knowing and keeping abreast of facts related to your industry. It is easy to find market wages if you have internet access at home or in a library. If you don't have access, ask someone who does. In the United States, the average median income is \$53,891.

In Holmes County, where Berlin Gardens is located, the average is \$45,000. We don't try to compete with Cleveland or New York City, but we know we cannot expect employees to continue working for us if we do not pay them at least average market wage.

Your employees are constantly aware of other opportunities, and it is not unreasonable for them to go elsewhere for higher wages. Another thing to consider is whether published median income is based on both husband and wife working or on a single wage earner. This makes a difference in how much your employees can expect as a market wage.

The bottom line is that if you want to be fair and generous, you need to avoid paying below market wages. If your *direct compensation* is competitive and generous, then you can

use *indirect* and *non-monetary* compensation to give your company an edge—an extra reason for your employees to stay with you. Following are some of the *indirect* and *non-monetary* compensation we have implemented to give our employees an advantage, and reasons to remain with us.

#### **Monthly bonus plan**

Our monthly bonus includes putting a certain percentage of total sales into a kitty. We tell our employees at the beginning of the month how much the kitty contains. The cost to correct any mistakes during the month, such as orders written wrong, shipping errors, holes drilled wrong, or using incorrect colors comes out of the kitty. Once the costs of all the mistakes are covered, the remaining funds are split equally among the employees at the end of the month.

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**Wise planning is not only using common sense, but also knowing and keeping abreast of facts related to your industry.**

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For example, if there is \$5,000 in the kitty at the beginning of the month and there are five employees, each employee would get \$1,000 at the end of the

month. But if mistakes cost \$2,000 then that money comes out of the kitty, leaving only \$3,000 left to split with five employees. It is surprising how much motivation that monthly bonus spurs. At month end, we compile a list of the mistakes, their cost and the department where the mistakes were made. The employees appreciate the extra cash and help us resolve the issues that were causing mistakes.

#### **Birthday news**

Another benefit we offer is a monthly newsletter listing everyone's birth date. For their birthday, employees get a

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paid vacation day. The only catch is that they have to write an article for the newsletter chronicling how they used their day off. It is quite interesting to read about their various activities. You would be surprised how much earlier people are willing to get out of bed to watch birds rather than making furniture!

### **Company picnics, banquets and outings**

Each summer we invite all the employees' families to a company picnic where there are gifts for the children, door prizes, softball games, a cookout and other activities. In the fall we take a bus trip, generally within our home state of Ohio. We begin with breakfast at a restaurant, then tour a business or factory, go for a hike, attend an event and eat another meal, all paid for by the company. And of course, we provide a Christmas banquet in December. In the spring, I call the local restaurant Boyd and Wurthmann and order mashed potatoes and their seasonal specialty, dandelion gravy for everyone.

I also like to do smaller surprises such as walking through the shop with a bag of beef sticks or ice cream sandwiches and thank our employees for their work. You should see the smiles! These gestures, large or small, are a form of compensation, and the employees appreciate the benefit of participating in them.

### **Employees leave people**

As you consider ways to provide compensation and benefits, it is important to understand why employees leave the companies they work for. Are you aware that employees don't actually leave *companies*? They leave *people*. According to research that included a million interviews, they choose to leave for reasons that have everything to do with human beings, not with a company or organization. They gave five reasons:

1. The boss is a micro-manager and does not trust them.
2. They are bored and unchallenged, doing the same thing over and over.
3. Tense relationships with coworkers, a major reason.
4. Getting blamed for mistakes.

Did you know that most of the time mistakes are the fault of the *process* and not the fault of the *individual*? (source: Dustin Hostetler, Flowtivity.) Study the history of your accidents and you will find it is true.

5. Work isn't flexible. Three strikes and you're out.

Try to be accommodating, particularly for key people such as your managers. This is not always easy, but I have given my managers the liberty to leave once their work is done. They are on salary, so I tell them that as long as I am not getting complaints from their department, and they are not asking me questions, I will give them the flexibility to adjust their hours within reason. But I ask for clear communication: if you're going to be at work only part of the day or not at all, make sure we are aware of your absence.

In addition, we sometimes allow all employees to go home if we've met our quota for the day. For example, when we do inventory we sometimes get done early, but we'll pay everyone for a full day and send them home.

### **Why managers quit their bosses**

Among the foremost reasons that managers quit are that they are overloaded, the boss doesn't give managers leeway to make their own judgment calls, or the boss runs terrible meetings.

Have you ever been in a meeting where people are yawning and falling asleep? This means the meetings are too long and not adding value. One solution is to

forgo chairs and have "stand up" meetings. The tendency to be lengthy or irrelevant decreases because everyone is standing.

### **Share the five-year strategy**

In addition to defining our core values, one of the best things we've done as a company is include our key people in the development of our five-year plan. We asked our key people, "What is our company going to look like in five years?" The only stipulation was that no one would be allowed to criticize anyone else's ideas. No idea was rejected, and soon one wall of our meeting room was covered with suggestions, 117 of them, to be exact. These ideas were grouped into themes, and individuals were chosen to "champion" each particular category. Now every two years we meet to see how nearly we are meeting the five-year strategy.

Including your managers and staff in these plans is important. Choose key people to help plan but keep everyone informed. When employees feel like a company has a plan and is going places, they are more likely to stick around. Working for a

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Are you aware that employees don't actually leave companies? They leave *people*.

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company that is making progress and will still be around in five years is a benefit.

### **Be a gardener**

Jack Welch ran General Electric for twenty years, and when he retired he was the highest paid CEO in the United States. Under his leadership, GE's net value increased four thousand percent! He once remarked that he considered himself a gardener. "I water and provide nutrients for 750 top executives. That's my most important job." He did not become a success by walking through the plant barking out orders and demanding higher production. He became successful by taking good care of the people who managed the production.

### **Those who don't know, don't know they don't know**

A man once related how a five-year old told him his nose is ugly. Surprised, he defended his nose, but she insisted. Curious, he went home and examined his nose in a mirror. Sure enough, he had an ugly nose. He didn't even know that he didn't know, but now that he did know, he was self-conscious about it.

What the girl did was not especially nice, and sometimes ignorance is bliss. But where things really count, a girl who speaks as bluntly as she did is doing us a favor. Your employees will be that person for you, if you'll invite feedback. You would be surprised at the things you are overlooking. Consider King David in the Bible. If he could write beautiful poetry and rule a kingdom, yet be deceived in a matter as significant as murder and adultery, imagine what we may be overlooking in our businesses! Like David, we must search our hearts and allow others to help reveal our blind spots.

Your employees must feel it is safe to give this kind of feedback. A businessman from Texas made a rule that for one year, when an employee came to talk with him in his office, he would not make any excuses or say anything in his own defense. This gave them freedom to speak out without fearing they might lose their job. The businessman said on some days he went home feeling like a whipped puppy, but it was the best thing that ever happened for his company.

Another option is to ask each department to fill out evaluations of the company. Take your lack of self-awareness seriously.

### **Meet the basic needs**

Did you know that McDonald's has an employee turnover rate of 135% annually? And that's low! It's been as high as 300%. Chick-fil-A, on the other hand, is a fast food restaurant with a turnover rate of only 35%.

## Among the foremost reasons that managers quit are that they are overloaded...

We once took our whole management team to a Chick-fil-A for a meeting just to experience the customer service. Chick-fil-A is currently the fastest growing restaurant chain in America. One of the benefits of working for them is their reputation for service and their constant growth. Employees feel good being a part of that. But Chick-fil-A also offers other benefits, such as helping to pay college tuition if you work for them for more than a year.

Chick-fil-A's corporate purpose statement is "To glorify God by being faithful stewards of all that is entrusted to us. And to have a positive influence on all who come into contact with Chick-fil-A". I believe their commitment to bringing glory to God and caring for people is why they thrive. Your employees want respect. They want to be part of a plan. They want fair compensation, and they want stability.

*Anabaptist Financial - Continued on Page 42*

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compliments from the employees about the sparkling clean restrooms and lunchroom, and tidy flower beds. Even these details make an impact on your employees.

**Plan for retirement**

A final suggestion is to develop a savings plan for your employees. Many people are not saving for retirement. One way to do this is through a Simple IRA, which provides a tax-deferred retirement account to which your company may also contribute. More and more employees are beginning to expect a retirement plan as part of the compensation.

**Conclusion**

In the end, whether it is *direct, indirect, or non-monetary*, fair compensation and benefits are a key attraction that will keep your employees with your company for a long time. Fairness is also a principle taught and commanded in Scripture. As individuals, we are to be salt and light to the world, and our companies should be the same. We should be known as business owners and managers who treat our employees fairly, even generously, remembering that as "masters," we also have a Master in heaven.

*Sam Yoder is the owner and president of Berlin Gardens, a respected outdoor furniture company in Berlin, Ohio. He is also a pastor at Gospel Haven Mennonite Church.*

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~Phillips Brooks

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*Started with installing these roofs in 2012 adding it to our existing roofing/construction business, starting out I wasn't sure if this would work for us, so we were very cautious. The first year we did several projects and decided we wanted to do more the following year to check it out more and see if it really would worked like we were told. Our business has grown every year since. The last 7 years we have only done these systems having completely quit our existing residential business.*

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*I started installing commercial roof restoration systems in 2016, that first year I worked hard getting my name out and by the end of the year we had made over \$100,000 in net take home income. Our business has grown every year since and today I am able to work from home a lot more than I ever dreamed possible with other people in place to manage projects and do roof installs. Looking back the hardest part was making the decision to start, stepping away from a steady paycheck into something I wasn't familiar with.*

*What I know now is with the support from this group of contractors, from advertising, roof inspections and then doing the actual roof projects. That is what made the big difference.*

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RETHINKING RETIREMENT: A KINGDOM-FOCUSED VISION IN MIDLIFE AND BEYOND

# GOING Till You're Gone

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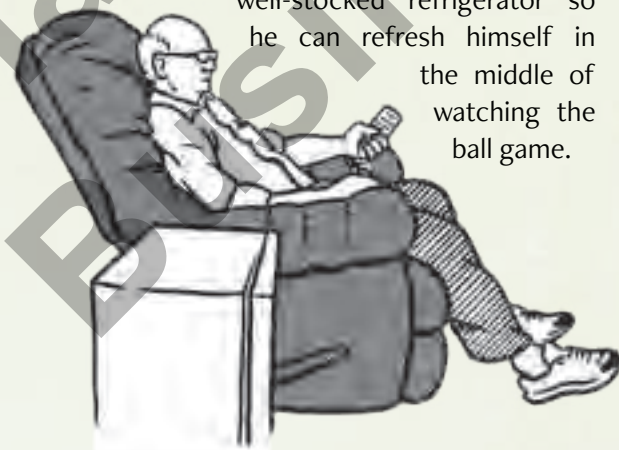


## The “Right” to Retire — Chapter 14 of 34

One of my challenges is getting enough exercise. Most of my work must be done while staring at a computer, and consequently it is possible to forget to get outside and move around. To combat this tendency, I try to take regular walks. I set a timer to remind myself, head outside for a fifteen-minute walk, and then go back to squinting at the machine. But sometimes these fifteen-minute walks stretch into longer periods of time. And when they do, it's because of Spike and Jim.

Spike and Jim are two older men who live around the corner. They are healthy, retired, and bored, and getting past their houses can be a challenge. Spike is generally puttering around in the yard or garage looking for something to occupy his time. When I appear on the horizon, his eyes light up. In me he sees a diversion, something to focus on for a few minutes in the midst of another long day.

Jim, who lives just a few houses down from Spike, spends his day differently. He has a little retiree refuge set up in his garage, where he spends most of each day sitting in an older Lazy-Boy in front of a television. To his right, and within reach, is a small, well-stocked refrigerator so he can refresh himself in the middle of watching the ball game.



Jim's garage door is usually up in warm weather, and in my many walks past his house, his profile in front of the television has become a familiar scene. With a cold drink in his right hand and the remote in his left, Jim passes the day in his garage. Like Spike, he seems to welcome the diversion of chatting with me when I walk past.

Both Spike and Jim are living out the American dream. They have spent a good part of their lives on the job, longing for the day when they wouldn't have to work anymore. Now, after all those years of planning, hoping, and saving, they have finally arrived. They are at the pinnacle of their lives. Spike and Jim are retired!

In preparation for this book, I immersed myself in information regarding retirement. I read books, newspaper articles, and retirement planning guides. The sheer amount of information on the topic is astounding. Almost everyone, it seems, either is retired or wants to be. According to government figures, 38,385,000 Americans are over sixty-five and receiving Social Security benefits. And if the articles and books are any indicator, another 150 million Americans are going to work each day and eagerly longing for the day they don't have to.

Retirement has captured the imagination of the American people. Everyone, we are told, needs to be actively saving and planning for that day when he can tell his boss he's not coming back. Retirement is purportedly the time when you can finally do what you want, go where you want, and be the person you have always wanted to be. Retirement has become so normal and expected that there is something wrong with the man who

*Going Till You're Gone - Continued on Page 52*

*Going Till You're Gone - Continued from Page 51*

isn't longing, planning, and saving for it. But where did all of this come from?

During the years I was involved in commercial construction, most of our jobs were government projects. Consequently I spent a good portion of my time working with individuals who were on government payroll. Government jobs have pros and cons. The good part is that your income is predictable and you are rarely affected by recessions. And once you are hired, it is difficult to lose your job. But the downside is that you are surrounded by politics and insider bickering, and if you are too energetic, you can get yourself into trouble. Pointing out ways tasks could be accomplished more efficiently isn't always appreciated.

To survive, many exert no more energy than necessary. They come to work, do the minimum required, and go home as soon as possible. This creates the least concern for upper management and ensures a long career. This same stifling atmosphere pervades many large corporations as well. Day after day, bored workers line up early at the time clock, just waiting to punch out the minute the bell rings.

Obviously, this type of atmosphere isn't very efficient or productive. These workers are capable, healthy, and intelligent. They desperately need an outlet for their energy, and since new ideas that focus on production and efficiency are discouraged, they typically zero in on the weekend's activities, upcoming vacations, and retirement.

Retirement seems to be the favorite of all the topics, and workers discuss the subject endlessly. Many of them know, even down to the number of days, exactly how long it is to retirement. The pros and cons of 401(k)s, IRAs, and different pension plans are hot topics. Stories of others who have retired, where they moved, and what they are doing (or aren't doing) fill the day. It seems the hope of retirement is what gets these employees through each long, boring week. Retirement becomes the carrot dangling out front.

Retirement has become so normal and expected that there is something wrong with the man who isn't longing, planning, and saving for it. But where did all of this come from?

## **This Is It?**

But I have thought about this as I walk past the homes of Spike and Jim. Is this all that bored workers are longing for? To aimlessly putter around the yard or sit in a garage watching TV? Jim has a large home, and the fact that he prefers the garage, even in colder weather, tells a little about how things are going between Mr. Jim and Mrs. Jim. It is said that good marriages get better in retirement and bad ones get worse.

So why does our society long for this kind of existence? Why do many finally arrive at this place only to discover it isn't what they thought it would be?

And where did this idea of retirement come from? Have people always retired? What does God think about retirement? Are there any Scriptural principles that address this topic? Let's begin by looking at the history of retirement.

The topic of retirement is noticeably absent in the Bible. In fact, there is only one place where retirement is directly mentioned, and this is where God speaks to Moses regarding the Levites. *"This is it that belongeth unto the Levites: from twenty and five years old and upward they shall go in to wait upon the service of the tabernacle of the congregation: And from the age of fifty years they shall cease waiting upon the service thereof and shall serve no more."*

The Bible doesn't say why the Lord asked the Levites to stop serving. The next verse insinuates that there was still some work for them to do, but God asked them to stop serving in the tabernacle at

the age of fifty. Maybe we can learn a lesson from God's instructions to the Levites. Although God desires every believer to remain active and productive throughout his life, our abilities change. Our bodies weaken, mental alertness diminishes, and sometimes we are not aware of our reduced capabilities. There may be a time for church leaders to pass on the baton before they really sense the need themselves. I can think of leaders who have successfully passed on their leadership role to younger



## *Retirement as we know it is a very recent innovation.*

ones while remaining active in preaching and in lower-profile avenues of service. This selfless acknowledgment that others have the capacity to lead can bless a congregation. Knowing when this should occur requires prayer, humility, and communication.

Beyond this instruction to the Levites, we find nothing in the Bible encouraging individuals to stop working at a certain age. We find plenty of instruction regarding helping those who are not capable of providing for themselves. But it is safe to say that retirement, as our culture promotes it, is not based on Scripture.

### **Where Did Retirement Come From?**

Retirement as we know it is a very recent innovation. Some older people living today can still remember a time when retirement was almost unknown. During the first half of the 1900s, very few people had enough wealth to just stop working and begin playing. Extra money was scarce, and everyone worked who could. The thought of healthy people just sitting around was preposterous. But in the 1950s, as the postwar economy picked up steam, labor unions bargained with large corporations to increase workers' incomes and benefits. These companies were much more agreeable to concessions that resulted in long-term benefits, such as pension plans that cost them little at the time, than to immediate increases in wages.

Suddenly, for the first time, retirement was a possibility for the common laborer. Now employees of these large corporations could imagine staying home in their older years with a steady flow of income supporting them until they died. Smaller companies soon felt pressured to offer similar plans, and it wasn't long till retirement became a supposed right.

It was a rapid and amazing shift. Just a few years before, in the 1930s, millions of workers had been out of work during the Great Depression, and it had been almost impossible for older Americans to find employment. This had created

major hardships for many older couples. In 1935 President Roosevelt, in response to this need, set up the Old Age, Survivors, and Disability Insurance program, which today we know as Social Security. This program was originally intended as a supplement for those who were disabled or had no means of support in their older years.

But after World War II, politicians, in a bid for public favor, began to rapidly expand Social Security benefits. As the benefits escalated, little thought was given to the future costs of funding this massive program. No one imagined just how large Social Security would become. Elected officials tend to gravitate toward programs that offer instant rewards and delayed consequences. This program offered both.

With the private sector increasingly offering retirement benefits to employees and a government guaranteeing income in old age, the nation's mindset changed rapidly. As financial counselor and author Larry Burkett has said, "By the late sixties, most Americans viewed retirement as a foregone conclusion."

As the years progressed, more and more emphasis was placed on retirement and planning for it. Today financial planners are aghast if you don't have some kind of retirement plan. But for centuries older people worked until they were physically unable, and then family members, churches, or even neighbors in the community assisted the elderly until they passed away.

There is nothing inherently wrong with some planning for retirement. But it is important that we understand the impact our culture has had on us in this area. Our tendency is to ignore Scriptural teaching on caring for the weak and elderly, and our culture can become our reference rather than the Word of God.

*Going Till You're Gone - Continued on Page 54*

Going Till You're Gone - Continued from Page 53

## Conclusion

During my teenage years, one of the ministers in our area made a timeline. It spanned from the creation of the world to the present, and each foot of the timeline represented one hundred years. It took around sixty feet to get from the beginning of time to our day. All along the way he had drawn pictures representing events that happened during each period. At the very beginning was a drawing of Adam and Eve, and about fifteen feet down the timeline was a drawing of Noah's ark. About forty feet from the beginning was the cross, the empty tomb, and the beginning of the church age. Then, almost twenty feet later, he portrayed current events.

That timeline helped put history in perspective. It also revealed how many of the things I viewed as normal were actually recent inventions. Consider for a moment how transportation would look on this timeline. For almost six thousand years, or sixty feet on the timeline, little changed. You either used an animal, a boat, or your legs. Then, in the last hundred years, or only twelve inches on the timeline, man went from those three modes of travel to automobiles, airplanes, and spacecraft. Astounding changes took place in an extremely short period of time!

But we forget this. It often seems that things have always been this way, and we forget how recent and revolutionary some of our everyday conveniences are. Retirement is the same. On that timeline, retirement as we know it would span only about six inches of the entire sixty feet. Yet in the minds of people like Spike and Jim, retirement is a nonnegotiable right and relaxation a goal


worth striving for—in spite of the fact that many retirees spend day after meaningless day vegetating and wistfully longing for some diversion.

But is this what God has in mind? Does He intend for healthy men and women to coast out of life without vision or purpose? The Bible is clear that God has a much higher vision, and we have many examples like Moses, Abraham, and the Apostles who served God until the end. Whatever your age, God has something for you to be involved in. As you continue reading, open your heart to what that might be.

<sup>1</sup> Numbers 8:24-25

**Continued next month....**

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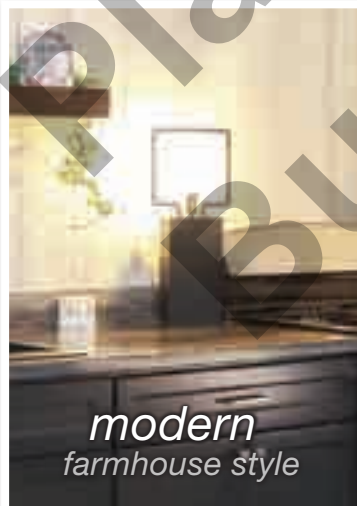
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5  
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WARRANTY



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THE QUAD

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Rechargeable

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Item# 550  
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2-Pk 18650 Rechargeable  
2nd Gen Battery  
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NEW!

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2600MAH MillerTech Batteries

Taillight Features:

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Item# 556-2nd  
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- Water Output: 30 ml. - hr.
- Runtime: 10 Hours / 5AH Tool Battery



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Item# 630-B (Black), Item# 630-W (White)

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- Waterless Auto Shut-off
- Power Draw: 9 Watts
- Water Output: 60 ml. - hr.
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3 Liter Capacity



### Woodgrain Air Humidifiers with Essential Oil Tray

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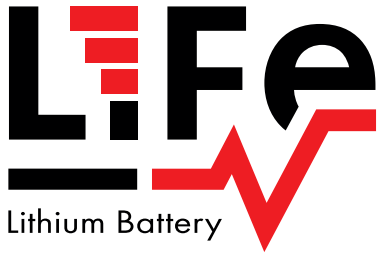
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# Make 2022 A Great Year for Your Business

The start of a new year can be the best time to make changes to your company's culture, attitudes, policies, efficiency, and profitability. We tend to have a sense of optimism as we begin a new year. This opens us up to wanting to make improvements in our life and be more willing to try new opportunities. Our family members and employees often have the same interest, so consider welcoming this opportunity to help everyone in your sphere of influence. As employers, we can use this annual opportunity to implement new strategies and programs that will benefit our employees and the entire business. Here are some of the areas to consider when prioritizing possible actions.

## **Create or Update Essential Employee Documents**

The following documents help our employees understand their position, roles, and tasks in the business, helping improve their satisfaction and sense of accomplishment. The best employees tend to prefer consistent and thorough documentation because they want to be sure everyone is

treated fairly. In situations where a coworker might tend to do mediocre work, good employees know that proper documentation helps protect them from being taken advantage of.

1. Employee Handbook: This document provides the expectations for all employees, regardless of position or compensation method. It establishes the expectations for work schedule, time off, benefits, attendance, appropriate employee behavior, grievances, confidentiality, substance abuse protocols, termination, and other policies. It is legally essential that employee handbooks include policies for non-discrimination, any form of harassment, and employment-at-will. The benefit of the handbook is that it becomes the "sheriff" in the business that everyone signs off on and agrees to work by. With this document, accountability is much easier and good employees feel they are working for a well-run business.



Image Credit: Volodymyr Martyniuk/Shutterstock.com



2. **Job Descriptions:** These documents outline the specific duties, physical requirements, scope of authority, additional periodic duties, and other expectations of a person who fulfills this role. It is specific to a position, but not necessarily an individual. Several individuals can have the same job description. It does not explain how to do the job, but rather focuses on the general and specific tasks that an employee in this position must perform. The most effective job descriptions also include a list of the Key Performance Indicators (KPIs) that an employee in this position has a role in achieving, and some of the Key Results Areas (KRAs) that the employee must understand to do the procedures necessary to achieve the KPIs.
3. **Standard Operating Procedures (SOPs):** These documents list the procedures to do a specific task so the employee has a reference for exactly how to do each procedure. This can be a checklist of how to do each task, a copy of the appropriate sections of the operator's manual for a piece of equipment, device or tool, or something else provided from the manufacturer or the manufacturer's representative.
4. **Performance Evaluation Form:** All employees in a business deserve to be reviewed by their immediate supervisor on a regular basis. To ensure fairness to all employees, there should be a standard form that includes a list of the areas that each person will be evaluated on. The form can include a list of key areas of performance such as teamwork, attention to detail, timeliness, dependability, quality, attitude, taking initiative, integrity, attendance, communication, teachability, problem solving, neatness, safety, time management, work level/endurance, and emotional maturity. Some of the categories will have specific data you can refer to that shows the employee how well they are doing in each area, while other areas are more subjective and require the reviewer to provide evidence of their observations. The main objective is to help the employee improve their overall performance and provide encouragement and praise for the good work they have done. It also gives them an opportunity to provide feedback on how they feel they are doing and areas where they would like to have additional opportunities for self-improvement and learning new skills.

5. **Job Application Form:** This is a standard form to be completed by all applicants to make certain the selection process is fair to each candidate, and to confirm important background information such as contact information, education, experience, references, certifications, and specific qualifications for the job. A job application form streamlines the selection process and helps you be sure you have collected all the information you need from each candidate.

#### **Review Staff Efficiency and Effectiveness**

Analyze how labor was utilized the last few years and consider ways to reduce the hours allocated to each enterprise and activity. In family operations, enhancing your efficiency and effectiveness means you will have more time available for family activities, you'll be under less stress, and greater attention can be devoted to areas of the business that can benefit from additional management.

If you've made investments in equipment, tools or other improvements that were supposed to save time and make you more efficient, analyze whether or not those benefits were realized. Analyze the labor needs of each enterprise and look for opportunities to trim labor costs and improve productivity.

#### **Review Your Long-Range Labor Strategy**

The successful, forward-thinking businessperson has an overall strategic plan for their business that includes vision and mission statements, specific goals, and timetables for accomplishing those goals. A shrinking labor pool, greater competition, and rising benefit costs demand that we also have a strategic plan for our long-term labor needs. This plan should address the following questions:

- Who will our labor force be in the next few years?
- How will we attract them?
- Who is our main competition for labor?
- How will we keep the good employees that we develop?
- How will we reduce our labor costs while continuing to pay competitive wages and benefits?

These questions provide a basic introduction to the issues that must be addressed to develop your strategy. It is essential for this discussion to be open-minded to ensure all ideas are welcomed, creative solutions are discussed, and that action steps are implemented.

*A Great Year for Your Business - Continued on Page 64*

### **Enhance Your Culture**

Your company culture refers to the shared values, attitudes, standards, and beliefs that characterize your organization and define its nature. It is rooted in the organization's vision, goals, strategies, and structure. It is hard to contain every facet of a company's culture in a document because much of it is realized in the social atmosphere of the day-to-day interactions between coworkers, leaders, and others they work with every day.

Developing, reinforcing, and enhancing company culture is growing more difficult. The variety of worldviews, work ethics, generational differences, and personal interests in any given workforce can be quite broad, making it difficult to please everyone.

A well-established culture provides many benefits, including a clear understanding of appropriate and inappropriate behavior, a vision that is fully comprehended by everyone, simplified decision-making, and employees that are engaged and empowered.

Begin by defining the core values that you, your family and your employees feel are best for your business. Talk to each person one-on-one to get their input on their preferred culture. Ask what they feel is currently positive in the culture, and what they would like to see improved.

In family operations, a good place to start is a discussion about personal preferences on work-life balance. These can vary significantly from one generation to the next, and between different families. Tension develops when we do not have clear expectations based on what is considered fair for everyone. From there, talk about your core values, your desired image in the community and industry, and how you will express these in all your interactions within and outside of the business.

### **Update Your Business Plan**

If you already have a written business plan, the beginning of the year is a great time to give it a full review. If you haven't developed one, I encourage you to consider it. Unfortunately, many small-business owners don't believe they need a business plan. They think it sounds too formal and that it will be too much work for no more than they feel they will use it.

A professionally written and formatted business plan helps attract the best potential lenders, vendors, and business partners by showing that your business is organized, has

an established strategic plan, a vision for its future and a written track record of its progress. A regularly updated plan helps educate the next generation about the family's history and successful business philosophies, as well as streamline the process of transitioning the business from one generation to the next.

The process of developing a written business plan has its own inherent value. Developing each area of content, discussing what should be included, compiling the information, and creating your company's story can provide your family and key businesspeople with an opportunity to share their thoughts and be a part of a significant project for your business's future. *\*Editor's note: See the article authored by Don Tyler in December 2020 PCBE for a more detailed review of developing a Business Plan.*

### **Evaluate Your Business**

Evaluating your business does not need to be a long and detailed process. The quality of your analysis will provide more specific results, but sometimes we simply need to ask ourselves a few key questions to make sure we understand how our business is doing. We must first start with a checklist of some basic business practices. Here are some items to consider in your checklist:

1. Cost of Production: Do you know your cost of production for each item you make or service you provide? Far too many business owners calculate their rates and charges using the cost of materials multiplied by a standard number, or their actual wage rate multiplied by a set percentage, without knowing their actual cost to provide the product or service. This method is simply guessing the costs for buying and storing inventory, shrinkage, overhead, etc. For us to maximize our profitability and ensure that we are charging a sufficient amount for everything we provide, we need to know the exact costs of each area. We may be over-charging in some areas causing us to be outbid by our competition, or under-charging in other areas, not covering our costs. Perhaps the multiples are working for you now, but knowing the exact cost will help you adjust prices when costs go up or down and ensure that your fees are competitive.
2. Cash Flow: Do you have a monthly cash flow that details your revenue and expenses in each category? This information lets you see the seasonal ups and downs of your business as well as the impact of certain expenses through the year. Some months may have



more payments due than others. There may be certain times of the year that your accounts receivable are much higher than others. Knowing this information gives you clarity on when the money is coming in and going out so you can ensure you have the cash on hand to make payments when they are due.

3. **Monthly Budget:** Using the same categories that are listed in your monthly cash flow, you can create a monthly budget. The cash flow report reveals what has already happened. The budget looks to the future and uses the historical revenues and expenses from your cash flow and projects them month by month for a year or longer into the future. A budget is a powerful tool to use when trying to decide if you can afford a new piece of equipment, schedule major repairs, predict cash flow needs to meet interest and principal payments, anticipate when receivables will be delayed, or the impact of adding a new service to your business. The budget is established at the beginning of the year for the next 12 months, and then updated each month as the year progresses. You can also add the next month to the next year's budget as each month of this

year is closed out, so that you are always looking at least 12 months into the future. As each current month is closed out, you compare the actual income and expenses to your estimated amounts for each area to see if you are on track.

As you consider which of these specific areas would provide the best value for you, your family, and your business, consider writing a few goals for next year. Last month's article on Setting and Achieving Goals provides insights into that process. Don't try to do take on too much. Focus on what will be the most practical topic that will give you the most immediate benefit, then work on the next one with the most value.

Make 2022 your Best Year Ever!

*Don Tyler is Founder of Tyler & Associates Executive and Management Coaching. Don grew up on a family farm, has managed businesses for 16 years and has been a private coach for the last 26 years with clients across the country in all types of businesses. For more information about this topic or other areas of employee management, business development, family business succession and management, or to be a speaker for your business or organization, he can be reached at 765-490-0353, through e-mail at don@dontyler.com, or his website at www.dontyler.com*

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**Only send this form in if you are serious about getting help!**

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## Kozy Kote

After eyeing this new hunting coat up for a while, All I could think of was the times out in in the tree stand, the first half hour you're cozy, almost sweating from the walk to the woods. The next 3 hours you're trying hard to stay warm, toes are cold, fingers are almost numb, and then of course you start shaking so much the tree stand starts rattling. Well of course that's exaggerating a little, but you get the point, it's not fun hunting when you can't feel your toes. So, with that being said, after I received this Kozy Kote, I was really excited for the next really cold morning to go try it out. One thing that I thought was neat, it has holes on the bottom for your feet to stick out, that way you can put it on, standing on the ground and safely climb into your tree stand and then when you're in your tree stand, there are small boots that go over your feet. Another thing I thought was great, there are 2 holes to stick your hands out to shoot. I figured it might get in the way at times, however I was wrong. I was surprised how free my hands were. All in all, I'm certain you will stay warm if you try one of these. By the way, this will also make an awesome Christmas gift!!

—PCBE Team Member



**Benton Bow Shop @ 330-464-7808**

For more information, refer to the advertisement on page 156.

## Cordless Vacuum Sealer

Recently we purchased a freeze dryer and soon learned that we should have a heat sealer to seal the bags of dried food. Although we do not need to vacuum the bags, it is helpful to remove as much oxygen as possible and this sealer does a great job at doing just that. It has a very quick seal and is easy to operate. The cordless option is also a very nice feature as you can move it around or take it on the go.

I am excited to try this on other foods for the freezer, etc! —PCBE Team Member



**Eagle Food Equipment @ 833-693-4144**



Find out how you can get your new tool or product featured in this column by contacting PCBE at 717-362-1118 ext 115

### **Barrel Lamp**

Are you looking for a last-minute Christmas gift for your wife or special friend, this light features a 10-watt dimmable bulb, shade, and battery adapter (Milwaukee, DeWalt, Makita), but is also available in AC. all this is mounted on a nice rustic looking barrel (battery on the inside) making it a nice center piece on any table.

**Wicky's Handy Dandy LLC 260-452-8754**



For more information, refer to the advertisement on page 104.

### **CollagenB3**

CollagenB3 is a unique, synergistic blend of Collagen Protein, MCT Oil, Hyaluronic Acid, Chaga, with a Mineral Complex, plus Amino Acids, Cordyceps, Magnesium, and Ginseng to help you look, think, and feel amazing.\* This comprehensive collagen product is perfect for those looking to support healthy hair, skin, nails, musculoskeletal function, and to provide brain fuel for energy and focus.

Collagen is the body's most abundant, fibrous protein that helps give structure and strength to hair, skin, nails, bones, ligaments, and tendons. Collagen is derived from the Greek word for glue as it holds everything in the body together. Because of collagen, we're able to move and flex.

*I sprained my wrist and after multiple re-occurring injuries and living with occasional pain for 1.5 years, all the pain cleared after taking Collagen B3 for about 2 weeks. Jerry Fisher – Allenwood PA*



**Jerry and Kathryn Fisher @ 570-217-3618**

# 2024

# A NEW YEAR, A BETTER BRAND!

There's an old saying that goes something like this: you can't expect different results if you keep doing things the same way. Whether you have a new business that needs to promote a positive first impression or have an existing business that needs a refresh, we can help you achieve improved results through strategic branding and marketing materials.

We have been helping plain community businesses grow for more than 12 years. You have likely seen our work – we work with many businesses in this publication, including PCBE itself. If you see a nicely branded business with a professionally designed ad that makes you take notice and say things like "Oooh! I need that" and "Ahhh, that looks impressive!", it is likely our work.

We work with all sizes of businesses and give equal care and attention to each of our clients. We can communicate and review projects by phone, fax, mail, email, and in-person if needed. We are experienced in all areas of branding and visual marketing, and can help walk you through the process of creating an effective and memorable brand, from naming a business to logo design to ad design and placement to digital marketing opportunities (even if you do not have internet access). If you have existing marketing materials and strategies in place, we can provide a thorough brand audit, identifying areas that could be improved and defining solutions for how to achieve the desired goals.

**We are committed to providing exceptional customer service and effective marketing solutions. But don't take our word for it, here's what some of our clients have said:**

When we met Back Forty Creative at the MOSES Organic Conference in 2015, I asked them if they could do some design work for us. I did not have any idea of the level of service that would come with it, as we were looking for some packaging designs as well as website assistance. We feel we hired a highly professional marketing team as they always do a great job with designing and scheduling ads, creating trade show booth graphics, and designing brochures on short notice. They also did a great job developing our NEMO website, along with developing two other websites for additional businesses. They have exceeded our expectations – Back Forty Creative will always go to bat for their customers.

**Alvin B.**  
NEMO FEED

Back Forty Creative is a very professional design company with highly experienced designers. We have been working together for only four months, but I can say they have exceeded our expectations. Initially, their promptness and creativity caught our attention and we haven't been disappointed. Since we started the rebranding project, a lot of ground has been covered, including refinements to our logo, product labels, website, ads, and promotional items. With hundreds of product labels and details galore, they have stood up to the test well. They are well-organized and easy to work with.

**Ben S.**  
NATURAL HOPE HERBALS





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## First Impressions are Lasting



If your marketing materials, such as your logo, packaging, brochures, direct mail pieces, publication advertisements, or social media marketing, don't immediately communicate the same strategic message and use cohesive designs and visuals, then your business may be suffering from a branding crisis.

Whether you need a full brand overhaul, or simply refinements to your existing logo, print materials, website, or marketing strategy, Back Forty Creative can help!

**Call us today! 314.690.4793**

### Top five benefits of having exceptional branding

- 1 Eye-catching marketing materials lead consumers to select your product or service over others
- 2 Memorable branding builds brand recognition and repeat business
- 3 Relatively low upfront investments lead to ongoing and sustainable profits
- 4 Great visual branding helps validate your brand or business
- 5 Strategic messaging effectively tells your customer how to respond with a call-to-action

Back Forty Creative has done a very professional job with getting the feel of what our customers want and making it look very attractive and eye-catching to the end-users.

**Gilbert H.**  
A-2 IMMUNE



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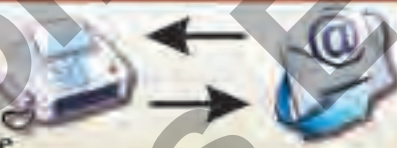
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Internet by fax is a manual service that we offer. You write down what you are looking for and fax it to us. We attempt to find it, and fax it back to you.

Sample of requests we handle:

- Get me a parts list for \_\_\_\_\_
- Get me a fax form number \_\_\_\_\_
- Order these part numbers from my supplier, \_\_\_\_\_
- Find \_\_\_\_\_ on eBay for me.
- Check TractorHouse.com for \_\_\_\_\_ model.
- Find pictures of some items that are listed on an auction \_\_\_\_\_
- Book Airline or Train tickets.
- Print shipping labels, We can provide USPS, Fedex, and UPS labels, Using your account, or ours.

If you can describe what you are looking for, we can find it.

I am very well please with your service. The service my customers being able to email purchase orders. And I can receive them my fax machine is very beneficial for both of us. And I let mine log file that your fax. Most of the time I will receive my orders 2 minutes after they email it. Thanks for your prompt service.

Creative Woodworks, Sugar Creek, OH

We are satisfied with the service we get. It is a good cost to communicate with our customers with the mail/fax. We want to thank Mtech to provide this service. Our customers like to communicate like do we. Thanks to IbyFax.

Ephraim Yoder - Valley View Pallets, Greenville, OH

Thank you for your fast, accurate and friendly service. We use the email service as well as the Internet by Fax service. Both work well for us. I think this is a great service to use in place between them. Thank you.

Elvis Martin - Cedar Creek Tools, Ontario, Canada

A lot of our work is for a retail cabinet company. IbyFax allows us to send a message to their email or email phone accordingly our fax machine than downloading our work for computers or cellphones. It also gives my many trips to the place that.

John - County Line Cabinetry, Middlebury, OH

IbyFax has been helpful to me already in making it possible to correspond with customers that do not have fax. I use it to send drawings of cabinets via to have the customer okay them before they go into production. It also works good to get appliances spot orders from vendors.

Lavern - L & C Custom Woodworks, Elletts MD

IbyFax is a great service! My hundreds of pages of LPH (Lift & Lay) in the last 30 days saved time from my dealers. Also IbyFax is a great way to correspond with my customers via email to fax.

Josiah Yoder - Yoder Cedar Works, St. Marys, OH

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Candace Brown

*Record-Breaking Relics of*  
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In the extreme northwest corner of the contiguous United States, Washington's Olympic Peninsula holds about 3,600 square miles of mountainous natural beauty. It is also home to two amazing examples of early 20th century engineering, one being the highest arched railroad bridge ever built in the United States. The 685-foot-long High Steel Bridge, in Mason County, spans the glacier-fed Skokomish River's South Fork that rushes below it between the nearly vertical walls of a 400-foot-deep gorge. In 1928, the Simpson Logging Company hired the American Bridge Company of Pennsylvania to build two single-track, steel, truss arch railroad bridges so logging trains could reach previously inaccessible timberlands. The High Steel Bridge (also called the South Fork Skokomish Bridge) was actually the second one built. It followed the 347-foot-high Vance Creek Bridge, three miles away, which is slightly longer but also slightly lower. Both were completed during 1929, and neither has carried trains in decades.

The history of logging on the Olympic Peninsula and the state's southern coast began long before these impressive structures existed. A massive temperate rainforest in the Pacific Northwest once extended from southwest Alaska to the southern coast of Oregon, soaked by 150 or more inches of rain annually. In the 19th century, the Olympic Peninsula became famous for its forests of ancient

*Record Breaking Relics of Northwest Logging*  
- Continued on Page 76

Not just another high bridge made of steel, the "High Steel Bridge" near Shelton, Washington, was given that phrase as its official name. When built in 1929, by the American Bridge Company, for the Simpson Logging Company, it was the highest railroad bridge in the nation, and one of the top 12 highest bridges in the world. It carried a single track for trains hauling huge logs across the south fork of the Skokomish River, approximately 400 feet below, in country so rugged one can hardly imagine how the construction was possible, especially at that time.

Image by: ken18/Shutterstock.com





Workers from the American Bridge Co. used a large crane to lower sections of the High Steel Bridge into place during construction.

Image Credit: Mason County Historical Society Museum



This view of the High Steel Bridge's construction shows how the arch is anchored into the vertical cliff wall.

Image Credit: Mason County Historical Society Museum

*Record Breaking Relics of Northwest Logging - Continued from Page 75*

virgin timber, a seemingly inexhaustible supply that was soon in demand even beyond U.S. borders. Harvesting of this rich resource began in the 1850s, starting with trees easily accessed along the shores of Puget Sound. The forests were deep, dark, and damp, filled with towering conifers, including cedar, but mostly the coastal Douglas fir measuring up to 40 feet in circumference, or approximately 13 feet in diameter. Some were 500-1000 years old and more than 200 feet tall. The spreading branches allowed little sunlight to penetrate to the ground. An excerpt from the book *Logging to the Salt Chuck* by the late John T. Labbe and Peter J. Replinger offers a perfect description: "The floor of the forest was damp and mushy, covered largely with moss and ferns growing on the rotting remnants of fallen giants from earlier times."

Replinger has lived in Mason County, in the town of Shelton, all his life and has loved everything to do with railroads since the age of three. Beginning in 1963, he worked for Simpson Timber Company for 39 years, mostly as a railroad engineer. He is a respected historian with a youthful enthusiasm for trains. As a young teenager he used a box camera to take pictures of the last of the steam locomotives and, over his life, has documented a vast amount of history through photography, built a huge collection of historic photos, and



owned two vintage locomotives. He remembers hearing the stories the old timers told, like this one about the High Steel Bridge, from the 1930s: “One time, a train came over the bridge, and they derailed the locomotive just on the other side,” he said. “The whole train of logs was stretched across the bridge, and the loggers had no way to get back to camp except to crawl over the thing.”

In the early days, long two-man crosscut saws, commonly called “misery whips,” could bring down a huge tree after a pair of loggers spent several hours drawing it back and forth between them. They each stood on a springboard stuck into opposite sides of the trunk high enough to let them make the cut above the thickest part of the base, where it flared outward into the roots. As many as a dozen oxen (called “bulls”) would be used to pull huge logs, or sections of logs, out of the woods along a “skid road” to the water to be bound together in rafts and floated to a sawmill. A man named Solomon G. “Sol” Simpson, whose future logging company would become famous, ignored tradition and used horses instead, an innovation that worked well for him because of his expert knowledge and experience with them.

Simpson was born in Quebec in 1843 and worked as a timber raftsman on the Ottawa and Saint Lawrence rivers. In 1865, he left behind the life he had known for that of a fortune seeker, moving to Carson City, Nevada, where he hoped to

make money in the gold and silver mines. When that plan failed, he took up logging and road grading and married a local woman. Over the next eight years, Simpson became highly skillful at his trades. The couple had their first child, a young daughter, when they moved to Seattle, Washington, in 1878. He graded roads there and also used his horses to haul logs for the Seattle & Eastern Railroad and the Port Blakely Mill Company, incorporated in 1876 on Bainbridge Island, directly west of Seattle across Puget Sound.

Simpson’s practice of using horses instead of oxen was considered shocking and unacceptable by some, but the horses moved faster and ate less. However, animal power would soon be a thing of the past after the steam donkey and the logging railroad appeared. The “donkey,” developed in 1882 by a Californian named John Dolbeer, consisted of one or more steam-powered winches mounted on skids. The logging crew attached to the logs—some previously too large to move—long cables coming from the winch then “yarded” them through the forest along “skid roads” to where they could be processed for shipment. The donkey saved money, reduced labor, worked in the most difficult terrain or soggy locations, and needed neither food nor shelter. By 1890, it had effectively replaced the beasts of burden and, along with railroads, revolutionized logging.

In 1882, the Port Blakely mill’s average daily production of  
*Record Breaking Relics of Northwest Logging - Continued on Page 78*



This photo by Darius Kinsey in Washington is representative of the industry and the size of logs carried on trains.

Image Credit: J. Paul Getty Museum Los Angeles, CA Digital image courtesy of the Getty's Open Content Program.



When photographer Darius Kinsey (1869-1945) photographed this scene representative of the era, he titled it “Logging Train and Donkeys in the Wonderful Woods of Washington, 1908” .

Image Credit: J. Paul Getty Museum Los Angeles, CA Digital image courtesy of the Getty's Open Content Program.



This Olympic National Forest Historic Photo, from the collections of the U.S. Forest Service, is titled 32575 *Logging with Ox Teams, Hoquiam, WA 1902.* Public Domain



Photographer Clark Kinsey (1877–1956) photographed Simpson Logging Company crew members posed with this locomotive in about 1924. "It was #9, a Baldwin 2-8-2 built in 1910 and was the last Simpson steam locomotive scrapped in 1958," Replinger said. Public Domain

*Record Breaking Relics of Northwest Logging - Continued from Page 77*

lumber reached 200,000 board feet, surpassing all other sawmills on the West Coast and possibly in the world. The business needed all the logs it could get. The company foreclosed on the Puget Sound & Grays Harbor Railroad it had constructed and reorganized as the Blakely Railroad with the goal of penetrating the dense expanses of virgin timber in Mason County and beyond. Logs hauled to the small community of Kamilche on the shores of Skookum Inlet in the southern reaches of Puget Sound would be floated north to the mill.

Building a railroad required removing trees along the route and then grading the rail bed. Simpson, with all his logging and grading experience, was the man for the job. He arrived with his crew in 1885, and by 1887 had moved his family to Mason County, where he laid ties and rails for the Port Blakely Mill Company's new extension that ran northwest from Kamilche to Matlock. He founded his

own S.G. Simpson Company in 1890 and, in 1895, partnered with Alfred Anderson to incorporate the Simpson Logging Company. It became successful almost at once, bolstered by sales to the Port Blakely business. Anderson simultaneously established the Peninsular Railway Company to handle railroad operations for Simpson Logging, which was logging timberlands belonging to the estate of Anderson's father-in-law as well as those owned by the Port Blakely Mill Company. As a common carrier, the Peninsular Railway also served other logging camps.

The Panic of 1893 doomed many commercial loggers, but Sol Simpson survived and prospered. He had a mind for innovation. The maximum distance the donkeys could pull logs was about a mile, but he pictured steam locomotives running on tracks laid down on the skid roads. In 1896, he placed the first order ever on the West Coast for a pair of Heisler locomotives. By October of that year, 3,800,000 feet of logs harvested by Simpson's crews floated on Puget Sound in Port Blakely Mill Company's log booms.





This Darius Kinsey photo, taken in Washington in 1915, illustrates the massive size of the felled trees in proportion to the logger with his crosscut saw.

Image Credit: J. Paul Getty Museum Los Angeles, CA Digital image courtesy of the Getty's Open Content Program.

One of the companies that fell victim to the Panic of 1893 belonged to a man named Mark Reed who was 31 years old when he met Sol Simpson in 1897. Simpson hired him as a logging camp foreman, but Reed also became his son-in-law. The Simpson Logging Company's multiple camps prospered by 1898, transporting logs by train on the 80 miles of track, running from Shelton to Lake Nahwatzel just east of Mallock, that served both the Simpson Logging Company Railroad and the Peninsular Railway Company continuously for well more than a century. Together, they owned at total of 13 locomotives at one point, and the trains might each have about 40 railcars full of logs. It would end up being the last operational privately owned logging railroad in the continental United States.

The Port Blakely Mill Company had acquired 80,000 acres of timberland by 1891, but the decade of the 1890s brought intense competition from outside the area, first from the St. Paul & Tacoma Lumber Company and then Weyerhaeuser, which appeared on the scene in 1900 and acquired 900,000 acres of forest. Simpson wanted more independence as a commercial logger, especially when accepting bids, so ended his business relationship with the Port Blakely Mill Company in 1902. By 1905, the State of Washington dominated lumber production in the U.S. with Simpson's prominence well established. After Sol Simpson died in 1906, Mark Reed stepped into his shoes, although

he did not officially become president until 1914. He brought progressive ideas, including diversification. His leadership led to the establishment of the Reed Sawmill in Shelton in 1925 and, a few years later, the two new steel bridges on the rail system that would extend the company's reach into untouched timberland.

Completion of the Vance Creek Bridge allowed materials to be transported over it to build the High Creek Bridge. According to inventory documents from the HAER — the Historic American Engineering Record, Department of the Interior—those materials included, "... a considerable amount of concrete for the footings, lumber for the decking, concrete forms, and railing, and 750 tons of steel..." On September 19, 1929, the *Shelton-Mason County Journal* newspaper published an article titled *State's High Span Bridge Complete*. It stated that the bridge "...proved perfect in fabrication at the Eastern shops and was erected without a serious accident, the massive cranes, donkey and strong cables handling the heavy structural pieces with ease and the skill of the special workmen putting them in place and setting over 40,000 hot rivets high in the air with safety."

An article in the Tacoma Daily Ledger on September 22, 1929 reported that "The new structure was erected within a period of three months by expert workmen, following receipt from the east of necessary units of fabricated steel." Beyond the contracted price of \$131,000, it cost an additional \$100,000 for lumber. The article also stated that, "Both of the new bridges are on the new branch line of the Peninsular Railroad, extending into the untouched timber region between the forks of the Skokomish River and planned to reach back beyond Lake Cushman when present timber is exhausted."

"It was a dead end branch line," Replinger said. "They had spur lines going off of it, but the branch line never went any farther than Lake Cushman. The Camp 3 logging camp was about a half a mile this side of the High Steel Bridge." The camp would have housed about 200 men. Logs from Camp 3 were rafted down to Shelton and dumped in the water to feed the two sawmills there.

The depths of the gulches below the bridges made the use of falsework impossible. Instead, cableways and tiebacks installed in the rock cliffs anchored the bridge while

*Record Breaking Relics of Northwest Logging - Continued on Page 80*

*Record Breaking Relics of Northwest Logging - Continued from Page 79*

cantilevering the arches. Workers did employ a locomotive crane for part of the process, but the risk of having the crane put too much strain on the tiebacks made it necessary to use the cableways and tieback system to position the rest of the cantilever. The bridges were constructed in two halves, the gap being closed after all parts had been adjusted.



Image by Greg Rakoczy/Unsplash

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Peninsular Railway & Lumberman's Museum  
Mailing address:  
Simpson Railroad  
P.O. Box 1333  
Shelton WA 98584



Image by Kent B/Shutterstock.com

High Steel Bridge, a truss arch bridge above Skokomish River in Washington, USA

HAER records give fewer details about the construction of the High Steel Bridge than of the Vance Creek Bridge, but one can assume that the same general methods were used. The HAER description of the Vance Creek construction, written by Lisa Soderberg in August of 1980, includes the following: “The tie-backs consisted of a 2-inch cable which ran from the abutment to a 5-foot sheave at the top of the first panel of the arched section.” It also quotes an article

from the July 11, 1929 issue of *Engineering News* article describing the block and tackle system used as follows: “Passing through the sheave, the cable returned to within about 40 feet of the abutment, where it was attached to an adjusting device used to make final closure. This device consisted of a set of falls made up of two ten-sheave wire rope blocks and 21 parts of 7/8-inch wire rope. The lead line of this set of falls was attached to the anchorage through a long runout turnbuckle, with pin plates and pins so that it could be adjusted without disengaging the positive connection at the anchorage.”

“They quit using the high bridge in 1947, when they cut the line back,” Replinger said. “The Vance Creek Bridge was still in use until 1985.”

In 1964, the addition of a \$64,000 concrete deck converted the High Steel Bridge into a roadway for logging trucks. It remains open for truck traffic and also provides access to some private homes, but the land adjacent to it is closed. The U.S. Forest Service has restricted the areas around both bridges for years because of the danger, and the state considers anyone foolish enough to try to reach the bottom of the steep gorges guilty of criminal trespassing.

What remains of the Vance Creek Bridge presents a serious hazard, with no side rails of any kind and some of the ties removed to discourage trespassing. In spite of barricades and signs stating that people are prohibited by federal order from entering these areas, thrill seekers continue to risk not only their own lives but the lives of those who must rescue them or retrieve their bodies. The Mason County Sheriff's Office has increased enforcement.

For those wanting to experience history in a safe and sane way, the Peninsular Railway and Lumberman's Museum offers a great experience. Incorporated in 2017 as a 501(c)3 public charity non-profit organization, its mission is “preserving and



interpreting the rich railroad and logging history of Mason County, WA.” Former Simpson Railroad Employee Josh Kaivo serves as president. The Simpson Railroad shut down in 2015, and the museum group formed in December of 2016 in the hope of obtaining and preserving the old round house in Shelton.

“Once we knew that wasn’t going to happen, we focused on preserving at least the rolling stock and the railroad to keep that going as a museum,” Kaivo said. “That’s kind of where we’re at now. We’re giving special event rides on our speeders around a two mile loop of track.” The group has repaired a lot of track but is raising money to rehabilitate the rest of the line. “That would give us about a 20-mile round trip, probably about a 1½-2-hour ride when we actually get up and going. I believe it is one of the more technically

interesting tourist railroads in the state,” he said, comparing it to others. “Their railroads are pretty straight, where ours actually winds up and down creek beds and through forests that are still being routinely harvested and then replanted, so they’re in a perpetual working circle.”

Until thrill seekers spread the word about the bridges on the internet, the sensation they caused when built in 1929 had been largely forgotten except by locals. History hides in plain sight all around us and can enrich our lives thanks to people like Replinger, Kaivo, and all the others who share the passion to preserve it for the future.

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*Author Candace Brown wishes to thank Peter Replinger, Josh Kaivo, Director Elizabeth Arbaugh and Curator Jan Parker of the Mason County Historical Society Museum, and Chief Ryan Spurling of the Mason Co. Sheriff’s Department, for all their help.*



Snow covers the paved surface of the High Steel Bridge these days, but this wintry scene worthy of a Christmas card seems to draw us into the distant past.

Image by Terrence J Allison/Shutterstock.com

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Annual

# PCBE CHARACTER UPDATE

LEROY MARTIN



## Danny Esch- advertising

Allow us to introduce you to Danny, the most recent addition to the PCBE team. In May of 2021, Danny traded his roofing job for an office chair. Although he now strives to obtain great heights regarding customer satisfaction, his primary work occurs on the ground instead of on a steep-pitched roof. He quickly adapted to the office environment and has learned to enjoy the indoor atmosphere. "I was ready to slow down a little, and one of the things I enjoy most about working here is the flexible hours which allow me to spend more time with my wife Miriam and our two children," he said.



Danny and his family live on a farmette, located approximately ten minutes from the PCBE headquarters. In August, the Eschs welcomed their precious daughter Laurel as the latest addition to their family. Two-year-old Jeffrey eagerly embraced the idea of sharing their home with his baby sister. As a father of two, Danny has been tasked with additional responsibilities now.

The Eschs have two dogs, an English Lab and a Poodle, which they raise puppies with. Both dogs enjoy being a part of the family and provide the occasional excitement that surrounds a new litter of puppies.

Danny is considering raising some produce next year. "We aren't sure yet what we want to plant. Probably something

easy to care for, like cucumbers. It will provide us with something extra to do, as a sort of hobby, I guess," he remarked.

Hunting whitetail deer is something that he has enjoyed for several years. Although his hunts occur locally, Danny finds it rewarding to occupy the forests whenever whitetail season rolls around. Last year he managed to score a typical whitetail in proximity to his residence.

Eating a healthy, balanced breakfast is an important way to start his day. "I consider eating a big breakfast as a great way to start the day off right," Danny said.

Reading books pertaining to Middle Eastern history, as well as current events, is a fond pastime of Danny's. He also finds yard work and gardening enjoyable.

## Henry Beiler- graphics design

In addition to his work as a graphics designer, Henry finds woodworking-related activities enjoyable. During 2021, much of his spare time has revolved around building his very own CNC router. He has been building the router from scratch, while relying on information he gathered from instructional materials. It has been a challenge, although a rewarding one. The size of the machine he is building will accommodate a 4x6 piece of plywood. Upon the completion of his ongoing project, he hopes that the router will replace a portion of the work he currently conducts on his bandsaw. During the time I spoke with him,





# A Summary of Events That Transpired in 2021



Drawings by Victoria Yoder

he was unsure when the project will reach its conclusion.

Henry enjoys horses; he purchased a Fresian Standardbred this year. “He is three years old and a quick learner. He is a steady horse, and runs between ten and twelve miles per hour,” he said. Henry is in the process of training him, and feels confident that desirable results will be achieved, after spending additional time with him.

This summer, Henry accompanied friends from his youth group on an excursion to Fox Run Retreat. The group spent three days playing volleyball, softball, as well as other recreational activities. Additionally, he went to Rock Hall, Maryland with some friends for a day of fishing. Their time on the water was an adventure, with a few snagged fish being the added bonus to the day’s events.

Preparing food at the Beiler house has taken on a more serious note recently, with the purchase of his *Traeger* smoker grill. “I am glad I purchased it; it works well for what I want to do. So far, I have only smoked chicken. The biggest project was placing a whole chicken on the grill, and it turned out all right,” he said with a hint of satisfaction.

Henry’s works pertains to graphics designing. He enjoys building new ads and restructuring others, upon client’s requests. He is also active and instrumental in testing new products, of which some are featured in the PCBE.

Hunting whitetail deer is a hobby of his. This year, Henry got a bear tag as well, and is anticipating the possibility of shooting a bear for the first time.

PCBE Update - Continued on Page 88

What began four years ago has evolved into an annual year-end occurrence. Every December, we feature a brief update on the events and highlights that transpired in each of the PCBE team members’ lives throughout the past year.

Since I work remotely and don’t see my colleagues every day, there are events which occur in each of their lives that I know very little about until I sit down with them to gather information which is included in this annual column. It is interesting for me to listen to the stories as each person reflects upon the events of the past year. What struggles did they face or overcome? What successes were they able to achieve?

We strive to find beauty and inspiration in everyday events—even small happenings can possess the ability to affect and transform our lives, if we permit them the opportunity.

From all of us at PCBE, we hope that your year has been a good one, and we collectively wish you a prosperous, safe, and blessed 2022.

—Leroy Martin

### Chris Lapp- advertising

Raising his one-year-old daughter Bethany and working in the advertising department has kept Chris pretty occupied this year. Instead of going on extended hiking trips or embarking on an exciting elk hunt in Colorado, he spent most of his time close to home during 2021.



Purchasing a used portable sawmill was a fun experience for him. He has used it frequently throughout the past year to cut wood from trees that had fallen on his father Elam's property. "I thought it is a shame to let trees go to waste," he said. A team member of his had floated the idea of purchasing a portable sawmill, as a means of salvaging the wood. Several small woodworking projects have emerged since—Chris has made a small swing for Bethany.

Bethany has recently begun walking and enjoys exploring her surroundings. She finds it exciting to tag along with daddy whenever he goes outside to feed the horse, dogs, and goats. Petting the horse during chore-time has become a highlight for her. "She is an outdoor-type of girl," Chris remarked.

The recreational activities for the annual PCBE picnic were hosted at Chris and Mary's place in July. Following a delicious meal at Kountry Essa restaurant in nearby Gratz, a lively game of Cross-net was played by most of the team members, with some individuals exhibiting more competitiveness than others. Playing games with the team members and socializing was a highlight for Chris.

His Bernese Mountain dog, Lexi, has been somewhat of a challenge this past year. She arrived at the Lapp residence at the tender age of nine weeks. Since then, she has become part of the family. Even with her strong personality, Chris has had big plans for her. "I would like to hitch her to a dog cart sometime," he explained. "That would be my ultimate goal with Lexi, besides raising puppies." At this point, it is unclear if Lexi is on board with the idea of being hitched to a dog cart; time will tell.

Chris wishes each advertiser and reader a safe and prosperous year.

### Daniel King- advertising

It's been a good year for Daniel. Readers of last year's column may recall that Daniel had been raising chickens on his property. 2021 brought some changes, and the flock of 1,200 chickens are no longer enjoying their time foraging around the King meadow. "I had been selling eggs for four years," he said. "It was mostly a hobby and something that I enjoyed doing. But this year, I sold all my chickens."



Pebbles, a Bernese Mountain dog, is the most recent addition to the King family. Pebbles is an energetic two-year-old dog and is a lot of fun. Daniel's two-year-old daughter Rose has quickly become best friends with Pebbles. "Rose really enjoys spending time with Pebbles. They enjoy running around in the yard."

Daniel has been involved in the advertising department for two years now, and he relishes his work. He especially likes conversing with clients via phone conversations. Building and nurturing customer relationships is something that he cares deeply about and finds enriching within his work environment.

Not one to shy away from a challenge, Daniel engaged in an unusual task when a team member challenged him to bake a batch of peanut butter cookies. We suspect the individual who put Daniel to the test was very capable of baking cookies for himself. Even so, Daniel took to the kitchen like a good sport and mixed his very first batch of cookies—without much help from his wife Kathryn.

Bowfishing on the Susquehanna River this summer was another highlight of his. "It was fun being out on the water with the team," he recalled. "It was an awesome time, even though it was challenging to shoot the fish." The efforts of the team paid off, and they scored a total of twenty-one fish. Carp, Catfish, and Quillbacks were among the unlucky water dwellers that were snagged by the deftly deployed arrows. The team used compound bows to accomplish the task.

Daniel enjoys eating seafood whenever he has an opportunity to do so. He finds travel fascinating and hopes to travel to Florida sometime within the near future.



### **John Lapp- subscriptions**

A dairy farmer at heart, John still enjoys milking his herd of dairy cows each morning before he steps into the front door of the PCBE office. After his office work is completed, John returns to the dairy barn where he conducts the evening milking. His two youngest sons, Marcus, age 12, and Omar, age 15, also help him. Their help is greatly appreciated and with each passing year, they can perform more and more of the workload. "They have taken on a lot of responsibilities," John remarked with a grateful smile.



John savors the quietness of early mornings when he, using his Millertech headlamp, walks out in the meadow to fetch the cows prior to milking. He begins his day at 4:30 AM.

In September, John went to Ohio, where he toured the Behalt. "I enjoyed learning more about Anabaptist history," he said. "The Behalt's thirty-minute guided tour was very informative and educational."

He was fascinated with learning more about the spark which ignited the Anabaptist movement. "I didn't learn anything from the tour that couldn't have been learned by reading the *Martyrs Mirror* or *Unser Leit*. Which are both books that I have read. But taking the tour helped bring every to life a little better. The tour provided a visual aspect which helped breathe life to the history of the early Anabaptist movement.

John's only daughter Ada Ruth married on November 4<sup>th</sup>. The wedding was held on the family farm, and nearly four hundred guests attended. Several weeks prior to the wedding, John and his wife Amanda and family were busy preparing the property for the four hundred guests, which was a typical number of attendees for an Amish wedding.

"Our daughter will live close by; within walking distance," John explained. "That will be nice."

He helped his eighteen-year-old son Lloyd, who is an avid hunter/trapper, build a 6x6 hunting blind.

Earlier this year, John transitioned from working in the ad department to conducting duties within the subscription department. "I enjoyed the transition," he said.

### **Ivan Lee Lapp- editor**

Among the biggest challenges that Ivan Lee faced this year was when he was entrusted as editor for the PCBE. Raymond had filled those shoes for many years, but due to other responsibilities in his life, Ivan Lee acquired the task of examining and scrutinizing the content that is printed on the pages of our magazine. Such a task includes checking articles for Biblical soundness, conducting fact-checking, looking for future articles that may hold potential interest to readers, maintaining contributor relations, and much more. He welcomes comments from subscribers regarding the quality of the content. "Reader feedback helps to keep us all on track," he shared with me.



He enjoys waking up early each morning on his farmette and drinking a cup of coffee with his wife Anna Mary before starting the day. Before he reports to the PCBE office, he feeds his horses and checks on his herd of beef cows that graze on the fifty-five acres of pasture. Achieving and maintaining good soil health is something he cares deeply about. The cows on his pasture are typically moved once a day; sometimes twice a day if the pasture is in need of a higher stock density for trampling carbon into the soil. This summer, Ivan Lee expanded his existing crossbred herd by buying six Murray Grey cows. The Murray Grey bull which he had purchased last year has produced the first crop of calves in Spring 2021. Watching the energetic calves is a highlight for sons Jared (3) and Merle (1).

Anna Mary and Ivan Lee each have a sister whose weddings they attended this fall. "I enjoy wedding sermons and observing young couples on their wedding day," he told me. "Attending such joyful events and listening to sermons that explain some of the very real responsibilities that a new husband and wife now face, serves as a good refresher course for those of us who have been married for a number of years."

A highlight of the year for Ivan Lee was traveling to the Bruderhof Fox Hills Community in New York. There, he

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## PCBE Update - Continued from Page 89

enjoyed observing a community working together in every aspect of their lives. Their communal lifestyle inspired him to apply those same principles to his own life.

### Raymond Lapp- *publisher*

Throughout the past few months, Raymond and his four sons enjoyed the outdoors as much as time permitted. The five of them worked together on a recent project, which consisted of installing A&M Gutter Guards around their house and barn. Raymond is pleased with the results and now anticipates cleaning less leaves from the gutters.



Two dairy sheep still occupy the barn and meadow on the Lapp property. “We have been hand-milking two sheep for the past year and are now looking to expand our flock by fifty percent. We hope to be milking a total of three by next spring.” Raymond conducts majority of the milking. He says milking these gentle animals seems to provide him with time to reflect and meditate. He finds that the task recharges him, and he sees the rewards of putting good healthy milk on the family table. The Lapps are considering purchasing an E-Z Animal Products milking unit by next year. At that point, perhaps one of Raymond’s oldest sons will be required to conduct the milking.

In May, Raymond, traveled to Pearisburg, Virginia with two of his oldest sons and his brother-in-law, John Beiler, who acquired an established business from Sam Chupp. They spent two days touring the Pearisburg area, where they enjoyed visiting with their friend, Sam Chupp. While driving around the area, they accidentally drove into a prison complex and didn’t realize they weren’t supposed to be there until a guard appeared.

With the onset of autumn, several wedding invitations had found their way to the Raymond and Amanda Lapp residence. Weddings are a joyful event, and he enjoys attending while reflecting upon the happiness and solemnity that is associated with such services, as man and wife exchange promises to each other and God.

As the year reaches its conclusion, challenges with the Covid-19 pandemic continue, at least to some degree. “We have experienced paper shortages, as well as disruptions and delays from the company that prints our magazine,” he explained. However, as long as there is paper and ink

available, he is committed to publishing an educational, business-focused magazine that can be delivered to your mailbox each month.

Wishing you all God’s richest blessings as we begin a brand-new year.

### Ivan Lapp- *accounting*

In May, Ivan went to Macon, Mississippi with a small organization for the purpose of conducting relief work. The type of work they performed was not associated with a natural disaster that occurred, rather alleviating the burdens that impoverished communities might experience. During his time in Mississippi, he enjoyed the opportunity of attending church services with the Halteman Mennonite Congregation. “I also enjoyed singing with their youth group,” he said. Additionally, he found it interesting visiting the Choctaw Indian Reservation. Later, members of the Reservation joined Ivan and his friends for supper at the dormitory where they had been staying at.



Working on Leon Yoder’s book: *Leading and Learning* was a fun challenge for Ivan. He consistently collaborated with Ivan Lee and Leon throughout the project earlier this year.

Touring Little Mountain Printing and Dutch Wood in June was another highlight. Ivan enjoys visiting business whenever he has an opportunity. “I find it interesting to see how others do things,” he said.

There were several opportunities for Ivan to participate in bowfishing this year. He accompanied the PCBE team members to the Susquehanna River where they enjoyed a lively evening of bowfishing. He also expanded his bowfishing territory to the Chesapeake Bay, with a group of friends. There, they scored a total of forty-four fish, with one of the fellows managing to shoot two fish with one arrow.

Grilling burgers for hungry hikers along the Appalachian Trail on Peters Mountain was another enjoyable event for Ivan. After preparing a few burgers for the hikers that passed by, he made sure that a dog who was also hiking the trail with its human didn’t go hungry. “The dog preferred not to have its burger grilled,” Ivan explained. Surely, the raw burger was a treat for the dog, and provided sustenance for the long hike ahead.



He enjoyed visiting the Fox Hills Bruderhof Community in New York. “It was very fascinating to see and learn how members of the Bruderhof Communities all work together under a common purse. The Bruderhof have communities throughout the world, and a common purse is practiced and shared, and is not limited to the borders of each country in which their communities are established. Ivan extends his gratitude to Joe Miller and Ken Sensenig of MCC for their coordination in making this trip possible.

### **Andrew Romberger-graphics design**

As the primary caregiver for his eighty-nine-year-old father Rufus, Andrew has learned a lot about caring for older folks this past year. Rufus is currently staying with Andrew and his wife Amy. Finding it a pleasure rather



than a burden to take care of the needy, Andrew doesn't mind at all the additional responsibilities that came his way.

He is thankful that Rufus is still in relatively good shape for his age. “My dad still has a strong appetite,” Andrew said with a chuckle. “He has the appetite of a thirty-year-old man and barely gains any weight. Dad passes the time by occupying himself with puzzle books.”

Andrew's older brother David suffered a stroke earlier this year. As a result, David has passed away from other complications, on Nov. 6, 2021.

When I spoke with Andrew, he couldn't hide the excitement he felt regarding his twenty-four-year-old daughter Sarah's upcoming wedding. The November wedding was a milestone for Andrew and Amy. As the saying goes, their only daughter had now “left the nest.”

This year, Andrew didn't go on any trips, since he has been a caregiver for his father and preparing to give his daughter's hand in marriage.

Graphics designing is a purposeful work for Andrew, and he finds it very fulfilling to create and produce attractive advertisements for clients who advertise in the PCBE. He has enjoyed and excelled in this line of work for more than thirty-eight years. Andrew enjoys the working relationship that he has with team member Henry. “He was a good add-on,” Andrew said. “We have similar personalities and get along quite well.” Andrew values working with each member of the advertising department.

When Andrew first started working for PCBE in 2012, the monthly magazine consisted of less than sixty pages. For perspective purposes, the magazine has recently surpassed the three-hundred-eighty-page mark.

Andrew still raises blueberries and enjoys caring for his crop. Each summer, a list of established clients anticipates purchasing and enjoying the sweet fruits of his labor.

### **Leroy Martin- contributor**

This past year consisted of a greater amount of traveling than the previous one had. Leroy went on several trips in 2021, meeting with various business owners throughout the Midwest, Northeast, as well as some southern regions of the United States.



Staying right in step with many other members of the PCBE team, he raised two litters of puppies with his Havapoo, Tootsie. He spoiled the puppies with treats and toys right up until the minute they were rehomed.

Early in the year, he had made a commitment to hold physical exercise in lesser disdain than he had throughout the past three years. Thus, he became a bit more active. Pedaling his bicycle to the Millersburg, Pennsylvania headquarters from his place of residence in Lancaster County, proved to be exhaustive. Even so, a few months later, he once again occupied the bicycle seat for an even longer journey during the middle of an intense July heat wave. This time, his destination was Penn Yan, New York. After that journey had reached its conclusion, the bicycle was placed in the shed where it could rest up for several months.

The much-talked-about virus found its way to his house in January. The unwelcome guest stayed with him for more than two weeks and was seemingly unrelenting. Throughout the ordeal, he found it difficult to remember a time when he had felt as ill.

Leroy continues to enjoy photography, writing, and traveling. It is, in part, the people that he meets throughout his journeys that are the source of his inspiration and encouragement. Listening to some of the struggles that folks have overcome, solidifies the notion that, with God's help, we can rise above great obstacles that may stand in our paths.

---

Researched, written, and edited by *Leroy Martin* for the exclusive use of the *Plain Communities Business Exchange, LLC*.

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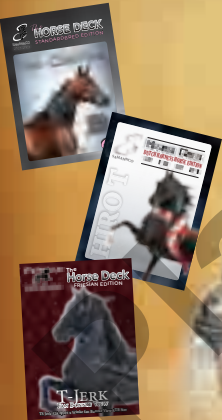
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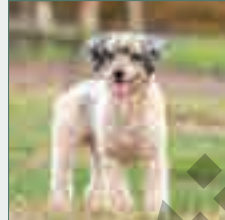
# Goldendoodles, Bernedoodles, Mini Poodles



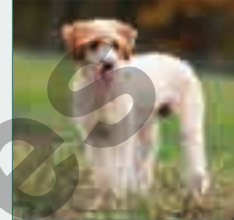
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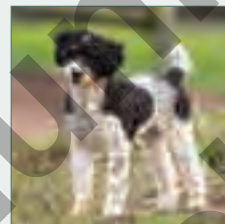
### NOW STANDING AT STUD



**Greenbrier Grinder**  
**ACK Mini Poodle**  
13 lb E/E at/at ky/ky B/B sp/sp M/m  
No Cream, Completely Health Clear



**Pete: AKC Mini Poodle**  
12 lb e/e at/at ky/ky B/b sp/sp  
Intense red Completely health clear.

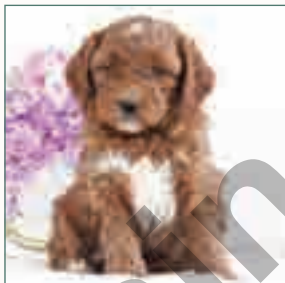


**Pow Wow ACK**  
**Mini Poodle**  
12 lb E/e at/at ky/ky B/B sp/sp  
Vivid points.



**The Mighty Captain**  
**AKC Standard Poodle**  
E/e at/at ky/ky B/b sp/sp M/m  
Completely health clear

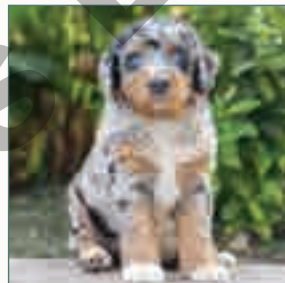
### Previous Puppies



**Lucky, Goldendoodle**  
Intense Red, Axle Son, No Parti



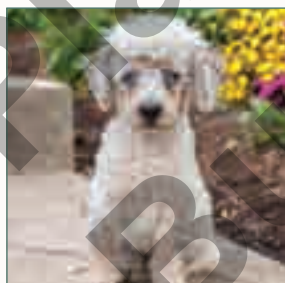
**Lady, Goldendoodle**  
No Parti, Intense Red



**Mandy, Bernedoodle**  
No Cream or Parti



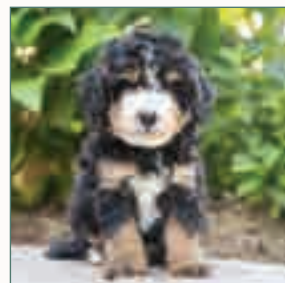
**Casey, Bernedoodle**  
No Cream or Parti



**Lincoln, AKC Mini Poodle**  
Merle — Two Blue Eyes  
Completely Health Clear



**Elijah, Mini Poodle**  
20 lb, Red Parti Male



**Ben, Bernedoodle**  
No Cream or Parti



**Tammy, Mini Poodle**  
Female



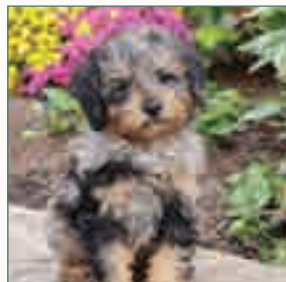
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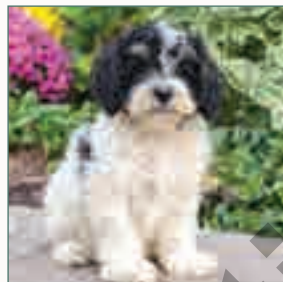
## Puppies Available Now



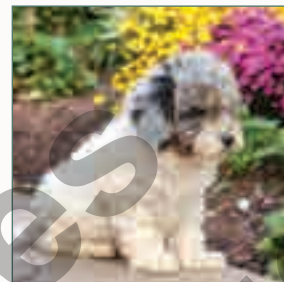
**Marcy, Mini Goldendoodle**



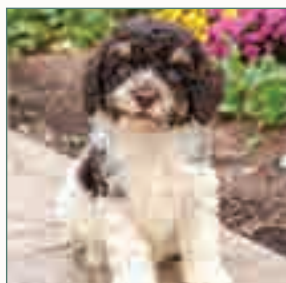
**\*Indigo, Merle Tri  
Mini Poodle Male**  
*E/e At/At Ky/Ky B/b S/sp M/m*



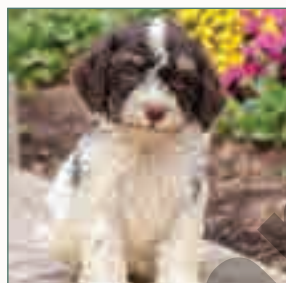
**\*Israel: Mini Poodle**  
*Em/e At/At Ky/Ky B/b sp/sp*



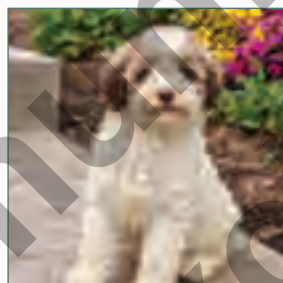
**\*Incredible: Mini Poodle  
Male**  
*E/e At/At Ky/Ky B/b sp/sp M/m*



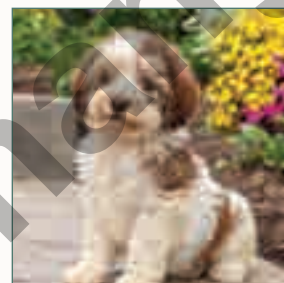
**Rambo, Mini Poodle**  
*Em/E At/At Ky/Ky b/b sp/sp*



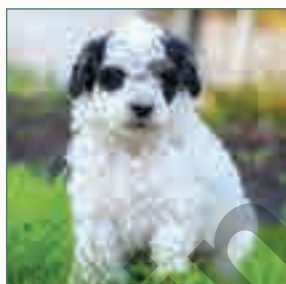
**Riley, Mini Poodle**  
*At/At Ky/Ky b/b sp/sp*



**Waneta Mini Poodle**  
*Em/e At/Ay Ky/Ky b/b sp/sp*  
*Completely Health Clear*



**Rosy Mini Poodle**  
*E/e At/Ay Ky/Ky b/b S/sp*  
*Completely health clear.*



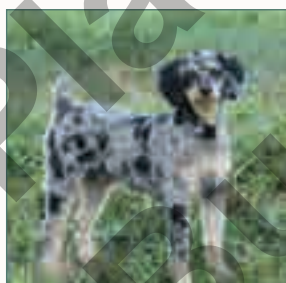
**Copper Mini Poodle**  
*AKC Male*



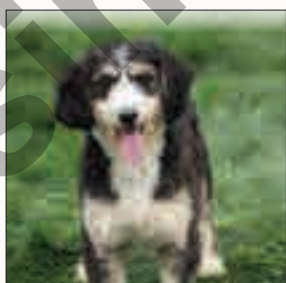
**Callie Mini Poodle**  
*AKC Female*



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*Excellent Mother\**



**Bella Mini Bernedoodle**  
*expecting Mother to Blue Merle Tri.*  
*E/e At/At Ky/Ky B/B S/sp*  
*Excellent Mother*



**New Litter: Black / Blue Merle Tri  
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# WHO DO YOU WORK FOR?

## WE WORK FOR MORE PEOPLE THAN WE REALIZE



CALEB CRIDER

**T**

he question “Who do you work for?” is not as simple to answer as it first seems. The first answer, of course, is our employer, whether that is a person or a company. But if you take the question a bit deeper, you realize that the following answers are also true:

1. I work for my boss.
2. I work for my customers.
3. I work for my family.
4. I work for my coworkers.
5. We could even say that we work for God, because the Bible tells us to work “as unto the Lord” and that we “serve the Lord Christ” (Colossians 3:23-24).

Our perspective on work affects our success at work. It affects how we relate to others at work and affects how much we enjoy work. Let’s briefly look at each of these five aspects of working for or serving others.

### **Working for the boss.**

We work for the boss because we want him to pay us. But that’s only the beginning. We should take the responsibility to see the bigger picture,

care about our boss’s objectives, and make the boss’s job easier.

During World War II, a general serving under General Dwight Eisenhower kept making ill-advised comments in public. Eisenhower wrote to his wife, “That man is going to drive me to drink. He misses more opportunities to keep his mouth shut than almost anyone I ever knew.”

Someone who works only for pay is called a *mercenary*. Robert Glazer writes about this kind of employee in a recent article entitled “Workplace Individualism:”

“Employees are clear that they do not want to work for mercenary leaders. However, organizations need to develop their approach and response for what is essentially a mercenary employee: someone who cares first and foremost about what is best for themselves, irrespective of the impact on others, or on the organization as a whole.”

### **Working for customers.**

What do you think about as you work? Work can get tedious, but occasionally thinking about our customers adds meaning to what we are doing.



Even if you work in the back office or in the back forty or in the back of the factory with no customer contact, knowing that you are helping to produce useful products for real people can make your work more enjoyable.

### Working for our families.

You've likely heard the children's story *The Three Little Pigs*. I still remember the vivid pictures of the big, bad wolf from the storybook my mom read to us as children. In case you are not familiar with it, here is a short version:

Three little pigs set off to find their way in the big world. Two of them are lazy. They each hurriedly throw together a house, one of straw and one of sticks, so they can play. The third pig does the job right, taking extra time and building his house out of brick.

The big, bad wolf visits the home of the first pig, and destroys the house made of straw. The pig runs to his brother's house of sticks for safety. But the big, bad wolf destroys the house of sticks too. The two pigs race to the third brother's house of bricks. The big, bad wolf tries his hardest, but he is not able to knock down the house of bricks.

Now, I know that is just a children's fable, but it teaches some valuable lessons. The lesson I want to point out here is that the third little pig's willingness to put in the time and work instead of play benefited not just himself, but also others.

### Working for our coworkers.

Jesus said that the person who serves the most—not the one who gets paid the most or who occupies the highest position on the org chart—is the greatest (Matthew 20:26).

Here are several ways you can work for your coworkers:

1. Do things that make your coworker's job easier, especially the person who handles the next step in the workflow.
2. Cheerfully answer questions and contribute your expertise when someone asks for help.
3. If you are in a position to choose which parts of your daily workload to prioritize, whenever you are able, prioritize work that allows your coworkers to move ahead with their projects.
4. Be responsive to emails and phone calls from your coworkers.
5. Ask for relief when you can't complete your work. Charles Boyle said, "If not controlled, work will flow to the competent man until he submerges." You cannot serve your coworkers and customers well when you are buried under a pile of unfinished work.

Our perspective on work affects our success at work.

I give these suggestions with the understanding that it is possible to neglect our own responsibilities by trying to help our coworkers too much. That's a mistake we need to avoid.


Adam Grant wrote a whole book devoted to the idea that helping others helps ourselves. In *Give and Take* he says, "Extensive research reveals that people who give their time and knowledge regularly to help their colleagues end up earning more raises and promotions in a wide range of settings, from banks to manufacturing."

Helping others at work has a positive boomerang effect, returning to benefit ourselves in many ways besides the potential for promotions.

### Conclusion

Writer Anne Dillard observed, "How we spend our days is, of course, how we spend our lives." Work is an important part of our lives, partly because we spend so much time there. Understanding that we are serving others beyond ourselves with our work helps make work worthwhile.

*Is relating to your coworkers hard work? Make your job a little easier by reading Caleb's book **Getting Along at Work**. Order your copy today!*



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**Probably the reason we all go so haywire at Christmas time with the endless unrestrained and often silly buying of gifts is that we don't quite know how to put our love into words.**

~Harlan Miller

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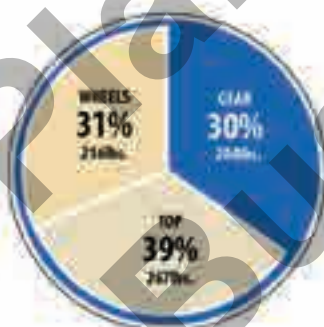
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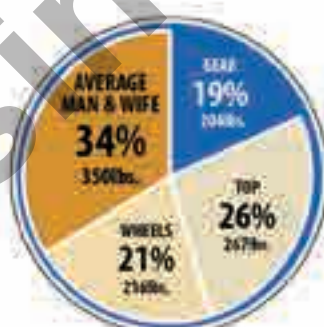
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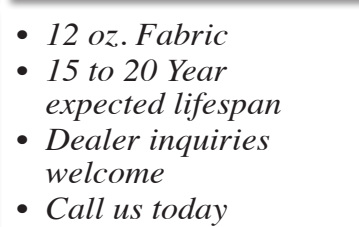


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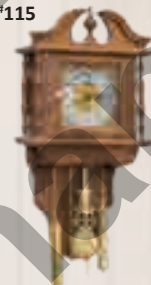
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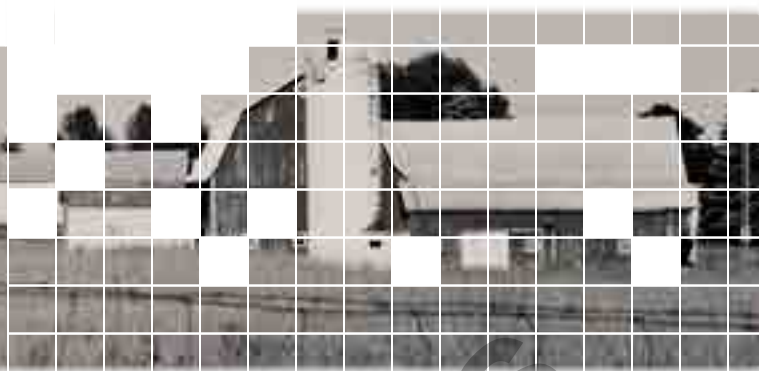
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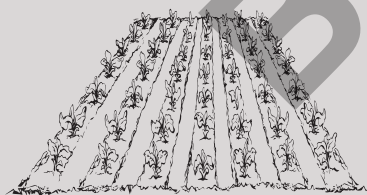
# BUILDING A LEGACY

*A family's journey to maintain their legacy in a changing world.*



## ***A Glance at Last Month:***

*Last month Simeon visited with Solomon, a former dairyman who had successfully transitioned his family business to a construction company where he and each of his sons could do what they most enjoyed. They discussed how a facilitator had helped Solomon's family talk about their individual interests and long-term goals, allowing them to develop a new business that everyone is excited to be a part of, and that Simeon saw as a similar process for his family to go through.*



DON TYLER

## **Meeting the Facilitator**

It had been three weeks since Simeon met with Solomon to hear how his family made the transition from a dairy operation, where some of the family members had been unhappy, to a successful construction company where everyone in the family had a unique and valuable enterprise. Hearing Solomon's story had helped Simeon to realize that with the help of a facilitator, his family might have a future that kept his vision of a farming legacy intact for another generation. Now that it was early December, all the major activities for the produce farm had been completed for the year and it was easier for Simeon to focus on other things. He had contacted the facilitator that Solomon's family had used, and their introductory meeting was scheduled for next week.

Simeon was both excited and anxious about meeting the facilitator. On the one hand, he wanted to hear what the facilitator could do for them. On the other hand, Simeon was a private person, and he wasn't sure he could share all the personal information that the facilitator would probably ask about. He had decided that for now he was only going to share the details of the conversation with Dorothy, and not mention it to the older children. She liked what she had heard about Solomon's family and kept asking about their process. She had more questions

about their family's transition than Simeon had thought to ask, and he was getting a little frustrated with her constant need for details. "Since it sounds like this process might really help our family, don't you want to have that meeting with the facilitator right away?" Dorothy had asked. "And would you mind if I went along?" Simeon could tell by her look that she thought he wouldn't ask all the questions she would. He had subtly suggested that since neither of them wanted to tell the rest of the family about working with a facilitator yet, they shouldn't go to a meeting together as that would definitely raise questions. This seemed a good enough reason for Dorothy, but it didn't stop her from hinting about questions Simeon "might want to ask the facilitator..."

In the last few weeks, Ida Mae had grown more and more excited about her work at the gift shop. The Christmas shopping season was in full swing, and she got to talk to new people all day, helping them make the perfect gift selections for family and friends. The people that owned the shop grew more delighted with her every day and let her know how much they appreciated her enthusiasm for her work. Their regular customers commented on Ida Mae's unique ability to help them select the



most appropriate gift, regardless of the person they were buying for. With just a few questions about the recipient, she could point them to options that made their choice easy and satisfying. Many of them asked her for ideas for people on their list that were the hardest to buy for, even if they wouldn't find those gifts in her store. It was clear to the owners of the store that Ida Mae loved helping people, and she had a unique ability that was increasing their sales and customer base. They were making big plans for her.

Calvin and Daniel were gaining valuable experience as well in their off-season jobs. Calvin was spending more time with men his age who were struggling to find their place in the family business. The excellent work that Daniel had recently done with the neighbors had prompted them to recommend him to others with small construction projects. All these different work experiences allowed him to build a wide range of skills, and seemed very fulfilling to him. He was getting to know a lot of new people.

When Calvin wasn't helping neighbors with their projects, working with livestock, or doing odd jobs, he kept working at the family's dairy doing his regular duties. While he was getting settled into a regular winter routine, his wife, Irene, was asking questions about their future. She kept asking him, "Now that things have slowed down in the produce business for the winter, wouldn't this be a good time to talk to your dad about where the family business is headed? During the summer you were talking to your dad on a regular basis about things that you think he should consider changing, but now you don't seem to talk about it anymore." Calvin would listen, nod his head, and go back to reading. It wasn't that Calvin disagreed with Irene's suggestion, he just didn't want to talk about it right now, nor did he have an answer that he thought would satisfy her curiosity. Irene was asking questions like this on a more regular basis. Even he could tell that she was getting frustrated with him.

As the time neared for Simeon's meeting with the facilitator, Dorothy grew more and more concerned. Would Simeon tell the facilitator enough to really help them? Would Simeon avoid talking about certain things, or not think they were important, and the facilitator not completely understand their problems? Finally, two days before the meeting, she brought up her concerns. It was late in the evening, when she and Simeon could talk privately without the children hearing their conversation. "Simeon," Dorothy said, "I don't think you are ready for

this conversation with the facilitator. I haven't heard you say much about the specific things you plan to tell him, and I'm worried that important information will be left out. He can't help us if you aren't open with him about our situation." Simeon had heard this tone from her before and was sure he couldn't avoid answering her questions. Before he could reassure her, she gave him some of the details she wanted revealed in the meeting. "You have to tell him about the things the older children have been doing lately. Ida Mae is doing very well at the gift shop, and she's much happier than when she was working on the farm. Daniel keeps getting more requests to help neighbors and he's even helping some local construction companies with small projects. Soon a construction company might offer him a job he loves with better pay than we can afford. You know how hard it is to find good help, and we may lose some of ours!"

Dorothy caught her breath but didn't give Simeon a chance to respond. "And then there's Calvin and Irene. She's been less talkative the last two weeks and I'm wondering what she and Calvin have been talking about. Their baby is expected to arrive in March, just when you need a lot of help planting early produce. Think back to when Calvin was born. He was our first child, and do you remember what those first two or three months were like? Neither one of us was getting much sleep, and it was a busy time of the year for you and your dad. It was all you could do to keep the cows milked, fed, and healthy. Having a baby changes how a couple prioritizes their life, and I'm sure that Calvin is going to want to help Irene with the baby as much as he can. And did you ever talk to Calvin about the time this summer that you were short with him when he was talking about his ideas? He was just trying to make you consider different ways to do things, and all you could talk about was all the work that needed to be done that day. Did you apologize to him about that or not? Don't you think the facilitator is going to want to know all this information?"

Simeon realized she was making some good suggestions, and no, he hadn't considered most of the things she was worried about. After what seemed like several minutes but was only a fraction of that time, Simeon said, "You've made some very good points that I hadn't thought to mention. You're right. The facilitator is going to want to know about these situations and probably a lot more. Thanks for putting so much thought into this, and for sharing it with me before the meeting. How about we sit down together at the kitchen

*Building A Legacy - Continued on Page 112*



**Simeon's Lesson of the month:**  
*"In times of uncertainty, building an initial strategy helps create peace, comfort and confidence."*

*Building A Legacy - Continued from Page 111*

table, and I'll write down all the things you want brought up during the meeting. Would that give you more peace about this?" Dorothy appreciated her husband's thoughtfulness and finished her final tasks of the evening as he found a pad of paper to take some notes.

Simeon and the facilitator met at the appointed time, and the facilitator listened patiently as Simeon began to share their background and the situation with the business. The facilitator could sense it was difficult for him to share with someone he had just met, so he gave Simeon plenty of time to think through the details of his concerns and challenges. Simeon appreciated the facilitator's patience and sincere interest in his situation, and the concerns for his family's legacy.

As they talked, the facilitator could see that Simeon had a very detailed list of things to share. "That's a pretty impressive list you have there. Most people don't put that much thought into what they want to talk about in a first meeting. You've done your homework."

"Well," Simeon confessed, "it was really my wife that wanted to be sure I mentioned all these things. I'm not normally this prepared, but we had a conversation about what to share in this meeting, and it was clear that I needed a list."

"That's good of your wife to help you make that list," the facilitator said with a smile. "I look forward to meeting her, hearing of her personal concerns about this process, and what she feels is most important for the family's future."

The facilitator had several questions, just like Solomon had said he would. As he talked to Simeon about the process

of building a comprehensive succession plan that would fit the family's needs, he stressed the importance of him understanding the family's values to make certain that his advice was aligned with their priorities and long-term goals. There would be many things to consider, and decisions to be made, to build a plan that fit their family. If they weren't working toward the same goals, they wouldn't develop the amount of trust needed to have total confidence in the process—or in the results.

It gave Simeon a sense of peace hearing that the facilitator had worked with many different types of family businesses, most of them entrepreneurs who had to take measured risks to achieve their goals. He was also very interested in each one of Simeon's family members, from him and Dorothy to each one of the children, and what their personal interests were. The facilitator seemed to be most interested in the oldest children who were developing interests of their own off the dairy, and how much they liked those activities. After hearing what Simeon had said, he had several questions about Calvin, what he thought of the dairy, and what he had said about the future of that business.

The facilitator outlined the strategy he would use to help them develop their succession plan. The first meeting would include all the people directly affected by the decisions that were made and who would provide valuable input. For Simeon's family, that would include Simeon, Dorothy, Calvin, Daniel, and Ida Mae. The two younger children wouldn't have much input or be directly affected for some time, so they would not be included until later in the process. They discussed whether or not to include Irene. The facilitator said that in cases where there are several daughters-in-law or sons-in-law in a family, it needs to be decided which ones are directly involved in the business on a regular basis, and who knows enough about the business to have valuable



input. Since Irene was the only in-law in the family right now and was regularly there to help with the business as needed, they agreed she should be included in all the discussions.

The facilitator went into additional details. “The first meeting will focus on allowing the family members and me to get to know each other. I’ll hear from each person individually, ask them questions about their role in the business, and outline the process of getting from where you all are in your current business to where you want to be in the future. We will also do a fun exercise using a behavioral assessment tool that I like to use in these situations. The things we learn will help us communicate more effectively in our meetings, understand why you approach tasks differently, and why you prioritize some activities over others. To make sure we stay on track and make our conversations as productive as possible, I’ll have an assignment for each of you to do to be prepared for the next meeting’s discussion. Does that sound alright to you, Simeon?” Simeon nodded with cautious approval.

The facilitator continued. “From there, we will discuss your strengths as a family and as individuals, what each of you likes to do with your personal time, how the businesses are doing now, your ideas on how to make the current businesses more productive and profitable, and the alternative businesses that you have considered. We will also discuss your vision as a family and what it would take to achieve that vision. With all this information, we will build your comprehensive succession plan.”

“I know that sounds like a lot of work, and it is,” the facilitator admitted. “Altogether, the process will take about a year. Each meeting creates another list of questions that each one of you must consider and answer from your own personal perspectives. We have to consider all these different ideas to be sure that everyone can be completely comfortable with the plan we develop.”

As the discussion finished, the facilitator said, “Even though this is a difficult process that will take some time, it is not

hopeless and it’s not something you need to dread. Some parts will be fun, some tough, and a few will probably be uncomfortable, but I am confident we can work through this. I am here to help all of you work together—to make sure that we stay on track and that the essential questions are asked—and you and your family are going to decide what is most important to you and where you want to go. Working together, we can get through these discussions and make a plan that meets the needs of your family now and for future generations.”

They agreed to have their first meeting with the entire family after the holidays.

On his ride home, Simeon couldn’t believe how comfortable he was with the process. Despite knowing parts would be difficult and having no idea where this was going to go, he now felt a sense of peace about how they would move forward, and confidence that his family could indeed work together successfully.

#### **To be continued next month....**

*Don Tyler is Founder of Tyler & Associates Executive and Management Coaching. Don grew up on a family farm, managed businesses for 16 years and has been a private coach for the last 26 years with clients across the country in all types of businesses. Most of his clients are multi-generational family businesses that have had to make difficult choices as they navigate the process of transitioning the business to the next generation. For help with succession planning or any other management issue, he can be reached at 765-490-0353, through e-mail at don@dontyler.com, or his website at www.dontyler.com*

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# Christmas Apologetics

Thomas Bauman

One of my strongest memories of Christmas of 2020 is standing in our kitchen, disheartened by California's second COVID lockdown and suddenly realizing that Christmas was almost upon us. Due to the unique circumstances and inability to participate in the usual events of the Christmas season, I had hardly given the upcoming holiday a second thought. I exclaimed to my wife "It just doesn't feel like Christmas this year!"

One of the many lessons that COVID has taught me is that my awareness of the birth of Christ is experienced more fully when it is celebrated along with my community, as part of the Christmas season. As we move together through a progression of traditional events leading up to Christmas, our focus is sharpened and anticipation grows. Even a secular neighbor may drop his guard a little and graciously accept gifts, well wishes, and even singing of carols. Finally, on Christmas day, the entire community can rejoice together in collective celebration of the birth of Christ.

Human nature is made for the ebb and flow of seasons, and most of us have probably found that our personal devotion is reinforced when we set aside a certain day and "[regard] it unto the Lord" (Romans 14:6). In addition to personal days of remembrance, there are also certain days that we, as communities, set aside as special days. The fresh beginning of New Year's Day may be marked by a special church service. Palm Sunday is almost always highlighted in that day's sermon. The entire following week is Passion week, culminating with Jesus' death on Good Friday, which may have a special church service for that day. Resurrection Day is celebrated in my home congregation with a full weekend-long Love Feast. Ascension Day, for many of the readers of PCBE, may be a day off work. Pentecost, in my own Brethren tradition, is often marked by a church conference, as the whole church comes together "in one accord in one place". In the fall, some congregations will set aside a day for a

"Harvest Meeting". Later in the fall, we have the national holiday of Thanksgiving. And then finally, Christmas....

...Or do we celebrate Christmas? There are some who would have no problem with any of the above-mentioned holidays, but who find the joy of the Christmas holiday marred by a certain amount of uneasiness with the whole season. The most commonly repeated concern seems to be that December 25<sup>th</sup> is of unholy origins, having no historical connections to Christ's actual birth, and is rapidly returning to those pagan roots in the modern materialistic "Xmas" party.

We can appreciate fellow Christians, who, out of conscientious scruples similar to the above mentioned, may abstain from Christmas celebrations. The scripture is very clear that we should respect differing convictions on the subject:

*"One man esteemeth one day above another: another esteemeth every day alike. Let every man be fully persuaded in his own mind. He that regardeth the day, regardeth it unto the Lord; and he that regardeth not the day, to the Lord he doth not regard it." (Romans 14:5-6a)*

However, this negative theory of the origins of Christmas springs from faulty information. This article will attempt to shed more light on the origins of the Christmas holiday, and hopefully, in the process, clarify a few controversial points on how Christ may truly be honored by a joyful celebration of Christmas.

## The Date of Jesus' Birth

Of course, there is no Biblical record of the exact date that Jesus was born. Furthermore, there is no surviving record that the Apostolic church celebrated any date for Jesus' birth. Most encyclopedias will tell you that December 25<sup>th</sup> was not highlighted as the date of Jesus' birth until the early 300s AD, about the time that Christianity was gaining legal acceptance and Constantine was beginning to unite church



and state. This fact is central to the arguments that Christmas is a pagan holiday in Christian dress. However, more in depth scholarship may be upsetting that narrative. It turns out that these ancient traditions were not so far off after all, and that there is historical mention of the December 25<sup>th</sup> date at least a full hundred years before Constantine.

Interestingly, both the Eastern church and the Western church arrived at dates to celebrate Christ's birth apparently independently of each other, but that still closely coincided in time frame. The Western church, consisting roughly of western Europe, celebrated December 25<sup>th</sup>. The Eastern church, consisting roughly of eastern Europe and the Near East, celebrated January 6<sup>th</sup> as the date of both Jesus' birth and his baptism. Over time, the two holidays crossed the geographic lines, and the Eastern church's date is now celebrated in Western Europe and America as Old Christmas, or Epiphany.

How is it that both the Western and Eastern churches independently arrived at Christmas dates that so closely coincided with each other? The precise answer appears to be lost in the mists of time, but there are several logical possibilities.

It is possible that the date was selected based on the fact that Jesus died on the feast of the Passover. Some early Christians believed that Jesus had died on the same day that he was conceived. Calculating a nine month gestation from Passover gives an early winter birthdate.

Another early belief held that Jesus' conception was on the same day that light was created. Since the world was believed to be created in the Springtime, on March 25<sup>th</sup>, it was believed that the Incarnation, or conception of Jesus in Mary's womb, had also occurred on March 25<sup>th</sup>. This theory is advocated by multiple writers; possibly being mentioned as early as the year 221, in the earliest known complete chronology of world history to be produced by a Christian author. Obviously, the addition of 9 months for the gestation of Mary would neatly yield a December 25<sup>th</sup> birthdate.

It is also possible to use Zacharias' appearance in the temple to conjecture an approximate date. Luke says that Zechariah was "of the course of Abia". This is important information, since the priestly families took their turn at the temple in a certain rotation. Alfred Edersheim, a converted Jew who wrote the classic work *The Life and Times of Jesus the Messiah*, triangulates from Zecharias' appearance in the temple, and

the death of Herod the Great, to calculate an early winter birthdate for Jesus.

Hippolytus was an early Christian author that was born about the year 170 AD. He had a relatively direct tie to the Apostles, being a disciple of Irenaeus, who was a disciple of Polycarp, who was an associate of the Apostle John. Writing in about 210 AD, Hippolytus states:

"For the first advent of our Lord in the flesh, when he was born in Bethlehem, eight days before the kalends of January [December 25<sup>th</sup>], the 4<sup>th</sup> day of the week [Wednesday], while Augustus was in his forty-second year, [2 or 3BC] but from Adam five thousand and five hundred years."

This authenticity of this statement is somewhat controversial, but there is good evidence for the validity of its authorship. If true, it is a startlingly clear affirmation of the legitimacy of the December 25<sup>th</sup> date, given more than a century before Constantine.

The Ancient World knew Dec 25<sup>th</sup> as the day that the sun began to increase in strength after the solstice. Cyprian, writing in 243 A.D. sees the December 25<sup>th</sup> date, not as an affirmation of pagan sun worship, but as a fitting day for the Sun of Righteousness to be born. He exclaims:

"O! The splendid and divine Providence of the Lord, that on that day, even at the very day, on which the sun was born [Dec. 25], Christ should be born."

While not all early church writings are united on the subject - Clement of Alexandria, for example, proposed that Christ may have been born in the spring- it is clear that the traditional date has support from early church fathers well before Constantine. Significantly, there is no other date or time of year that has agreement from multiple authors - December 25 is the only date that has that distinction.

Modern critics of the December 25<sup>th</sup> date will often confidently dismiss any evidence in favor of that day with the common argument. "It couldn't have been in the winter time because it would have been too cold for the shepherds to be in the fields!" To the early Christians, however, who may have had firsthand experience with mild Mediterranean winters and the habits of shepherds, this probably would not have been an objection. From an animal husbandry standpoint, it is possible that the presence of shepherds

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keeping watch in the fields is actually *indicative* of an early winter birthdate. The usual practice of Israelite shepherds, as described in John 10, was to place flocks in a fold at night. This age-old technique, still followed today in some part of the world, decreases the risk of attack by predators and reduces the need for shepherds to keep watch. The shepherds of Luke 2, however, were still in the fields, keeping watch over their flocks through the night. This may suggest that it was lambing time, and that the shepherds wanted the sheep to give birth in the clean grassy fields, rather than the dirty confines of an unroofed sheepfold, likely quite mucky from the winter rains. A night in the fields would place sheep at greater vulnerability to predators, requiring the presence of multiple shepherds to keep watch through the night, as well as to assist the laboring ewes and newborn lambs.

It is interesting to note that the normal lambing time, for the native Awassi sheep of the Holy Land, is December through January. Is it not reasonable to suppose that the birthday of the Lamb of God would coincide?

### The Winter Solstice and Pagan Feasts

It is, of course, undeniable that the winter solstice was a major focal point for the pagan peoples of Europe. December 25<sup>th</sup>, being the day of the winter solstice on the Julian calendar, was marked by a Roman feast that celebrated the rebirth of the sun. Some writers have even noted similarities between the pagan feast and Christmas, such as the giving of gifts. Many modern-day Christians have too quickly concluded that the early church, by celebrating Jesus' birth on December 25, were doing so in order to carry on previous pagan traditions. This is overly simplistic. It is more likely that the 4<sup>th</sup> century church celebrated a December 25<sup>th</sup> holiday, not as a camouflaged pagan tradition, but rather *in disregard* to the ongoing pagan festivals.

A modern-day example of the same concept can be found within my own church community. Every October, our private school holds an annual open house. This well-attended event is often held on Halloween. A misinformed critic might claim we are celebrating the Dark World by holding our open house on Halloween, but the exact opposite is actually true. Our

school holds its open house on Halloween, not to celebrate Halloween, but because we are deliberately indifferent to it.

It is likely that the early Christians may have dealt with the pagan feasts around them in a similar way. The end of the year was a major focus of pagan celebration, and naturally so – the short, cold winter days tend to reduce the length of the workday and allow more time for gathering and celebration during the long winter evenings. It seems logical that the early Christians would choose to spend their long winter evenings focusing on something better.

### The True Joy of Christmas - Antidote to Materialism

It seems clear that celebrating the birth of Jesus on December 25<sup>th</sup> is a not an intrinsically pagan activity. However, there remains a legitimate concern regarding the massive materialism and secularization of the modern Christmas celebration that seems to overshadow the miracle of Jesus birth.

How do we prevent the worldly tide of superfluity and greed from encroaching and eroding the sacredness of our own celebrations? The answer, no doubt, is complex. One man's beloved Christmas tradition may seem to another to be a materialistic excess. Again, the biblical teaching on the relationship between the strong brother and the weak brother must come into play. As we evaluate our choices in consideration of the feelings of those around us, it may serve as a natural restraint on the excesses that are often associated with modern Christmas celebrations.

...if there was ever a time to put away our own self-willed interests and consider the feelings of our brother, it would surely be the season of "goodwill toward men".

While no physical thing is intrinsically evil (Romans 14:14) we must realize that we all have different sensitivities to different things, based on context and past experiences. For example, the early Quakers avoided referring to the given names of the days of the week, because the weekdays are originally named after pagan gods. For example, Sunday was originally Sun's Day, Monday was originally Moon's Day etc. The Quakers carefully avoided using words that invoked the pagan gods, instead saying First Day, Second Day, etc. While I appreciate the early Quaker's scrupulousness, I really doubt that there is any brother in my congregation who feels that I am honoring Thor when I ask him to meet me on Thursday.



If I were to actually have a brother in my congregation with a sincere conviction against invoking the names of these pagan gods, the situation would be very different. Paul is quite clear. I, as the strong brother in this example, should not despise the weaker brother for his sincere conviction. The weak brother, meanwhile, should not judge the stronger brother for seeing nothing wrong with using pagan names for the days of the week. Furthermore, the strong brother must realize that: *“If thy brother be grieved with thy meat, now walkest thou not charitably”*. (Romans 14:15) It is very tempting to try to devise a workaround for this verse. But if there was ever a time to put away our own self-willed interests and consider the feelings of our brother, it would surely be the season of “goodwill toward men”. In so doing, we will be able to support each other as we try to collectively resist the cultural pressures around us.

By the time this magazine arrives in your homes, Christmas will be right around the corner. People will be busily moving through the crisp air, delicious smells will be wafting from kitchens, and friendly greetings will be exchanged by men who may otherwise pass each other in aloof silence. As we come, in spirit, to journey with the faithful toward Bethlehem, our purpose is to behold our King, not to worship the sun. Luke’s Nativity account is punctuated with joyous, hopeful exclamations, should not we be joyful as well? When we greet one another on the day that has long been remembered as the birthday of our Lord, may it be with unmarred tidings of comfort and joy.

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*Thomas Bauman lives in California with his wife and two sons. He works as a dairy veterinarian and enjoys hobby farming, beekeeping, and reading.*

“...and, lo, the star, which they saw in the east, went before them, till it came and stood over where the young child was. ~Matthew 2:9



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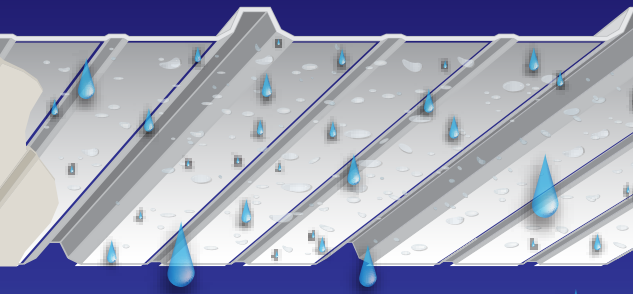
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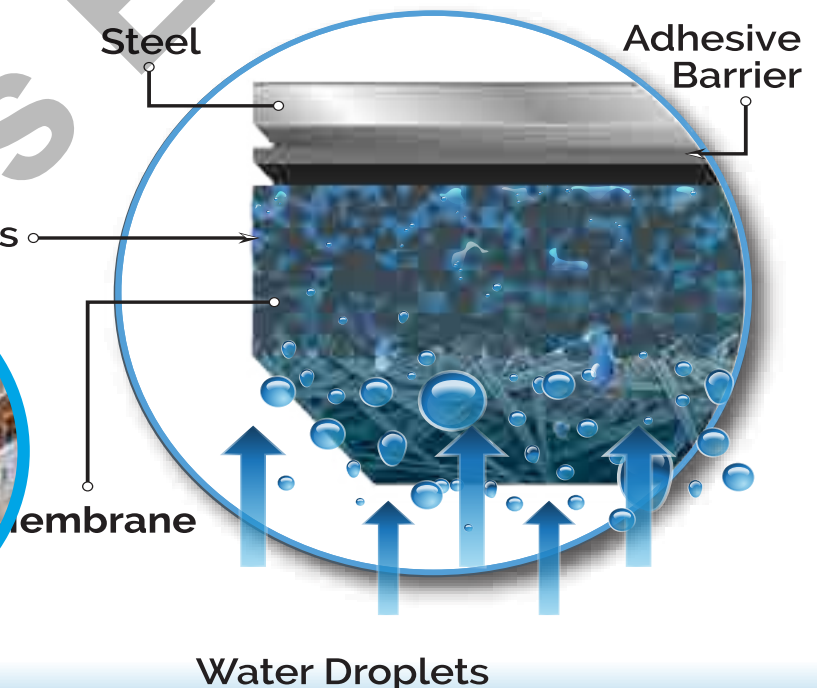
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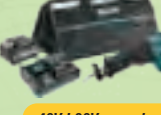
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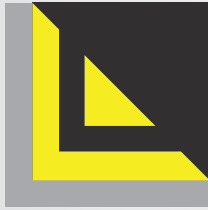
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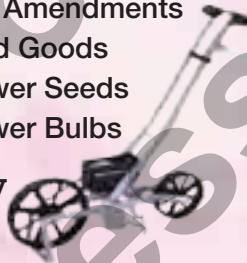
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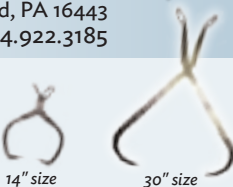
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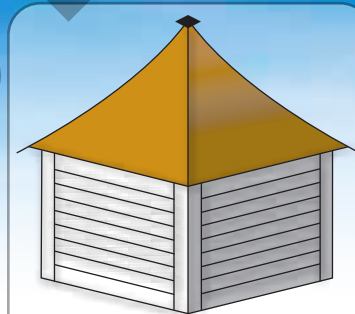
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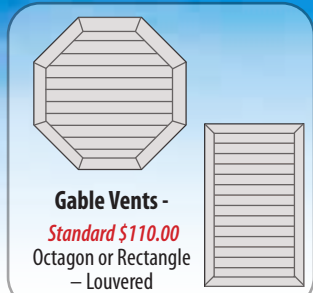
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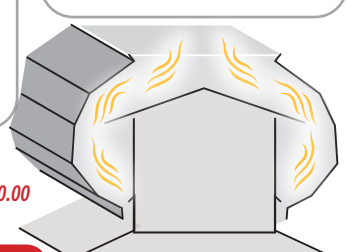
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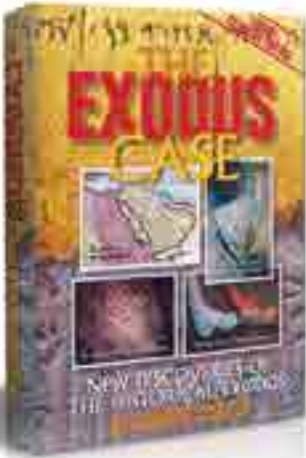
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# WARMING THE HOME

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## LEROY MARTIN

With winter's chill bearing down on most of the United States, the task of heating our homes for the next several months is something we must contend with. Mervin Bortrager of Bortrager's True Heat Wood Bricks believes he might have a practical product that could heat homes in an efficient manner. Recently, he explained how he acquired a business that produces briquettes via an interesting machine from a fellow in his community.

The previous owner of the wood brick production business had explored a cordwood alternative. For several years, he had provided his clients with an option that helped them skirt the task of carrying bundles of firewood throughout the winter. It had been a reliable business due to a robust market, however; a decision was made to sell the company to Mervin Bortrager. Immediately upon acquisition, Bortrager rebranded and renamed the business Bortrager's True Heat.

Mervin explained that he had wanted to acquire the business from the previous owner the moment it had become available for purchase. "I wanted to provide work for my mother, Edna. My hopes were that I could add automation to the brick making process in a way that she could handle it on her own. So far, it looks like it worked out all right for us," he said, pointing to some upgrades he had made since installing the equipment in his facility. (His mother lives on the same property and works from his facility).

Since December 2020, Mervin has been producing wood bricks in a 60x60 facility. The bricks are formed from sawdust and are produced via a *Weima* machine. "The machine compresses kiln-dried sawdust into a brick. One-hundred-thirty-five tons of pressure is applied, forming the bricks without any binders or glue. No moisture of any kind is added, it is critical to keep the sawdust as dry as possible prior to producing the bricks," he said.

Every 6.50 seconds, a hard brick is formed from sawdust when the machine is in operation. Within two hours and fifteen minutes, a pallet of bricks—the equivalent of an average cord of firewood—can be formed. "One pallet can hold one ton of wood bricks," he remarked.

Folks have been attracted to wood bricks for several years now, due to their reliability and ease of access. "There is no need to cut or stack piles of firewood when using these bricks to heat your home. The bricks are shrink wrapped in bundles of sixteen. The bundles are very easy to handle,

since each bundle weighs only thirty-two pounds. This makes it an ideal heating option for older folks who might struggle carrying heavy firewood," he added.

Majority of folks who have switched to wood bricks say they enjoy the practice of being able to grab a pre-wrapped bundle of sixteen bricks and tossing the entire bundle, plastic and all, into their stoves. "It is much cleaner than burning firewood or coal, because both those options produce a significant amount of ash, whereas the wood bricks produce noticeably less," Mervin explained.

Although majority of his clients toss an entire bundle of sixteen bricks into their stoves, Mervin strongly suggests new clients to experiment slowly, perhaps introducing only a few bricks to their stove. "It's a good idea to only add a few bricks the first few times, to see how the stove reacts." (He says this from an abundance of caution. He has not heard of fires burning uncontrollably simply due to the introduction of the bricks. Still, experimenting is a good idea).

"Our wood bricks produce sixty percent less ash than regular firewood, and ninety percent less ash than coal," Mervin explained. "There is certainly less smoke, too, when compared to regular firewood."

One bundle of wood bricks typically burns nicely for ten to twelve hours—if the stove is tight and in good condition. These bricks can be used in coal or wood stoves however, the experience is much more satisfactory when they are burned in a wood stove.

Another advantage that wood bricks provide is a fire that burns hotter and longer. No more continuously adding

*True Heat Wood Bricks - Continued on Page 140*



*True Heat Wood Bricks - Continued from Page 139*

firewood just to maintain a steady heat in the room on a cold winter's night. Additionally, the wood bricks are free of bugs and diseases which can often be present in firewood.

In various ways, the wood bricks are a cordwood alternative. Borntrager's True Heat bricks reach 8600 BTU's per pound. One ton of bricks provides the same amount of heat as one-hundred-forty gallons of heating oil or one-hundred-eighty-five gallons of propane. Regarding electricity, one ton of Borntrager's bricks provides an approximate heat as 4980 KWH of electricity does.

The wood bricks have useful applications beyond a stove or fireplace. "People are using the wood bricks in open grate grills. I have used them a few times as well in my open grill, and I thought the burgers tasted like they had come off a charcoal grill. I was pleased," he said. "If the bricks are stacked in a cone or pyramid shape, there will be very little smoke."

Borntrager's True Heat bricks have also been used to heat maple syrup evaporators. "One of my customers has a maple syrup business and has been using the bricks. He says he really likes them and has no intentions of burning firewood again. Before he started using our bricks, firewood needed to be added to the evaporator every four to five minutes—the wood burned up so quickly. Now, he just throws two packs of our wood bricks into the fire and its burns consistently for twenty minutes. If the fire burns down, the heat will remain for much longer."

Mervin continued to share a few more statistics from his customer's product testimonial. "He could typically produce seventy gallons of sap per hour, whenever he burned firewood in the evaporator. After using the wood bricks, his production increased to ninety gallons per hour." (This increase in production is credited to the fire burning hotter and with greater consistency).

Borntrager's True Heat only uses sawdust from kiln-dried



Sawdust which will be transformed into bricks, is piled high at the facility.

Image Credit: Leroy Martin



wood from several local woodworking shops. They receive a semi-load of sawdust on a regular basis. Each load contains twenty-two tons of sawdust. Approximately four hours are needed to unload a semi-trailer. The task is conducted by utilizing a forklift equipped with a standard-size scoop attachment.

The upgrades to Mervin's briquette forming equipment hadn't been completed when I visited his facility a few months ago. However, a plan had been set in motion. "I want to install upgrades that would allow the sawdust to automatically reach the machine," he said. "Equipping the hoppers with sensors is also something I am looking at. Eventually, I want to add a stacker, which would automatically stack the bricks when they come off the conveyor. Also, I would then have the bricks travel through a heat tunnel, where they would be wrapped."

Currently, with the absence of such equipment, his mother Edna is required to do a bit more labor-intensive work. "I want to streamline the process as much as I can for her," Mervin explained. "I want this to be her project then. Simplifying the production process of the bricks will eliminate a few extra steps."

Regardless of how many upgrades are conducted, one fact remains. "This machine can only produce so many bricks in one hour. If we receive a lot of orders, we can't just go and speed it up and produce more per hour. It's a process that takes time."

If you are tired of cutting and carrying firewood, perhaps you'll want to give Mervin a call. With the ease of tossing a few bricks into the stove, you just might have more time to sit by the stove in the evening and watch the glowing flames on a cold winter's night.

*Mervin Borotrager owns Borotrager's True Heat. For additional information or to place an order for wood bricks, you may contact him at the following phone number: 608.495.9079. The mailing address is: E3675 State Highway 154 Hillpoint WI 53937.*

Researched, written, and edited by Leroy Martin for the exclusive use of the Plain Communities Business Exchange, LLC.



Bricks are transported along a conveyor, immediately after production.  
Image Credit: Leroy Martin



A bundle of wood bricks at Borotrager's facility.  
Image Credit: Leroy Martin



Borotrager places bricks on a shrink wrapper.  
Image Credit: Leroy Martin



Pallets of bricks await shipment.  
Image Credit: Leroy Martin

# Trace Minerals are Vanishing Fast



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Enormous amounts of research have been building for decades showing the connection between trace mineral deficiencies and serious debilitating diseases.

This carries huge implications for our current and long-term well-being. The following facts are stark and real, and beg us to consider carefully how we will respond.

YOU CAN TRACE EVERY SICKNESS, EVERY DISEASE, AND EVERY AILMENT TO A MINERAL DEFICIENCY.<sup>1</sup> - Dr. Linus Pauling, two-time Nobel prize winner

Dr. Pauling also stated: "The lack of minerals is the root of all disease."

Do minerals really play such an important role in our lives? Yes. Since there are over 5,000 clinical studies confirming this, we can only cover the main points of these studies. Please refer to the footnotes for greater detail.

Mineral deficiencies in our diet exist because of mineral deficiencies in farm lands and garden soils.

Since the lack of minerals is linked directly with disease, it makes it paramount to get these minerals back into our diet. The logical place to begin: realizing that the root of the problem is the soil.

Where is The Good Soil?

## 1. TRACE MINERALS HAVE VANISHED FROM OUR SOIL

"At minimum, at least 60 trace minerals have been demonstrated to be vital to health and well-being."<sup>2</sup>

According to the USDA, "In North America, we have seen an average of 85% mineral depletion over the past 100 years, worse than of any other country in the world."

Modern farming practices rely on chemical fertilizers and focus on yields, not nutrition. Chemical fertilizers only replace a

handful of trace minerals. Most trace minerals have gradually disappeared from our soils and foods. We have harvested them away, and over-plowing, massive erosion, stripping of the soil and rain runoff are also to blame.

The United Nations confirms this. "Trace elements are not regularly applied to the soil by the use of the common fertilizers. Their removal from the soil has been going on for centuries without any systematic replacement."<sup>3</sup>

## 2. HOW SICK IS OUR SOIL?

Ninety nine percent of Americans are malnourished. Very few Americans have no health problems. We lack the necessary vitamins, minerals and nutrients in our diet to be healthy. We grew up with these deficiencies, making us vulnerable to cancer, Alzheimer's disease and Parkinson's disease, just to name a few.

In 1936, a U.S. Senate investigation revealed that "foods grown on millions of acres of land no longer contain enough minerals and are starving us"<sup>4</sup>. If this was true when this report was issued, it is even more true today. According to News Canada, over the entire 20<sup>th</sup> century the average mineral content in cabbage, lettuce, spinach and tomatoes, declined from 400 mg to less than 50 mg.



The most startling fact of all is that our main dietary foods, i.e. fruits, vegetables and grains, are being grown on land that is depleted of the essential trace minerals needed to maintain proper health. The result? A vast majority of the American population is starved of minerals. No wonder we are seeing such a large increase in disease. Americans are eating more calories, but getting less nutrients with those calories.

## 3. THE LINK BETWEEN SICK SOIL AND HEALTH

Thirty five million Americans suffer from arthritis because of a lack of zinc and other minerals.<sup>5</sup>

The following quotes, are quite alarming:

- Only 1.5 percent can be considered healthy
- About 9 of 10 suffer from constipation
- About 77 percent of adults are affected by arthritis and rheumatism

Cancer is the number one cause of disease-related death of children (what is this that we are doing to our kids?) "An increasingly large amount of disease today may be attributable to deficiencies in the supply of trace minerals in our diets."<sup>7</sup>

Minerals are essential in the absorption and utilization of many nutrients, and aid enzymes and hormones in activities that are vital to life. Every vitamin keys on a specific mineral to do its work.

New research shows that trace minerals play a vital role in preventing catabolic and debilitating disease. There are dozens of elements/minerals found in nature and needed by our bodies in balanced proportion.

Diet can have a dramatic influence on the prevention and treatment of cancer. The American Medical Association listed poor diet as one of the four key health behaviors significantly related to cancer, heart disease and diabetes.

How do we get these needed minerals back into our diet? HERE IS SOME GOOD NEWS! The ocean contains the perfect proportion of all elemental minerals. Rains have leached these minerals from our soils to the ocean. We simply need to recycle them!

## The Solution Is In The Ocean

While researching root causes of sickness, Dr. Maynard Murray's studies led him to the sea, where he found no trace of cancer, arthritis, or arteriosclerosis, and no aging on a cellular level. He discovered that sea life is nurtured in a balanced solution of all 90 natural elements found on the Periodic Chart of Elements.

In stark contrast, Dr. Murray observed a great deal of disease in land animals. His conclusion? The reason there are diseased animals on land and not in the ocean is because soils are deficient in minerals; the sea is not. Food grown in mineral deficient soil cannot adequately support health.

Dr. Murray research showed when land animals were fed crops that were fertilized with





sea minerals, they were not nearly as susceptible to cancer and other diseases. From his 30 years of research, Dr. Murray concluded that the proportions of trace minerals and elements present in pure seawater are optimum for the growth and health of both land and sea life.



Many of us have spent long hours trying to find an answer to this problem of mineral deficiency that faces our nation and world. It can be pretty overwhelming. The simple and most complete solution is to get what's in the ocean into our soil, into our fruits, vegetables and other crops, and into our bodies!

### Three Great Sea Mineral Options

#### 1. EAT SEAWEED

There is an array of ocean vegetables that are naturally rich in the minerals missing in most of our diets. Ocean seaweeds grow in a perfect mineral rich environment. Seaweeds like kelp, dulse, bladderwrack and nori produce an impressive array of vitamins, enzymes and phytonutrients, and when cooked correctly, can be quite tasty.



Did you know that the Japanese are some of the healthiest people on the planet? They consume about an ounce of seaweed a day. We can learn from them!

Our health is both related to what we eat and what we don't eat. SEA VEGETABLES ARE THE ONLY PLANTS IN THE WORLD THAT POSSESS THE FULL GAMBIT OF MINERALS, TRACE MINERALS, ENZYMES, CO-ENZYMES, VITAMINS, CHLOROPHYLL, GROWTH HORMONES, PHYTONUTRIENTS AND OTHER NEEDED COMPOUNDS.

There is an abundant supply of seaweed. Some sea vegetables grow at a rate of about 2 feet a day. Sea vegetation can withstand heat

This is a Paid Advertisement and needs no refrigeration. It is non-toxic. Eating sea vegetables is a great place to start.

For those who don't like seaweed, our Ocean Treasure supplement contains 9 varieties of red, green and brown seaweeds and powdered sea minerals in capsule form. It is inexpensive (\$16/month) and convenient!

#### 2. TAKE IONIC SEA MINERALS

Cost wise, you can't get more bang for the buck than with liquid Ionic Sea Minerals. One teaspoon a day (just \$5 a month when purchased by the gallon) provides a full spectrum of easily absorbed, low-sodium trace minerals. To avoid the bitter taste, you can get sea mineral powder in capsules.

Ionic Sea Minerals meets some pressing nutritional needs. It contains 106% of the U.S. RDA for magnesium, so is amazing for constipation! Most other mineral supplements are colloidal minerals, which are not readily available to our bodies. Liquid sea minerals are not colloidal, but ionic, and are easily absorbed and utilized. It also works well as a rehydration solution. I sweat a lot when I work or play hard. In the past this led to dehydration and headaches. The headaches completely disappeared in 2006 when I began taking Ionic Sea Minerals!

How does Ionic Sea Minerals compare to sea vegetables?

Ionic Sea Minerals has a much greater concentration of trace minerals than sea vegetables. To get the same amount of trace minerals, you would have to eat a considerable amount of sea vegetables.

However, Ocean Treasure sea vegetables have a whole array of valuable nutrients not contained in Ionic Sea Minerals. They are grown in the perfect mineral solution, and are wonderfully nutritious!

#### 3. EAT FOODS GROWN WITH SEA MINERALS

Each of the solutions above only serve as a temporary fix to get us to the real solution: Farmers and gardeners must start fertilizing with trace minerals. Consumer demand is the only thing that will work to bring this about.

When consumers place enough value on foods rich in trace minerals, they will reward farmers for fertilizing with them. When the demand becomes great enough, we will reach a tipping point, leading to much more nutritious foods.

If you have a garden, MycorrPlus, which contains ocean trace minerals, can greatly improve your soil. Or use ocean trace minerals to directly foliar feed your garden. We sell

both of these, MycorrPlus-A and OF ([www.AG-USA.net](http://www.AG-USA.net)).

You can talk with a local garden co-op and request they fertilize with sea minerals. If you drink raw milk, talk to your supplier about fertilizing their pasture with sea minerals. Restoring demineralized soil back to health is critical for all of us.

According to Dr. John Todd: The fastest and first step to get into soil a complete balanced supply of elemental nutrients for soil microbes, plants and animals is an application of sea minerals. Spreading or spraying a light to moderate load of unrefined sea minerals delivers a fully digested, fully soluble balanced blend of all 90 elements. A dose of sea minerals jump starts biological life cycles and food webs in soil.

So go ahead! Incorporate Sea Minerals into your life.

- Imagine a healthier you, a result of supplementing your diet with sea minerals, seaweeds or crops grown with sea minerals.
- Imagine eating fruits and vegetables from your own garden that contain all these wonderful trace minerals.

#### A WHOLE NEW WORLD AWAITS YOU

Take action now! The window to mineral-rich food, healthy fruits and vegetables and amazing sea mineral supplements is before you. We offer 3 choices:

1. Ocean Treasure, 9 sea vegetables
2. Ionic Sea Minerals
3. MycorrPlus for farm and garden

We have a Max-Well Sampler Pack available for \$52, so you can try Ocean Treasure, SeaBoost Cream for the skin, Ionic Sea Minerals (both liquid and capsules) and SAS, our multi-purpose all-natural soap product. The Sampler Pack also contains our Max-Well information packet, which is chocked full of helpful product details.

Write AG-USA, PO Box 73019, Newnan, GA 30271 or call. (888) 421-5071.

- 1 The Linus Pauling Institute
- 2 Kelly, GS. Sports Nutrition: A Review of Selected Nutritional Supplements For Bodybuilders and Strength Athletes-Alternative Medicine Review – Volume 2, Number 3, May 1997
- 3 The United Nations Food and Agriculture Organization Soils Bulletin No. 17
- 4 U.S. Senate Document 264
- 5 The Survival of Civilization, pg. 104
- 6 The Survival of Civilization, pg. 122
- 7 Medical Nutrition from Marz, 2nd Edition. Omni-Press, 1997. Pps. 103-107
- 8 Sea Energy Agriculture
- 9 Creating World Class Soil, by John Todd, PhD Ocean



# Christmas Specials!

5% OFF by mentioning this ad from December 1 to 10, 2021

**dek** *Spray Master*

**New!** **\$279.<sup>95</sup>**

The *Spray Master* is the first in our new line of **dek Products!**

- Tank Size: 4 gallons
- Extendable Spray Boom: 20" - 40"
- 65 PSI
- Runs off your favorite tool battery



**EZ-360**  
EZ-360-L-30  
**\$117.<sup>90</sup>**  
with 30W bulb

"Hang it up, or set it down!"  
Right-side-up, or up-side-down!"

Available in 5 bulb sizes  
(See rotated position at left.)



**First ever!**  
**EZ-Sew**

**\$439**

Simple-to-use!  
American Home machine!

- Quiet & smooth-running!
- Powered off your favorite tool battery!
- One 5 ah battery should last 1 full day!
- 25-yr limited machine warranty!
- Plus foot pedal & various accessories!

**EZ-Serg available!**



**Ja-SEW-Me** **\$795**

Janome 3160 QDC-T  
**Their 1st 100% DC Sewing Machine!**

Built-in tool battery pack adapter!

- 50+ stitches for the advanced sewist
- Includes foot pedal & other accessories
- Use with Dewalt, Makita, or Milwaukee tool batteries or 12V battery!
- 1-year warranty

**More Efficient!!**



**High-Powered, Cordless DC Blender**

**\$495**

For Blending, Pureeing, Ice Crushing, & more!

- No inverter needed!
- Works with:
  - DeWalt battery
  - Makita battery
  - Milwaukee battery
- 1-year warranty (Battery not included.)

**New!**



**Mini-Power, Han-D-Sew, Han-D-Power I & II** *Very Quiet! Fans run only when necessary!*

Great Power Sources for Electric Sewing Machines & other 110V Compatible Items!

**HDS...\$219.<sup>95</sup>**

- Two 110V outlets
- Two USB ports
- 400W capacity

**HDPI...\$179.<sup>95</sup>**

- For single battery
- No USB ports
- 400W capacity

**HDPII...\$249.<sup>95</sup>**

- Two 110V outlets
- One USB port
- Pure Sine Wave 600W

**Mini Power \$79.<sup>95</sup>**

- One 110V AC outlet
- 150W AC capacity

**All Power Units above include...**

- Battery-level indicator on front panel
- Low-battery disconnect
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- Sleek, compact design
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370 Cardinal Drive  
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*When ordering items w/batteries, indicate Dewalt, Makita, or Milwaukee! Prices in this ad are subject to change without prior notice.*

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1 pair \$49.95 ea.  
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3 or more pairs \$39.95 ea.  
We need shoe sizes, men or women.

**World's Best**

# MASSAGING INSOLES®

BY BESTSOLE INC.

**Feet, Ankles, Knees, Hips, Back...HURT? STOP YOUR PAIN NOW!**  
*A natural approach to health.*

**Why are our Massaging Insoles superior to any other available products at any price?** There is no other product like our MASSAGING INSOLES which incorporates the properties of pure Glycerin with the science of Reflexology to improve your general health. **ACCEPT NO IMITATIONS.** Many companies try to convince that the water, gel, magnets, orthotics, or sponge based products will give you the same results. *This is why we*

**invite comparison.** Bring ANY PRODUCT FROM ANY MANUFACTURER AT ANY PRICE and fairly "walk test" it against our MASSAGING INSOLES. We already know which you will choose within 100 steps.

**How can we be so confident of our MASSAGING INSOLES product?** Our MASSAGING INSOLES help correct and/or treat the problems thus minimizing pain! All our foot problems (and many other spinal column problems) are caused by the fact that we were designed to walk in bare feet on soft ground. "Civilization" has taught us to do exactly the opposite and continually walk on hard surfaces wearing improper footwear for long periods of time, allowing the

foot to lose its natural posture and conditioning. This causes the foot to "settle", which in turn adversely affects the alignment of the feet, legs, and entire spinal column.


**The "Pump" effect is the beginning of your treatment.** Our MASSAGING INSOLES are flexible and "pump" at the arch with every step. This constant "pumping" improves blood flow and stimulates circulation in the **foot and entire body.** Increased circulation helps stop burning

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**Absorbs Shock.** Our Massaging Insoles can dramatically reduce shock on the lower skeletal system. The PURE glycerin actually "floats the foot", therefore the shock is absorbed by the insole and not the ankles, knees and lower back

**MADE IN THE USA**  
**PFA**  
PODiatric FOOTCARE ASSOCIATION

**The Yoders are official dealers of the MASSAGING INSOLES and can be reached at (740) 887-2431 | 52702 Eagle Mill Road, Londonderry, OH 45647**





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For questions about Off Grid Solar Systems, please give us a call at 574-642-2608

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### UL APPROVED BATTERIES

10 Year Factory Warranty  
Can be Paralleled



- 5KWh 48V
- 7.5KWh 48V
- 10KWh 48V
- 2.5KWh 24V
- 5KWh 24V
- 7.5KWh 24V



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HYBRID ALL-IN-ONE, OFF GRID, PV INVERTER/MPPT CHARGE CONTROLLER WITH AUTO-TRANSFER SWITCH

Can be Paralleled  
Wi-Fi Compatible

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- 6kW 48V
- 12kW 48V

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Free Shipping  
Great Prices!  
Can be Paralleled  
5 Year Factory Warranty  
6 Weeks Delivery

- 12V 200Ah
- 12V 400Ah
- 24V 200Ah
- 48V 100Ah

At RenuEnerG Components our focus will be on supplying our network of installers with quality renewable energy products.

We will sell to retail customers; however, although we are working on it, presently we do not have the knowledge to answer technical installation questions.

### OFF-GRID INVERTER /CHARGER

From 1.5kW to 15kW  
12V, 24V or 48V DC  
120/240V AC Output  
• 1.5KW • 3KW • 6KW



### MPPT SOLAR CHARGE CONTROLLERS

12V, 24V, 36V, or 48V

- 12V or 24V 20A
- 12V or 24V 40A
- 12V, 24V, 36V, or 48V 30A
- 12V, 24V, 36V, 48V 60A
- 48V 100A



## RenuEnerG Components

10521 County Road 42, Millersburg, IN 46543  
email: [sales@renuenergy.com](mailto:sales@renuenergy.com) | phone: 574-642-2608

## ANNOUNCEMENT

Our prices will need to reflect the rising shipping costs so we are unable to publish them at this time

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\$499.98-\$569.98



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Shown with 15 watt dimmable bulb (sold separately)

**\$145 + 15 shipping**

Makita 5010  
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**The illuminator**

Powder coated frame  
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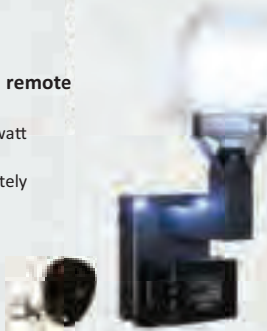


**Wall mount light with remote**

Remote has 150' range  
Shown with shade & 15 watt dimmable bulb  
Bulb & shade sold separately

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**Now available with night light**

Button 1 activates the main light, button 2 activates the night light

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Smooth skin | No need for deodorants | Well-formed stools  
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**FOR MORE INFO, CONTACT:**

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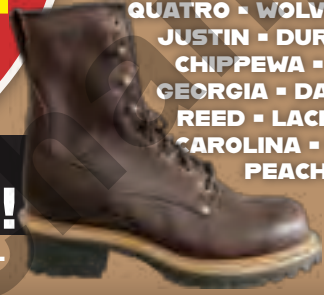
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Come meet the team at the Midwest Tool Expo at the KC Innovations booth!



February 17-19, 2022

KC Innovations representatives onsite at Airworks and Keim Lumber booths!

## EZ-360 Specials

The wildly popular EZ-360 line is available with multiple switch options.

Features:

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Features:

- ~600 watts continuous, 1200 watts surge
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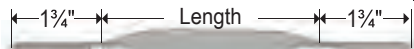
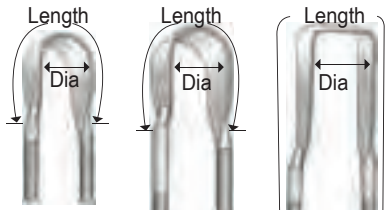


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2 D Batteries	GA10ENG	Natural Gas			
2 D Batteries	GA16OLPDP	Liquid Propane	100,000	4.66	2.50
2 D Batteries	GA16ONGDP	Natural Gas	105,800	4.93	2.65
110 V	GA14CSALP	Liquid Propane	100,000	4.6	2.5
110 V	GA14CSANG	Natural Gas			
110 V	GA20CSALP	Liquid Propane	145,000	6.87	3.8
110 V	GA20CSANG	Natural Gas			
110 V	GA24CSALP	Liquid Propane	170,000	8.34	5.5
110 V	GA24CSANG	Natural Gas			

LOCUST LANE

3939 County Road 135 | Millersburg, OH 44654 | e. evergridsolar@ibyfax.com

# HORSE STALLS

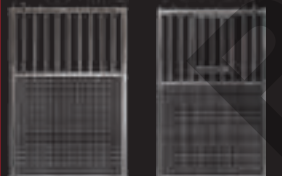


### Sliding Door Options



Wood Bottom

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Heavy Duty Cart Wheels  
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- Hold Backs
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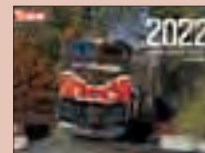


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# TIMBER WORLD

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## WASTE SYSTEMS

CONRAD BATES

**W**

hat do you think of when you think of a sawmill? Do you think of neat packs of lumber leaving on a truck or piles of logs in a logyard? Maybe you think of the sawmill itself and the brand it is. Or maybe you think with pity on the men that are hustling the lumber and timbers onto stacks.

Or you might be one of the few that think first of gigantic piles of slabs and sawdust and bark and chips. Sawdust is a universal product of sawmills. What is done with the slabs varies but usually they end up going through a firewood chop saw, a chipper, or a hog. In this article you will follow me to explore the underside of some successful sawmills.

This is a big subject that is frequently neglected by newcomers to the sawmill world. Even some old hands at the industry largely ignore the byproducts of a sawmill. This is evidenced by the condition of the mill property. I have been to quite a few sawmill auctions, and the majority of them boasted facilities that were surrounded by piles of chips, slabs, bark, sawdust,

and short chunks of log. A few had literally acres of byproducts.

The problem for many people is that dealing with sawdust, bark, and slabs is considered a waste of money, so the least spent dealing with it, the better. Little time is spent developing markets for these products.

Whatever your thoughts are, I can promise you that if you do not put serious thought into your system for dealing with your 'waste' before setting up your mill, you will be in for some unpleasant discoveries.

Taking care of your waste is expensive. Very expensive, actually. The machinery that comes under this category will eat a significant portion of you set-up budget, and your maintenance budget.

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**THE ONLY WAY TO GET THERE IS WITH A PLAN.**

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It is an unfortunate fact that many mills are actually spending more money turning their waste into a marketable product than they are getting for the product. So this is not a matter of making more or less money, it is a matter of trying to minimize your losses. Here are a few pointers on losing less money with your waste.





In the pit at Tusco Hardwoods.  
Image Credit: Conrad Bates



In the pit under Brookside.  
Image Credit: Conrad Bates

First of all make a careful evaluation of whether you are gaining or losing by what you are doing with your sawdust, slabs, and bark. This is not possible to do without a serious effort to do accurate, detailed records of what you are spending on your waste system, how much downtime it is costing you, and then what, if anything, you are actually receiving for your product. Most mills I know are able to deal with their sawdust fairly easily, and a getting decent prices for it. The big headache for most mills is the bark and slabs.

Regardless of what you are doing with your waste, the best way to minimize your losses on it is to do whatever it takes to get it out of the way as quickly and effortlessly as possible. This is what many mill owners balk over, as this will cost you a lot. It will cost you more if you wait till later sometime to do it right. The reason this is of greatest importance is that having an efficient, effortless way of removing your slabs, bark, and sawdust will allow your workers to be more productive, and drastically improve morale with clean, orderly surroundings. I know firsthand the wearing down effect of not having a good waste system or cleanup program. The money spent on fixing this problem will dramatically reduce your losses on your 'trash'.

What if you wouldn't have to have as much waste do deal with? This is the next most important thing to focus on. If you could turn your slabs into boards, wouldn't you do it? So make sure your sawyer isn't throwing away anything useful in his slabs. If he is, you need to start reclaiming your slabs. This is done by stripping up your slabs and running them through a chopsaw, and then a small resaw to make 1/2"x3-1/2" pallet boards, or 1/2"x 5-1/2". This looks like far too much work for many larger mills, but this is a great way to move the needle from the red into the green on your waste.

What does a good waste system look like? To me it looks

*Timber World - Continued on Page 155*



⤴ Sawdust suction in the head throat at Tusco.  
Image Credit: Conrad Bates



⤴ The classic chipper problem at JM.  
Image Credit: Conrad Bates



⤴ The understory at Deer Creek.  
Image Credit: Conrad Bates



⤴ Vibrator under debarker line at JM Wood Products.  
Image Credit: Conrad Bates



⤴ Chipper at K&B.  
Image Credit: Conrad Bates



⤴ Checking the waste at Winesburg Hardwoods.  
Image Credit: Conrad Bates



like getting your mill far enough off the ground, or over a pit, and lots of vibrating conveyor under the machinery. The perfect scenario is to be able to push all the sawdust and pieces on your mill floor over an edge into your vibrator, with all your strips and chunks and slab leftovers falling into a vibrator with no extra help from anyone. At the end of the vibrator is a fines screen, and then a hog or a chipper. After processing through one of these machines, the pulverized remains go up a belt or into a blower to be piled into a large concrete bay to wait loading on an open top van trailer. Some people load chips into closed van trailers with a chip blower, others use some sort of auger loader. But the majority load with a dock and front end loader (see photo from Winesburg).

With a band mill, many sawmillers become concerned with air quality. The cleanest band headrig I have ever seen is at Tusco Hardwoods in Holmes county Ohio. They have a suction pipe under their 8' headrig, and also a suction manifold in the throat of the head (see photo). Yoder Lumber, also in Holmes county, had very good air quality. This was evidently achieved by a row of large fans in the one end of the building to keep a constant flow of clean air.

The pictures I included show a number of two story mills, and a couple with pits (large ones).

If you build a pit, the minimum size should be at least 6' wide and 3' deep. Basically the larger the better. Then you need to put in slides to get as much of the falling trash into the conveyor as possible. In a narrow pit the slides need



Bins and loading dock at Winesburg .

Image Credit: Conrad Bates

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## I KNOW FIRSTHAND THE WEARING DOWN EFFECT OF NOT HAVING A GOOD WASTE SYSTEM OR CLEANUP PROGRAM.

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to be removable to occasionally clean out from around the conveyor.

Why a vibrating conveyor? This is the most durable and trouble free way of conveying waste and feeding a chipper or hog. They are of course much more costly than a belt, but a much better value in the long term.

Check out the jam-up at JM's chipper. This is a normal sight for a chipper, but there are some styles of chippers that really cut down on the frequency of that issue. K&B has a chipper that has a slanted drum instead of a slanted infeed. This allows the chipper anvil to be parallel with the end of the vibrating conveyor, improving feeding and knife life. Stringer chippers also work very well. This has a different knife angle on the drum that pulls the pieces upward in the throat as they are consumed. This also improves the anvil and knife life.

In conclusion, your waste system will play a large part in the long term story of your mill. This could be the problem behind a lot of wasted effort and frustration at your mill. And you might actually find yourself among those whose waste systems are making their payments for them. The only way to get there is with a plan.

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*Conrad Bates has been a sawyer and grader at Lincoln Co. Hardwoods (south central Kentucky) since 2011. He is also owner of Timber Driven Machine, a small sawmill equipment design and fabrication company. His goal is to provide efficiency education and practical equipment for the plain communities' sawmill industry. If you are wondering how to improve your system, write to him at 7277 E. Hwy 328, Eubank, KY 42567; or call 606-425-2210, or fax 606-303-3631.*

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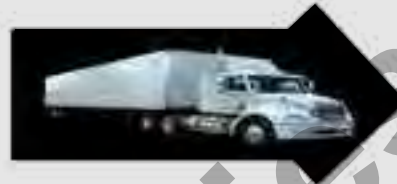
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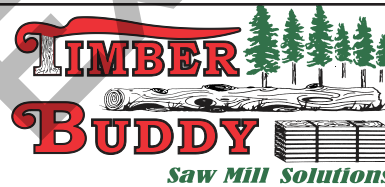
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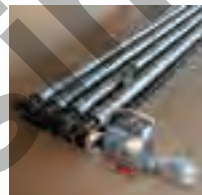
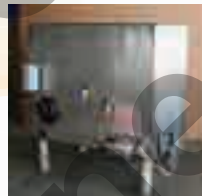
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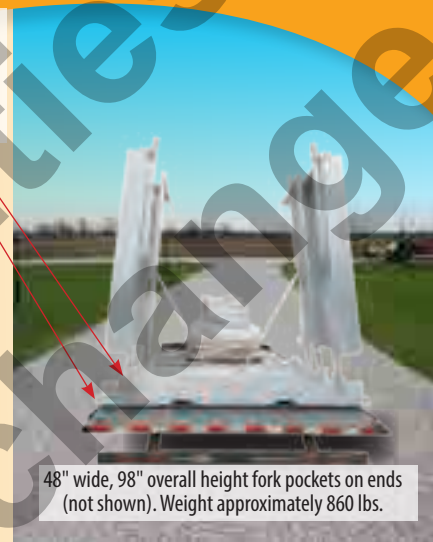
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## The Reason for our Logo.

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Friend, we are in a spiritual warfare. Unfortunately, most Christians don't think of spiritual warfare in regards to their finances/investments.

After giving it considerable thought, we chose a shield and swords to represent our company. We need the shield of faith (trusting that God's ways are the best ways, regardless of what the world would try to make us believe), and the sword of the Spirit (the sword is both a defensive and offensive weapon—we are told to defend ourselves from the onslaughts of the devil, as well as to fight for Godliness).

Our mission, at Glenn Financial, is to honor God by helping individuals realize a greater purpose in their finances through the alignment of their investments with their individual values, principles, and personal beliefs as we strive to provide uncompromising excellence in portfolio management.

We apply this concept of spiritual warfare to the temptations and the erosion of our moral culture, that we are bombarded with each day. i.e. Pornography in the bookstores/internet/ advertisements, abortion that is killing millions of babies, and the almost compulsory acceptance of the LGBT ideology.

It is not hard to find Christians that will take up the fight for these moral issues. Many will march on Washington, D.C. during the March for Life event. Many will picket the adult bookstore and/or write to the city councilmen to influence them to shut down sexually oriented bookstores (SOBs). We routinely hear messages bemoaning the moral decay of our society.

But, ..... we divorce our finances and investments from the fight. Why?

Let's look at some statistics. Christians are not the only folks that claim to uphold the moral values outlined in the Bible, but even if Christians were the only ones to object to the immoral activities that are so rampant in the US, that would account for 70.6% of the population.

If 70.6% of the US population stood up for moral values, instead of only saying that they stand up for moral values, think of the changes that could be made.

One way to stand and fight for those values that we say we want, is to divest our money from companies that are supporting immoral activities, and to invest only in companies that are profiting from and supporting moral activities.

What would happen if 70.6% of the population would pull their money out of companies that support Planned Parenthood? Or pull their money out of companies that are contributing to the LGBT movement? The list could go on. I think we would see an **immediate reformation** in our corporate world.

Unfortunately, most advisors (even Christian advisors) have not been concerned about the companies in which they have invested your money. You may have even asked them to put your money into 'clean' mutual funds. 'Clean' mutual funds have historically meant that the fund managers have screened out companies that are involved in alcohol, tobacco, and gambling ("Social sins"). Most of these same funds are not screening for abortion, pornography, or alternative lifestyles ("Moral sins"). This is like closing the screen door on the front of the house to keep out the mosquitoes while allowing the elephants to come in the back door.

Even Faith-based mutual funds, for the most part, are not screening for the immoral activities. If you currently own faith-based mutual funds, you may be surprised to discover the companies in which you have your money invested.

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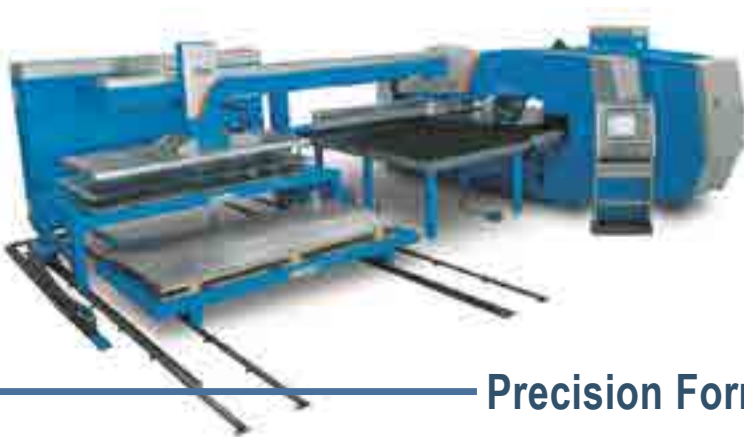
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# Why I am Unashamed of the *Christmas Tradition*

ANTHONY HESS

Believers occasionally promote the idea that celebrating Christmas is a carnal activity because the holiday has pagan roots and practices. These practices, they say, were adopted by the Roman Catholic church as it was adapting itself to the world. Some Christians reject the Christmas holiday on the grounds that it is a man-made tradition and not Biblically supported. While this approach may sound strong and pure, I question both the reasoning and assumptions this is built on.

The Christmas tradition, along with other traditions such as Lent, begin their strongest appearances in the 4<sup>th</sup> century. When I use the word “tradition,” I am defining it as a practice that is designed and promoted for the common good of a culture. I would propose that good tradition is not yesterday’s fashion. A fashion is a practice that is promoted for competitive personal advantage. A tradition can be new, and a fashion can be old. A culture can be a confusing mixture of tradition and fashion. The Pharisees used traditions for personal competitive advantage and were actually involved in a culture of fashion by these definitions.

As Anabaptists, we usually accept that the church became heavily tied in with the Roman Empire by the time of Constantine in 300 A.D. We generally reject many influences, customs, and traditions from the 4<sup>th</sup> century and later as being either Roman Catholic or pagan.

While this position gives a form of clarity and relief, it also brings with it some inconsistencies, if we’re honest. One example would be that the church decided to canonize the Bible in the 4<sup>th</sup> century. Even though you could argue that they simply affirmed what was already true, there was no edict given by the apostles or disciples or New Testament

writers that such a thing needed to happen. We accept the 4<sup>th</sup> century’s canonization of our Bible.

I believe Christians are called to build and engage in good works that honor Christ. It is on this premise that I accept much of the Christmas tradition. Read St John 14:12.

If a building leans inward as it rises up from the foundation, moisture and rot invade the building. If a building leans out too far as it rises from the foundation, it will collapse under its own weight. As image bearers of God, we are called to build, create, and reflect our Creator. It is essential that we build our choices and form culture in a way that is square and vertical with the foundation which is Jesus Christ. Read 1 Corinthians 3:10-23. Many things that have been given us by the historic church have been built from gold and precious jewels and other things have been hay, wood, and stubble as this scripture describes. Church history is inconveniently messy.

As Bible-believing people, we accept that the Holy Scriptures are the final authority on whether practices are God

I think believers need to regard both in high esteem when interpreting scripture.

honoring or dishonoring. We depend on the Holy Spirit to guide this process both individually

and collectively. We also rely heavily on the historic and gathered church to help us understand the Scriptures. By historical church, I refer to the church of history made up of people who have passed on. The gathered church is the group of believers that we gather with to worship and counsel, whether that be our conference or our congregation. I think believers need to regard both in high esteem when interpreting scripture.

I think most of my readers will agree that there are many



aspects of the modern-day Christmas holiday that are unprofitable at best and idolatrous at worst. No doubt some of these are unhealthy carry-overs from pagan celebrations.

However, as Christians we enjoy and share many things with the general population around us, not because we share in their paganism but because we share in their humanity.

It is human to enjoy gifts, warm colors, candlelight,

fireside, and greenery inside the house in the cold wintertime. I believe it is pagan to bow down and worship a tree. But the One who created trees that stay green all winter is neither human nor pagan, but divine. What practices can be redeemed and what customs should be discarded is beyond the scope of this article, but Christians do both. For example, most of us use beautiful folk tunes that have been adapted to hymns. Folk tunes often carry rich human emotions that adapt well to Christian themes. Other secular music carries a variety of sensual emotions that we wouldn't want Christian words adapted to.

Some of our deepest and most eloquent Christian theology is found in our Christmas hymns. It is nothing less of a miracle and wonder to me that these majestic hymns are still loved and listened to by believers and unbelievers alike. It can be easy to see the world around us as becoming less and less Christian and thus we associate the modern Christmas celebration as a modern corruption. However, we must remember that since the time of Christ, world history has been dominated time and again by nations that were utterly heathen. Vikings and Mongolians are just a few examples of people groups who dominated the world with pillage, torture, human trafficking, and slaughter since the Advent of Christ. The fact that during the past 20 centuries of church history, these amazing carols have been written

and the advent of Christ is celebrated all over the world today seems like evidence of the expansion of Christ's kingdom rather than an extra-biblical tradition that needs discarded.

It is possible that I justify my appreciation for Christmas because of emotional attachment to the holiday and my memories of it. I will readily admit that I do have an emotional attachment to the

It seems like believers who are trying to live apart from nominal Christianity often have a tendency to promote churches and cultures that have little or no attachment to history, tradition, and celebration. I believe this creates a thinner sense of identity, meaning, and belonging that trends towards instability...

Christmas holiday. On the other hand, it seems like believers who are trying to live apart from nominal Christianity often have a tendency to promote churches and cultures that have little or no attachment to history, tradition, and celebration. I believe this creates a thinner sense of identity, meaning, and belonging that trends towards instability and transience in multi-generational Christian faith and practice.

A concern often raised by Christians is that a conservative expression of a worldly holiday is just a way of doing what the world does in a lesser form. I do agree that holiday festivities and decorations quickly become excessive. But consider this quote from G. K. Chesterton who said, "Joy is the small publicity of the pagan and the gigantic secret of the Christian." Hopefully, inside your home on Christmas Eve, there is a far greater celebration than what the world around you knows anything about. I doubt that my father, or my father's father, or his father knew much about any of the pagan practices connected to some of the Christmas traditions. Our experience of that holiday was greater than any historic abuses we were unaware of.

For myself as a boy, Christmas was a time when schools closed, businesses slowed down, and the family came home. Christmas was a time when we knocked on our neighbors'

*Christmas Tradition - Continued on Page 168*

*Christmas Tradition - Continued from Page 167*

doors and took them pastries and sang them carols. Christmas was a time when they brought gifts, carols, and good will to us as well. Christmas was a time in winter when the days were short and the nights were long, but the fireside was bright and warm and so was the laughter.

I realize that some believers grew up in a culture of materialism and they associate Christmas with our modern era of excess and banal focus on perishable things. Understandably for them, the Christmas holiday does not bring sweet memories. The strong commercialization of Christmas is wearisome to many and is driven by retailers vying for market share as much as anything. However, gift giving often involves both the element of anticipation and surprise. The arrival of the Messiah truly came as a gift.

Something that concerned Christians often point out about Christmas is that we are commanded to celebrate Christ's death but there is no command to celebrate his birth. True. But notice! There are no less than six emotional outbursts regarding the Advent of Christ in the Gospels. Mary, Elisabeth, John, Simeon, Anna, and the wise men all responded to the Advent of Christ with explosive love or praise, not dutiful gravity. God was very pleased when David desired to build Him a house, without God's request. Yes, that temple was corrupted many times. Likewise, the shrines,

There is a strong correlation between the manger and the cross. In both circumstances, God revealed His power in a way that the rulers of this world do not choose to display their power.

images, and art in the modern Catholic Church are usually repulsive to those of us that are Anabaptists. However, the prolific artwork by Christians in the catacombs, under the heavy hand of Rome, speaks volumes.

It tells us that the early Christians under persecution were not austere. As you go into the stores this year, you can shake your head and get all upset by Santa Claus and Christmas lights. I

don't expect anything different of the world around me, but I am absolutely thrilled that the strains of "Joy to the World" can occasionally be heard at a hectic place like Wal-Mart.

Some Christians have pointed out that the manger doesn't offend us but the cross does. Actually, there is a strong correlation between the manger and the cross. In both circumstances, God revealed His power in a way that the rulers of this world do not choose to display their power. The story of Christ from beginning to end is meant to break past our hardened hearts and reveal to us a God who is utterly unlike the rulers of this world and the powers of darkness.

I do not think we need to apologize for celebrating Christmas. May your Christmas be blessed and bright this year as well!

*Anthony Hess lives in Idaho with his wife and 9 children where he operates a sawmill and furniture business for a livelihood. They are members of a German Baptist Brethren congregation.*

*Behold, a virgin shall be with child,  
and shall bring forth a son, and they  
shall call his name Emmanuel, which  
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*Matthew 1:23*







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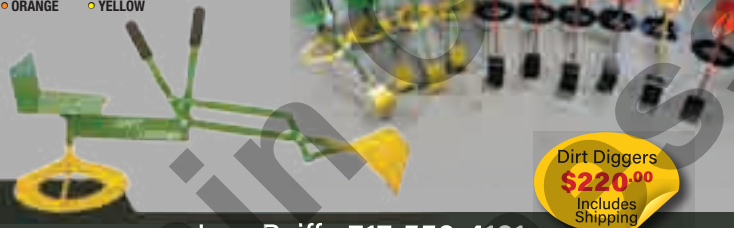


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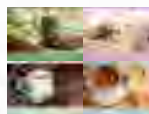
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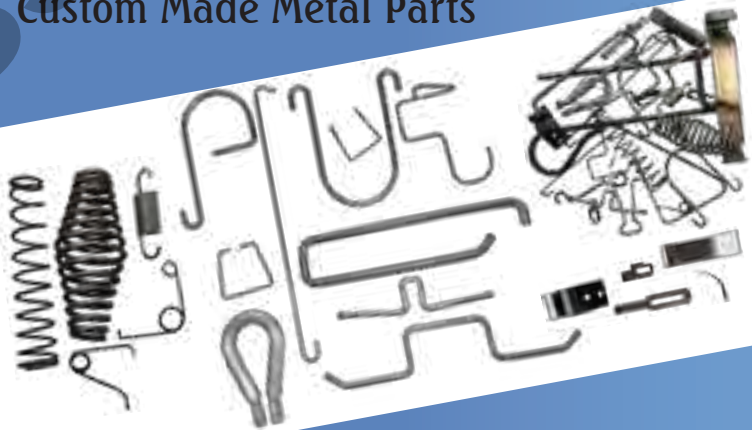
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## JOB COSTING: NOW TO FIND THE TIME

Keeping in mind that the overall goal of this series is Job Costing, let's do a quick recap before we proceed.

As a coach, I generally use Job Costing to help clients improve their profitability. There are two fundamental ways to improve overall profitability: 1) Increase sales, or 2) Improve the per-transaction profitability. Lately, it seems most companies are doing well with their sales, so we then look at the per-transaction profitability. Per transaction means the profitability per unit or piece of thing you make and sell. For a restaurant, it's per meal. A furniture shop, it's per chair. A pole barn builder—per building. The way I see it, if we can be sure you are making a healthy profit per transaction, and you have a healthy number of transactions, you are all but guaranteed to have a healthy business.

If you have been following the series, Fred first calculated his average hourly wage. Then, in the last article he figured out his overhead per hour. Now we need one more piece to this puzzle—the time. Fred needs to figure out how long it takes his employees to produce each item they make and sell. Let's check in and see how he's doing.

Before anyone knew it the year was nearly over. December arrived and the first snowstorm of the year had suddenly come late one Friday afternoon. Fred was standing in the kitchen early the next morning enjoying the sight of the untouched snow in the front yard. Sarah walked into the room, stood next to Fred, and looked out the window. "Wow, I didn't think we were expecting that much snow."

"I didn't think so either. Last I heard they were calling for only three inches or less." Fred replied.

"Well, it's a good thing I had the boys dig the shovels out of the shed yesterday. The only thing is...I think they were playing with them and left them in the yard."

Fred laughed, "A lot of good they're going to do us today." He shook his head and smiled. "They're going to be so excited when they wake up and see how much snow we got last night. We'll have to have them try to find the shovels while they're out playing. I'd guess at least one of them remembers where they had the shovels last."

"I'm sure they do," she said while pulling a box out of the

kitchen closet. "Speaking of finding things, look what was in the shed."

Fred turned from the window to see Sarah holding a box of clipboards. "You found them! They were in our shed?" Fred stroked his beard and puzzled for a minute, "I really was sure they were in the shed at work. I guess it makes sense now that I looked everywhere and couldn't find them."

Sarah smiled, "You were right that they were in the shed, you just had the wrong shed."

He laughed, "Thank you, Sarah. I'm glad you found them before I ordered more. I wanted to start timing production this week but really needed these first. Now I just need a few stopwatches. You didn't happen to come across a box of those by chance, did you?"

"I didn't. Are you sure that you ordered stopwatches before? I can't remember ever seeing any."

"No, I don't think I have, I just thought it would be worth asking. I think even a few small kitchen timers would work."

"Oh, okay. Well, I have to run into town today, if the roads are cleared by lunchtime that is. If I see any I'll pick a few up."

"I appreciate it. Now I'm going to wake the children."

"Wake them up? It's still early yet," Sarah said, sounding a bit confused as to why Fred would want to cut their Saturday morning quiet time short.

"I know, but I think they'll want to eat some breakfast soon and go play in the snow," he said with a grin.

Sarah smiled back. "I think you want to play in the snow just as much," she said, knowing how much Fred loved the snow.

Fred got to work a bit early on Monday to clear the remaining snow and ice from the walkways and the stairs. He had just finished clearing the sidewalk from the gravel parking lot to the shop door when he heard something whiz by and splat on the siding not far from where he was standing. He spun around to see Elam standing at the end of the sidewalk looking behind him as if to see where that snowball came from. He turned back toward Fred. Trying to contain his smile said, "Boy that was odd, I heard it go by but



who knows where it came from.”

Fred squinted his eyes and played along, “Must have been one of the horses on the neighbor’s property,” he said pointing about a quarter mile down the road.

Elam laughed, “Okay, I can’t have innocent horses being blamed. I threw the snowball.”

“You should’ve come over Saturday morning. The boys and I had a snowball fight. It’s funny now that they’re getting a little bigger, I have to really work to avoid being hit,” he laughed. “Or maybe it’s that I’m not as young as I used to be.”

Elam chimed in, “It’s probably a little of both.”

The two men walked through the shop door and into the break room. Elam saw the stack of clipboards on the table. “Oh, you tracked them down. Great! Where did you end up finding them?”

“It turns out they were at home in my shed. I was sure I had them in our shed here at the shop. Who knows how things like that happen though?”

“Well, now that you’ve found them, what are you going to use them for?”

“Actually, you’re going to use them.”

“Me?”

“Yep.” Fred put his briefcase on the table and opened it to get his coaching folder. He took out the time tracker worksheet and handed it to Elam. “I want to start timing production this week.” The look on Elam’s face instantly changed, but Fred didn’t take notice as he was reaching into the cupboard for a coffee cup.

Fred continued as he poured himself a cup of coffee, “We can’t start yet, though. I haven’t found my stopwatches. Sarah went shopping on Saturday but didn’t come across any either, so I’ll make a few calls this morning to see if I can rustle up a few. I’ll let you know when I track them down and am ready to start timing.”

“Well, I better get to it,” Elam promptly replied as he walked through the door and headed toward the production floor.

“You don’t want any coffee?” Fred asked. He turned around to see an empty break room. “Huh, I guess I was talking to myself just now,” he thought. “Elam almost always takes a coffee with him in the morning—odd.” He picked up his briefcase, clipboards, and coffee, and walked over to his office.

Walking through the door, he plopped the clipboards and the briefcase down on his desk, opened the top left drawer and pulled out his address book. He sat down and made some calls to see where he could buy a few stopwatches. An hour later he was at the end of his address book and still hadn’t found anyone with what he needed in stock, so he turned his focus to the phone book and called any store that he came across that he thought would have what he needed. He sat back in his chair and sighed, “This is ridiculous. Who would have thought getting a few stopwatches shipped here within a few days would be so difficult?” He looked at the calendar, “My next coaching session is in three days and it looks like anything I order won’t be here any time before that.”

He tried to think of other options he might have but felt rather unsuccessful. He decided he would call Coach Lynn to see if were possible to reschedule the next session. He dialed the number and the ringing on the other end was immediately interrupted.

“Good morning, this is Lynn,” Coach answered.

“Good morning, Coach. It’s Fred. Do you have a minute?”

“Of course, Fred. What’s up?”

“Well, I’m up against a wall with trying to find timers for the clipboards. I’ve called everyone I can think of and it looks like nothing is going to get here within the next few days. Can we push our next session out a week?”

“I’ll check my calendar,” Coach Lynn said. “Yes, if we go out one week exactly I can make that work.”

“Okay, great. Sorry to throw a wrench in the cogs. Some of these shipping delays and product availabilities are just crazy. I was thinking if I ordered a set of timers I would have them in a few days, but it’s looking like the best case scenario is two weeks.”

“I understand. It really has affected pretty much every industry now. The only thing we can do is try to stay on the ball as much as possible. So, good luck with your timer search, and I’ll talk to you next week.”

“Thanks again, Coach. I’ll talk to you then.”

Fred wondered if Elam had any ideas on finding some timers. He went out to the shop floor and tracked him down, finding him at the air compressor topping off the oil.

“Hey, Elam,” Fred called out. “I was wondering if you might be able to help. I’m looking for some timers and nobody seems to have any.”

*Job Costing - Continued on Page 182*

Elam turned and Fred noticed his uneasy expression.

"What's going on? You alright?" Fred asked.

"I just...um, there's only so many hours in a day, Fred. I can't be everywhere at once. This here needs a gasket. The men have been working hard, but we can't get some of the materials in here...." Fred became more puzzled as Elam vented.

"Whoa. Slow down, Elam. I'm not sure I understand what's got you so worked up."

"Well, you said you wanted to time production. I honestly can't see how we can squeeze any more out of the workday."

Fred immediately knew what was happening. "Elam, it looks like we have a complete misunderstanding here. I'm sorry for not explaining this more thoroughly. I want to time production so I can figure out how much profit is in every item we make. It has nothing to do with how fast or efficient you men are in production, honest. It's more about checking my pricing and quoting than anything."

Elm visibly relaxed. "Well, I guess I got myself all worked up over nothing. Sorry to blow up on you there."

"It's my fault, Elam. I should have explained why initially, and had intended on doing so. It just slipped my mind."

"It's understandable. I know we've all been stressed lately with the supply issues. So, back to your question, I don't think I've seen any timers laying around. We do have the wall clock out here, but you can't see it from every work station in the shop."

"Okay, I guess I'm back to the drawing board. I might as well just order something and hope they get here before the end of the year. Thanks for your help, Elam, and I apologize again for not being clear with you." When Fred returned to his office he sat down to browse several business catalogs and to decide where he'd place his order. The frustrations over the supply chain shortages were affecting everybody, and the day's misunderstanding really brought it out in the open. All he could do was hope things would turn around soon.

*Not sure on how much profit you make on each job or if there is profit in each job? Call for help with Job Costing to get a clearer profit picture. Kristen Fisher 570-472-2818*

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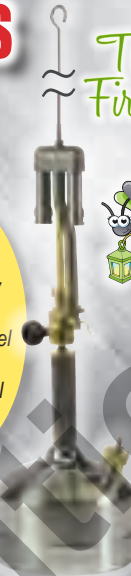


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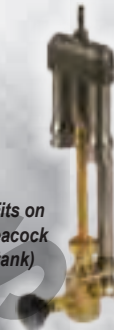


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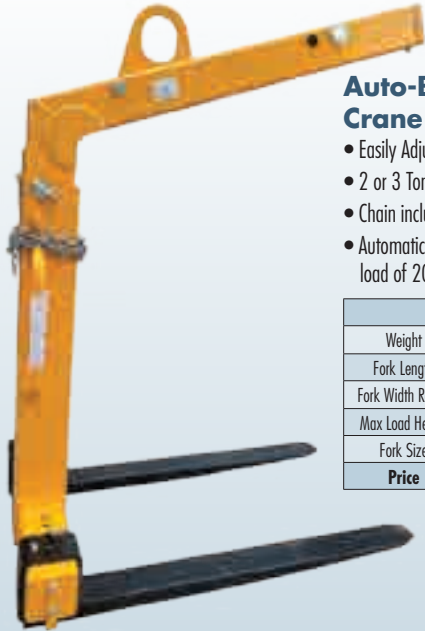


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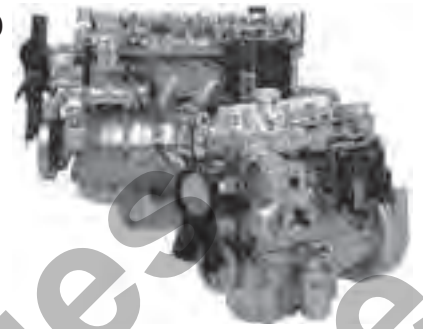


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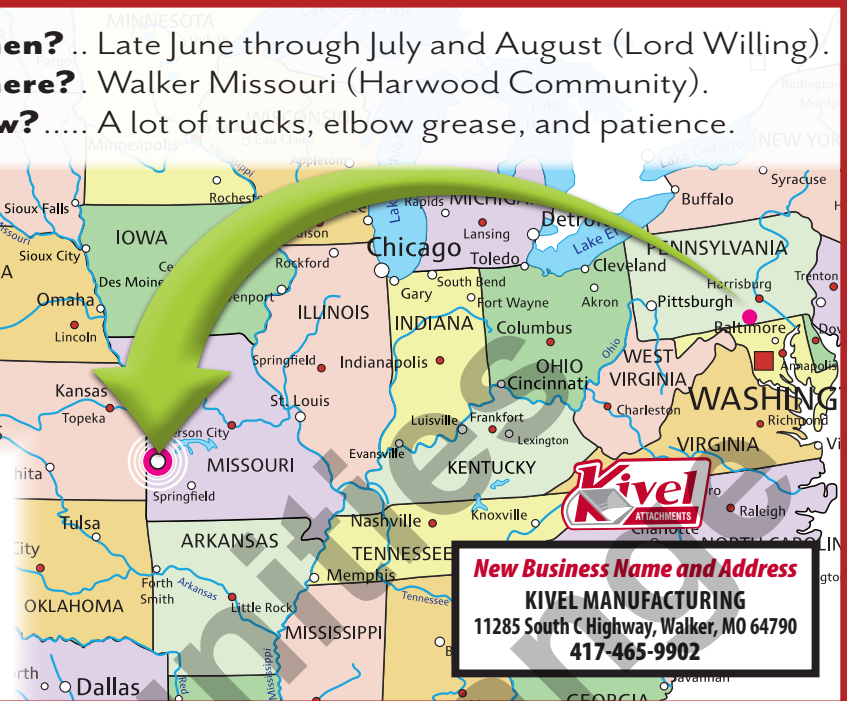
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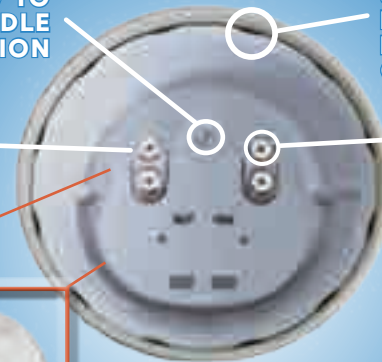
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# Helping People Help Themselves



Salt Microfinance Solutions - a program of Christian Aid Ministries



## SALT Members Become Part of the Solution

As SALT savings group members gather in their weekly meetings to save money, they also learn and practice the concept of helping their own people. This is practiced by having a social fund within their savings group.

The social fund is similar to the alms fund many of our churches use. As savings group members are able, they deposit money into this social fund in addition to bringing their weekly savings. When the group is ready to close out their accounts and reorganize into a new term at the end of the year, the social fund balance is usually used to help with a need within the group or community. The group decides how the fund should be used.

Week after week, this offering money grows slowly but surely. One newly formed savings group from Ghana was surprised and excited to see how much funds they had accumulated at the end of a year. The members agreed to use the funds towards building a new church house. They were able to build their church house using their own contributions, allowing them to be less dependent on funds from America.

The social fund is a very effective teaching tool in savings groups. It empowers members in a way they never dreamed possible. In the past, they believed that outside intervention such as funding and material aid from America was the only way their social situation could improve. Now these SALT members are beginning to realize their own abilities. With God's grace and each other's help, they can make a difference in their communities.

One savings group in Haiti is using its social fund to ambitiously take on a water piping project. As funds continue to accumulate, they are building a water reservoir a half-mile uphill from their village. They are installing a pipe from the reservoir down to the village, where people can use the water to irrigate crops. This project will benefit not only the

savings group members but everyone in the village.

For major projects like this, Haitians are generally accustomed to depending on mission groups or government agencies to supply funds, equipment, and labor to meet their needs. They also generally look to the agencies for continued upkeep of the system. But by working together to raise funds and utilize their money to benefit their communities, they are learning they can help their fellow Haitians.

In many developing countries, a person who needs to go to the hospital is required to provide their own personal items such as soap, toothpaste, and other toiletries. One savings group from Nigeria used their social fund to purchase and distribute care packages in the local hospitals. This gave them the opportunity to pray with the hospitalized patients.

All over the world, SALT members are learning the discipline and joy of giving. Many of them have personal financial situations that are less than ideal, yet they are willing to help others in need. **They are learning to become part of the solution instead of the problem.**

In this season of giving, the SALT members' generosity challenges our own faith and commitment in following Jesus' teachings. As we approach this new year may we look beyond ourselves by serving Christ and others. One SALT Agri-Plus member from Ghana who is also the village chief shared, "I am very happy and thankful for the opportunity given to my community to benefit from SALT Agri-Plus."

May many people benefit from the generosity of their fellow man as they demonstrate the love of Jesus, even in the most remote areas of the world.



# Testimonies from SALT members in Namibia

Here are several testimonies from SALT members in Namibia, a country along Africa's southern coast.

## “We have learned God’s desire for us to live holy lives”

This group of savings group members in Namibia shared, “SALT teachings have changed our lives and opened our eyes to the truth. We have learned God’s desire for us to live holy lives—something we did not realize before. Because of this truth we can testify to the world of our faith in Jesus. . . . We thank God for opening this door for us.”



## “I surrendered my life to the Lord”

Fransina was forced out of her parents’ home to live with the father of her second child. He eventually abandoned her. With no one to care for her needs, Fransina struggled with suicidal thoughts.

The SALT facilitator encouraged Fransina to return home and amend things with her family. He also spoke to her about forgiveness, divorce, and other teachings. Fransina said, “I realized I was in sin, asked God to forgive my sins, and surrendered my life to the Lord. He is carrying my burden since then.” She continued, “I started praying and reading my Bible which was given to me. . . . I can’t stop praising the Lord for what He has done in my life. Now, I am employed. I can support my children and save in our savings group.”



## Questions and Answers

### Question:

Many are expressing concern about the current trend of going cashless. Is that something that infringes on our Christian beliefs, or what is the reason for the concern regarding a cashless society? Other than actual mined metals such as gold or silver, are not all forms of payment a similar transaction of money being transferred based on trust?

### Answer:

In the past few years there has been a tremendous interest in digital currency and the ability to transfer money electronically. And as you have noted, this has instigated many discussions and concerns. What is this leading to? Is moving to a cashless society a good thing? As with most innovations, there are both advantages and disadvantages, and sometimes the drawbacks are not apparent until long after the change has been embraced. Let’s look at some of the pros and cons of being able to hold and transfer funds digitally.

One advantage is that money held electronically, usually on a mobile phone, is difficult to steal. This is a huge benefit for peo-

Q&A with Gary Miller - Continued on Page 197

### Would you like to support SALT Microfinance Solutions?

If you wish to help provide sustainable solutions for those living in poverty, use this response coupon to make a contribution.

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## About Billboard Evangelism:

CAM's main vision for Billboard Evangelism is to make people stop and think about God, their relationship with Him, and eternity. Gospel messages on billboards provide the perfect opportunity to direct commuters' thoughts to God. Our purpose statement is found in Acts 26:18: *"To open their eyes, and to turn them from darkness to light, and from the power of Satan unto God, that they may receive forgiveness of sins..."*

### Caller quotes:

"I don't know how to pray." —*Wisconsin*

"I feel God calling, and I don't know how to respond." —*New York City*

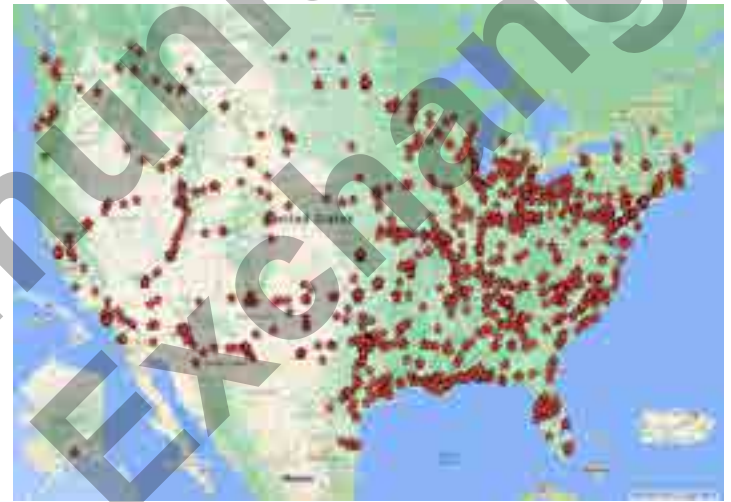
"Where can I go if I'm spiritually disconnected from God? Can you tell me?" —*North Carolina*

"I've been meditating and praying every day." —*New York City*

"I saw the billboard, *Where are you going? heaven or hell.* What is that? Is it a place?" —*Unknown location*

### 1,245 billboards spreading the Gospel in the U.S.

Includes bus/mall posters in four states that ban billboards.



### Bible reading frequency among adults in the USA

- 30% never
- 12% less than once a year
- 10% once or twice a year
- 8% once a month

*statista.com*

## Three callers—three attitudes

**Matthew\* called from California** and said, "I don't know how to be alive." He is almost thirty-five years old, sits in a wheelchair, and smokes cigarettes all day. Six years ago, Matthew attempted suicide by jumping off a bridge. This resulted in a year's stay in the hospital and the amputation of one leg. He realizes he is not living in victory over sin. He has much anger toward himself, his mother, and the world in general.



Our team member urged Matthew to humble himself and be honest with God. "Confess your sins to God," he said. "Accept the pain caused by your choices, your mother, and the world. God will give you grace if you humble yourself and seek His face. He who humbles himself will be exalted."

**Angela is in her fifties and had been a professing Christian all her life.** She was a missionary to Africa and knew the disciplines of praying and fasting. She saw miracles. But now she has fallen into discouragement and bitterness because of the many problems that have returned to haunt her. She was abused by her sister when she was four years old. Then she was abused again, this time by her boyfriend. They were counseled to get married, but it didn't go well. They had twin boys, and then she divorced her husband. Now her boys are grown, but they won't have much to do with her. Angela has a medical condition that won't allow her to eat anything but greens and meat. She has a plugged drain in the bathroom that she can't fix. She hired a contractor to paint her house, and he left it half done. Her pastor made a comment about her work in Africa that felt like it was minimizing her importance in the work there.

Our team member told Angela that he can't give her a solution to her problems. "Even if I could fix one of them, the other problems would all still be there," he said. "But I can tell you where freedom can be found. That is in a truly grateful spirit. 'In everything give thanks: for this is the will of God in Christ Jesus concerning you' (1 Thessalonians 5:18)."



ple living in extreme poverty and explains why digital currency is so popular in Africa. Carrying money is dangerous, and electronic transfer by phone greatly reduces the risk of theft. There simply isn't anything tangible to steal, and with every transaction tracked, a robber is easily traced. Another advantage is that, when an unexpected catastrophe occurs, poor families can quickly receive transfers from family and friends, even though they live far away.

There are also disadvantages. Electronic exchange makes you vulnerable to data breaches and more susceptible to identity theft. Privacy is a huge concern here in America, and the more we utilize electronics, the greater our exposure to loss of privacy.

Cashless systems are not really a new idea. The barter system, which is as old as history itself, is a prime example of a cashless system. However, exchanging a few chickens for firewood seems different than transferring money by phone. Something about money being held in binary form on a computer out there seems very vulnerable! But maybe God is using this cultural shift to remind us that this world isn't a safe place to store our money.

As you noted, other than utilizing gold or other precious metals, our entire system is based on trust, and perhaps trust is the issue we should be focusing on. What are we trusting in? Is finding the safest and most trustworthy place to transfer and store our resources our greatest concern? Perhaps, more than ever, it is time to listen closely to Jesus'

words: "Lay not up for yourselves treasures upon earth, ...but lay up for yourselves treasures in heaven:" (Matthew 6:19-21)

Perhaps the Lord is calling us to a different kind of transfer and a safer storage place. If you really want to ensure your resources are safe, Jesus said to give to the poor. When we do this, we are investing in a sure investment, "a treasure in the heavens that faileth not, where no thief approacheth, neither moth corrupteth." (Luke 12:33)

That sounds like the ultimate instant eternal transfer!

We would like to know your questions for future issues. To submit a question, write to: Gary Miller % PCBE PO Box 520, Millersburg, PA 17061, fax 717.427.1600 or email editor@plaincommunities.com. We reserve the right to use or omit any submitted question in future columns. Answers given in this column do not necessarily reflect CAM's position on the topic.

To receive CAM's free quarterly **SALT Microfinance Solutions** newsletter, contact us at this address or phone number: Christian Aid Ministries | P.O. Box 360, Berlin, OH 44610 | 330.893.2428

**Daryl has had his share of problems.** He used to be on drugs and, not long ago, he was homeless. Recently he was in an accident with a garbage truck and was laid up for at least three weeks. But Daryl wasn't calling to talk about his problems. Instead, he was bubbling over with all the good things God had done for him. He was so thankful for a one-hour phone call he'd had around two years ago with our phone team member Howard. Before that phone call, he had been on drugs, and was homeless, but on that call he chose to give his life to Jesus. Now he has a home and isn't on drugs any more. He found a job with the city of San Antonio, Texas—a job where he can show the Jesus' love by helping people with their housing needs. "It is a privilege to be able to serve God in this way!" he said. He is overflowing with the blessings God has given him over the last two years. He talks regularly to one of our other phone team members whose wife has cancer. Daryl gives her name as a prayer request every time his church has a prayer meeting. He just wanted to let us know what a blessing the billboard ministry is, and that people really are coming to the Lord as a result of it. And Daryl is an example of that.

**Where are you?** Do you lack forgiveness like Matthew? Do you need gratefulness like Angela? Or are you bubbling over with thankfulness like Daryl?

\* Names changed to protect identities.

If you would like to support the **Billboard Evangelism** program, please see the response coupon.

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- \*\* Red, yellow and green color pop cap filters (sold separately)
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Kit includes: LED Headlamp w/adjustable headband, (2) rechargeable Li-ion batteries, AC charger and instructions

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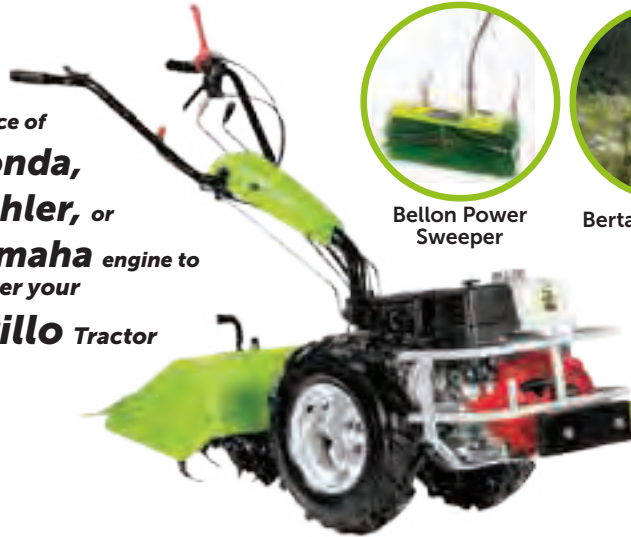




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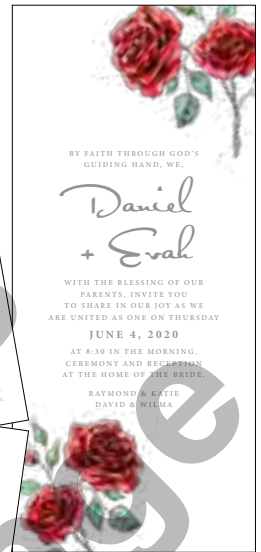
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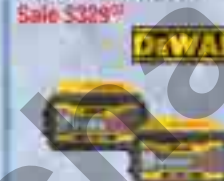
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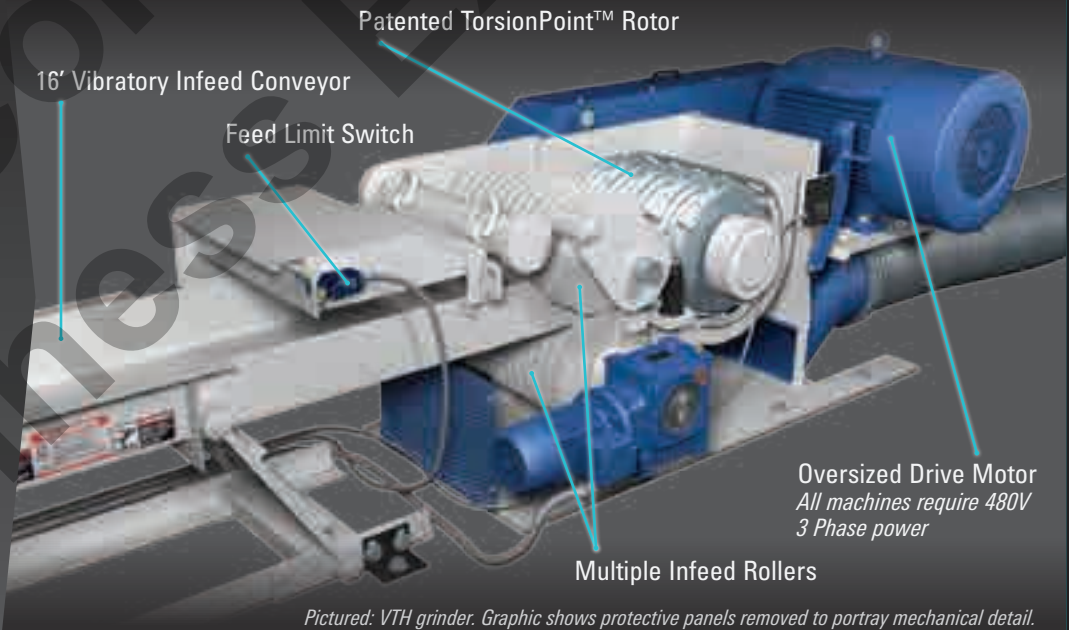
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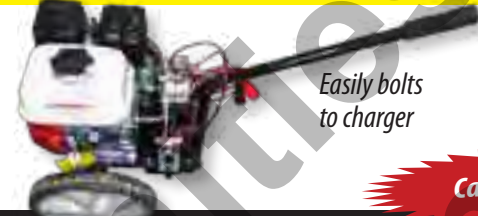
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# The Hand That Feeds You



JONAS MARTIN

(Part 5 of 7)

## Chapter 9 of 14

“Forty-seven-fifty bid. Now forty-eight?” Frank hesitated. This was far more than he had planned to pay for this cow. And yet, he wanted to own a cow like this so badly he could almost taste it. The auctioneer’s chant took on a pleading tone. “Don’t lose her now over fifty dollars. You’ll go to a lot of sales before you see another cow put together as perfectly as this one is. I tell you, she’d be a showpiece in anybody’s barn. I need forty-eight hundred.”

Almost against his will, Frank’s hand wavered up.

“Thank you! Forty-eight bid. And fortyeight fifty?”

The other bidder shook his head firmly.

“Forty-eight-fifty anywhere?” The auctioneer’s eyes scanned the crowd. Even the normal dozers were alert and watching to see what the top cow of the afternoon would bring.

“She’s going to a new home. Forty-eight-fifty? I sold the cow! Forty-eight hundred. Frank Sauder, the buyer. Thank you.” Frank’s hands were clammy as he wrote the price on the back of his bidder card. There was no question about it, she was a top cow, but was she really that good? There were lots of other cows here that would have put just as much milk in the tank, and for a lot less money. But those other cows all had a flaw somewhere, Frank reasoned. All but this one. As close as he could tell, she was just about perfect. And she would look wonderful in that front stall, no doubt about that.

The big question was, how would he pay for her? The sales barn would need a cheque before they let her out of the

door. Somebody else would just have to wait a little longer for his money. He should be getting another payment from the government next week on that Emergency Hog Aid Plan—that would help matters again. “Maybe the church wouldn’t be happy if they knew I’m getting those cheques,” Frank thought, “but my creditors sure seem happy to get a share!” Well, he should go settle up and arrange to have the cow trucked to his home farm, where the dairy herd was located. Frank got to his feet and started toward the office.



Two rows back, a fresh-faced teenager turned to his father, “Dad, there goes the man who bought the cow.” His father, who had been the unsuccessful bidder, spat out, “Yeah, he sure wanted her badly. Some of these people, if they want something, they just push till they get it. You’d wonder where they get the money.” The son, at that stage of life when impressions form easily, felt his own opinion of the Plain People drop just a little.

The long brassy days of summer merged slowly into the crisper golden days of fall, as all summers will. Frank noticed the rising moon as he walked slowly toward



## Chapter 9 and 10

the house one evening. “The moon’s just about full,” he thought. “Is that what they call a harvest moon? We just might get a touch of frost by morning.” His son Jason, who had gone in half an hour earlier, was waiting for him in the kitchen. He was turning an official-looking envelope over and over in his hands. The farm paper lay open on the table in front of him, but Jason’s attention was obviously not on it.

When Frank came over, Jason handed him the envelope, saying simply, “You’d better read this, Dad,” before lapsing into tight silence. Frank shook out the single sheet of paper inside. The letterhead read:

*Canadian Forces, Base Borden  
Department of National Defence*

The message the letter contained was short, but that didn’t soften its impact at all.

*Dear Mr. Jason Sauder,*

*As you may be aware, Bill 159, the Emergency Measures Mobilization Act, has recently become law. The Act calls for the selection and drafting of young men from age 18 to 22 from across Canada to serve a two-year term with the Canadian Armed Forces. Your name is among those that have been randomly selected.*

*You are required to report to the main office at Canadian Forces, Base Borden within 14 days of receiving this notice. You will be examined by our doctors to ensure you are in good health and will complete a skills test to enable us to decide how you can best serve your country. You will then be informed where and when you are to*

### EDITOR’S NOTE

This is a portion of a continued series being published each month in PCBE.

*The Hand That Feeds You* is a fictitious book published in 2009 by Vineyard Publications. The scene and happenings are not actual events, but rather a story using a Canadian setting, of what the author envisioned could happen if the Anabaptist communities take part in government handouts. This book will be reprinted in its entirety from August 2021 thru February 2022. To purchase a copy of this book, refer to the ad at the conclusion of this article.

*report to begin your term of service.*

*If you feel there is a valid reason why you cannot meet these requirements, you have the option to immediately appeal to the Draft Appeals Tribunal.*

*Sincerely, Arnold Powers*

*Chief Recruiting Officer*

*The Hand That Feeds You - Continued on Page 210*

# The Hand That Feeds You

*The Hand That Feeds You - Continued from Page 209*

Frank turned the sheet over. The back side held nothing but directions to Base Borden and several addresses, including the one for the Appeals Tribunal.

Jason was watching him, waiting for his direction. “I’ll take this over to Elmer tomorrow,” he decided. “Surely the deacons have some type of exemption forms for this.”

The next morning Frank was at Elmer’s door. He mentioned something about exemption forms as he handed the letter to Elmer to read. Reality began to set in as Elmer slowly shook his head. “We asked for an exemption from this but were not granted it. As far as I know the best we can do is to write to the Appeals Tribunal and plead our case. Luke Frey also got a notice like this a few days ago. The committee and some of our ministers are planning to meet at Bishop Ezra’s on Thursday afternoon to discuss our response. “I’d encourage you and Jason to come as well.”

Jason was rather absentmindedly finishing up the morning chores when Frank got home. He seemed to brighten up a little when his father told him what he had found out. No doubt the knowledge that his good friend Luke was in the same shoes gave him some comfort. The thought occurred to Frank that Jason would probably feel more at ease with the group at Ezra’s than he himself would. People like Aaron Frey were okay, he supposed. He really had nothing against Aaron, but neither did his way of thinking hold much common ground with his own.

Luke Frey had never felt more like a little boy than he did now, as he followed his father up the walk to their bishop’s house. Ezra opened the door to welcome them in, his ever-present cane in one hand. “When you turn your attention to Ezra’s face rather than his limp and his cane, he seems like a much younger man,” Luke decided. His eyes were active and intelligent, his smile of greeting sincere.

Luke trailed behind as they were shown into the living room where the men were gathering.

He gratefully took the empty chair beside Jason Sauder. His eyes met Jason’s. Just having a friend in the same straits with you made the situation a little less scary. Luke looked

around the room. Next to Jason sat his father. Over at the end Bishop Ezra had taken his place with the rest of their home ministry. Along the opposite wall was the committee Dad was on. Luke recognized two or three men, but mostly they were strangers to him. However, he could see by the way his father greeted them that he had developed a feeling of comradeship with this varied group.

The hum of casual conversation ceased as Ezra cleared his throat. “I believe everybody is here who is coming. I’m glad you were all able to come on such short notice. Before we begin, I think a moment of prayer would be appropriate, asking for God’s leading for what lies before us.” Ezra led in prayer, then turned to Luke’s father, “Would you read the notice Luke got, just so we’re all clear on what we’re confronting?”

Afterward Luke could never remember much of the discussions that afternoon. What he did remember was his overwhelming feeling of being like a helpless little boy. All these men were putting in their time and effort on his and Jason’s behalf. Eventually the discussion had focused on drafting a letter to the Appeals Tribunal. By the time they parted, there was full agreement that the letter was ready to be put in the mail the next morning.

## Chapter 10 of 14

Bruce had to restrain himself from breaking into a trot as he strode down the corridor toward the office. He dodged through a group of tourists and took the steps two at a time rather than wait for an elevator. His assistant looked up as he sailed into the office. “Where’s the fire?” he asked with a grin. Bruce muttered something about twenty-minute meetings that dragged on for an hour and a half, then turned his attention to the reports on his desk. Here was another stack from the Draft Appeals Tribunal for him to check through. He had to admit the Tribunal was doing good work. The reports they sent with each application were thorough and professional. In most cases Bruce simply signed his approval to the decision they had reached, either granting or denying the appeal.

He quickly read several, signing his name to one as he picked up the next. The fifth one caught his attention. It was a joint



appeal from two young men whose names sounded vaguely familiar. A glance at the signatures on the letter confirmed his suspicions. It certainly was a small world. The boys' fathers had signed as well. One was Aaron Frey, who had hosted the meeting he and Tracy attended. The other was Frank Sauder. Wasn't he the man who had taken over Rick and Kathy's farm? He began reading the letter:

*Draft Appeals Tribunal*

*Dear Sirs:*

*We are writing to you in response to the draft notices received by two young men of our faith. The way we understand the teachings of the New Testament, it is wrong for us to bear arms. We have included a copy of the letter sent several months ago to Defense Minister Rayburn which explains our beliefs in more detail.*

*We are very grateful for the leniency past governments have granted to our people, and plead that the government of today may do the same. We are willing to do work for the good of the country in a non-military way if some type of alternative service program could be set up. We trust our past record will show that we have tried to be a help rather than a burden to our country.*

*Our plea is that you would grant us exemption so we can continue to live according to the dictates of our faith and conscience.*

*Respectfully yours, Signed \_*

The signatures included those of both young men, their fathers, a bishop of their church, and several members of the committee Bruce had met at the Frey home. The Tribunal's report stated that both men were indeed members of the church and that neither had a criminal record. Sauder was working on the family farm and Frey lived on his parents' farm but worked part-time on a construction crew. The Tribunal had recommended granting both appeals.

Bruce pushed the papers aside. This would require a little more thought. He continued with the other reports on the stack. Agriculture Minister Tony Wheeler looked up as Bruce knocked on his office door early the next day. "Good morning, Bruce! Nice to see somebody else is up and around

before the day's half done. What can we do for you?"

Bruce hesitated. He wasn't sure how much he should tell Tony. He wasn't even sure how much he still liked the brainstorm that had seized him at two o'clock in the morning after several sleepless hours. But... he was here now, and he might as well follow through. The worst Tony could do was turn down his request.

Tony listened intently as Bruce told him about the first letter from the Plain People asking for exemption from military service. Then of the meeting he and Tracy had attended, and now yesterday's appeal to the Tribunal. "Each time they make reference to this point of looking after their own people," Bruce explained. "I can follow what they are saying—if they don't accept help from us, it seems more reasonable that they don't owe us any help in return. My worry is, are their hands really clean? Are they actually doing what they say they are? I feel I owe it to myself and to them to check that out before I sign these exemptions." Bruce paused, then plunged on, "Your department looks after farm subsidies. I have a hunch you'd be able to tell me whether a certain person is getting any, or not."

*The Hand That Feeds You - Continued on Page 212*



# The Hand That Feeds You

*The Hand That Feeds You - Continued from Page 211*

Tony looked him in the eye. “Yes, I’d be able to get that information. I’m sure you realize though that privacy rules won’t allow me to give it to anyone, not even within my own department. However, I guess I couldn’t help it if I happened to be looking up something on the computer and you just chanced to look over my shoulder at an opportune moment.”

Tony pulled his keyboard toward him and the screen on his desk silently flickered to life. He began typing swiftly and after a few moments, glanced at the scrap of paper Bruce had wordlessly laid at his elbow. His fingers danced again, and Bruce watched as the first name on his little list appeared on the screen. EZRA MARTIN. There was a pause, then the brief message, NOT FOUND IN SYSTEM.

The name LUKE FREY brought the same response. Next came AARON FREY. This time the computer had a little more information.

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NO PREVIOUS PAYOUTS TO THIS ACCOUNT NO CURRENT APPLICATIONS

Bruce began to breathe easier. This was what he had hoped to prove to himself. Tony was typing the next name. Just two more to go, Bruce thought, as he waited for the computer to sort through its memory.

FRANK SAUDER – PARTNER WITH JASON SAUDER

OWNERS: SWINE FARM, MILLER VALLEY, ONTARIO

CURRENTLY ENROLLED IN HOG EMERGENCY AID PROGRAM

SEE NEXT SCREEN FOR LIST OF PAYOUTS TO THIS ACCOUNT

Bruce felt as though something had hit him in the stomach. He stared at the numbers Tony had pulled up. Almost he wished he had never asked. Of all the nerve! Why did they do it? This sweet talk about “looking after their own” and yet obviously at least some of them were also drinking out of the public trough.

Tony, watching the clouds roll over Bruce’s face, spoke up, “What’s the matter? They’re citizens of this country the same as you and I. Why shouldn’t they take public money if it’s available and they qualify for it?”

“That’s just it! They say they’re citizens of a heavenly kingdom. They say they have a brotherhood who help each other, and they don’t want our help, nor need it. But now I see this ...” Bruce lapsed into silence. “Anyway, thanks so much for your cooperation. I’m going back to my office. I’ve got some heavy thinking to do.”

**Continued next month...**

*This article was originally published as a book by Vineyard Publication, Wallenstein, Ontario and has been reprinted with permission. All characters are fictitious and any resemblance to actual people or situations is unintentional. To order a copy of the book, please refer to the advertisement below.*



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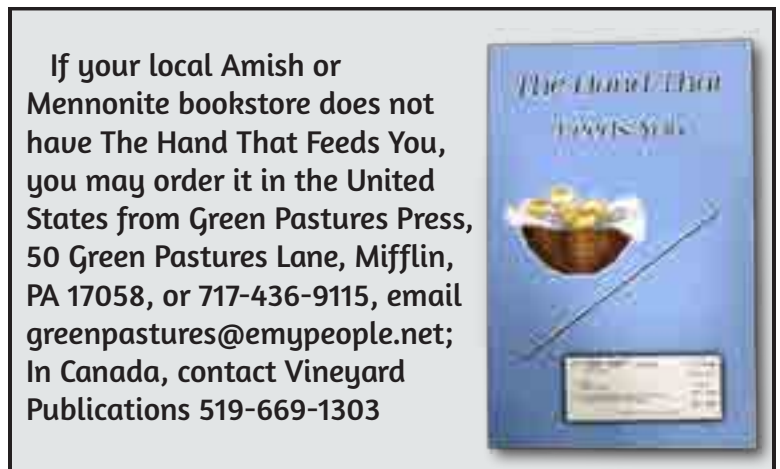
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




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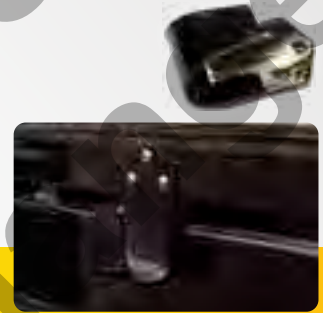


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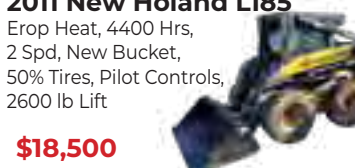
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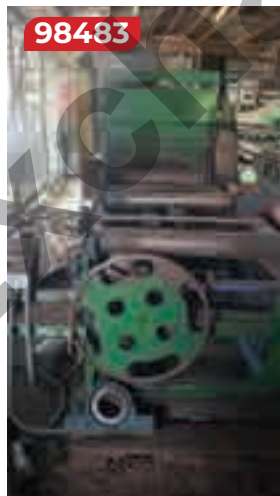
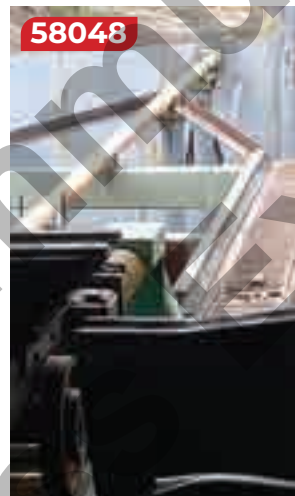
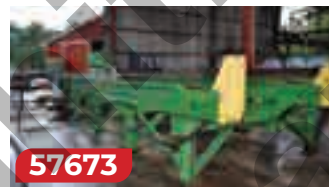
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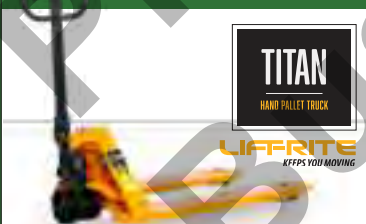
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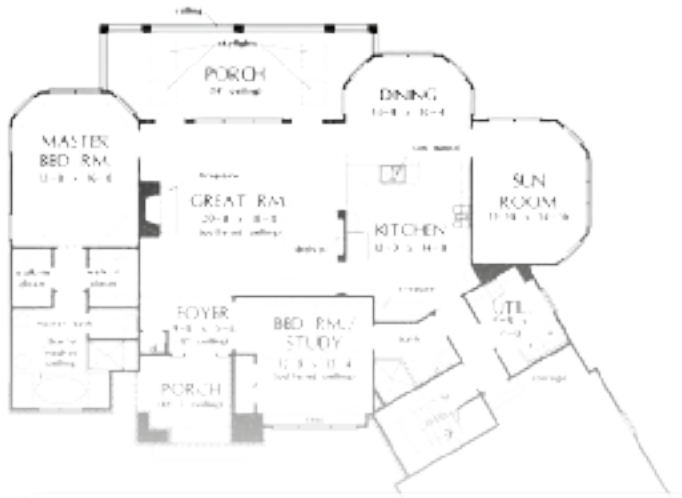
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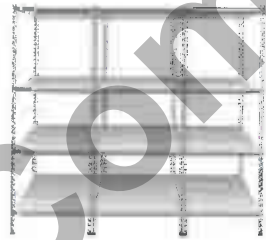


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LERDY MARTIN

**INSIDE YODER'S RED BARN SHOPPES** in Shipshewana, Indiana, local folks and tourists alike often find a solution to their sugar cravings. Since August 1st of 2017, Junior and Martha Yoder and family have been operating the Victorian Candy Company, which is located on the second floor of the Shoppes. (Junior and Martha Yoder do not own Yoder's Red Barn Shoppes).

Making candy is something of a sweet dream come true for the Yoders. I believe you will agree with this upon hearing more of their experiences.

Each week, the Yoder family produces fresh batches of various flavors of fudge as well as brittle brackle in their candy kitchen in the Shoppes along Van Buren Street. The street brims with traffic, and the area seems like a prime spot in which to sell candy and other sweets. If the busy confectioners allow themselves to pause for a moment from mixing batches of sweet treats, in retrospect, Junior and Martha can hardly believe how their candy business actually became a reality.

The Yoders had seen an ad in the local papers in 2017 that stated a candy business was for sale in northern Indiana. "The business was located inside a store we had never been to, although we were familiar with the general location," Martha explained.



A few days after seeing the advertisement, the Yoder family attended a social event which was held in the town of Shipshewana. It was a cold day, and the Yoder children became cold during their time outdoors. “I hadn’t brought enough of heavy coats along for them,” Martha said. “I noticed a nearby store was open, so I took the children inside to warm themselves for a bit. Upon entering the store, I realized that the candy business which we had seen advertised was also located there.”

Immediately upon glancing at the candy operation, Martha knew she liked what she saw. “I had been making candies at home for the family during the winter,” she said. “But I couldn’t quite imagine myself as a candy maker. Even so, my husband Junior and I knew that we wanted to give candy making a try.”

After speaking to the owners of the candy operation as well as several banks, regarding the finances and start-up costs associated with a business, the Yoder’s dream of producing sweets appeared to melt away like cotton candy on a warm day. “We just couldn’t afford it, there was no way,” she remarked.

“Our situation was rather embarrassing,” she continued. “We decided that we need to tell the owners that we can’t even make an offer for their business. My husband walked into the store to explain our situation. However, upon listening to my husband’s explanation, the owner presented him with an offer we couldn’t believe. The offer that she presented to us was very affordable, and Junior and I quickly decided that we will purchase the candy company after all.”

Had the Yoder children not gotten cold the day that they attended the social event, and the family hadn’t gone inside the Shoppes to warm themselves, “we would very likely never have discovered the candy store and would not be making candy now,” Martha exclaimed with a smile.

Since the acquisition of the confectionary, the Yoders have made hundreds of batches of handcrafted candies. The production—and marketing of their candies— was a challenging experience for them, since they were starting

afresh, with no established customer base to follow their acquisition.

“A few people stepped inside the candy shop every now and then,” Martha related. “It wasn’t very busy, initially. We decided to remodel the kitchen in our production



A display counter at Victorian Candy Company.  
Image Credit: Leroy Martin

facility and were intentional about having an open space that would provide any customers that browsed our shop with an opportunity to observe us as we produced our handmade candies.”

That idea itself might have been among the most important business decisions they made. When people noticed that they had the opportunity of watching candies being produced, it really sparked interest, and pretty soon what had been a slow trickle of customers grew to a sizable, curious crowd of observers, who were all too eager to appease their sweet tooth.

“That substantially increased our customer base,” Martha said. “People really enjoyed watching us work.”

Brittle brackle is a candy that is somewhat temperamental to produce, according to Martha. Even so, they had begun

*Victorian Candy Company - Continued on Page 228*

### *Victorian Candy Company - Continued from Page 227*

operating their production lines by focusing on producing this challenging candy. Later, in November of 2019, after some experimentation in their home kitchen, the Yoder family produced their first batch of homemade fudge, which they began selling at the store.

“During the first twelve months of our fudge production, we sold more than one ton of fudge,” Martha remarked, to my surprise. It was a popular, highly sought-after candy, as the revenue indicated.

Prior to producing their own fudge, the Yoder family had purchased fudge from a wholesale confectioner. “As soon as we began producing our own, we knew we needed to continue. Each year since 2019, the amount of fudge we sell has increased by seven hundred pounds.”

In 2021, Victorian Candy Company could very likely sell in excess of one and a half tons of their homemade fudge.

“We sell thirty different flavors, but we only keep twelve to fourteen flavors on the counter at one time. Providing seasonal flavors is something we are intentional about,” she said.

During my visit in late summer, two of the seasonal flavors they offered were Root Beer Float and Watermelon.

“Throughout the winter months, we feature Chocolate Amaretto, many different Coffee flavors, and of course Peppermint,” she added. “Peanut butter is probably our most popular flavor, but Chocolate is also a favorite among many.”

Victorian Candy Company also makes and sells their own

chocolates. The first winter that they were in business, the Yoder family began experimenting with making their own chocolates.

Majority of the equipment that they use for the candy production was included in the acquisition of the business. Only a few recipes, however, were included. The Yoders were left with figuring out how to make handcrafted candies largely on their own.

Martha had some limited experience in candy making and had been crafting homemade candies for her family and a short list of friends and relatives each winter. “I also made some candies for our children to take along to school, where they would distribute it to their classmates. I made the candies just for fun,” she recalled. “I always enjoyed it, but I never imagined I would someday be making candies for customers.”

The temperamental yet tasty brittle brackle is mixed in a kettle in Victorian Candy Company’s production facility. Both wet and dry ingredients are introduced to the mixture at the appropriate times. Achieving and maintaining an ambient temperature is crucial; the temperature must be exact.

“Once the brittle brackle has completed the mixing cycle, an exact temperature must be achieved before we can begin pouring the hot mixture onto the conveyor belt,” Martha explained. “If the mixture isn’t poured at the exact desired temperature, the batch will be too soft or too hard.”

“The mixture will then pass under two rollers, where the first one flattens it and the second roller cuts it,” Junior explained. “The conveyor belt will transport the mixture to

Brittle brackle is emptied from the mixing bowl onto the conveyor belt.

Image Credit: Leroy Martin



Fresh brittle brackle emerges underneath the rolling pins.

Image Credit: Leroy Martin





a cooling unit, where it remains for thirty minutes.”

Sometimes chocolate is drizzled onto the mixture after it is cut. If the recipe calls for a drizzle effect, it is applied while the candy is cooling. At the completion of the cooling process, the brittle brackle is then placed into individual packages and placed on the shelves of the candy shop.

“It’s called brittle brackle, because it is somewhat softer than typical brittle,” Martha said, providing an explanation to the question that had been floating around in my head. Prior to my visit, I had never heard of brittle brackle. Perhaps I should have spent more time in candy shops throughout the past few years.

Producing fudge is less challenging than their popular brittle brackle, the Yoders assure. “This is also mixed in a kettle, and usually takes approximately thirty minutes to produce a batch, which consists of thirty-six pounds,” Martha explained. “Fudge should never be heated in excess of 150 degrees.”

She typically removes six pounds of fudge from the kettle at a time, and then works the fudge into the pans in six-pound increments.

All fudge that is produced here begins as a plain or chocolate flavor. “With six pounds of plain fudge, I can easily add whatever flavors and colorings that I want to. I can add chocolate as necessary,” she added.

“Fudge is never lost,” Martha said with a chuckle. “It’s hard to mess up a batch of fudge. But if, for some reason, it doesn’t turn out just right, it can always be remedied. You can reheat it and rework it into the next batch.”

Victorian Candy Company also produces and sells freeze-dried candies. That type of candy currently is trending. The Yoders recently purchased a freeze dryer, and they place Skittles, Starburst, salt-water taffy, and other candies into the unit.

“How we were introduced to freeze dried candy is interesting. We purchased some candy from a wholesale supplier, and I noticed that they were selling a freeze-dried ice cream sandwich. It raised my curiosity, so I bought one. Eating it was a unique experience, so after we spoke with a friend of ours who had a freeze dryer, we began experimenting with various candies.”

The candy is placed inside the unit, sometimes for many hours, depending on the type of candy. Inside the unit, the candy is subjected to inhospitable temperatures as low as 140 degrees below zero. To complete the process of freeze-drying candy, humidity is also removed from the air within the unit itself. The result is a candy which doesn’t quite resemble its original shape or texture. For example, when I tried the freeze-dried salt-water taffy, the experience was similar to eating a malted milk ball; crunchy and powdery. That is definitely not a statement you could accurately make when eating salt-water taffy that hadn’t been subjected to such harsh treatment.

Chocolate covered potato chips, chocolate covered gummy worms, and pretzels are also produced by the creative Yoder family. Large peanut butter cups, with each tipping the scales at half a pound, are also available for purchase. “We use our own peanut butter mixture for these,” Martha

*Victorian Candy Company - Continued on Page 230*

Brittle brackle, prior to undergoing the cooling process.  
Image Credit: Leroy Martin



Brittle brackle, after undergoing the cooling and drizzling process.  
Image Credit: Leroy Martin



*Victorian Candy Company - Continued from Page 229*

offered as I picked on from the shelf. For those who dislike peanut butter, a caramel cup—weighing one pound—might be just the thing to command those sugar cravings to submission.

“Our daughter Kaitlyn suggested that we begin making these large caramel cups,” Martha explained. “Our son Christopher came up with the idea of making candy trains. He enjoys making the trains and utilizing his imagination.”

Roasted cashews, almonds, and peanuts are a favorite among many customers. Victorian Candy Company began producing and selling roasted nuts recently. Seventeen minutes and a little bit of cinnamon and a touch of sugary glaze is all that is required to produce this quick, satisfying treat. On roasting day, the pleasant aroma is sure to greet you immediately upon stepping foot into the candy shop.

The Yoders and their three part-time employees produce

handcrafted candies each day. “Our employees are scheduled on different days, they don’t all work here in the facility at the same time,” Junior explained.

After filling several bags with homemade candies, I asked the Yoders if I should perhaps provide a disclaimer to our readers. “I am assuming you are not responsible for any cavities that customers might incur, or are you?” I had asked.

“No, we aren’t not,” Martha replied with a chuckle. “It might be good for your readers to know,” she added.

*Junior and Martha Yoder and Family own and operate Victorian Candy Company. They have a growing number of candies in stock, and if you are interested in placing large or small orders for Christmas dinners or events, please reach out to them by calling: 260.768.3272. 457 S Van Buren Street Shipshewana IN 46565. Expedited shipping of candies is available for an additional cost.*

Researched, written, and edited by *Leroy Martin* for the exclusive use of the *Plain Communities Business Exchange, LLC*.



A giant peanut butter cup is topped with layers of chocolate.  
Image Credit: Leroy Martin



The fudge manual at VCC production facility.  
Image Credit: Leroy Martin



Freeze-dried salt water taffy is an unusual treat.  
Image Credit: Leroy Martin



Fudge is carefully cut on the production table.  
Image Credit: Leroy Martin



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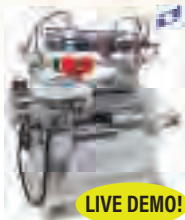
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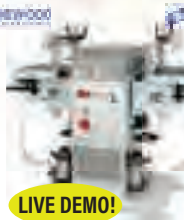
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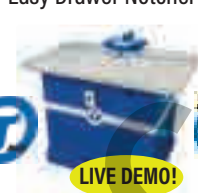
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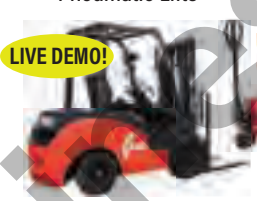
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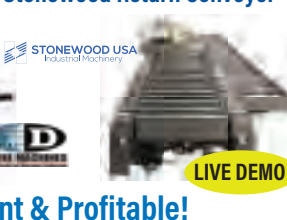
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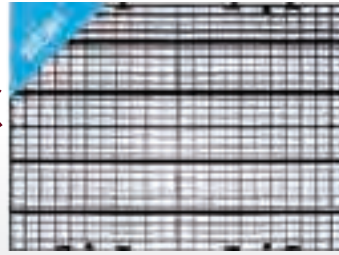


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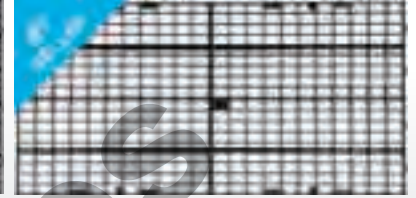


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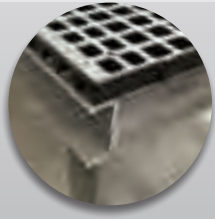


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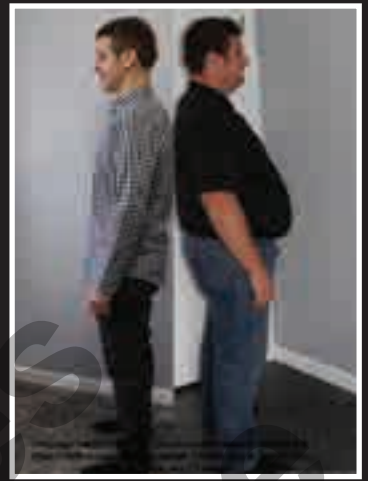
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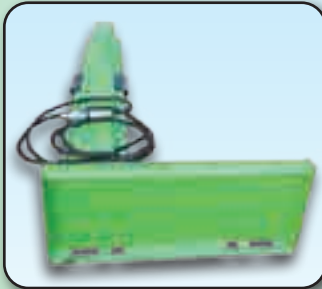


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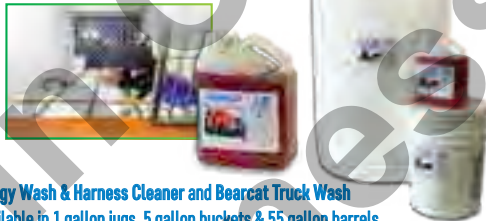
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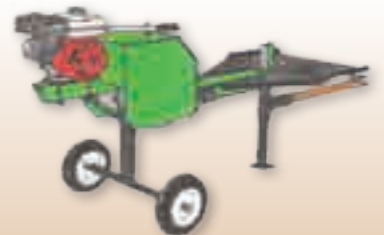
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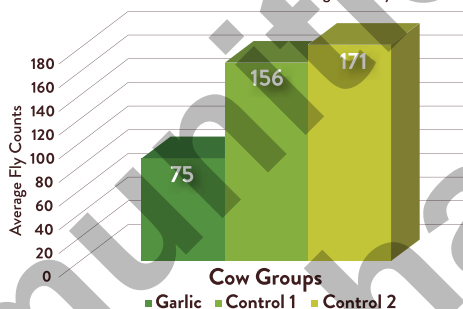
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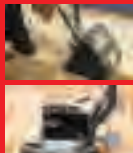
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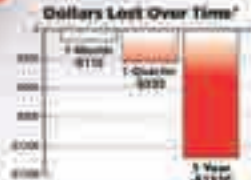
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Photo: Friends of this ministry prepare gift packages for delivery to prisoners.

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We don't know who sponsored his gift package in that small county jail in 2019, but their sponsorship has made a tremendous difference in this young man's life, and possibly the lives of many other inmates who come into contact with him.

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# The Beginnings of a Humble Farm Implement: THE GROUND-DRIVEN MANURE SPREADER

CHRISTOPHER PETROVICH

The manure spreader is the farm tool that I've made extensive use of since endeavoring to become a farmer. Believe it or not, the manure spreader is the implement that neighbors most often gossip about. "What type of manure is that? Where did he get it? And where is he going with it?" they chatter. Even grannies are interested in the topic. That's because I'm only the fourth person in the village to own a manure spreader, and I spread roughly 520 tons of sheep, pig, and cow manure last year, probably a record for the village. Who invented this humble but very practical implement? Were they motivated to save time and energy on the farm, or was there an alternative reason? First, we will answer the question of when humans recognized the agricultural value of animal excrement.



An early manure spreader, abandoned in a field, growing old.  
Image Source: Charles Bush

## Figuring out the agricultural benefits of manure in global perspective

According to agronomists at the University of Nebraska-Lincoln, farmers have recognized the value of animal manure for thousands of years. This claim is based upon research conducted by a team led by Amy Bogaard, an archaeobotanist at the University of Oxford. The team gathered samples of ancient cereals such as wheat and barley, as well as pulses including peas and lentils, from thirteen early European sites that they date over 4400 years ago. The sample size included more than 2500 seeds from eleven sites spread roughly on a line from southeast to northwest Europe. These samples were analyzed to determine whether N-15— a rare nitrogen isotope that exists in much higher quantities in soil that is regularly treated with significant amounts of animal manure—was present in elevated levels. The results came back positive.

For example, at the Neolithic site in Slatina, Bulgaria, N-15 isotopes were only minimally present in lentil and grass pea harvests while N-15 isotopes were discovered in high quantities in einkorn and emmer harvests. Since lentils and grass peas fix nitrogen from the environment, it seems likely that ancient farmers figured out that animal manure is best utilized for cereal crops. [Amy Bogaard et al, "Crop manuring and intensive land management by Europe's first farmers," *Proc Natl Acad Sci U S A* 110 (31): 12589-12594]

Egyptologists believe that ancient Egyptians practiced manuring. They surmise that farmers noticed that grass was greener next to piles of cow dung, and this prompted them to spread manure on their fields. After some time, it is possible that the Egyptian farmers also noticed that when they burnt their weeds at the end of the season, the



combined result of the manure and ashes led to greater plant growth the following year. Eventually, farmers who cultivated land along the seashore began adding ground seashells to the mix, adding calcium to the soil, further improving growing conditions. This resulted in gradually improved harvests in Egypt, except when drought or pestilence struck.

Scholars of Middle Eastern history note that although dry animal dung is used as a heating product to the present day, Yemenis have known about the agricultural value of animal dung for centuries. For example, 13<sup>th</sup>-century Yemeni mathematician, astronomer, and agriculturalist (and also, for twenty-one months, ruler of Yemen) Al-Malik Al-Ashraf wrote extensively on this topic in his book titled *Milh al-Malâha*. He notes that pig manure burns plants, referring to it as hot and dense. Following the Greek and Latin traditions, Arab farmers considered duck and goose dung equally unsuitable in the form of fresh manure. And chicken manure was included in this category. But their knowledge didn't end there. Drawing on Ibn Bassal—an 11<sup>th</sup>-century Arab Andalusian Arab botanist and agronomist in Toledo and Seville (today Spain)—al-Malik al-Afdal wrote extensively about composted manure. This included discussions of the benefits of applying animal manure mixed with straw, as well as the addition of fresh and dried vegetation, household waste, and ashes. Ibn Bassal had long recognized that the application of this type of manure helped soften coarse soil. He attributed it to the “stickiness” of the composted manure. He recommended a minimum of one year of composting, otherwise he believed that harmful insects would appear on the plants grown where the manure was spread.

As Steven M. Nolt observes in *A History of the Amish*, the outsider status of the Amish encouraged European Amish families to innovate agriculturally. Limited means of expanding tillable acreage forced them to find ways to increase yields on fixed spaces. This meant clearing forested land, draining swamps, and fertilizing tilled land with animal manure and gypsum. They had more manure to spread because they were forbidden from purchasing additional land, and therefore invested their funds in livestock. Although the value of animal manure was clearly known in preceding centuries in different parts of the globe, the Amish improved the soil so much that they became known as model farmers, revealed by the appearance of a new farming almanac in France titled *L'Anabaptiste ou Le Cultivateur Par Experience* (*The Anabaptist,*

*or The Experienced Farmer*) in 1812, Amishman Jacques Klopfenstein appearing on its front cover page. When would this widespread knowledge of the value of animal excrement for agriculture lead to a more practical means of spreading it than by pitchfork and wagon?

### **Inventing the First Manure Spreader**

Spreader innovation began in the 1850s. JK Holland made what was probably the first attempt, followed by JH Stevens in 1865. The pressure for innovation was connected with the fact that the continued usage of horsepower in rapidly growing urban spaces was resulting in serious manure problems. For example, by the late 1800s horses were producing enough manure in New York City to fill 250 modern dump trucks per day. There was no simple way to move that manure to the spaces where it would be beneficial. So, the basic, ground-driven manure spreaders that we use today were actually invented to solve a dilemma caused by urbanization.

The first successful manure spreader was designed by Joseph Kemp in 1875. He invented a horse-drawn, ground-driven unit by incorporating the best ideas he learned from Holland and Stevens, and mixing it with some of his own ingenuity. It all started quite humbly with an ox cart he modified for personal use. When a

*Manure Spreader - Continued on Page 246*



Spreading manure in Shelby County, Iowa in 1941.

Image Source: Wikimedia Commons

Kemp spreader advertisement for an improved model in 1895.

Image Source: Gleanings in Bee Culture 1895



Kemp marketing his manure spreader, presumably to city folk.

Image Source: Boston Public Library

*Manure Spreader - Continued from Page 245*

neighbor noticed the amount of time and effort his innovation saved in getting manure to the fields, the neighbor encouraged Kemp to replicate it for others. Although we might expect that the spreader functioned much as today, Kemp's first manure spreader only pushed manure off the back of the unit. However, this was a very significant first step in manure spreader technology because it eliminated the manual labor required to physically push manure off a wagon.

Soon after inventing the spreader, Kemp moved from Quebec, Canada, to New York. He turned his fancy ox-cart into a business concept by patenting his design, including movable slats in the floor and a rotating drum at the rear. In 1877, Kemp partnered with William Burpee to form the Kemp & Burpee Manufacturing Company. Their partnership was fruitful until the death of Burpee. For most of this time, they had a contract with Richardson Manufacturing Company in which they were paid a \$5 royalty for each wagon sold.

In 1900, they began manufacturing their manure spreaders in-house, in Syracuse, New York. After a fire destroyed the factory on April 1, 1900, the company erected a new building in Newark Valley. By July, they were shipping spreaders



across the United States, and advertising these units for export. Because of significant demand from the western states, they built a second factory in 1903, in Waterloo, Iowa. Three years later, International Harvester bought them out.

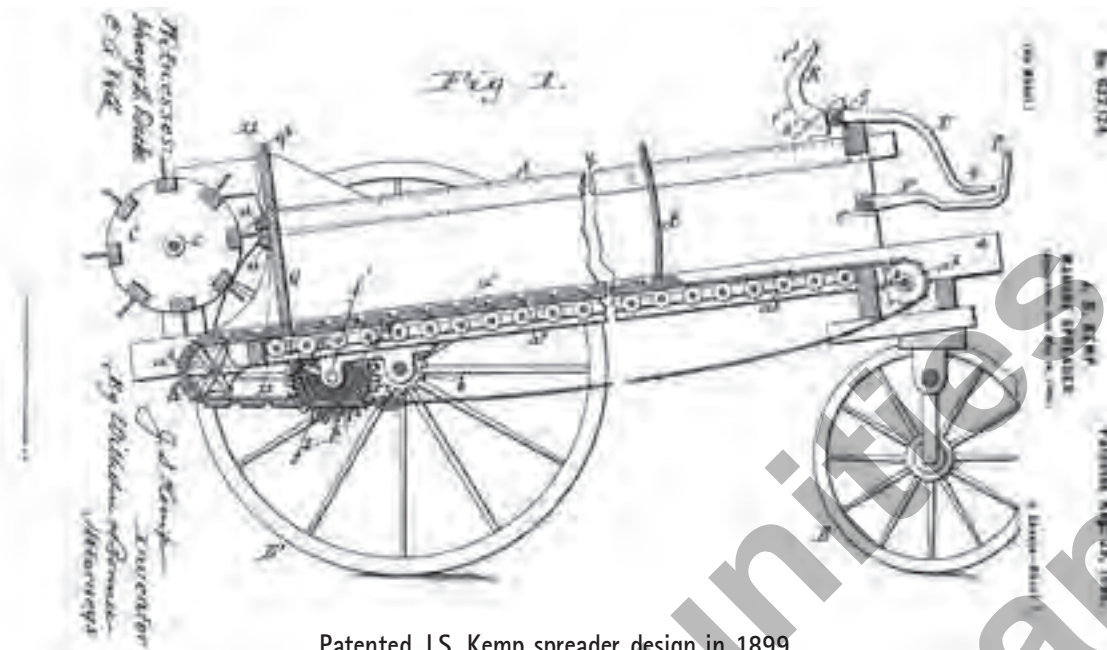
### **The New Idea Manure Spreader**

The New Idea Manure Spreader brought the next stage in spreader technology. What was so new about the New Idea Manure Spreader? The addition of beaters. Joseph Oppenheim came up with the idea while watching boys play ball with a slat. Although the first manure spreaders naturally broke up most large clumps while pushing manure off the back of the unit, Oppenheim's design broke up finer clumps and tossed the manure rather than simply pushing it off.

The second benefit of Oppenheim's design was the width that his unit spread the manure. This so-called "widespreading" manure spreader not only reduced the number of passes that were required, it also eliminated the need of a spiked toothed harrow to further distribute the manure after spreading because the earliest designs deposited manure thicker than soil is capable of handling, burning the next year's crop.

Oppenheim began production in Maria Stein, Ohio, in 1899, in a small shop with the help of one part-time designer and two boys—Joseph's son BC and his friend Henry Synck. They built six manure spreaders the first year by retrofitting farm wagons. He sold these units to local farmers who called it "Oppenheim's New Idea." That name





Patented J.S. Kemp spreader design in 1899.  
Image Source: Washington, D.C. Patent Office

stuck ever since. Although Joseph died of typhoid fever in 1901, his widow and the boys continued Joseph's endeavor. They formed the New Idea Spreader Company in 1904 and added an additional factory in Coldwater, Ohio in 1907. The benefit of the new location was improved railroad access. A Canadian division was added in 1915, as additional farm implements supplemented their original product line. What most people don't know about Joseph is the fact that he was also a schoolteacher, and that his pupils frequently left

school early because of the need to help spread manure on family farms, among other tasks. His invention was motivated by his desire to see his students stay until the end of the school day each day.

### Conclusion

Although much could be added to the history of the manure spreader in the following century, the main features of this humble but practical farm implement took shape in the half century starting with Joseph Kemp's invention of the first manure spreader in 1875. Why wasn't this practical implement invented much earlier? Apparently, there wasn't a perceived need. As the popular saying goes: "Necessity is the mother of innovation." In this case, it was the necessity of cleaning manure from urban streets, of reducing the amount of labor required to spread manure in fields, and finding a way to minimize the fieldwork that was keeping pupils from attending class until the end of each school day. That's not the entire story of the manure spreader. But it opens up the complex interaction between God's creation, human innovation, personal and social understandings of "needs" and "wants," urbanization, and industrialization. These topics are as relevant today as they were in 1875.



A refurbished New Idea manure spreader.  
Image Source: Roger Cordes

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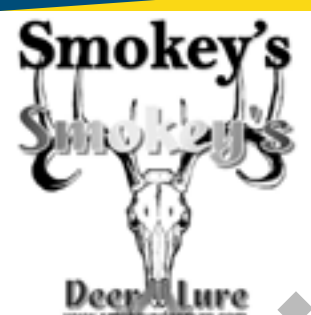
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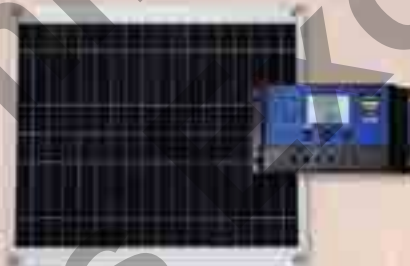
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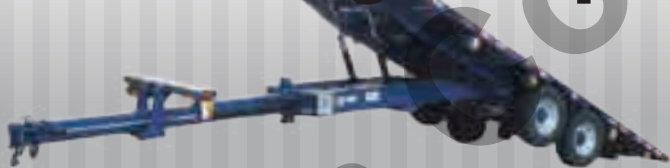
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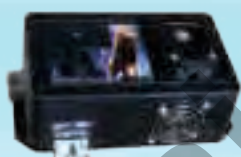
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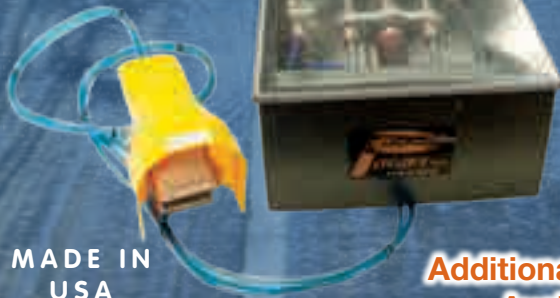
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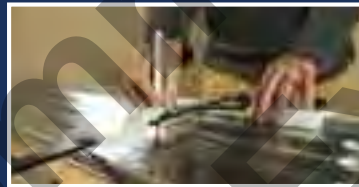


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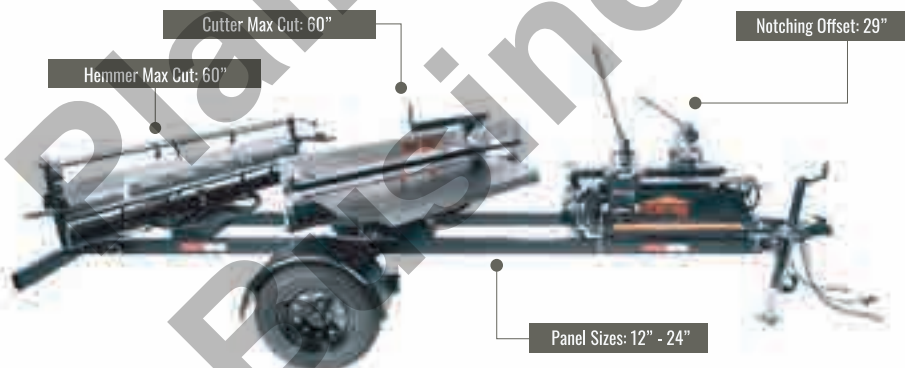
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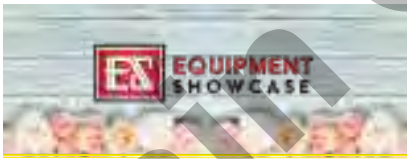


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# HOW TO BUILD YOUR ANNUAL MARKETING BUDGET

“How much should we budget for marketing?” That’s a question that dozens of business owners have asked me. Your accountant may have told you 3% of revenue is a good number (or maybe he said 5% or 1.5% or some other number he thinks would work well. Or, he may use an average for your industry he found in a report).

I like my accountant, but I don’t depend on him for setting my marketing budget, and you don’t need to either. Accountants are often detailed-oriented, conservative thinkers with low-risk tolerance. Those characteristics make them good accountants but poor entrepreneurs.

Now you accountants, before you close your ears, please hear me out. We need you and your perspective. You may disagree with me, but that’s ok. You have a right to your viewpoint.

### **Cut costs or increase revenue?**

Business owners need to understand the role accountants should fill and not fill in servicing the business. Accounting, by nature, is historical. The numbers tell us what happened. They also tell us where we are today. The numbers show trends, but they don’t tell us what will happen tomorrow. Just because numbers are trending up or down doesn’t mean they will continue that way because business, like life, is dynamic.

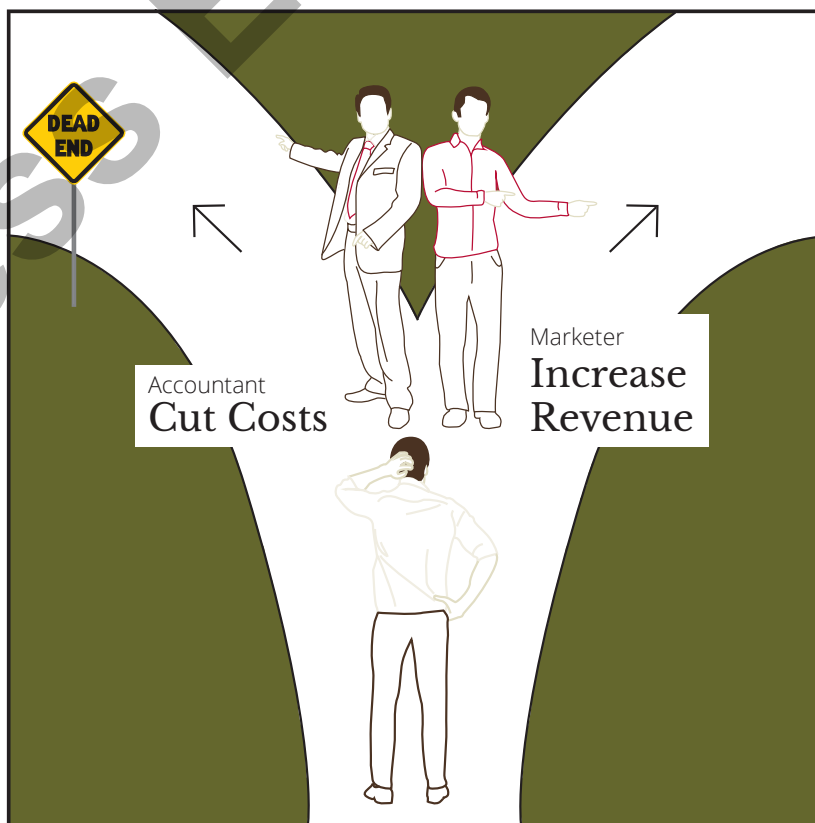
When cash gets tight, most accountants and business owners look for cost-cutting measures. After all, Ben Franklin warned, “Beware of little expenses; a small leak will sink a great ship.” This is an essential step when money or resources are being wasted.

However, cost-cutting has its limits. I clearly remember the paradigm shift I experienced when my business partner and mentor, Clair High told me

for the first time, “You can’t save your way to success.”

Why do we focus on cutting costs when there is infinitely more potential to solve cash and profit problems by increasing revenue? Cost-cutting is appealing because the results are usually quick, quantifiable, and tangible. Plugging leaking holes can indeed result in long-term savings, accruing substantial amounts over time.

But when cash is tight (and when it’s not), you should look for ways to increase your revenue. Like cost-cutting, this also can produce substantial amounts of profit in the long term. However, increasing revenue has the potential for more profit than the cost-cutting method. A lot more.





### **How much should I spend on marketing?**

Marketing is the way to find those new revenue dollars. You may or may not need to invest a lot of money. When cash is tight, it is critically important to look for ways to increase sales without investing many dollars.

There are four ways to increase revenue:

- 1) Increase the number of customers.
- 2) Increase the average amount of each sale.
- 3) Increase the frequency of sales per customer.
- 4) Increase prices.

In any case, you will need to invest time (and very likely dollars) to accomplish your goals. Using a percentage of sales to set your marketing budget has several problems:

- It is an irrelevant benchmark for what is too little or too much.
- It doesn't take into account your marketing goals or production capacity.
- It doesn't account for earlier marketing investments that continue to yield results.
- It doesn't reflect industry changes that you need to respond to.
- It doesn't consider the amount of risk appropriate for your current position.

What do you want to accomplish? This is the key question as you consider how much money to allocate for marketing activities. Will you be launching a new product line or continuing with your current offerings? How much growth do you want? Are there major issues to fix? What would be lost if enough sales were not generated? How much unused capacity do you have to fill?

Spending money on marketing can feel risky if you feel uncertain it will pay off. Like many aspects of running a business, we are never guaranteed our efforts will be successful in the way we envision. The answers to the following questions can help you determine the amount of risk to take on:

1. What is our net monthly cash flow?
2. Based on our experience, how confident are we that the initiative will succeed?
3. How much cash reserve do we have to fall back on?
4. What is the worst-case scenario if we do this? If we don't do this?
5. How stable is our business plan and historical performance?

Another aspect of managing risk is to take baby steps before attempting a giant leap. In their book *Great by Choice*, Jim Collins and Morten Hansen call this strategy “fire bullets, then cannonballs.” The analogy comes from the concept of a military saving its heavy artillery until the target position is calibrated using smaller weapons. The point regarding business is to test your plan in a small way to elicit real-life feedback before going all-in on a risky, expensive bet.

You can limit risk by budgeting money for experimenting with a new marketing initiative. If the results are positive, you can invest more resources with higher confidence and more experience.

### **How do I set priorities?**

You usually have more projects to complete than you have budget for. How do you choose which ones to keep and which ones to put on a waitlist? Your SMART Goals and KPIs determine these decisions (see the previous article in this series). The projects reflected in those goals get top priority in your budget. Fill in your most important tasks first.

*Your Annual Marketing Budget - Continued on Page 264*



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### *Your Annual Marketing Budget - Continued from Page 263*

Next, consider if any projects will give you long-term benefits, such as building an e-commerce website, refreshing your brand, or erecting a digital sign where you can display messages. The reason to prioritize these projects is that choosing to do these projects now allows you to benefit sooner and longer.

Be willing to drop your pet project if it simply doesn't fit in your budget this year. Maybe you don't care for the look of your current sign, but if updating the sign doesn't help accomplish your SMART goals or KPIs, then you should back burner it for now.

You can also ask these questions to help you set your priorities:

- Where is our greatest weakness?
- Where is the low-hanging fruit?
- What will bring the quickest improvement?
- What will have yielded the most results one year from today?

#### **What categories should my budget include?**

Don't get hung up on the format of your annual marketing budget. Getting the content in place is more important than how you format the information.

To help you plan accurately, include costs for each of these categories in your budget, or you can adapt these to your liking:

- Market research
- Messaging development
- Lead generation
- Lead conversion
- Branding
- Testing & measuring
- Other

Completing projects to achieve your goals requires not just dollars but also time. Marketing projects don't get done by themselves. Someone needs to think about them, plan them, and execute them. Most marketing plan failure results from failing to schedule the necessary time for you or your employees to do the marketing tasks. Therefore, you need to not only budget dollars but also time. Ideally, your marketing budget will include the following elements:

- Dollars budget
- Time budget
- Calendar of events/deadlines
- Review and update cycle

Estimate how much time is involved with each project or each step in a project. This will help you be realistic about achieving it. When a subcontractor or marketing agency is involved, that expense goes into the dollars budget while your and your employee's time goes into the time budget. Assign responsibility to yourself or someone else for each project and set a start date and completion date.

For projects with phases, set a start and completion date for each phase. For example, think of what goes into a catalog project: Writing copy, photography, layout, and design, incorporating pricing updates, proofreading, and printing/mailing. Who will do each phase by when? Schedule these details into your calendar.

On your marketing calendar, schedule the events for the coming year: shows and expos, open house, sale dates, etc. Then schedule the start dates for the work that is done to prepare for those events: planning meetings, preparing new marketing collateral, placing advertisements. The people involved with or responsible for various aspects of the work should put those start dates and deadlines on their calendars.

Schedule time each month to review progress. Are projects moving forward? Are expenses in line with your projections? What should be re-calibrated? Of course, when another year rolls around, it will be time to start over and adapt your marketing budget for the coming year.

#### **Conclusion**

How much should you budget for marketing? I can't answer that question for you, but I also know you don't need to pluck a random number out of thin air. I hope this article has shown you a thoughtful path to finding a reasonable number for your business.

---

**About the Author:** Roy Herr is the senior marketing consultant at Rosewood Marketing. The Rosewood team guides business owners through marketing challenges into sustainable growth. You can reach the Rosewood Team at [grow@rosewood.us.com](mailto:grow@rosewood.us.com) or 717-866-5000.





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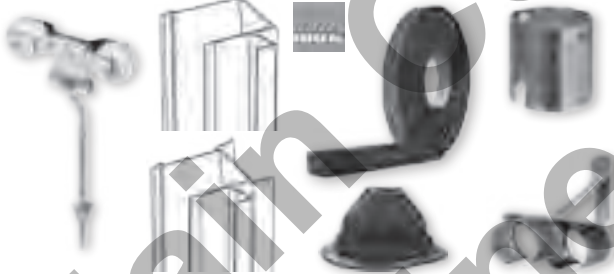
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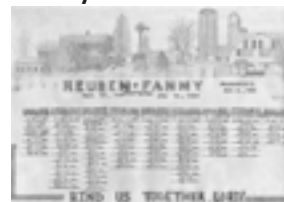
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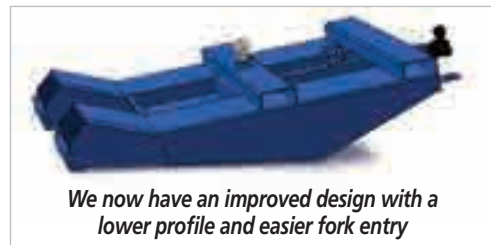
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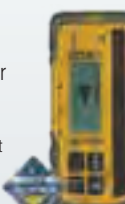
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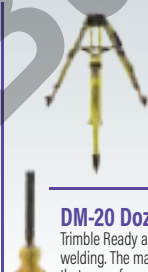
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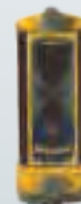


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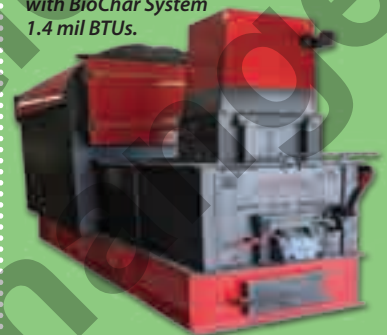
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Deutz	F4L1011F	42 Hp	Rebuilt
Deutz	BF4L1011F	72 Hp	Rebuilt
Deutz	BF4M2012C	125 Hp	Good Used
John Deere	4045HF285	115 Hp	Good Used
John Deere	6068T	170 Hp	Rebuilt
Cummins	4BTA3.9	110 Hp	Good Used
Yanmar	4TNV84t	36 Hp	Like New
Deutz	TCD914L6	164 Hp	Rebuilt
Deutz	F2L511	20 Hp	Good Used
Mitsubishi	6d14T	145 Hp	Good Used
Hatz	2G40	12 Hp	New Surplus
Cummins	855	400 Hp	Rebuilt

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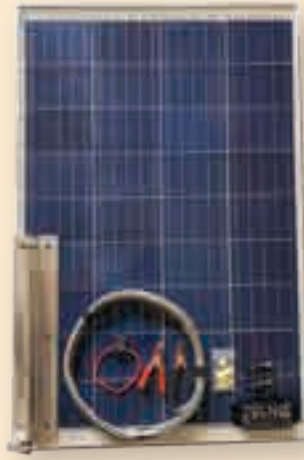
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# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	NAME	CONTACT INFORMATION
Moulder	6 head ultra, model 623	Excellent	\$18,000		
Gang Rip Saw	SCMI 14 inch model M3, extra blades	Good	\$6,000		
Planer	Northtec double sided Stratta plane	Good	\$15,000	235 Woodworking	9290 TR 235, Fredericksburg, OH 44627 Phone: 330-946-2230
Chop Saw	Hitachi compound miter with MVM stand	Like New	\$900		
Give Rack	30 section 12 foot quick with 12 foot give APP	Like New	\$50,000 OBO		
Sawmill	Meadows #1 circular sawmill, 32 foot track, all dismantled, delivery available	Good	\$20,000 OBO	AJ Wood Products Andrew J Hershberger	497 Trout Rd, Northern Cambria, PA 15714 Phone: 814-948-5438 or 814-421-6286
Sliding Table Saw	SCMI model SI 16W, new bearings, scoring blade, 10 foot travel, 3 phase electric	Decent	\$2,600		
Miter Saw	Omga model 1L300, 12 inch blade, 3 phase electric, brand new	New	\$1,150	Alvin Shirk	819 Lauschtown Rd, Denver, PA 17517 Phone: 717-336-9044 Fax: 717-335-3304
Hoffman Dovetail	Hoffman model PP2 dovetail key machine for mitered corners, 110 volt electric	Good	\$2,200		
Trim Wrapper	With two 2 foot x 10 foot live conveyers, motor or lineshaft ready	Like New	\$10,000		
Pallet Racking	4 8 foot sections with 4 shelves per section	Excellent	CALL	Amos Coblentz	27091 V Drive South, Homer, MI 49245 Phone: 517-542-2025 7:30 - 8:30 AM
Cantilever Racks	2 heavy duty sets, 3 lighter sets	Excellent	CALL		
Stroke Sander	40" x 80" surface 6" belt heavy machine. Located in Summertown, TN	Good	\$1,000 OBO		
Pandagraph	Routs name and address in wood. Located in Summertown, TN	Very Good	\$700	Amos J Hershberger	15565 Combs Road, Laurelville, OH 43135
Diesel	Used Kubota D905 W clutch & panel 20 hp	Nice Runner	\$2,700		
Diesel	Deutz 2011 series 64 HP W/ clutch & panel	Call	\$5,800		
Diesel	Deutz 1011F Turbo W clutch & panel , engine is as new - paint still on turbo 71 HP	Call	\$6,300	Anderson Diesel Barn	Anderson Diesel Barn Phone: 724 967 3612 Fax: 724-748-5580
Diesel	Used John Deere 4045 with clutch & panel	Call	\$4,800		
Diesels	Other engines from 7HP to 275 HP.	Call	call		
Band Saw Mill	Perkins Diesel, 1 1/2" bands, 26" wheels, Hostetler brand	New	\$24,900		
Offbearer	Mellott-belt & sidekick roll fits Frick meddows etc.	Excellent	\$2,900		
Slab Edger	Morgan, can be used to edge boards too	Good	\$3,900	Andrew Miller	11577 Armison Road, Fillmore, NY 14735 Phone: 585-567-8083 M-W-F 8:30 to 9:00 AM only
Band Sharpener/setter	Brubacher with stands and Honda motor	New	\$4,900		
Air Clutch	Nexen L-600 #805260	Excellent	\$400	Andrew Miller	128 Co Rte 58A, Mexico, NY 13114 No Phone
Electric Motor	Delta 5 hp, 1 phase, almost new out of Delta unisaw, switches included	Excellent	\$350		
Table Saw	Rikon 10 inch left tilt contractors table saw on castors with 30 inch rip fence	Good	\$700	Andrew Slabaugh	60 St Rt 95, Jeromesville, OH 44840 No Phone
Hydr Pump-Motor	Hybel SM1213 0.81 CID 3,300MAXrpm 4,350MAXpsi SAE12 2pc available	New Surplus	\$146		
Hydr Pump-Motor	Hybel SM1211 0.81 CID 3,600MAXrpm 4,350MAXpsi SAE12 3pc available	New Surplus	\$142		
Pipe Coupler	2" SS pipe couplers, Cast, Aprox 50pc	New Surplus	\$9	AZS Brusher Equipmen	821 Crooked Lane, Ephrata, PA 17522 Phone: 717-733-2584 Fax: 717-733-4567 Email: azsbrusher@ibyfax.com
Generator	Honda EU7000IS 7000Watt Honda Invertor Duty, Ultra Quiet, Electric Start never used 1pc	New Surplus	\$4,449		
Air Filter	2W239 24" x 24" x 4" Pleated air Filter Merv7 - fits any 24" x 24" x 4" + opening 20+	New Surplus	\$17		
CNC Plasma	2013 Baileigh Industrial PT5x10 downdraft, Hypertherme 3070 High Def plasma	Needs Work	\$12,000		
Log Deck	4 strand, 50 foot long log deck, electric motor and gear box	Like New	\$9,000		
Incline Deck	4 strand, 14 foot wide X 20 foot long, electric motor and gear box	Good	\$4,000 OBO	Benjamin Beiler	3905 Willow Rd, Spitzer, WI 53825 No Phone
Shavings Baler	All mechanical, automatic stroke with no air, electric, or hydraulics, free literature	Brand New	Ask	Bens Repair Shop Ben Brenneman	18401 Fillmore Rd, Stanwood, MI 49346 No Phone
Wind Turbine	Generator with prop and controller	Good	\$675	CDS LLC Elam S Stoltzfus	3236 Craig Drive, Hartville, MO 65667 Phone: 417-241-0394 Fax: 417-741-2754 Email: cdsllc@ibyfax.com
Shaper	Powermatic 2700, 3 hp single phase, includes PF-31 3 roll power feeder	Very Good	\$2,950	Choice Cabinetry Mervin Martin	346 Gosling Marsh Rd, Martinsburg, WV 25404 Phone: 304-267-1485 Fax: 304-267-1486
Ironworker	Uni Hydro Pro 80, 4 station single phase, in stock, new	New	\$19,500		
Ironworker	Uni-Hydro 30-150 ton, 3 or 4 station, 1 phase, 3 phase, or non-electric, free shipping,	New	Call for price		
Log Splitter	30 inch x 42 inch capacity, skidsteer mount,	Excellent	\$2,100	City Hill Fabricating LLC	1064 City Hill Rd, Penn Yan, NY 14527 Phone: 315-759-3049 Fax: 315-536-4576
Ironworker	Uni Hydro Pro 80, 4 station single phase, in stock, new	New	\$19,500	Marvin Nolt	
Ironworker	Uni-Hydro 30-150 ton, 3 or 4 station, 1 phase, 3 phase, or non-electric, free shipping,	New	Call for price		
Log Splitter	30 inch x 42 inch capacity, skidsteer mount,	Excellent	\$2,100		
Dust Collector	13 inch blower, baghouse, cyclone, airolock	Good	\$10,000 OBO	Clearspring Mfg Jr Beechy	4225 W 350 S, Topeka, IN 46571 Phone: 260-593-2086 x 2 Fax 260-918-9499 Email: jr@clearspringmfg.com
Software	Cabinet Vision software, Super Pro with key	Unused	\$2,500	Country Value Woodworks Jonas	2302 Beaver Valley Pike, New Providence, PA 17560 Phone: 717-786-7949 x 1 Fax: 717-786-3626
Clamp Carrier	12.5 foot James L Taylor automatic clamp carrier, 20 section	Used	\$25,000	Countryside Woodworking Omer Kuhns	550 N CR 240 E, Arthur, IL 61911 Phone: 217-543-4190 Fax: 217-543-4195 Email: countrysideww@yahoo.com
Clamp Carrier	Doucet clamp carrier, 20 section, 52 inch clamps, heavy duty	Good	Call	Custom Reproduction Furniture/Paul H Nolt	513 Old Rd, East Earl, PA 17519 Phone: 717-445-4703 Fax: 717-445-4998



ITEM	AD DETAILS	CONDITION	PRICE	NAME	CONTACT INFORMATION
Diesel	Cummins 750 hp, KTA 19-G4, 2000 hour, year 07	Runs Good	\$10,500	Dannie Miller	27372 430th St SE, Fosston, MN 56542 Phone: 218-435-2010
Diesel	Deutz 254 hp, BF6L513 in line, 6 cylinder, 600 hours since rebuild, MSDP	Runs Good	\$10,500		
Diesel	Cummins 280 hp, M-11 year 07, mechanical gover, power unit MSDP	Good	\$9,500		
Diesel	Perkins 15 hp mechanical 3 cylinder, # 5 Bell, 15 hp @ 1800 rpm	Brand New	\$1,250		
Diesel	John Deere 6619 TT-02, need rebuild, # 038120 RG	Don't Run	\$850		
Diesel	Perkins, 165 hp, 354-T, black oil after cooling, clutch, radiator, low hours, MSDP	Runs Good	\$6,500		
Mini Excavator	35D John Deere mini excavator, cab, 3059 hours, cab is bent and windows broke	In Use	\$18,000 OBO	Deerfield Concrete/ Joseph Oberholtzer	1425 Beaumont Ave, Charles City, IA 50616 Phone: 641-228-3899 Email: deerfieldconcrete@abcmailbox.net
Power Unit	60 Series, Detroit 12.7 L, 7300 hr. on factory reman, DDEL #	excellent	call	Definitive Millworks	207 Sawmill Road, Liverpool PA 17045 Phone: 1-570-837-9688
Oil Cooler	American Industrial oil cooler	good	call		
Pump Skid	7' X 10' pump skid with line shaft, pumps, pulleys, sideload block,	excellent	call		
Air Compressors	Quincy air compressor, model 370	good	call		
Oil Reservoir	6-2" suction parts, 360 gallon	good	call		
Skidloader	2009 Case series III, 74 hp, cab, 2 speed, hi-flow hydraulic, 2495 hours	Excellent	\$29,500	Duane Diener	586 N CR 325 E, Tuscola, IL 61953 Phone: 217-208-9595
Edge Sander	Crouch edge sander, with extra belts	nice	\$3,500	EH Woodworking Sidney Burkholder	1763 Weaverland Road, East Earl PA 17519 Phone: 717-445-6595 Fax: 717-445-9717
Drawer Sander	Drawer Box Sander, 18" belt, with extra belts	good	\$4,200		
Phase Converter	40 KW Digital rotary converter booster	good	\$5,000		
Green Giant Forklift	6000 LB Capacity, 120" Rise, 50" str, Honda or Brilliant Powered, Mech. Dr., w/ poly or steel wheels	New	\$9,100	Eli D Shrock	For brochures or to place an order write to: 4250 S. Funk Road, Wooster, OH 44691
Green Giant Forklift	10,000 LB Capacity, 120" Rise, 50" str, Honda or Brilliant Powered, Mech. Dr., w/ poly or steel wheels	New	\$11,600		
Green Giant Forklift	3000 LB Capacity, 120" Rise, 42" str, Honda or Brilliant Powered, Mech. Dr., w/ poly or steel wheels	New	\$6,500		
Green Giant Forklift	3000 LB Capacity, 60" Rise, 42" str, Honda or Brilliant Powered, Mech. Dr., w/ poly or steel wheels	New	\$5,900		
Shaper	Unique 330 with 3 sanding heads, hydraulics	very good	\$4,800	Elm Crest Furniture	322 west Newport Road, Lititz PA 17543 Phone: 717-625-3411
Clamp	Drawer box clamp	good	\$500		
Natural Gas Engine	Zenith, 12.9 L, natural gas engine, 2600 hours, for parts or fix up	Parts	\$600	Elroy Yoder	3828 72nd St, Newaygo, MI 49337 Phone: 231-924-6621
1" Cherry Wood	2400 bd. Ft. Cherry, KD, planed 7/8, straightlined one side, 2 1/2"-7" width	Call	1.50/bd. Ft. OBO	Enos King	3094 Sowers Road, Greensfork IN 47345 Phone: 765-886-5748
Edge Sander	Jet, model # HES-6108-1, 6 inch, 1.5 hp	Very Good	\$850	Ervin Martin	1246 Sheep Hill Rd, East Earl, PA 17519 Phone: 717-355-0596
Dovetail Jig	Omni Jig 16 inch, Porter Cable, 5 templates	Like New	\$450		
Table Saw	Powermatic 72A, 14 inch, 3 ph	Fair	\$1,175		
Shaper	Seco SK-26SP, tilting arbor, 4 spindles, 1 ph, 5 hp	Very Good	\$2,200		
Spindle Sander	Wonder Grinder Co, Erie, PA oscilating, 7 spindles	Good	\$400		
Dust Collector	UFO-102B, 4 bag, 3 hp, 1 ph	Good	\$390		
Sliding Table Saw	SCM minimax SC3W, year 2001, 4.8 hp, 230 v, 3 ph, overhead arm guard, scoring blade, riving knife, Italian made, 2 12 inch blades included	Near Perfect	\$4,950 OBO	Evan Blades	27898 110th Street, Unoinville, MO 63565 Phone: 660-216-8048 Fax: 660-947-3355 Email: woodenbladeworks@ibifax.com
Wheel Loader	JCB 409 ZX, cab, heat, air, 75 hp. 5000 hrs. bucket and forks	EXCELLENT	call	Fishers Fabricating Mervin Fisher	6756 Mcclays Mill Road, Newburg PA 17240 Phone: 717-360-7884
Hole Borer	Hole Boring machine, 240v, saves drill press fatigue on volume and repetitive jobs, has auto retract, keyless chuck. Pictures available.	very good	\$650 OBO	Frost Mountain Woodshop Marvin Zimmerman	211 Main Street, Brownfield, ME 04010 Phone: 207-256-0461
Exhaust Fan	Dayton 18 inch explosion proof tube axial fan with single phase electric motor	Very Good	\$900 OBO	Gary Hershberger	2930 S 625W, Topeka, IN 46571 Phone: 260-593-0888 Fax: 260-593-0868
Press Brake	14 foot, 225 ton Dreis Krump Mfg Co. serial # 6873, hydraulic two speed	Good	\$20,000	Greentree Machine Works	Quarryville, PA 17566, Phone: 717-725-8644 Email: greentreemw@ibifax.com
Wood Furnace	HeatMor model 800 outdoor wood furnace	Good	\$6,000	Happy Farm and Greenhouse John Daniel Zimmerman	3370 Monkey Norman Rd, Hopkinsville, KY 42240 Phone: 270-889-5339 Fax: 270-885-8310
Table Saw	Delta Unisaw, 10 inch, complete with fence system	Excellent	\$1,275	Harmony Custom Kitchens Leroy Gingerich	12990 Cty Rd 15, Harmony, MN 55939 No Phone
Band Saw	20 inch Seco	Excellent	\$975		
Drill Press	Wilton, adjustable speed on the go, no need for step pulley	Good	\$650		
Bench Drill Press	Dunlap, heavy old style	Fair	\$375		
Planer	36 inch Greenlee, 4 knife cutterhead with sharpener, model 110	Good	\$6,000 OBO	Henry L Zook	18916 Game Rd, Preston, MN 55965 No Phone
Diesel	Cummins HR1 with clutch-runs	used	\$2,495	Henry Yoder	3604 st. wwy. 11B, North Lawrence, NY 12967
Dovetailer	OMEC 650M manual single spindle hydraulic, ready to go	New	\$8,400 OBO	Herschberger Woodworking	151 E CR 300 N, Arthur, IL 61911 Phone: 217-543-4075 Fax: 217-543-4085

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	NAME	CONTACT INFORMATION
Forklift	2007 Hyster ESSZ-33 5500 lb, 36 volt, electric	Good	\$9,500		
Forklift	Raymond C50 HM 5000 lb, 36 volt, side shift	Nice	\$9,500		
Forklift	2002 Mitsubishi, FB20KT 4000 lb, 36 volt, 3 wheel	Excellent	\$8,900		
Forklift	2008 Yale ERC040, 4000 lb, 36 volt, 3 stage, side shift	Good	\$6,900		
Forklift	2009 Hyster E30Z, 3000 lb, 36 volt, new battery, side shift	Excellent	\$12,900	Hoover Enterprises	Stevens, PA 17578 Phone: 717-335-0050 Fax: 717-335-0053
Forklift	2002 Hyster J30XMT2, 3000 lb, 36 volt, new battery	Excellent	\$10,500		
Forklift	2008 Cat ES3000, 36 volt, stand on, side shift	Excellent	\$8,900		
Forklift	2008 Yale 4500 lb, stand on, 36 volt, side shift	Excellent	\$6,900		
Pallet Jack	Many walkie and rider pallet jacks	Call	call		
Swenson Shear	Swenson Shear snap table on trailer, for standing seam	Good	\$7,500	Hostetler Metal Sales Daniel D Hostetler	58644 Red Arrow Hwy, Hartford, MI 49057 Phone: 269-999-6242
Planer	33 inch Northtec hydraulic with spiral head	Good	\$9,500		
Rip Saw	Diehl straight line, hydraulic with laser and 4 blades	fair	\$3,500	Jake Zook	4021A Old Philadelphia Pike, Gordonville, PA 17529 Phone: 717-768-8930
Table Saw	10 inch jet hydraulic with 52 inch fence and miter, tilt	Good	\$750		
Dust Collector	Grizzly, 4 bag with bags, hydraulic	Good	\$600		
Barfold	Pexto 30 inch barfold, 2 to choose from	Fair	\$600 OBO		
Shears	Pexto LVD 10 ga 10 foot 1974 hydraulic shear, power back gauge	Used	\$5,500 OBO		
Lock Former	Flagler 24 ga Junior Pittsburg SN J-4858 11-97	Excellent	\$900 OBO		
Spot Welders	Spotwelders, 440 volt, 50 KVA	Call	CALL	JA-Mar Metalcraft	3095 Morton Lane, Trenton, KY 42286 Phone: 270-466-0905
Elbows	We manufacture stainless steel elbows and stovepipe 304	Call	CALL		
Wanted	Square cupalo patterns wanted	Call	CALL		
Rollers	Ferguson double steel drum rollers, JD 219 Ford diesel, 17-20,000 lbs	Runs	CALL		
CNC Plasma	2005 AKS 6 foot x 10 foot downdraft, Hypertherm HPR 130 hi-def with Tru-Hole, 1 1/4 inch capacity	Good	\$40,000 OBO		
Hydraulic Tank	70 gal 18" x 24" x 48", 20 hp, 3 ph, 24 gpm, with solenoid valve and regulator, full	Good	\$450 OBO	JM Shirk Mfg, LLC	459 Peach Rd, Ephrata, PA 17522 Phone: 717-721-3383 Fax: 717-721-2559
JD Parts	7000 7200 planter wheels, lift axles, transmissions, 7200 6 row rigid frame, heavy	Used	Make Offer		
Subsoiler	R65P1 single shank pull type horse drawn, trip rolling basket, no till, rental unit	Good	Call		
Welders	Zena welders, 200 amp DC each, join for 400, use with tractor, pickup, etc, very little use	Little Use	\$800	Joel Horst	PO Box 244, Port Clements, BC, V0T-1R0 Phone: 250-557-4589 Fax: 250-557-8573
Wide Belt Sander	Sanding Master, model # CSB-2-900, 37 inch, 220 volt, 3 phase, 2 head	Good	\$5,000	Keith Sensenig	7635 Amstutz Rd, Shiloh, OH 44878 Phone: 419-896-3176
Planer	SCMI S520 20 inch, 9 hp, 3 sets blades, 3 phase, 1998 power table	Very Good	\$5,900		
Sawdust/Grain Bin	72 inch diameter, 13 foot tall, 125 cubic feet, metal, 12 inch slide gate	Very Good	\$2,000	KenKraft Co Inc. Ken Spitulski	821 N Westwood Ave, Toledo, OH 43607 Phone: 419-270-0403 Fax: 419-536-0944 Email: hardwoods@kencraftcompany.com
Pressure Feed Tank	Devilbiss QMS747 galvanized steel pressure pot feed tank, 15 inch high x 15 inch diameter, 24 foot hoses	Good	\$300		
Truck Tool Box	Aluminum truck crossbed toolbox, full size, 1 lift door 18" w x 70" long	New	\$200		
Pellet Stove	Burns corn, pellets, etc, Golden Grain model 1101, made in USA, 14,000 to 40,000 btu	New	\$1,995		
Kiln	CRESS ceramic kiln for pottery	Good	\$200		
Linseed	55 gallon pure linseed oil	Good	\$2,100	Kyle Palumbo	6654 Middlebury Rd, Keymar, MD 21757 Phone: 410-984-3540
Punch Press	Diacro hand turret punch, 12 station	Good	\$1,800		
Profile Grinder	Weinig model R950, 230 volt, 3 phase, 2003	Very Good	\$5,000	Lamar Martin	3298 Delooza Rd, Penn Yan, NY 14527 Phone: 315-536-0525
Profile Grinder	Weinig model R925, some parts missing, 1994	Good	Best Offer		
Line Boring	USA made Conquest, 23 drill bits, 30" drilling span, single phase, 220 volt	like new	\$2,400	Levi King	1447 May Post Office Road, Quarryville PA 17566 Phone: 717-806-2099
Wanted	Table blaster, 60 inch or 72 inch, prefer Pangborn brand, will consider other brands	Call	CALL		
Wanted	Broach cutters for Davis No 5 key senter machine, need sizes 1/2, 5/8, 3/4, 7/8, 1, 1-1/4 inch	Call	CALL	Machine Shop Services	17928 Abbey Drive, Wheeling, MO 64688 Phone: 660-659-2011
Wanted	Pickering 1-1/4 inch ball ranger steam governor	Call	CALL		
Press Brake	Mechanical, Wysong 2572, tooling, electric, could convert to air or hydraulic, pics available	Good	\$4,000		
Riveters	3 to choose from	Fair	\$395 OBO	Martin's Maintenance	745 Lack Rd, Elkton, KY 42220
Uncoilers	2 to choose from, 26 inch wide with arm	Good	\$1,100 OBO	Marvin Martin	Phone: 270-265-5040 Fax: 270-265-5044
Leveler/Feeder	2, Little, 12 inch wide, Rowe, 15 inch wide, .030 - .125 capacity	Call	Make Offer		
Phase Converters	Martins Electrical digital rotary phase converter, model F24-22, 24 kw, 30 hp	Good	\$5,500	Martin's MFG	8135 Malone Rd, Shiloh, OH 44878 Phone: 419-896-3143
Shear	10 foot x 3/8 inch HTC hydraulic shear 20 hp model 375-10, powered back guage with DRO	Good	\$16,900	Mast Farm Service Michael Yutzky	3585 OH 39, Millersburg, OH 44654 Phone: 330-893-2972 Fax: 330-893-3137 Email: mike@mastfarmservice.com



ITEM	AD DETAILS	CONDITION	PRICE	NAME	CONTACT INFORMATION
Uncoiler	12,000 lb Welty Way, hydraulic	Good	\$5,000	Metal Roofing Supply	6801 Sulphur Springs Rd, Montgomery, PA 17752 Phone: 570-547-6540
Metal Lathe	Colchester 17 x 60, taper attech, steady rest, 3" hole through spindle, tool post, coolant, new way wipers, owners manuel	good	\$8,500	Mill Creek Repair Andrew Peachey	12883 Dachenbach Lane, Mill Creek PA 17060
Planer	Newman 500 4 sided planer, 6 x 14 capacity	Good	\$13,000	Miller's Log Home Supply LLC Jonas Miller	2193 140th Ave, Murray, IA 50174 No Phone
Sander Diesel	Woodmaster 37 inch double drum, lineshaft ready 40 hp Lister HR3 with clutch, crank or battery start	Good Rebuilt	\$1,500 \$2,500	Millers Woodworking Daniel M Miller	W572 County Rd C, Stoddard, WI 54658 No Phone
Forklift	Thompson Crown SC4040 36 volt, 300 hours, 3700 lb	Like New	\$15,900	Nathan Weaver	10790 Pilot Rock Rd, Hopkinsville, KY 42240 Phone: 270-890-0171 Fax: 270-886-9448
Crawler	John Deere 350 B crawler loader	Good	\$12,000	Noah Peachey	3137 S Walker Ramp Rd, Rockville, IN 47872 Phone: 765-344-1585
Consignments Wanted	Woodworking, metalworking, sawmill consignments wanted for Northeast Tool Expo and Auction held on January 15th, 2022	New or Used	Auction	Northeast Auctions John David Shirk	2947 CR 18, Stanley, NY 14561 Phone: 585-526-5964 Fax: 585-526-5964
Power Unit	C13 Cat Power unit, 475 hp with radiator, air cleaner, muffler is optional	Rebuilt	\$27,500	O A Peachey and Sons Lumber Sylvan Peachey	30 E Strack Drive, Myerstown PA 17067 phone: 717-454-6735 phone: 717-926-2413
Finish Pump	Graco-Merkur ES	Excellent	\$750 PPD	Parkman Clock and Gift Eli Detweiler	17930 Madison Rd, Middlefield, OH 44062 Phone: 440-548-9831
Track Skidloader Mini Excavator	2020 Bobcat T590, joystick control, cab heat and air, keyless start, 1500 hours, 2018 Bobcat E35 open cab, long arm, auxillary hydraulic thumb, keyless start 2100 hours	Good Excellent	\$48,000 \$32,000	Paul Troyer	200 Dog Creek Road Cubrun KY 42729 Phone: 270-524-2211 Phone: 270-702-1465
Shaper Shaper	Rockwell 3/4 inch spindle, heavy duty, electric Boice & Crane, 1/2 inch light duty	Good fair	\$950 \$300	Pine Creek Woodworking	W719 Pine Creek Rd, Chili, WI 54420 No Phone
Generator Power Unit Hydraulic Tank Hydraulic Tank Hydraulic Tank Shaper/Sander Table Saw Band Saw Band Saw	Portable light unit with 3 cylinder Kubota diesel, 8020 hours, 6 kw GM671 Detroit with clutch, model 6045C, runs good, has small oil leak Hydraulic tank with pumps or motors, 18 x 48 x 39 2006 RHM fluid power, 100 gallon hydraulic tank with hoses, filters 16 x 24 x 20 hydraulic tank with pump Larick 410 shaper sander, hydraulic drive, 1 1/4 inch spindle 10 inch Delta unisaw model 36-869 with hydraulic motor and 52 inch uni fence 2008 Delta 18 inch bandsaw model 28-682, set up for metal cutting, 2 speed Jet 18 inch bandsaw, model JWBS-18, 1 1/2 hp, 1 phase For pictures see ad on page 331	Good Fair Good Good Excellent Good Good Like New Like New	\$2,500 \$4,500 \$350 \$750 \$450 \$4,000 \$1,000 \$1,800 \$1,750	Pine Valley Bolts	5195 Kinsman Rd, Middlefield, OH 44062 Phone: 440 693 4232 fax: 440 693 4316
Press Brake	Guifil HCS25-63, 69 ton hyd. 100" lng. Quiet running	very good	\$5,000	Praire State Machine Glen Herschberger	71 E CR 100 N, Arthur, IL 61911 Phone: 217-543-3768 Fax: 217-543-3764
Grain Blower Grain Blower Mixer Heat Exchanger Paint Sprayer Grain Leg Distributor Conveyer	Kongskilde TRL 500 grain blower, 460 volt, 50 hp Kongskilde TRL 40 r, 460 volt, 6 inch pipe and elbows, air operated diverted valves, y valves, for Kongskilde system 4 ton paddle feed mixer Exhaust heat exchanger, 12 foot long Hydrostatic painting system, 3 gallon pot 1 65 foot leg, 1500 btu per hour, new belt and buckets 6 inch 6 hole, 6 inch 8 hole, 6 inch 10 hole 9 inch wide chain paddle conveyer with motor	Like New Like New C Good New Fair Good Good New	\$10,000 \$5,000  \$4,000 \$7,000 \$1,500 \$5,000 Best Offer \$10,000 OBO	Quality Feeds LLC	15423 CR20, Middlebury, IN 46540 Phone: 574-238-5048 Fax: 574-825-9433
Shaving Baler Conveyer Diesel	Realtuff hydraulic/electronic compression baler, horizontal, 12 inch x 16 inch chamber 24 foot New Holland portable elevator with web belt, hydraulic 90 hp John Deere	Like New Good Rebuilt	\$22,000 \$1,800 Call	R Little Farm Supply	1144 Spencer Rd, Dillwyn, VA 23936 Phone: 434-390-8642
Track Skid Steer	2019 Kubota SVL 95-2, 95 HP, cab, standard flow, 2 speed, warranty, 530 hr.	Excellent	\$68,950	Raymond Wengerd Jr.	790 Brady Bay Lane, Glenco KY 41046 Phone: 859-613-1470
Diesel Unit Generator Air Compressor Air Tank	3 cylinder Perkins, 13 KW Marelli generator, 5 HP. Quincy air compressor 13 KW Marelli, 2 bearing, with slide mount 15 HP Quincy, model 350L, with slide belt tightner 500 Gallon air tank	Fair Excellent Excellent Excellent	\$1,900 \$950 \$3,500 \$350	Riehl Equipment	66 Walleit Road, Ickesburg, PA 17037 Phone: 717-438-3907
Table Saw Phase Converter	Powermatic 72, Biesemeyer 50 inch fence, hydraulic motor Witmer motor, model 10/30	Excellent Excellent	\$1,995 \$550	Rissler Tools	90 W Church Rd, Stevens, PA 17578 Phone: 717-371-5418
Wanted	Lineshaft drive HVLP turbine sprayer	Write	Write	Riverbend Buggy Parts	10488 Cerulean Rd, Cerulean, KY 42215
Gutter Machine Shear	6 inch New Tech gutter machine in 14 foot trailer, 2-yo Swenson Shear Snap Table Pro	Excellent Excellent	\$12,500 \$9,000 OBO	Southern MD Metal Roofing	12220 Plater Rd, Charlotte Hall, MD 20622 Phone: 301-247-2666
Parts Tumbler Dust Collector	19 inch diameter X 96 inch long parts tumbler with hydraulic motor Dust collector blower with 40 hp electric motor	Very Good Good	\$900 \$2,500	Spark Fabricators, LLC Benjamin	Christiana, PA 17509 Phone: 610-593-6707 x 4

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	NAME	CONTACT INFORMATION
Forklift	Linde H30 ct showing 2992 hrs. showing rust on the inside	working	\$7,500	Stoney Creek Cabins	24913 Hennepin Place, Bevier, MO 63532 phone: 660-773-5550
Sander	Super Max 36" brush sander	Good	\$3,500		
Tiller	Wolverine 72" 1 hr. of use	Like New	\$2,500		
Welder	Shopmaster LA161553 CC/CV/AC/DC welding power source with 60 series feeder, 220 single phase	Good	\$2,300	Sunny Hollow Hay Equipment Elmer King	628 W Market Street, Gratz PA 17030 Phone: 717-365-3811 Fax: 717-365-3810
Welder	Miller CP300 CV/DC welding power source w/ 2 year old 20 series feeder, 220 3 phase	Good	\$2,600		
Welder	Lincoln CV300 welding power source w/LN10 feeder remote controlled, 220 3 phase	Good	\$2,600		
Welder	Lincoln CV300 welding power source w/LN742H feeder, 220 3 phase	Working	\$1,300		
Welder	Clarke roll-around Mig Welder, 225 amp, 220 single phase	Good	\$900		
Boring Machine	Ritter R46A line boring machine	good	\$1,650	Swartzentruber J	13386 county road 23, Canton MN 55922
Diesel	New Yanmar 2TNE68, 2 cylinder, 13 hp. @ 3600 RPM, with radiator, stub shaft, and panel	New	\$2,650	The Newswangers	1451 Union Grove Rd, East Earl, PA 17519 Phone: 717-445-4274
Diesel	20 hp. Kubota D905 power unit. 3 cylinder, with stub shaft and panel 700 hrs	Good	\$2,800		
Diesel	22 hp. Yanmar 3TNA72, power unit, with radiator, panel and stub shaft	Rebuilt	\$2,950		
Diesel	23 hp 2014 Kohler power unit, KDW1003, 3 cylinder, with panel and stub shaft	Good	\$2,300		
Diesel	28 hp. Yanmar power unit, 3TNE78, 3 cylinder, 1,167 hrs. with radiator, stub shaft and panel	Good	\$3,900		
Diesel	New 32 hp. Cummins A1700 3 cylinder, with radiator	New	\$4,800		
Diesel	New Caterpillar 1.6 liter, 4 cylinder, 33 hp. @ 2800 RPM, with radiator	New	\$4,900		
Diesel	33 hp. Yanmar 3TNE84 3 cylinder, with radiator & panel, Ready to ship	Good	\$3,900		
Diesel	New 36 hp. Yanmar 3TNV88, 3 cylinder, 22 hp. @ 1800 RPM, with radiator	New	\$5,500		
Diesel	47 hp. Yanmar 4TNV88, 4 cylinder, with radiator	Good	\$4,500		
GenSet	30 KW Onan genset. 120/240 volt, 3 phase, 690 hrs., with John Deere. 4 cylinder diesel	Good	\$7,500		
Diesel	55 hp John Deere 3179 power unit, 3 cylinder, with radiator, clutch, and panel	Good	\$5,200		
Diesel	55 hp Yanmar 4TNV84T power unit, 36 hp @ 1800 rpm, 1252 hours, with clutch and panel	Good	\$6,950		
Diesel	70 hp. John Deere 4039D power unit, 520 hrs with clutch and panel	Good	\$6,800		
Diesel	175 hp. Caterpillar 3126, 6 cylinder, bare engine, needs work	Needs Work	\$3,000		
Diesel	Cummins power unit, 6CTA 8.3liter, 237 hp. @ 2100 RPM, with clutch and panel	Good	\$13,900		
Diesel	Cummins QSM11, 6 cylinder, 375 hp. @ 2100 RPM, with frame and radiator, needs rebuilt	Needs Rebuilt	\$7,900		
Tractor	1959 John Deere 730 diesel 2 cylinder tractor, narrow front, new rims & tires, 3 point hitch	Good	\$9,200		
Stub Shafts	2 sizes of stub shafts in stock, quantity discounts	New	\$165		
Diesels	DON'T SEE WHAT YOU NEED, GIVE US A CALL	Call	Call		
Bridge Crane	30 foot X 60 foot X 12 foot, manual clutch, coil car included	good	\$7,500		
Wide Belt Sander	SCMI double head 37"	5 yrs. Old	\$20,000	Turkey Creek Woodworking	13311 N 200 W, Milford, IN 46542 Phone: 1-574-658-3228 Fax: 1-574-658-3140 email: turkeycreekwood@yahoo.com
Planer/sander	NorthTec 37" Planer/Sander	works	\$7,000		
Glue Spreader	Taylor glue spreader	works	\$600		
Moulder	Weinig Profimat 22 IV, 5 head, electric, no motors, ready to convert	Good	\$9,700	Vernon Mullet	11420 Brickyard Rd, Holton, MI 49425 Phone: 641-898-2255
Rollformer	Hercules 2000 rollformer with 2 manual decoilers	Good	\$25,000 OBO	Walter Percy	1451 Route 539, Little Egg Harbor, NJ 08087 Phone: 679-857-3695
Track Skid Steer	2016 Bobcat T590, 66 HP, Cab, Joysticks, Manual Coupler, ONLY 540 Hours.	Excellent	\$46,500	Wendell Shertzer	1082 Letort Road, Conestoga, PA 17516 Phone 717-341-9514
Track Skid Steer	2019 Bobcat T595, 74 HP, Cab, Joysticks, 2 Speed, Reg. Flow Hyd., 770 1-owner hours.	Excellent	\$51,500		
Track Skid Steer	2007 Bobcat T300, 81 HP Kubota, Cab, Foot Controls, Reg. Flow Hyd., 2,400 Hours.	Excellent	\$34,500		
Track Skid Steer	2018 CASE TV380, 90 HP, Cab, 2 Speed, Joysticks, Hi-Flow Hyd., 380 Hours.	Excellent	\$56,500		
Track Skid Steer	2016 CAT 259D, Cab, 74 HP, 2 Speed, Reg. Flow Hydraulics, 725 Hours.	Excellent	\$49,500		
Track Skid Steer	2006 CAT 257B, Cab, 62 HP, 1 Speed, Joysticks, Reg. Flow Hydraulics, Good ASV U/C, 2,600 Hours.	Excellent	\$27,500		
Track Skid Steer	2005 Gehl CTL70, 81 HP, Cab, 2 Speed, Joysticks, Reg. Flow Hydraulics, Good Tracks, 2,580 Hours.	Excellent	\$27,500		
Track Skid Steer	2018 Kubota SVL 75-2, 75 HP, Cab, Joysticks, 2 Speed, Reg. Flow Hyd., 1,360 Hours.	Excellent	\$46,500		
Track Skid Steer	2017 Kubota SVL75-2, 75 HP, Cab, Joysticks, 2 Speed, Reg. Flow Hyd., 1,130 Hours.	Excellent	\$49,500		
Track Skid Steer	2013 New Holland C227, 74 HP, Open ROPS Canopy, 2 Speed Travel, Foot Controls, 2,100 Hours.	Good	\$24,500		
Track Skid Steer	2006 New Holland C185, 78 HP, Cab(no door), 1 Speed, Hand Controls. 2,000 Hours.	Good	\$23,500		
Track Skid Steer	2015 Takeuchi TL12, 110 HP Pre-DEF engine, Cab, 2 Spd., Hi-Flow, 1,600 Hours.	Excellent	\$50,000		
Track Skid Steer	2015 Takeuchi TL12, 110 HP Pre-DEF engine, Cab, 2 Spd., Hi-Flow, Forestry Oil Cooler, 2,050 Hours.	Excellent	\$55,000		
Track Skid Steer	2018 Deere 333G, 100 HP, Cab, 2 Speed, Hyd. Coupler, Pilot Controls, 2,620 Hours.	Excellent	\$49,500		
Track Skid Steer	2012 Deere 323D, 74 HP, Cab, 2 Speed, Power Quick Attach, Hi-Flow, Foot Controls, 1,950 Hours.	Good	\$27,500		
Mini Excavator	2016 Kubota U55-4, 48 HP, Open ROPS Canopy, 860 Hours, Hyd. Thumb, Angle Blade, 12K LB.	Excellent	\$49,500		
Mini Excavator	2019 Deere 35G, 24 HP, Open ROPS Canopy, 1,800 Hours, Aux. Hydraulics.	Excellent	\$32,500		
Mini Excavator	2018 Deere 50G, 36 HP, Cab, 650 Hours, Hyd. Thumb, Straight Blade, 11K LB.	Excellent	\$59,500		
Mini Excavator	2015 JCB 8045 ZTS, 49 HP Pre-emissions Engine, Cab, Aux. Hydraulics, 10,500 LB, 230 Hours!!!	Excellent	\$54,500		
Mini Excavator	2019/2020 Yanmar VIO50-6, 39 HP Yanmar, Open ROPS Canopy, Aux. Hyd., 300 & 500 Hrs., 2 Available	Excellent	\$52,500		
All Wheel Skid Steers	2-Bobcat A300's, 1 w/cab & 2,200 Hours(\$32,500), 1 w/canopy & 4,300 Hours(\$22,500).	Excellent	CALL		
Delivery	Call for shipping quotes. We deliver nationwide!	Call	Call		



ITEM	AD DETAILS	CONDITION	PRICE	NAME	CONTACT INFORMATION
Bandsaw	Grizzly G1019 Wood Bandsaw, air motor and lubricants, ready to work	Good	\$500	Wesley Kauffman	97 Currie Road, Smyrna, ME 04780 Phone: 207-757-7122
VFD Motors	Variable Frequently Drive motors, 2 hp to 10 hp, used for woodworking tools	Great	Call	William Miller	2557 Harrison Rd, Fredericksburg, OH 44627 Phone: 330-600-9380 Email: wmiller081992@gmail.com
Coil Boiler	500,000 BTU Coalgun Stoker Boiler, hopper feed, model 500S, used one year	Excellent	\$9,500	Willis Leid	907 Smoketown Road, Denver, PA 17517 Phone: 717-413-4750
Panel Saw	Safety Speed Panel Saw, 110 volt motor	Good	\$800		
Dowel Machine	Bardolet SL model HA-40 with dowel sanding machine and dies up to 2 inches	Good	CALL	Wisner Woodworking Harvey Miller	5015 S Wisner Ave, Newaygo, MI 49337 Phone: 231-924-5711 Fax: 231-924-6562
Multi-Drill Machine	Model 545 made by Vintage Rd Crafts, all air operated, up to 5 drill setup	Good	CALL		
Profile Sander	Made by Derda Inc, lots of different profiles	Good	\$250		
Table Saw	Delta Rockwell 10 inch unisaw	Good	\$500		
Diesel	Kubota D662 pwr unit clutch & saftey panel 18 hp	Nice	\$2,600	Xcite Repair Co Amos	200 Shirktown Rd, Narvon, PA 17555 Phone: 484-256-9815_9357 Fax: 484-220-3833
Diesel	Kubota D905 pwrunit stubshaft safteypanel 20 hp	Nice	\$2,700		
Diesel	Kubota Z482 pwr unit stub saftey panel 8 hp	Good	\$2,500		
Diesel	Kubota V1305 engine only low hr has starter&alternater	Nice	\$2,100		
Diesel	Kubota V2203 engine only good runner	Good	\$2,050		
	GENSET KUBOTA 6KW 110/220 volt 1phase load tested good	Good	\$3,300		
	Genset perkins 8kw 110/220 volt 1phase load tested	New	\$5,900		
	Generator head belt drive 7.5 kw 1phase 110/220 volt 1800 rpm	New	\$1,650		
	Generator head belt drive 22kw 110/220 volt 1800rpm	New	\$1,750		
	Generator head #4-107 drive 22kw 110/220 volt 1phase	New	\$2,050		
	Generator head #5-106 drive 13kw 110/220 volt 1800 rpm	New	\$1,750		
	Generator head 30 kw 3phase #4-107 drive 110/220 volt	New	\$2,100		
	Murphy saftey control panels	New	Call		
	Parts Kubota engine parts & rebuildkits genuine	New	Call		
	Stubs, stub shafts all sizes	New	Call		
Diesel	Cummins 5.9 T.A. fresh rebuild has clutch-control panel 195 hp	Nice	\$8,800		
Diesel	Yanmar 3TNA72UJ engine only 1800 hrs runs good	Good	\$2,050		
Diesel	John Deere 5030 Turbo pwr unit clutch & panel 75hp low hr	Nice	\$7,300		
Diesel	Yanmar 4 TNV86 engine only good clean runner	Good	\$1,900		
Turret Lathe	Midland Universal 21 inch swing, lots of tooling, made in Chicago	Good	\$3,000	Yoder Machining and Repair/Floyd Yoder	2460E 500 S, Wolcotville, IN 46795 Phone: 260-854-2606 x 2
Unisaw	10" Delta Unisaws w/ unifence	Reconditioned	\$900	Yoder Sales	1805 270th Street, Redding IA 50860
Jointer	Jointers w/ Byrd Heads	Reconditioned	Write		
Shaper	Powermatic model 26 Shapers, 1 1/4" Spindles	Reconditioned	\$1,200		
Bandsaw	Delta 14"-20" Bandsaws	Reconditioned	Write		
Line Bore	13 Hole Line Bore, Delta	Like New	\$1,350		
Hinge Press	Grass - Hinge Press - Air operated	Reconditioned	\$375		
Heads	Byrd Heads for Planers, Jointers, Shapers	Reconditioned	Write		
Freight	Reasonable Freight Rates	Write	Write		
Resaw	2 head Kent, electric, no return	Good	\$12,500 OMO	Yoder Sawmill Toby Yoder	10564 Hwy Y, Madison, MO 65283 Phone: 660-291-5460 or 3014
Diesel	6068 John Deere Powertech, approx 500 hours on rebuilt, new injectors and turbo	Good	\$9,000 OMO		
Edger	4 X 36 inch Meadows Deluxe, 4 stationary blades	Good	\$4,000 OMO		
Clutches	3 = #3 double plated	Good	\$600 each		
Clamping Table	Ritter 3 x 6 door clamping table with 4 air clamps	Good	\$2,400 OBO	Yoder Woodworking	8105 W 450 N, Shipshewana, IN 46565
Generator	Lima Mac 40 KW belt drive generator with 4 almost new belts	Good	\$2,000 OBO	Freeman L Yoder	Phone: 260-768-7327 x 1 Fax: 260-768-4371
Logging Carts	Winch cart, 7 x 48 wheels, D ring harness, new carts available with winch, call or write for brochures	Used	\$4,750	Yoder's Repair/David Yoder	2414 St Hwy 18, Adamsville, PA 16110 Phone: 330-357-7388
Tractor	Ford 8N tractor for sale, great paint, left side brake is sticky	Great	\$3,200		Phone: 717-210-9943
Welder Wanted	Miller Trailblazer 325, mig and tig attachments				Phone: 260-692-9013 leave message
Air Compressors	Quincy, 1 thru 25 hp, we specialize in compressed air	New, Used, Rebuilt	CALL	Stoltzfus Compressor Service	10536 Pembroke Rd, Pembroke, KY 42266, Phone: 270 475 9635 7:00 - 7:15 PM CT

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	NAME	CONTACT INFORMATION
Clamp Carrier	Taylor Panel flattener, 40 section, 120 clamps, 32"x100" clamping area, includes self contained hyd. pack	Excellent	\$17,500		
NorthField Planer	Model 7 HH with Northfields carbide tipped spiral head, 24"x9" segmented infeed rollers, bottom rollers are powered	Excellent	\$6,950		
Centauro Bandsaw	Classico 900, can rip up to 20" x 34" up to 1 1/2 inch bands	Good	\$3,950		
Clamping Table	Unique 4'x 8' with pneumatic clamps, very clean	Like New	\$4,950		
Sliding Table Saw	Casadei KS-3000 10' slider, complete with extra accessories	Good	\$4,950		
Shaper	double spindle Baxter Witney 1 1/4 spindles	Good	\$2,700		
Jointer	Jet 8"x 66" with new spiral head lineshaft	Good	\$1,450		
Tenoner	Rustic log Tenoner, has dust head and chip hopper, lineshaft	Like New	\$4,950		
Horizontal Borer	Doucet 8' table, multiple spindles, also 2 4' models available	Good	\$5,500		
Horizontal Borer	Grizzly G4185 year 2016 comes with 2 spindle head & 3 spindle head	Like New	\$2,500		
Line Borer	Ritte R-42-3 double row line borer, drills from the bottom	Excellent	\$4,000		
Over arm Router	Onsrud Model RO-117	Good	\$900		
Shaper	Grizzly G1035 3/4" spindle with small power feed	Good	\$550		
Dust Collector	Grizzly G0441 dust collector, lineshaft ready	Good	\$1,500		
Chopsaw	Dewalt 12" with 0x air motor	Like New	\$500		
Job site Table Saw	Dewalt 10" with air motor	Good	\$750		
Power Feed	4 roll staff power feed, 4 speed	Good	\$900		
Woodworking	I have access to a 15,000 square foot warehouse stocked with used machinery	Good	call		
Framing Table	Stonewood 4 foot x 8 foot, pneumatic hold downs	Brand New	\$3,400		
Band Saw	American, 30 inch band wheels very heavy cast iron	Very Good	\$1,800		
Stroke Sander	Grizzly model G5394, year 2008	Good	\$1,800		
Pocket Hole Machine	Ritter R200-T single spindle	Excellent	\$1,950		
Shaper	Invicta Delta TI 14, 1 1/4 spindle with good fence, broken petal, 43 x 35 table, 7.5 hp	Good	\$3,250		
Shaper	Chang Iron model CMP 2, 3/4 inch spindle with fence	Good	\$1,100		
Shaper	Double spindle shaper with fences, 1 1/4 spindles, heavy duty machine, 6.6 hp motors	Good	\$2,800		
Table Saw	Delta Rockwell, 12 - 14 inch, heavy duty, very clean, older style fence	Call	\$1,200		
Dust Collector	Coral, 2 hp, portable, 2 bag	Good	\$500	Menno Hostetler	3155 Davis Rd, Seymour, IA 52590 Phone: 641-898-2248
Edge Sander	Rodgers 6 inch x 166 inch, single sided, 49 inch Platen, heavy duty	Good	\$1,800		
Jointer	6 inch x 41 inch Cal Hawk, 1 hp, 110/220 volt, 1 phase	Good	\$400		
Narrow Belt Sander	4 head 9 inch wide sander, made to sand flooring as it exits the moulder, air tracking	Like New	\$10,000 OBO		
Dust Collector	Coral 3 bag portable, 220/440 volt, 3 phase, 3 hp	Good	\$750		
Inverted Router	Delta/Onsrud, 20 inch throat, table size, 24 inch x 35 inch, Porter Cable router	Good	\$1,500		
Chair Leveler	Chair leveler with several size stands for a variety of chairs, electric	Good	\$500		
Spindle Sander	Max vertical oscillating sander, tilting table, 115 volt, 1 phase	Very Nice	\$1,200		
Table Saw	Powermatic 66 10 inch cabinet saw, 5 hp, 230/460 volt, 3 phase, Accu fence, 53 inch rail	Like New	\$2,500		
Upcut Saw	Whirlwind 212L 18 inch blade, 10 hp, 230/460 volt, 3 phase	Good	\$1,800		
Jointer	Grizzly, 8 inch x 75 inch, model G 0593, spiral cutter head, 2 hp, 110/220 volt, 1 phase	Like New	\$1,800		
Scroll Saw	Delta scroll saw with stand, model 40-601, 115 volt, 1 phase	Very Good	\$400		
Pocket Hole Machine	Castle model TSM-20, has 2 Porter Cable routers, 115 volt, 1 phase	Call	\$1,800		
Dust Collector	Powermatic model 075, 2 bag portable, 3 hp, 230/460 volt, 3 phase, 3 available	Call	\$750		
Wide Belt Sander	36 inch AEM with finishing platen head, infeed and outfeed rollers, light duty	Fair	\$2,000		
Wide Belt Sander	AEM/SCMI 43 inch double head, model CL-110 floating bed	Good	\$10,000		
Line Borer	Castle 30 spindle line boring machine, model LB-30, 230 volt, 1 phase, drills from the bottom	Good	\$2,000		
Dust Blower	Seco dust blower, 5 inch inlet, 5 inch outlet, 18 inch diameter, 2 hp, 110/220 volt, 1 phase,	Good	\$250		
Mortiser	Delta Hollow chisel mortizer, model 14-650, no bits, 120 volt, 1 phase	Good	\$400		
Power Feed	Two 4 roll and one 3 roll power feeds in good condition	Good	\$800 - \$1,000		
Blush Eliminator	Gemini blush eliminator aerosol cans, 23 cans LA 100, price includes shipping	New	\$150		
Hydraulic Unit	15 hp 230/460 volt, 3 phase, 1750 rpm, Thermal 350 degree heat exchanger	Good	\$1,000		
Hydraulic Unit	10 hp hydraulic unit, 230/460 volt, 3 phase, looks to be alright	Good	\$400		
Blower	Dayton 8 inch x 22 inch diameter, 13 1/2 inch bottom flange inlet and outlet, looks brand new	Very Good	\$700		
Shaper	North-Tec NT 525-73, 1 1/4 spindle, 3 phase, 230/460 volt, no fence, 4 speed, 5 hp	Good	\$1,900		
Shaper	North-Tec NT 101-53, 1 1/4 spindle, 5 hp, 230/460 volt, 3 phase with fence, 2 speed	Good	\$2,000		
Shaper	Invicta Delta RS 15, 1 1/4 spindle, 7.5 hp, 230/460 volt, 3 phase, heavy duty, cast iron base, no fence, 5 speed	Good	\$2,200		



# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	NAME	CONTACT INFORMATION
Shaper	Walker Turner 3/4 inch spindle, 230 volt, 3 phase, micro adjustment fence, 2 speed	Good	\$1,000		
Shaper	Delta, heavy duty model 43-791 5 speed, 7.5 hp, 220/440 volt, 3 phase, 3/4 inch spindle	Very Nice	\$2,000		
Table Saw	Master Machinery, 10 inch Biesemeyer, 53 inch rail, 2 hp, 110/220 volt, 1 phase, good	Good	\$1,300		
Table Saw	Delta Rockwell Biesemeyer 53 inch rail, 3 hp, 230/460 volt, 3 phase	Good	\$1,200		
Profile Sander	Larick tilting arbor brush sander, model 360V, works good for cabinet doors	Good	\$1,000		
Planer	Sears Craftsman 12 inch wide planer, 2 hp, 115/230 volt, 1 phase	Like New	\$700		
Planer	Geeteck 15 inch planer, 3 hp, 230 volt, 1 phase, identical to Grizzly	Very Good	\$1,100		
Band Saw	Powermatic 36 inch model BUU900, 7.5 hp, 230/460 volt, 3 phase, heavy duty machine	Good	\$3,950		
Shape and Sand	SCMI center machine, looks good but I don't know a lot about it, 9 hp, 220/440 volt, 3 phase	Call	\$2,500 OBO		
Straight Line Rip	Diehl 18 inch model 75, chain and race look good, hold down rollers need new bearings	Fair	\$1,200		
Clamp Rack	Taylor 12 foot model 79A, 29 clamps, 16 are 32 inch and 13 are 40 inch	Very Good	\$3,600	Menno Hostetler	3155 Davis Rd, Seymour, IA 52590 Phone: 641-898-2248
Band Saw	American Sawmill Machinery Co, 28 inch band saw, 3 hp, 220/440 volt, 3 phase	Good	\$1,500		
Horizontal Borer	Newton 2 spindle dowel boring machine, perfect for lineshaft shops	Good	\$500		
Table Saw	Delta 10 inch unisaw model 36-953, Biesemeyer T-square fence and 51 inch rail, 3 hp, 230 volt, 1 phase	Like New	\$2,000		
Scroll Saw	Rockwell/Delta 24 inch with stand, 3/4 hp, 115 volt, 1 phase	Good	\$500		
Jointer	12 inch Oliver model 116-B, 5 hp, 3 phase, bed is 99 inches long	Very Clean	\$3,600		
Roller Conveyer	2 12 inch x 96 inch roller conveyers with legs on one end	Very Good	\$150 each		
Line Borer	Ayen 21 spindle line boring machine, model LRB-3221, drills from the top, 3 phase	Good	\$2,000		
Line Borer	Macron 46 spindle line boring machine, model M6000C, drills from the bottom, 2 available	Good	\$2,000		
Line Borer	Ritter, 19 spindle line boring machine, model R-19F, 2 hp, 230/460 volt, 3 phase	Good	\$2,000		

PLEASE FILL OUT THIS FORM (PRINT CLEARLY) INCLUDE PAYMENT AND SUBMIT TO  
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 Please send completed submission form with payment to — PCBE, P.O. Box 520, Millersburg, PA 17061  
 Fax to: 717-427-1602 or Call: 717-362-1118 ext 2 or Email to: MT@plaincommunities.com

ITEM	DESCRIPTION	CONDITION	PRICE
	<b>13 WORDS MAXIMUM IN THIS AREA</b>		

✓ Check the boxes below to indicate contact information you DO NOT want printed in Machinery Trader

HAVE ALL MACHINERY TRADER ADS SUBMITTED BY THE 14TH

THIS INFORMATION WILL BE PRINTED FOR CONTACT		\$18.00 PER LINE UP TO THREE LINES, FOUR OR MORE LINES \$15.00 EACH	
<input type="checkbox"/> Business Name (optional)	Number of Lines _____ x \$ _____ =		
<input type="checkbox"/> Name	Number of Months x _____		
<input type="checkbox"/> Address	TOTAL DUE		
<b>CREDIT CARD INFORMATION</b>			
<input type="checkbox"/> City State Zip	Account No. _____		
<input type="checkbox"/> Phone	Expiration Date: ____/____/____	3 Digit Security No. _____	
<input type="checkbox"/> Fax	Card Holder: _____		
<input type="checkbox"/> Email	Signature: _____	Zip: _____	

<b>05 DOOSAN G30P-3</b> <b>\$14,500<sup>00</sup></b>  <ul style="list-style-type: none"> <li>• 6,000 lb. Capacity</li> <li>• 3,924 hrs</li> <li>• 3 Stage</li> <li>• Sideshift</li> <li>• Traction Tires</li> <li>• Propane Eng.</li> </ul>	<b>05 YALE GLP110</b> <b>\$15,000<sup>00</sup></b>  <ul style="list-style-type: none"> <li>• 11,000 lb. capacity</li> <li>• 10,032 hrs</li> <li>• 3 stage</li> <li>• 8' sideshift</li> <li>• dual tires</li> <li>• propane eng.</li> </ul>	<b>2000 HYSTER H110XM</b> <b>\$10,500<sup>00</sup></b>  <ul style="list-style-type: none"> <li>• 11,000 lb. capacity</li> <li>• 13,167 hrs</li> <li>• 2 stage</li> <li>• sideshift</li> <li>• dual tires</li> <li>• diesel eng</li> </ul>	<b>HYSTER H40XL</b> <b>\$7,500<sup>00</sup></b>  <ul style="list-style-type: none"> <li>• 4,000 lb. capacity</li> <li>• 4,685 hrs</li> <li>• 3 stage</li> <li>• no sideshift</li> <li>• air tires</li> <li>• diesel eng.</li> </ul>
<b>05 TOYOTA 7FGAU50</b> <b>\$26,000<sup>00</sup></b> <ul style="list-style-type: none"> <li>• 11,000 lb. capacity</li> <li>• 4,039 hrs</li> <li>• 3 stage</li> <li>• Sideshift</li> <li>• new dual tires</li> <li>• propane eng.</li> </ul> 	<b>TOYOTA 7FGAU55</b> <b>\$18,750<sup>00</sup></b> <ul style="list-style-type: none"> <li>• 12,000 lb. capacity</li> <li>• 6,894 hrs</li> <li>• 3 stage</li> <li>• sideshift</li> <li>• forkpositioner</li> <li>• traction tires</li> <li>• propane eng</li> </ul> 	<b>TOYOTA 42-6FGCU15</b> <b>\$8,200<sup>00</sup></b> <ul style="list-style-type: none"> <li>• 3,000 lb. capacity</li> <li>• 11,672 hrs</li> <li>• 3 stage</li> <li>• sideshift</li> <li>• cushion tires</li> <li>• propane eng.</li> </ul> 	<b>PETTIBONE 104-C</b> <b>\$8,000<sup>00</sup></b> <ul style="list-style-type: none"> <li>• 10,000 lb. capacity</li> <li>• 3,714 hrs</li> <li>• 4 wheel drive</li> <li>• 4 wheel steer</li> <li>• 4' 6" forks</li> <li>• detroit diesel</li> </ul> 
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**2019 DOOSAN GENSET**



Open Skid 4045, JohnDeere  
POWERTECH Diesel, New Unused  
75kw Prime

PRICE \$16,500<sup>00</sup>

**NEW 2020 MODEL 28KW DELTA GENSET**

28kw 1 phase Continuous Duty. [24hr. a Day]  
Featuring a Heavy Duty Perkins Diesel; paired  
with a Leroy-Somers GenHead 250Gal. Base  
Diesel Fuel Tank;  
sound attenuated  
enclosure.



PRICE \$14,500<sup>00</sup>

**D200P3 OLYMPIAN**

200kw, Year 2006, 11,500hrs



PRICE \$10,900<sup>00</sup>

**2005 100KW KOHLER**

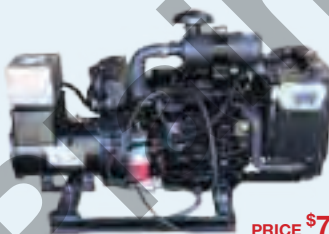
100kw 3 phase; 80kw 1 phase 6.8L  
John Deere Power Tech Diesel 400hrs



PRICE \$14,500<sup>00</sup>

**2021 16kw YANMAR GENSET**

**NEW** 1 phase or 3 phase, Automatic Start Yanmar Diesel with No  
emission! Perfect to run your fans and charge your battery  
pack. Rugged enough to run your shop every day. Efficient  
enough to run your Coffee Perker!



PRICE \$7,950<sup>00</sup>

**600KW CUMMINS ONAN**

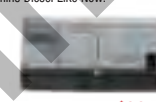
765hrs



PRICE \$29,500<sup>00</sup>

**2014 G180 WACKER NEUSEN**

143kw Super Quite 2200 hours Qsb7  
Cummins Diesel Like New!



PRICE \$29,500<sup>00</sup>

**2001 Detroit Genset**

220 kw Series 50 Detroit Genset Enclosed  
Diesel



PRICE \$16,500<sup>00</sup>

**1999 ONAN 300kw**

Onan, 300kw, used, 602hrs. Excellent  
condition. Hospital take out



PRICE \$35,000<sup>00</sup>

**20KW KOHLER PROPANE/NAT. GAS**

2.3L Ford Engine, 20kw 1 phase or 3 phase,  
3100hrs



PRICE \$4,500<sup>00</sup>

**Stationary Enclosed Diesel Genersets**

- 30kw Onan 1140hrs Base fuel tank Cummins A-series Diesel.....\$4,500
- 34kw Kohler Enclosed John Deere Diesel 188hrs.....\$8,200
- 1994 40kw Kohler JD Diesel 940hrs.....\$7,500
- 75kw Olympian Perkins Diesel Base Fuel Tank 6000hrs.....\$8,900
- 75kw 2007 Katolight 4045PT JohnDeere Diesel.....\$12,500
- 80kw Cummins Onan 750 Hours 6BT5.9L Cummins Diesel.....\$11,500
- 1998 100kw Cummins 67 1 phase 5.9L Cummins Diesel Super quite! 5000hrs.....\$12,000
- 100kw 2005 Kohler 407hrs Enclosed Super Quite Nice!.....\$12,500
- 100kw 3116 Caterpillar Genset with base Fuel Tank 900hrs.....\$12,500
- 2000 125kw Cummins 6CT8.3-G2 Cummins Diesel Super Quite! 2500hrs.....\$14,500
- 2003 125kw Kohler 6.81 JD Power/Tech.....\$14,500
- 1999 300kw Cummins Onan 855 Big Cam Cummins Diesel Sound attenuated walk-in Enclosure, Super Quite!!! 600hrs Very Nice!.....\$35,000
- 220kw Series 50 Detroit Enclosed NoTank.....\$16,500
- 2014 G180 Wacker Neusen 2200 hours Super Quite, 143kw Base Fuel tank Cummins Diesel.....\$29,500
- 2010 600kw Hi-Power Low Hours Super Quite Volvo Diesel.....\$69,500

**Stationary Open Skid Diesel Genersets**

- 2021 16kw Yanmar-Stamford Genset Quality! Long Life! Fuel Efficient! NEW!.....\$7,950
- (2)2019 75kw Continuous DOOSAN 4045 JD PowerTech NEW! UNUSED No emissions.....\$16,500
- 80kw Kohler JohnDeere Diesel 3,000hrs Nice original.....\$8,900
- 125kw Generac Marathon Head Nice straight Machine.....\$7,500
- 180kw Cat 3306T Caterpillar Diesel 7000hrs.....\$9,500
- 200kw Cummins genset 1600hrs Cummins 855 Diesel.....\$12,500
- 2006 200kw Olympian D200P3 11500hrs 1300 Series Perkins Diesel.....\$10,900
- 300kw Kohler Detroit diesel needs work.....\$6,500
- 600kw Cummins Onan VTA28 Cummins Diesel 765hrs good machine.....\$29,000
- 670kw Marathon/16V92 Detroit Diesel 400hrs Clean Original Machine.....\$26,000
- 2011 60 kw Cummins Onan 215 hours Like New.....\$10,500
- 85 kw Cat GenSet 3304 Cat Diesel Shows 858 Hours Right out of service.....\$8,900
- 80 kw Perkins GenSet 1004Turbo charged Perkins Diesel 3800 Hours.....\$9,500
- 2005 500kw Cat 3456 GenSet.....\$35,900

**Stationary Enclosed LP/Nat Gas Genersets**

- 2000 19kw Spectrum 630hrs Original take-out unit 2.31 Ford, Autostart.....\$5,200
- 2007 Generac 120/208.....\$5,200
- 60kw Generac.....\$5,200
- 200kw Kohler series 60 Detroit, 166hrs.....\$21,500
- 60kw Cummins Onan 670 Hours 5. 71 Ford 40kw lphase.....\$7,500
- 2006 60kw Cummins Unit 40kw 1 Phase PC2100 Controls.6.81 Ford.....\$8,900

**Stationary Open Skid LP/Nat Gas**

- 20kw Cummins Onan 430 hours Clean Original Unit 2.31 Ford, Autostart.....\$4,500
- 20kw Cummins Onan 430 hours Clean Original Unit 2.31 Ford, Autostart.....\$4,500
- 75kw Cummins Onan 800 hours.....\$8,500
- 85kw Katolight 418hrs, 65kw 1phase 7.5L Ford Engine Electronic Governor.....\$8,500
- 125kw Industrial Cummins Eng. 706hrs.....\$10,500

**Towable Diesel Generators**

- 1994 40kw Kohler 935hrs JD Diesel 37kw 1 phase.....\$7,500
- 56kw 2005 MQ Power, 9550hrs JD diesel.....\$9,500
- 56kw 2017 QAS70 Atlas Copco Tier4 Flex JohnDeere Diesel 4075hrs.....\$29,000
- 143 Kw Wacker Neusen 2200 hours.....\$29,500

**Miscellaneous**

- D38 Cat Dozer 6 wat blade.....\$25,000
- Radiator for series 60 Detroit side by side.....\$3,000
- 250cfm IngersollRand Air 500 hours Towbehind Isuzu Diesel.....\$9,900

**Engines**

- 280hp 8.3 Cummins 5000hrs Nice clean engine.....\$7,500
- 215hp 8.31 Cummins 5200hrs Nice Clean Engine.....\$6,800
- 5.91 Cummins Various options.....\$6,000-\$6,500
- Perkins 403F New 13hp @1800 6 available.....\$1,800
- 4TNV106 Yanmar New 90hp.....\$6,900
- Cat 3412, 1100hrs, 800hp.....Call
- 7.4 GM LP/Nat electronic gov.....\$2,900
- 11040 Perkins 2007 tier 3 125hp, 11000hrs rod to flywheel.....\$4,800
- 11040 Perkins 2011 tier 3 125hp, 7000hrs rod to flywheel.....\$5,800
- 3126 Cat 2004 tier 3 300hp rod to flywheel 11000hrs.....\$5,500
- C10 Cat 2001 305hp, runs good.....\$6,700
- Series 40 Detroit 300hp, shows 4800hrs, 2004.....\$4,300
- NEW 190HP IVECO FPT EnginesAvailable Now! Mechanical Tier 3 NO EMISSIONS 6.7LTurbochargedand aftercooled with radiator and aircleaner.....Call For Special Pricing

**New Transfer Switches In-Stock**

- 200 AMP 1 PHASE 120/240vac Outdoor.....\$495
- 200 AMP IPHASE 120/240VAC Automatic Outdoor.....\$3,095
- 400 AMP IPHASE 120/240VAC Automatic Outdoor.....\$2,995

**Generator Heads**

- 600kw Stamford Good used.....\$4,900
- 500kw Marathon 277/480 Vac 3 phase.....\$3,500
- 300kw Stamford 400hrs #1/14 drive.....\$2,900
- 180kw Lima 800 hrs.....\$1,800
- 175kw Marathon 1300hrs #3/11.5 Drive.....\$2,500
- 115kw Marathon #3/11.5 Drive NEW!.....\$2,500
- 105kw LeroySomers NEW! 12 lead.....\$3,200
- 97kw LeroySomers NEW! 12 lead.....\$2,900
- 71kw LeroySomers NEW! 12 lead.....\$2,500
- 60K Lima Generator 700hrs.....\$1,000
- 50kw Stamford 2 Bearing Belt drive NEW!.....\$2,900
- 2021 27kw Stamford belt drive generator NEW!.....\$2,400

**Power Units**

- New 83hp @2200rpm Yanmar Power Unit 4TNV106 Complete Power unit.....\$9,800
- 2007 125hp Perkins Common Rail 11000hrs Complete Power unit.....\$5,800
- 215-HP C6TA8.3 CUMMINS Mechanical Complete Power unit 5000hrs.....\$10,500
- 200hp 6BTA5.9 Cummins Complete Power Unit 4500hrs.....\$8,500
- 280+hp C6TAA8.3 CUMMINS Mechanical Complete Power Unit 5000hrs.....\$12,500
- DETROIT POWER!! 353 Detroit Diesel 65HP Good Runner!!! Radiator, Aircleaner, and Controls!.....\$5,500
- 2011 300HP 6068T JohnDeere Diesel Common Rail 11,800hrs Radiator, Air Cleaner, And controls!.....\$7,500
- 75 HP 4039D JohnDeere Diesel 1579hrs Radiator, Muffler, Aircleaner and Controls.....\$5,500
- 150 HP JohnDeere PowerUnit 1400hrs Radiator, Muffler, Aircleaner, and Controls.....\$7,500

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• **2014 Bobcat T770**, Cab, 2 spd, Joysticks, 1,324 Hrs, High Flow, Forestry Package, Power Detach Pre - Def, 92 hp, Load Rating 3,100 lbs. ....  
**\$56,000.00**



• **2018 Kubota, SVL 75-2**, 1 Owner, 1,330 hrs, 2 spd, 74 hp, Joysticks, Load Rating 2,300 lbs. ....  
**\$37,500.00**



• **2015 Kubota, SVL75-2** Cab, 2 spd, Hydraulic Detach, Joysticks, 74 hp, 3,438 hrs, Load Rating 2,300 lbs. ....  
**\$35,500.00**



• **2015 Bobcat T590**, ACS Controls, Selectable Hand or Foot Control, 2,466 hrs, 66 hp, Self Leveling, Load Rating 2,000 lbs. ....  
**\$27,500.00**



• **2015 Cat 259D**, 2 spd, Joysticks, 74 hp, 3,523 hrs, Load Rating 2,030 lbs. ....  
**\$30,900.00**



• **2017 JD 331G**, Cab, 2 spd, Joysticks, 2,727 hrs, 91 hp, Keyless Start, Power Detach, Rear Weights, Load Rating 3,100 lbs. ....  
**\$46,500.00**



• **2017 Takeuchi TL 12V2**, Cab, 2 spd, Joysticks, 638 hrs, High Flow Power Detach, 111 hp, Load Rating 4,105 lbs. ....  
**\$59,000.00**



• **2015 Cat 236D**, Cab, 2,802 hrs, Joysticks, 73 hp, Load Rating 2,150 lb. ....  
**\$28,500.00**



• **2016 Takeuchi TL 10V2**, Cab, 2 spd, Joysticks, 1,554 hrs, Power Detach, 74 hp, Load Rating 2,533 lbs. ....  
**\$43,500.00**



• **2004 ASVRC 60**, Cab, No Door, 730 hrs, Joysticks, 60 hp Perkins, Load Rating 1,330 lbs. ....  
**\$23,500.00**



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Set of 4 Tires—12x16.5 6 rims .....\$975  
10x16.5 6 rims .....\$875  
Buckets—72" .....\$800  
78" .....\$825  
84" .....\$850  
Forks—48" 4,000 lbs. ....\$695  
48" 5,500 lbs. ....\$850



• **New Wildcat Brushcutters**, Triple Blades, Standard Flow Hydraulics, 78" .....  
**\$3,950.00**  
70" .....  
**\$3,700.00**



• **2004 NH LS170**, Cab, 2,850 hrs, Foot Controls, 52 hp, Power Detach, Load Rating 1,700 lbs. ....  
**\$17,800.00**



• **2009 NHL 170**, Foot Controls, 3,274 hrs, 52 hp, Load Rating 1,765 lbs. ....  
**\$16,800.00**



• **2005 Yanmar Vio 27 Excavator**, 4,098 hrs, 2 spd, Pattern Select, Hydraulic Thumb, Hydraulic Quicktach, 18" Bucket, 22 hp, Weight 6,400 lbs. ....  
**\$17,800.00**



APPROXIMATE MID-WEST FREIGHT COST \$550.00 TO \$850.00

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Bar Stool Seat



Spreader Bar 1"

Length 36" every 2" to 72"



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## ALUMINUM LEGS

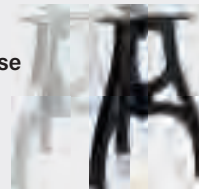
#28p-19

28" Pedestal Base

Height 28"

Dia. Top 18 1/2"

Dia. Bottom 24"



#16-19 16"

H Bench Leg

Height 16"

Width 13 1/2"



#16-18

16" Bench Leg

Height 16"

Top 12"

Bottom 15"



#28-18

Table Leg

Height 28"

Top 18"

Bottom 24"



#28-19

28" H Table Leg

Height 28"

Width 29"

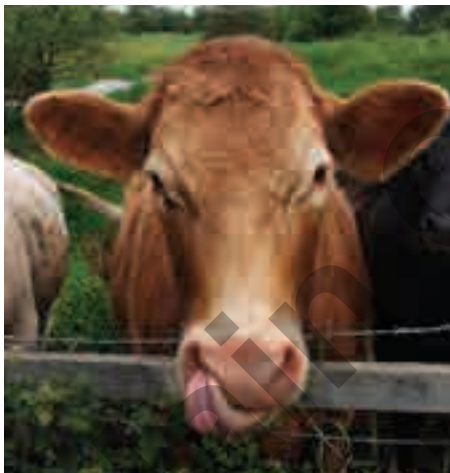




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Pricing subject to change. Please call to check pricing during current market conditions

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### Accura 24" Industrial Planers "A Proven Work Horse"

**With Carbide Spiral Heads**  
 01124 VHTS 10hp 3 Phase.....\$6,888.86  
 01124 VHBS w/o Electrics.....\$6,262.62  
 01124 VHS Shp 1 Phase.....\$6,888.86

**Straight Knife**  
 01124 VB w/o Electrics.....\$4,242.42



**20" Planers in Stock**  
**Straight Knife 4 Knife Shp**.....\$3,194.00

**Carbide Helical Head Shp**.....\$3,999.99

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### Super Duty Cabinet Table Saw

50" Fence Capacity with Riving Knife  
 10" Left Tilt or 12" Right Tilt

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- Model 02212 saw only no sliding table 5 HP 220 volt single phase.....\$2,188.12
- Model 02212B saw only without electrics for line shaft/hydraulic/air use.....\$1,999.99
- Model 02212R 5 hp with sliding table.....\$3,132.33
- Model 02212RB no electrics, with sliding table for line shaft/hydraulic/air.....\$2,777.72

**LEFT TILT 10" MODELS ALSO AVAILABLE WITH OR WITHOUT SLIDING TABLES**

- Model 02210L 10" 3 hp.....\$1,699.61
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- Model 02210LRB 10" no electrics with 4 x 8 sliding table.....\$2,425.26



### Accura Super Duty 1 1/4 Spindle Wood Shapers

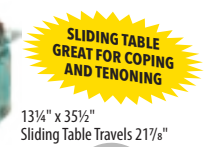
**SPECIFICATIONS:** Include 1 1/4" and 3/4" spindles, 35" x 28" table, 5 1/2" capacity under the nut on the 1 1/4" spindle, 4 speeds - 3600, 5100, 8000 and 10000 RPM, 5 7/8" MAX cutter size, spindle travel 3 1/4", 4" dust chute, adjustable fence. 1 1/4" Spindles - Less Run-outs and Sanding, Higher Production

**SLIDING TABLE GREAT FOR COPING AND TENONING**

13 1/4" x 35 1/2" Sliding Table Travels 217/8"

**Straight Table Models**  
 02344 - 5HP, single phase.....\$3,644.63  
 02344T - 7 1/2HP, 3 phase.....\$3,644.63  
 02344B - without electric.....\$2,929.29

**Sliding Table Models**  
 02344S - 5HP, single phase.....\$3,555.00  
 02344BS - without electric.....\$3,333.33



**Heavy Duty Glue Line 12" Straight Line**  
 Rip Saw Accura 03212VB  
 12" Blade 3-3/8" Thickness Capacity  
 50-100 FPM Manual Oiling  
 18 1/2" Throat Capacity

03212V 15 hp.....\$11,999.11  
 03212VB Without Electric.....\$11,888.11

**Dovetail Machine 11" cap.**  
 01045 Manual damping.....\$3,544.53

**Dovetail Machine 16 1/2" cap.**  
 01065 Air damping.....\$4,555.54

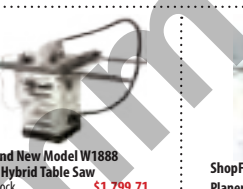
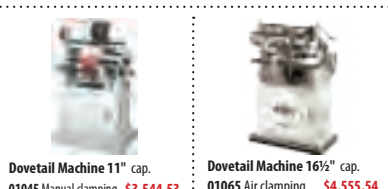
**Accura 02218 18" Upcut Saw**  
 10 hp with 84" in-feed and out-feed tables.....\$6,566.67  
 24" Special Order.....\$7,879.80

**ShopFox Hybrid Table Saw W1837**.....\$1,299.21

**ShopFox 19" Bandsaw W1729**.....\$2,188.02

**Accura 02020**  
 20" Bandsaw Without electric.....\$1,917.15  
 3 hp.....\$1,977.91

**ShopFox W1702 Shaper**  
 1/2 inch three-quarter inch and 1 inch spindles included.....\$1,744.71



**Accura 6" x 108" Oscillating Edge Sander 3hp, 1ph**  
 03108 with spindle sanding attachment.....\$2,949.69

**Accura Oscillating Combination Stroke Sander Edge Sander 01560** 6" x 186" belt, 3hp, 3ph.....\$4,888.84

**Brand New Model W1888**  
 2hp Hybrid Table Saw in stock.....\$1,799.71

**ShopFox W1812 - 7" Molder Planer** Variable Speed.....\$1,999.91

**ShopFox W1852 - 22" x 48"**  
 Variable Speed Wood Lathe.....\$2,744.77

**ShopFox 10HP 37" Dual Drum Sander W1772**.....Sale \$6,162.63

**Accura Power Feeder**  
 03302 1/8hp "Baby".....\$433.34

**Accura Power Feeder**  
 03301 1/4hp.....\$645.46

**Accura Power Feeders**  
 03303 1/2hp 3 wheel.....\$955.59  
 03304 track feeder.....\$1888.01  
 03321 1hp 3 wheel.....\$1155.00  
 03341 1hp 4 wheel, 8 speed.....\$1388.31

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03330 1/2hp 3 roll 5-72 FPM.....\$1,288.21  
 03340 1/2hp 4 roll 7-72 FPM.....\$1,355.31  
 03370 2/3hp 7 roll 7-86 FPM.....\$1,788.71

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 W1877 13" Planer with Carbide Spiral head.....\$888.88  
 W1876 6" Jointer with carbide spiral head.....\$588.88

**Dust Collector**  
 3hp, 4 bag W1687.....\$747.47

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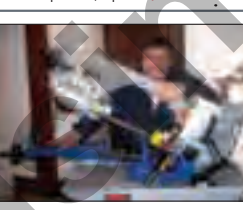
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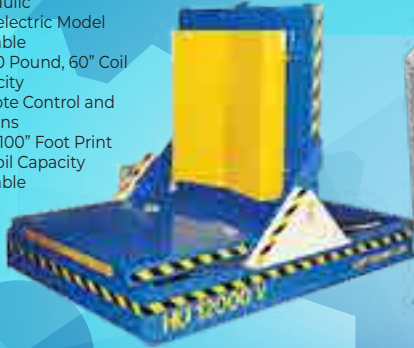
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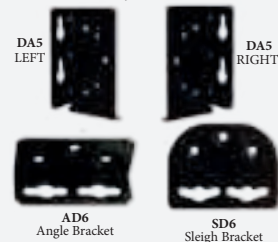
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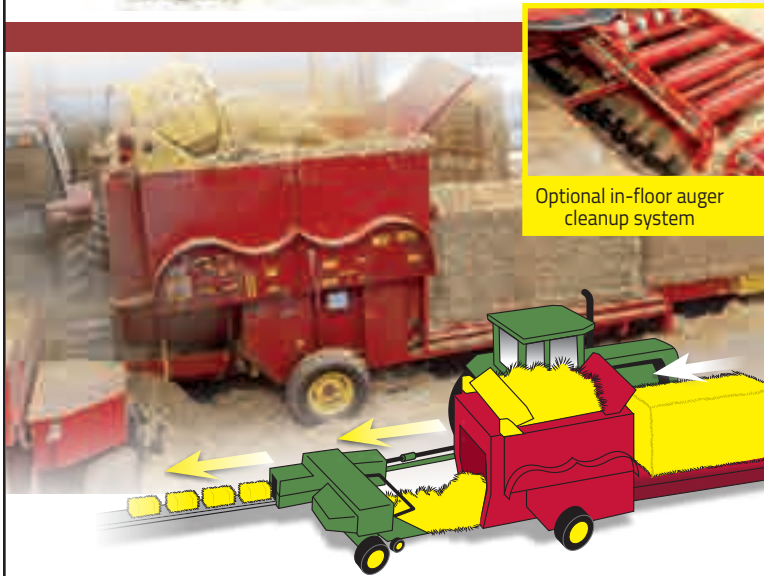
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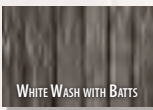
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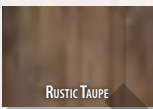
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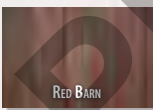
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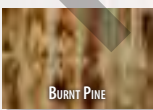
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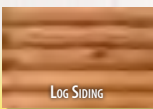
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# ***STEP BY STEP***



## ***SUNSET EQUIPMENT***

Producing an Affordable Horse Walker

LEROY MARTIN



Horses enjoy the Walker  
Image Credit: Sunset Equipment



A horse exercises in a Sunset Walker  
Image Credit: Sunset Equipment



The Sunset Horse Walker has been a benefit to many horse owners for some time now, thanks to the diligent designing of Norman and Mark Miller. The Millers are an uncle and nephew team who enjoy horses and were happy to create a reliable product that horse owners say has helped them more effectively train and exercise their horses on a consistent basis.

There was a lot to figure out during the initial designing process, but Mark and Norman were dedicated in staying on course. They had invested significant time and energy into their project, and step by step, the Sunset Horse Walker reached its completion phase and was ready to be marketed.

“After we were approached by Jerry Yoder, a local horseman, who informed us that there is a need for a reliable and affordable horse walker, we took upon ourselves the challenge of conducting some extensive designing and engineering. After many hours of work, we finally developed the Sunset Horse Walker,” Norman explained.

The need for a horse walker is perhaps most evident on properties with small lots where owners have several horses. Due to the cramped spaces on small lots, horses typically don’t have adequate room in which to be exercised other than the horse walking unit. Owners might hold jobs throughout the day and cannot drive the horses on the road on a regular basis. By installing a horse walking unit, horses can receive that beneficial exercise.

“Horses need to be exercised regularly,” Mark said. “Our walker helps prepare horses that are scheduled for the auction. Horse owners love these units because it helps them prep their horses in a more effective, time-saving manner. Prepping a horse for auction is just one of the many applications that our walker can be used for.”

Many horse enthusiasts have purchased the walking units as an aid in training their horses. The walkers can help with habit breaking techniques and behavior modification. “One of the primary ways in which these units are beneficial is it helps the horse’s brain to focus better. By increasing the focus, the horse is more concentrated on what is happening at that exact moment,” he added.

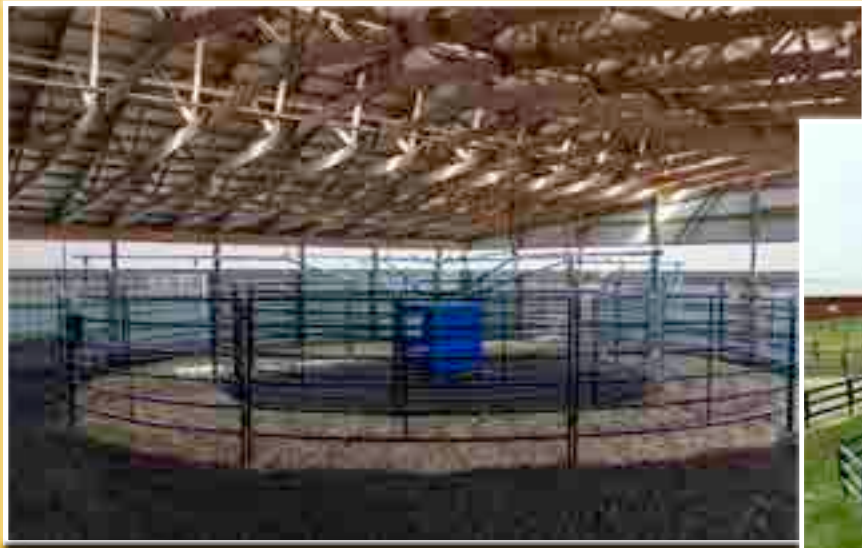
When the mind of a horse is focused, it brings good results, therefore effective handling can be done in a more effective manner, according to the Millers.

These units are powered by either hydraulic or electricity. There is also a belt-driven, gas-powered option in process. The Millers are unsure when that model will be available.

“The one that we are really focused on now is our free-flow version,” Mark explained. “The horses aren’t tied to anything. There are gates in front of them and behind that are moving and can be “hot.” The horses travel within that circle, in the direction that the gates are moving.”

Since the horses doesn’t want to get shocked, they walk

*Sunset Equipment - Continued on Page 300*



Walkers can be installed indoors and outdoors  
Image Credit: Sunset Equipment

#### *Sunset Equipment - Continued from Page 299*

consistently in the direction the gates are moving. There are variable speeds available per unit, allowing the horse to walk one to fifteen miles per hour. Each unit has adjustable speeds, timers, and can be set to automatically move in a backward or forward motion.

“The timer can be set to any desired time frame,” Mark explained. “For example, if you wanted the walker to change forward or backward motion every five minutes, it could easily be done. Many other settings are available, allowing you to choose the exact increments you want.”

This process isn’t abrupt, and the units will come to a complete stop before changing motions. Additionally, there is adequate room to allow the horse to change its position so the animal can match the directional motion in which it is moving.

Norman conducts all the programming and wiring for the control boxes. “There is quite a bit of programming involved in order to get the Soft-Start function to operate properly,” he said. “I wanted to perform the programming and wiring so I could better understand the product that we were selling. In doing so, it helps us provide better customer service whenever an issue arises with the control boxes. Most times, our customers want the issue resolved as soon as possible, because they want to get the unit up and running again, since many of them use the walkers six days a week.”

The Sunset Horse Walker is ideal for any horse requiring consistent or sporadic exercise. “These units are good for driving horses, saddle horses, as well as draft horses. The units also work well in exercising young stock,” Mark added.

In March of 2018, Sunset Equipment marketed their pilot version of the Sunset Horse Walker. That unit is still being used today on a property in Indiana. Mark explained that there have been changes conducted to their units since the pilot version was sold.

“We have made several improvements since that first model. Also, continuous improvements are being made to new models of the Sunset Horse Walker. Each upgrade and improvement are based on customer feedback and suggestions that they provided. We want our customers to get the maximum potential out of their units.”

Sunset Equipment is currently working on a new design, which would consist of a unit where the horse(s) are tied to the unit, therefore eliminating the surrounding gates. That newer unit would probably be more effective for saddle horses and young horses being taught to lead.

The units that are currently on the market can walk as many as four and six horses simultaneously. The four horse model measures fifty feet in diameter while the model that accommodates six horses measures sixty feet in diameter. (One horse can also walk solo in either model).

Remaining focused on producing products that are reliable



and affordable, the Millers chose to design their horse walking units from high-quality steel tubing. They have their own paint room, and the tubing is painted on-site.

“We use a two-component urethane,” Norman explained. “The horse walkers are stocked in our blue and black color profiles. Those colors are standard.”

Sold nationwide, the Sunset Horse Walker occupies small horse operations as well as large stallion farms. “Our walkers are used in many ways, all across the United States from New York to Montana, and Kentucky to Michigan. Operators at stallion farms find the Sunset Horse Walker beneficial in promoting exercise for their horses in a safe and productive manner,” Norman explained.

An interesting piece of interest: *Majestic Monarch*, a show horse that was sold for \$490,000.00 at Mount Hope Auction in 2020, was no stranger to exercising in a Sunset Horse Walker. There have been additional high-priced horses that owners trusted exercising in the Miller’s units.

Much has taken place since 1992, when Norman first dreamt of starting his own business. “We had a desire for a home-based business,” he explained. “We wanted to provide products that were useful to others within the community. We began working out of a forty-year-old barn. All our products were designed on site and were field tested before we marketed them.”

A bale conveyor was among the first items that Sunset Equipment produced. That first item came off the production floor during autumn of 1991. Since then, the company has manufactured various gates for hog and dairy farms, cattle handling equipment, corrals, pens, as well as a host of other farm-related equipment.

In 2015, Norman’s nephew Mark joined the company, and became co-owner and focuses on sales and shipping, relieving Norman of some of the workload. Three years later, in 2018, the company boosted their workforce as they stepped into the equestrian market, while producing their increasingly popular Sunset Horse Walker.

“We decided to manufacture the horse walker because we wanted to provide our customers with a cost-efficient model. The ones that were already on the market at that time were unaffordable to many people that we spoke to. We entered the market because we saw a need for a more cost-effective product for the everyday horse enthusiasts.”

Customers have responded favorably since the Miller’s initial unit stepped into the market. “Some say it is the best investment they have made, regarding their horses,” Mark said. “It saves them lots of time.”

Norman added the following comments. The fellows on Luckiana Farm are saying “It is an awesome asset in

*Sunset Equipment - Continued on Page 302*



The Horse Walker, designed by the fellows at Sunset Equipment  
Image Credit: Leroy Martin

*Sunset Equipment - Continued from Page 301*

conditioning our Standardbred yearlings.”

Harnesses can be placed on the horses prior to their entry of the units. “This helps them get familiarized with wearing a harness while they exercise in a safe manner inside the walker,” Mark added. “If they decide to kick inside the walker, it is much safer than throwing a harness on an unfamiliar horse and immediately hitching it to a buggy.”

Today, Sunset Equipment employs seven individuals, including Norman’s wife Susan who has helped him significantly. The workload was heavy during those initial years, with Norman being the primary designer of the company’s products.

“When the method of round-baling became popular, we began selling bale wrappers, hay tedders, and rakes. Those are items that we don’t manufacture on site. However, other than the previously mentioned items, we manufacture ninety percent of the products that we sell,” Norman explained.

“Without our customers and our employees, we wouldn’t be able to have this home-based business and provide an income for our families and employees. Without them, we simply wouldn’t be in business. I just want to acknowledge that,” Mark concluded.

Norman echoed similar comments. “We appreciate and



Various products are seen at Sunset Equipment headquarters

Image Credit: Leroy Martin

value both our customers and our employees.”

The Millers are also grateful for the good work of two subcontracting shops that perform a significant portion of the welding for their products.

*Sunset Equipment is owned and managed by Norman and Mark Miller. They are manufacturers of horse stalls, gates, bale elevators, and hay feeders. For additional information on the Sunset Horse Walker or any other products they manufacture, you may reach them at: 260.593.9158. The fax number is: 260.593.0257.*

Researched, written, and edited by Leroy Martin for the exclusive use of the Plain Communities Business Exchange, LLC.

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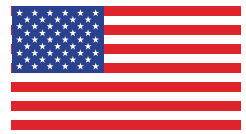
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## TESTIMONIALS

This stuff works great!  
PA

Power Cleanse and Power Out have been life changing for me. I believe anyone who has health issues or want to help prevent poor health, I would recommend this product. This is a product where results can be seen. Good luck, to everyone. *KY*

I was on enzymes for terrible constipation and gut disorder for 2 years. I took Power Out and Power Cleanse and problems disappeared. I am now off enzymes. I would recommend anyone with gut disorder to take the power. *KY*

After 9½ years with constipation, indigestion, 3-5 days without bowel movements, pressure headaches, bloating, heartburn, low energy, nausea, anxiety attacks, colon seeming dormant, weakness that kept me from doing even simple daily tasks, not sleeping well, feeling horrible as nothing worked. After taking Power Out & Power Cleanse, I'm back to a full days work. I feel like getting out of bed, best of all 1-3 bowel movements a day. The results have been truly amazing to me, who had very little hope. I don't know where I'd be without this, probably running to doctors with still no answers. *KY*

These statements have not been evaluated by the FDA. This product is not intended to diagnose, treat, cure, or prevent any disease.

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# Weaver Metalworking Machinery

## Quality Used Metal Working Machines

### PRESS BRAKES

Pacific	14 ft.	400 ton hydraulic, 1984
Haco Atlantic	12 ft.	350 ton hydraulic, power back gauge, 2005
Accurpress	14 ft.	320 ton hydraulic, 2-axis cnc control, tooling
Accurpress	12 ft.	250 ton hydraulic, 2-axis cnc gauge, 2000
Adira	13 ft.	220 ton hydraulic, 2-axis cnc gauge
Cincinnati	10 ft.	225 ton mechanical, w. hydraulic motors
Cincinnati	12 ft.	225 ton mechanical, cnc back gauge, 2-speed clutch
Niagara	12 ft.	175 ton hydraulic
Chicago	12 ft.	175 ton mechanical, standard clutch, 18" throat
Diacro	14 ft.	150 ton hydra-mechanical, 2-speed, power back gauge
Verson	14 ft.	150 ton mechanical, flush mount, air clutch
Wysong	14 ft.	140 ton hydraulic, 2-axis cnc control
Cincinnati	12 ft.	135 ton mechanical, 2-speed air clutch
Cincinnati	12 ft.	135 ton mechanical, standard clutch
Cincinnati	10 ft.	135 ton mechanical, standard clutch
Tru-fab	12 ft.	110 ton hydraulic, back gauge
Chicago	12 ft.	90 ton mechanical, 2-speed air clutch, 1990
Chicago	10 ft.	90 ton mechanical, foot treadle, 1979
Chicago	6 ft.	75 ton mechanical, man. back gauge
Diacro	8 ft.	55 ton hydra-mechanical, 2-speed cnc back gauge
Chicago	6 ft.	45 ton mechanical, foot treadle
Adira	5 ft.	33 ton hydraulic, man. back gauge, upating
Allsteel	4 ft.	33 ton hydraulic
Diacro	4 ft.	17 ton hydraulic, back gauge, 4 ft. x 14 ga.
Diacro	4 ft.	12 ton hydraulic, back gauge, 4 ft. x 18 ga. cap.

### SEARERS

Adira	1/2" x 13 ft.	hydraulic, 39" back gauge, 1998
Cincinnati	1/2" x 12 ft.	mechanical, flush mount, 48" back gauge
Accurpress	1/2" x 10 ft.	hydraulic, 48" power back gauge, 1998
Accurpress	3/4" x 10 ft.	hydraulic, 36" power back gauge, 2000
Cincinnati	3/4" x 10 ft.	mechanical, 36" manual back gauge
Cincinnati	3/4" x 6 ft.	mechanical, 36" back gauge
Accurpress	3/4" x 10 ft.	hydraulic, 36" back gauge, 1996
Cincinnati	3/4" x 10 ft.	mechanical, 36" power back gauge
Haco-Atlantic	1/4" x 10 ft.	hydraulic, 36" back gauge, 2011
Cincinnati	7/16" x 12 ft.	mechanical, 36" back gauge
Cincinnati	7/16" x 10 ft.	mechanical, power back gauge
Cincinnati	7/16" x 6 ft.	mechanical, 24" back gauge
Wysong	10 ga. x 10 ft.	mechanical, power back gauge
Niagara	10 ga. x 10 ft.	mechanical, 24" back gauge
Niagara	10 ga. x 8 ft.	mechanical, 24" back gauge
Cincinnati	10 ga. x 4 ft.	mechanical, 24" power back gauge
Niagara	12 ga. x 12 ft.	mechanical, 24" back gauge
Wysong	12 ga. x 10 ft.	mechanical, 24" manual back gauge
Pexto	12 ga. x 4 ft.	mechanical, man. back gauge
Niagara	14 ga. x 10 ft.	mechanical, man. back gauge
Pexto	14 ga. x 6 ft.	mechanical, manual back gauge

Pexto	16 ga. x 4 ft.	hydraulic, man. back gauge
Wysong	18 ga. x 14 ft.	air op., man. back gauge
Wysong	16 ga. x 4 ft.	air op., man. back gauge
Niagara	10 ft.	18 ga. jump shear, 18" back gauge
Pexto	52 in.	16 ga. jump shear, back gauge
Tennsmith	52 in.	16 ga. jump shear, back gauge, NEW, IN STOCK
Pexto	36 in.	16 ga. jump shear, back gauge

### BENDERS, PUNCHES & NOTCHERS

Pedrick	A7 pipe bender, 2" #80 pipe, tooling
Transfluid	pipe bender, 1-7/8" cap., mandrel extractor, tooling
Diacro	#6 & #8 benders, tooled for tube & bar
Whitney Jensen	30 ton punch, mechanical, 24" throat
Linders	pipe notcher, sanding type
Diacro	15 ton, turret punch, 18 sit. turret, gauging table
Euroamc	hydraulic notcher, 8" x 8" x 1/4" cap., var. angle
Amada	hyd. notcher, 8.6" x 8.6" x 1/4" cap.
Profab	corner radius notcher, 1/8" - 1" rad., 1/4" cap., air op.

### ROLLS

Niagara	3/4" x 10 ft.	init. pinch, power roll adj., air drop end
Webb	3/4" x 8 ft.	init. pinch
Webb	3/4" x 8 ft.	init. pinch, v.s. drive
Webb	3/4" x 6 ft.	init. pinch, air drop end
Low	7/8" x 4 ft.	init. pinch, man. drop end
Webb	10 ga. x 8 ft.	init. pinch, air drop end
WDM	16 ga. x 6 ft.	init. pinch, hyd. drive
Low	12 ga. x 4 ft.	init. pinch, man. drop end
Diacro	7/16" x 18" urethane forming roll, true circle	
Roundo	4" x 4" x 1/2" angle roll	
Buffalo	2" x 2" x 1/4" angle roll	

### SAWS

Hydmec	V18, 18" x 32", vertical head, 2000
Hyd-mech	M-20A, 20" x 30" hor., bundling, 10 ft. feed, 2008
Hydmec	S-20A, 13" x 18" hor., 1" blade, auto. feed mitring head, 1996
Kalamazoo	9" x 16" hor., 1" blade
Powermatic	20" contour saw, blade welder

### IRONWORKERS

Geka	165 ton hydraulic, single end punch, tooling
Geka	110 ton hydraulic, 20" shear, 2-speed
Peddighaus	105 ton mechanical, angle & bar shears, notcher
Piranha	90 ton hydraulic, brake attachment, notcher
Scotchman	65 ton hydraulic, 24" bar shear, angle shear
Geka	60 ton hydraulic, auto. back gauge, tooling, 2008
Geka	50 ton hydraulic, notcher, 1 phase, NEW, IN STOCK
Buffalo	50 ton mechanical, coping notcher, tooling
Wysong	21 ton mechanical, punch, 5" bar shear

### LATHES, MILLS & DRILLS

Summit	23" x 80" lathe, 4" bore
Kingston	20" x 60" lathe, 3-1/8" bore
Clausing	17" x 80" lathe, 3-1/8" bore
Birmingham	13" x 40" lathe, 1 phase, tooled
Vetcrax	5 h.p., v.s., 10" x 54" table, Servo p.f.
Bridgeport	1 1/2 h.p., v.s., 9" x 42" table, Servo p.f.
Bridgeport	1 1/2 h.p., v.s., 9" x 42" table, Servo p.f.
Jet	2 h.p., step pulley, 9" x 42" table, 1 phase
Fosdick	radial arm drill, 9" column, 36" arm
Ikeada	radial arm drill, 13" column, 55" arm
Alzmetal	geared head drill press, 26" swing, tapping, power feed
Clausing	20" drill press, v.s.
Rockwell	15" drill press, step pulley

### WELDERS

Miller	Deltaweld 302 amp., 3 phase, Late
Miller	Milleromatic 250, 200 amp., 1 phase
Miller	Synchrowave 250, 250 amp. 1 phase, tig welder
Alphal	40 kva spot welder, water cooled
Sterling	20 kva spot welder, water cooled

### PRESSES

Chicago	125 ton mechanical, air clutch, 36" x 72" bed
Niagara	75 ton mechanical, mech. clutch
Komatsu	60 ton mechanical, air clutch, o.b.i., 4.7" stroke
Niagara	56 ton mechanical, mech. Clutch, o.b.i.
Rouselle	25 ton mechanical, mech. clutch

### SHEET METAL MACHINES

Roper Whitney	12 ft. x 16 ga. Kombi-beam, New CS101 control, 1999
RAS	10 ft. x 12 ga. cnc folder, 3000 control, 60" back gauge

### HAND BRAKES

Tennsmith	12 ft. 4", foot clamping, one man operation, back gauge
Tennsmith	10 ft. 4", foot clamping, one man operation, back gauge
Chicago	14 ft. x 22 ga. straight
Tennsmith	12 ft. x 18 ga. Straight, NEW, IN STOCK
Roper Whitney	10 ft. 12 ga. straight
National	10 ft. 16 ga. Box & pan, 6" finger
Chicago	10 ft. 14 ga. straight
Tennsmith	10 ft. 16 ga. straight, back gauge, NEW, IN STOCK
Tennsmith	10 ft. 18 ga. straight
National	8 ft. 14 ga. finger, 6" finger
Chicago	6 ft. 12 ga. straight
Chicago	6 ft. 12 ga. finger, 8" finger
Tennsmith	4 ft. 12 ga. Box & pan, 4" finger, NEW, IN STOCK
Chicago	4 ft. 12 ga. Box & pan 6" finger
Chicago	4 ft. 14 ga. finger, 6" finger, Reconditioned

Chicago	4 ft. 14 ga. straight
Tennsmith	4 ft. 16 ga. box & pan, NEW, IN STOCK
Tennsmith	4 ft. 22 ga. box & pan, NEW, IN STOCK
Roper-Whitney	4 ft. 20 ga. box & pan

### LOCKFORMERS

Flagler	16 ga. pittsburg & pipe, 2008
Lockformer	rollformers, tooled for tear drop hem
Lockformer	Reeves lock rollformer
Lockformer	Triplex 20 ga. Snaplock, slip & drive
Flagler	20 ga. Snaplock, 1997
Lockformer	20 ga. pittsburg & pipe lock

### SHEARS

Di-Acro	24 in. 16 ga. man. shear
Di-Acro	12 in. 16 ga. man. shear, back gauge
Beverly	B2 man. shear
Maytool	52 in x 10 ga. power ring and circle shear

### ROLLS

Milton	5 ft. 18 ga. man. roll, 3" roll
Pexto	4 ft. 16 ga. man. roll, 3 roll drive, 3" roll
WDM	4 ft. 20 ga. man., 3 roll drive, 2 1/2" roll dia., NEW, IN STOCK
Pexto	3 ft. 14 ga. man., 3 roll drive, 3" roll
Pexto	3 ft. 16 ga. man., 2 1/2" roll dia.
Pexto	3 ft. 22 ga. man., 2" roll dia.
Di-Acro	24 in. 20 ga. man., 2" roll dia.

### MISCELLANEOUS

Maplewood	elbow machine with jigs
Niagara	180 power rotary beader, 12 ga. cap.
Pexto	3617 power rotary beader, 18 ga. cap.
Tennsmith	6" x 6" x 16 ga. notcher
Roper Whitney	6" x 6" x 16 ga. notcher
Niagara	36 in. bar folder
Pexto	30 in. bar folder
Rotex	manual turret punch, 2" dia. cap., 18 stations
Niagara	24 in. throat man. punch, w. brake & shear attach.
Di-Acro	#4 bender w. tooling

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	B-6 100 mg., 100 ct.	\$7.95	
	Bedwetting Formula, 4 oz.	\$19.50	
	C-1000 mg. w/Rose Hips 100 ct.	\$12.95	
	C-250 mg. Chewable 100 ct.	\$8.50	
	C-250 mg. Liquid, 4 oz.	\$13.95	
	C-500 mg. w/Rose Hips 100 ct.	\$10.95	
	Calcium Complete 400 mg. 100 ct.	\$13.95	
	Calcium Lactate w/Vit. D 100 ct.	\$9.95	
	Calcium Liquid 16 oz.	\$12.95	
	Co. Q10 60 mg. Chewable 60 ct.	\$15.00	
	Cod Liver Oil 100 Softgel	\$8.95	
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	Colostrum Natural Liquid 16 oz.	\$16.95	
	D-3 1000 IU 100 ct.	\$7.95	
	E-400 IU Natural Vit. 60 Softgel	\$10.95	
	Emotion Formula 150 ct.	\$19.00	
	Geri Formula 120 ct.	\$11.95	
	Healing Ointment, 2 oz.	\$10.95	
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	Mitchella Plus, 100 caps	\$14.95	

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	Muscle ease, 4oz.	\$13.95	
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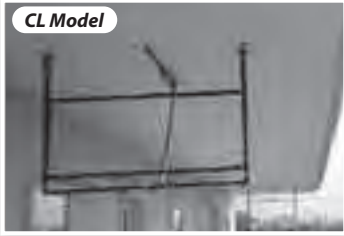
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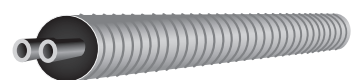
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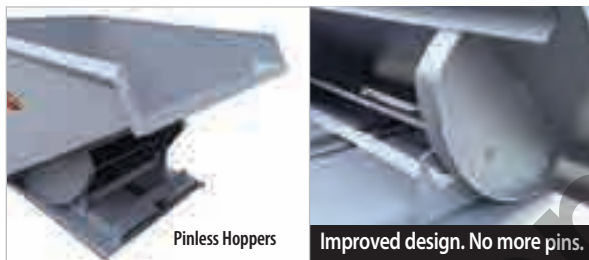


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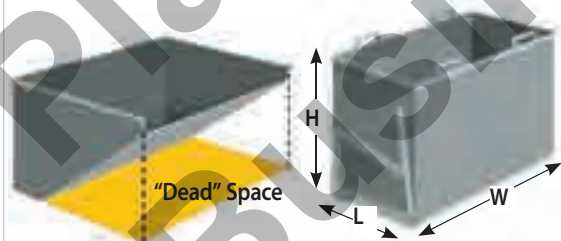
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■ 1 yd. Heavy Duty Standard 2800 lb. cap.	\$1,667	<b>\$1,397</b>	<b>\$540</b>
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	1 unit price	2-4 unit price	Savings for 2 units
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## Zach's Potatoes

ANNETTA NOLT

One of the marks of a true entrepreneur is taking advantage of the special opportunities you are given. When Zach Garman's father bought a second property, just up the road from the home farm, that came with a nice large root cellar, this 14-year-old entrepreneur saw an opportunity and seized it, and he was busy this past fall picking brown gold out of the ground.

"With such a nice root cellar, it just seemed too bad to have it empty, so my dad suggested I raise some potatoes." Zach told me. "To be honest, I wasn't all that enthused in the beginning. But I plowed up an acre of land on the second farm, and asked our neighbor, who grows about seven acres of potatoes, for advice. I could never have done all this without his help; he bought my seed for me, he gave me all the starting information, he even let me use his equipment. I called him for information every time it was time to do anything with the potatoes. And then when the plants started coming up—that's when I really started getting into this."

"Our family greenhouse business is a good place to sell some of my



Zachary grows potatoes on an acre of land on his father's farm.

Image Credit: Zachary Brubaker





◀ Zach purchased an old digger to harvest the potato crop.

Image Credit: Zachary Brubaker

I was eager to see what seven tons of potatoes looks like, and we headed up the hill to the second farm. Zach opened the barn doors and led the way down a few steps to a well-lit hole in the ground, where we were greeted by an imposing pile of potatoes nearly as tall as myself. I started appreciating a little bit more of the hard physical labor involved in this business

“My grandfather helped me pick them up,” Zach reminisced. “I think he enjoyed the opportunity to work with his grandson on a project like this, because when we were done, he said he really would’ve missed something by not doing this, and that he would have helped me pick up two acres of potatoes.”

After the potatoes were moved to the cellar, Zach grades and bags the potatoes on an as needed basis. “What do you do with the smalls?” I asked.

“Actually, most of the potatoes make the largest grade,” he said. “I’m not sure what I’ll do with the little ones. For now, I just kind of set them aside.” He motioned to a few potatoes along a ledge, and there were indeed very few.

Zach drew my attention to the old grader/bagger. “This was my great-grandfather Henry Garman’s grader. “I’m not sure if he sold potatoes or not, but it is possible that he did if he invested in this piece of equipment. My great-uncle Aaron got a hold of the grader and used it himself, and then it was left and nearly forgotten when his son-in-law left it on the farm. When I started doing potatoes, my uncle Mark said he thinks the grader is still there. I asked about it, and they said if it’s worth twenty-five dollars to me, I can have it.” Zach chuckled. Plainly, the grader is worth that and more to him. “It’s really neat to use my great-grandfather’s piece of equipment. But I admit it’s a little slow for me—I’m thinking of putting a motor on.”

Zach also purchased an old digger. “It needs some help,” he admitted. “But I paid very little for it.”

“Do you see yourself in the produce or greenhouse business for a career?” I asked.

*Zach’s Potatoes - Continued on Page 318*

potatoes. I sell a lot of the smaller-sized bags.” He grinned. “I make the most money on those anyway.”

He sells the 5-pound bags for \$5, 10 pounds for \$8, 20 pounds for \$12, and 50 pounds for \$18. He assured me that he would love to sell the potatoes wholesale as well, and would be happy to negotiate wholesale prices with PCBE readers.

“What kind of potatoes did you plant?” I asked.

“They’re called Eva,” he said. “They’re great for potato chips, and also for French fries, baking, and mashing—really, whatever you want to use them for. Plus they just have a good flavor, they’re attractive, store well, and are self-healing.”

“What does self-healing mean?” I asked.

“When the potato is dropped and slightly bruised, it will heal itself as it cures, instead of rotting,” he said. Zach’s potatoes had just been dug at the time of the interview, and he told me that the potatoes were still acclimating to the root cellar.

*Zach's Potatoes - Continued from Page 317*

He considered. "I don't know... not really. I'm not even completely finished with school yet. But I *am* really enjoying my potatoes."

The Garman family operates a busy greenhouse business in East Earl, Pennsylvania. Zach is a vital part of it. "Zach does a little bit of everything," his dad reported.

In addition to the typical greenhouse offerings, Brier Rose Greenhouse sells landscaping trees, mostly hardwoods and evergreens, and some country/rustic craft, and Zach is involved with both. "It takes a three-man crew to dig trees," he said. "And around Christmas, I take birch logs and flatten one side so it can sit on a mantel, then drill holes for tea lights. I also bundle a few birch logs upright, and of different sizes, with a ribbon, and drill holes in the ends for tea lights. Those sell well. I actually just did an order of 30 bundles, tied with twine, for a florist last week. She wanted to display them on tables at a memorial."

"So you're artistic?" I asked.

He laughed. "Honestly, I'm not that good with wood. I think I



⤴ Zach uses an old grader/bagger that was formerly owned by his great grandfather.

Image Credit: Zachary Brubaker

would do better with metal and a few bolts. My sisters do most of the craft things. Jen grows mini house plants to make fairy gardens that were a hot seller during the worst of COVID, and she and Justina are both good at things like planters and wooden signs. Jalisa enjoys the house more, but she's good at lettering. Jasmine is 11, and right now she'd rather ride her pony than work in the greenhouse."

Zach is not the only entrepreneur in the family. "I have one brother, Tyler, who is pretty involved with the business. He grows horse hay and trees for dad. He does a few thousand arborvitae at one time. He's also the one who sells one-dollar bags of goat feed to the customers who see the animals in the small pasture beside the parking lot." Zach chuckled, "Tyler thought about letting me take over the goat feed, but

⤵ The young entrepreneur sells potatoes in bags of various sizes.

Image Credit: Zachary Brubaker



he makes too much money from it.”

Zach’s mother gives free fertilizer away to customers who bring their own jugs. “But often,” Zach noted, “they forget their containers. So I started collecting jugs—for free—from my aunts and other relatives, and I sell them for 50 cents a piece.”

Zach approximated that an average customer count at the greenhouse is about 350 in summer, and on their top day the count was 500. “Of course, we have fewer than that now,” he added.

The business keeps not only Zach and his sibling busy, but also their parents. Dad does a lot, but Mom is very involved too. She takes care of a lot of the office work.”

I wondered what other interests the young businessman has. “What do you do in your spare time?”

“Spare time!” exclaimed Zach jokingly. Then in a more serious tone he continued, “I help my uncle Mark with milking on weekends or whenever he’s in a tight spot. I’m pretty busy, but I don’t have a lot of hobbies. I collect literature on large Ag tractors and I have a collection of model John Deere’s. I don’t care for hunting—I just don’t get it. I do read some. In our family, you pretty much have to enjoy reading, unless you want to just pace around when everyone else has their nose in a book. I’m not like dad, though. He can sit down and read a book full of plain facts. I like humorous books or anything with a lot of conversation.

# WANTED

**We are looking for stories!** If you are a young businessman and are interested in being featured in this column, contact **Annetta Nolt at 484-641-5211 or write to 313 Moselem Church Road, Kutztown PA 19530** to discuss scheduling your free interview. In addition to inspiring entrepreneurship in young boys, your business will also benefit from the free advertisement.

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**We look forward to hearing from you!**

I really enjoy my potatoes. And,” he added, “I planted some corn and cut it this fall to make corn shucks to sell to Dad.”

Spoken like a true entrepreneur!

*Annetta Nolt, freelance writer and adoptive parent of Demetrius, (10-26-09) Malachi, (2-7-12) and Haven, (9-23-16) lives in rural Pennsylvania, but finds her stories anywhere. To contact her, call 484-641-5211, or write to 313 Moselem Church Road, Kutztown PA 19530. If you are a young businessman and are interested in being featured in this column, reach out to her at above phone number or address to discuss scheduling your free interview.*

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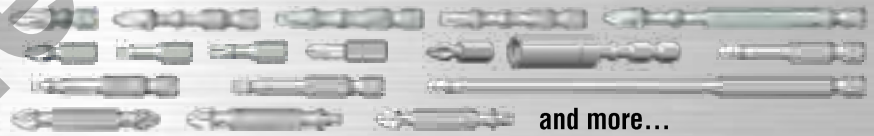
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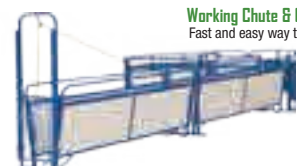
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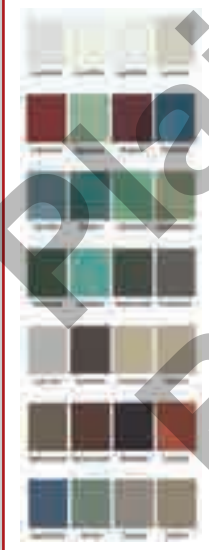
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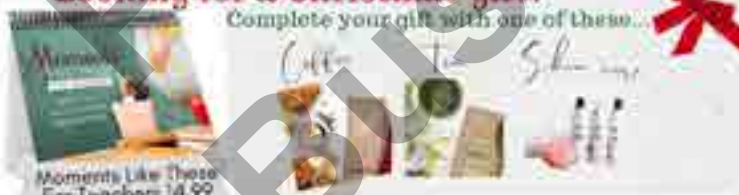
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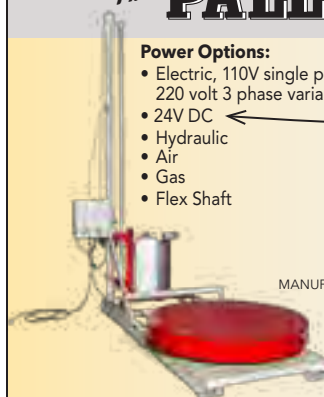
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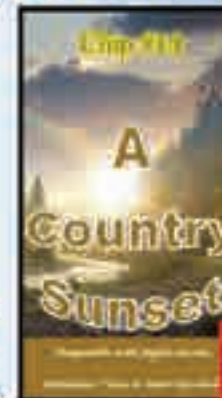
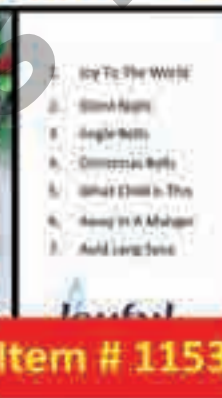
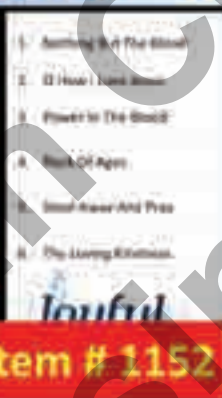
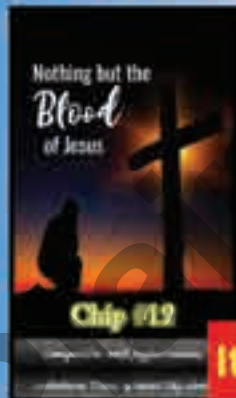
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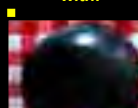
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# Letters from Abroad

## MIŠLJENJA I SAVETI O NAŠOJ FARMI: OPINIONS AND ADVICE ABOUT OUR FARM

*Christopher Petrovich*

Up to this point, I haven't said too much about the farm. I've alluded to it at times but without volunteering many details. That's because a novice doesn't have much to contribute while he is still in the process of learning. If you're looking for expert advice, you won't find it here. I'm just sharing what my wife and I passed through in starting a farm with minimal previous experience, no family background, and zero parental assistance.

As I mentioned in the past, I bought the first (12-acre) farm in February 2018. After the May wedding, we set our hands to work on bringing an unfinished house into livable condition. That project kept us busy until winter. In the spring of our second year in Mali Drenovac (2019), we hired a local farmer to plow two fields. He planted the 0.75-acre field in oats and the 1.5-acre field in corn. Lacking time to cultivate the cornfield, the 1.5-acre field was almost a complete loss. But the ironic part is that we barely noticed. It wasn't until November that I remembered to pick the little bit of corn that survived in the midst of the weeds. At least the oat hay turned out nicely. As you can easily surmise, I bought most of what I fed the horses that first year.

I wasn't sure how to get started farming. Yes, I knew I wanted to tend sheep and sell the lambs for meat. But I wasn't sure how to accomplish that considering that strong work horses are expensive in Serbia, work harnesses and horse-drawn equipment are almost non-existent, and only a few elderly men have experience shoeing horses. Even today, I have to import horseshoes from Western Europe for my draft mares. I couldn't get started farming—in any real and meaningful sense—with the horse-drawn equipment that is available in Serbia because you can't feed a flock of sheep from what you can harvest with a walk-behind plow, harrow, scythe, pitchfork, and wagon.

With almost no experience in farming, I decided that if I want to be serious about becoming a farmer then I need to





*Mowing alfalfa hay on the field across the stream from our house.*

Image credit: Christopher Petrovich

learn the work step-by-step, season-by-season, and to do what it takes to gain that experience. I clearly remember a conversation I had with an Old Order Amish neighbor about a decade ago. For many years, he lived in the same community as a man who successfully converted to the Old Order Amish. His father, among others, invested a considerable amount of time and effort teaching this man how to farm with horses. But the tone of his voice revealed that it felt overwhelming for everyone involved. In the end, the convert only took care of the fields that were attached to his homestead. He didn't live from farming. My neighbor wasn't sure the effort was worth the outcome. I interpret that as a cautionary tale about diving straight into horse farming. But I cannot learn by sitting on the sidelines, and won't make any progress leaving our abandoned fields lay fallow. To gain that necessary experience, I bought the most common tractor in Serbia—the IMT 539. It is a 39-horsepower, rear-wheel-drive diesel tractor built on a Massey Ferguson platform in 1992.

Some friends have taken the liberty of pointing out that a tractor is a huge step “forward” technologically. That much is obvious. But these friends still haven't solved the practical dilemma—how can I reach the goal of farming for a living in the near absence of horses, harnesses, and equipment? So far, I've only gotten two types of replies: “It's impossible” and “Ship the horses and equipment from the States.” The first reply is not a real answer. The problem with the second reply is that I don't have the funds, and even if I did, I'm not sure I could recoup the costs. For example, farmers here

*Letters from Abroad - Continued on Page 336*



*Small (0.42-acre) alfalfa field in the center of the village we baled on August 13th.*

Image credit: Christopher Petrovich

*Letters from Abroad - Continued from Page 335*

get about nine cents per pound for tomatoes in-season. How many pounds of tomatoes would I need to sell just to recoup the cost of shipping and import duties on the equipment?

There are additional difficulties. Most of my fields had been abandoned for thirty to fifty years. There are a lot of roots to compete with when plowing, and you don't get very good yields at first. Yes, we got two barns with the first homestead, and one more barn with the Pavlovic homestead. But they're very old, basic structures. There was not a single box stall, no feeding troughs, no waterlines, and no lighting. The existing corn crib was only sufficient for holding about a ton of corn (on the cob), and the grain storage for about four tons of wheat. The farm is no small endeavor. Finding draft horses and training them, buying shoes, finding a local farrier, locating work harnesses and sizing them properly, and finding suitable horse-drawn equipment; installing water lines, feeding troughs, and repairing the roofs of two buildings; building a corn crib and further grain storage; buying healthy animals and learning how to handle them, especially matters related to nutrient and veterinary demands. Overwhelming is an understatement. I believe it was best to buy the tractor for now, especially since horse-drawn equipment doesn't exist in Serbia. Yes, anything can be made. But that requires time and effort, both of which are currently in short supply. This winter I plan to have a friend use a welder to convert an old double-bottom walking plow into a riding plow. I'll let you know how that turns out! Our goal is to switch over to horse farming, implement by implement.

Our goal is 34 acres of pasture divided into seven sections for intensive, rotational grazing; 2.5 acres of corn for silage and a half acre to fill the old corn crib; 5 acres of grain (barley, oats, and wheat); and five acres in alfalfa and red clover for feeding the sheep and horses during the rather brief winter season. We calculate that this amount could feed as many as 120 sheep. We purchased 15 Sjenički ewes, 3 female lambs, and 1 ram the previous autumn. Since then, we have been blessed by the birth of 18 lambs, 14 of which were female. We kept all the female lambs for expanding the flock.





*Our flock of sheep on pasture on Crveni Breg (above our house).*

Image credit: Christopher Petrovich

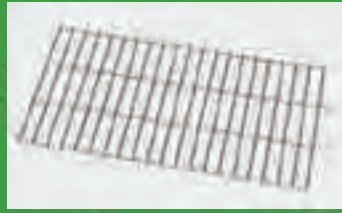
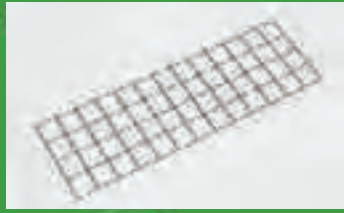
In August, we bought two additional flocks—6 Karakačanski ewes with 4 lambs and 1 ram; and 6 Svrliški ewes with 4 lambs and a ram whose mother is half Pirotski and half Karakačanski. You may have never heard of these breeds. Hopefully I can write about these unique breeds in a future article sometime.

Now the question is: what do locals think of the farm? I can tell you one thing for certain—everyone has an opinion! Only one family is in near total support, and that's because they support the idea of organic farming. About ten families are positive toward us while being deeply skeptical about our approach, primarily because they doubt the effectiveness of pastures, and don't understand the benefits of intensive grazing. Nearly all serious farmers fall into this category. Although we cooperate in multiple ways, they are especially skeptical regarding the effectiveness of horse farming and the financial outlook for the organic market in Serbia, and occasionally burst into untethered rants with the thesis that conventional farming is the only way. The remaining twenty households are moderately to firmly convinced that our farm will fail. There are two types of people in this category. The moderately convinced chalk it up to the poor economic situation in Serbia. Those who are firmly convinced the farm will fail are actually wanting the farm to fail. I think the truth is that they're dissatisfied with life, and expressing this type of opinion is a way to vent their frustrations. As a result, I conclude that the overall opinion is only slightly in favor of us failing.

In terms of the science of farming, I have not found many discussion partners. There are a few local farmers I can have engaging conversations with. The vast majority of unprompted advice I receive is to switch to conventional farming or quit before I fail. But I take heart because Jeremiah probably faced a lot more negativity when he bought the field in Anathoth (Jer. 32:8-9) while Jerusalem was under siege by the Babylonian army and Jeremiah himself detained by his own people in the courtyard of the guard in the royal palace of Judah.

**END**

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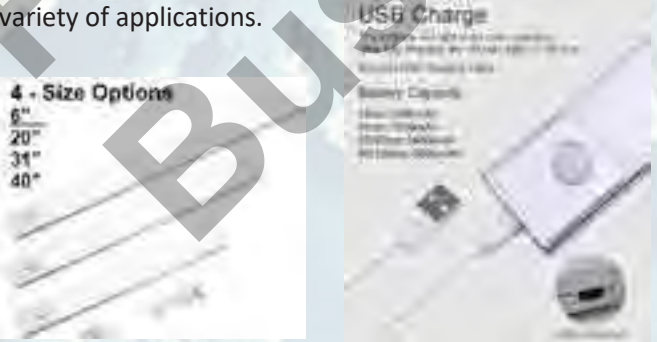
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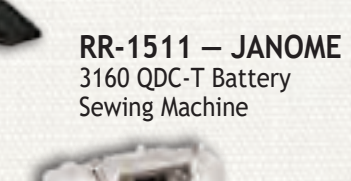
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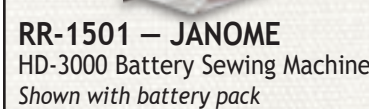
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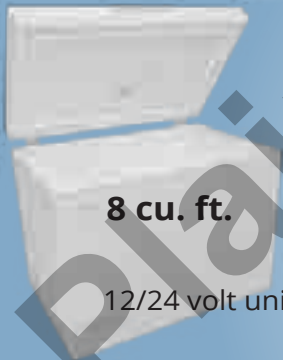
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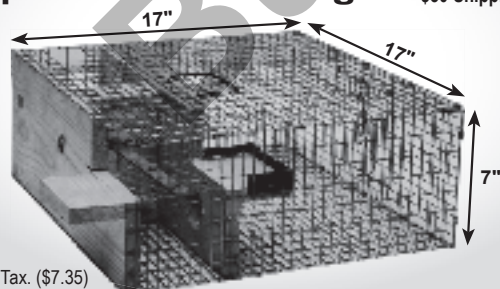
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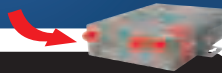
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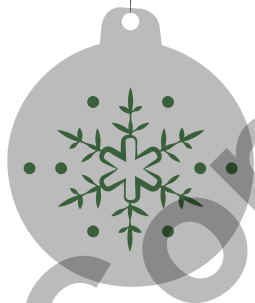


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# Alaska's Sitka Blacktail Deer

By Matt Snader



In last month's article I wrote about the largest deer on the planet, moose. This month I will write about a much smaller deer, the Sitka Deer. I will also clear up some confusion about Alaska Sitka deer versus the Sika deer found in Maryland. Both versions of these deer are smaller than whitetail, causing me to initially think they were the same subspecies of deer. Hoping I could call the article *The Smallest Deer of All*, I was surprised to find both Alaska and Maryland Sitka are not anywhere close to being the smallest deer on the planet. Note for the purposes of this article I will use the terms Sitka deer and blacktail interchangeably, and Sika is the proper spelling for the Maryland version.

The smallest deer species is the Pudu, which doesn't look at all like a traditional deer. These funny little creatures live in Chile, and are also called Chilean Mountain Goats,

despite having nothing to do with the goat family. They do look a little like goats. The heaviest pudu ever recorded was 30 pounds! Most pudu are around 20 pounds. To put that in perspective, some rabbits can grow larger than this deer, such as the Flemish Giant Rabbit. Imagine bringing a deer back after a hard day of hunting, only to discover your buddy harvested a rabbit that was larger than your deer! At least your taxidermy work would be pretty affordable. Ok, let's get back to deer in the United States.

I wasn't even aware that a small species of deer lived in Maryland, until someone stopped in at my house. He pointed to Shane's Sitka deer mount, which is hanging in our living room, and asked something about it. When I replied it was a Sitka deer, he wondered if they were the same as the ones in Maryland. I was stumped. Sitka deer in Maryland? How did they get there? Those questions prompted some research, which I will share with you.

Maryland's deer are actually Sika deer, not Sitka. The sika deer were imported from Asia; a fellow by the name of Clement Henry released five or six deer on James Island. From there they spread to other islands and also the mainland. A large sika buck weights 90 pounds, and a large doe 70 pounds. Antlers tend to be noticeably smaller than whitetail. Maryland Sika deer have very different genetics than an Alaska Sitka Blacktail and are a different subspecies. Now that we have that out of



A Sitka blacktail buck relaxes in the grass. This would be a large buck by Sitka standards.

Image credit: istock Gummybone



the way, let's move on to Alaska Sitka deer.

When I first moved to Alaska, I didn't expect to put any effort into hunting deer up here. Who wants to hunt deer when you have North America's largest animals lumbering through your back yard? I must admit that I had some good logic there, but I wasn't factoring everything into the hunting equation. First-there are a lot more deer per square mile than other big game. Second-Deer are much easier to hunt and process than a 1,000 pound moose or bear. Also, deer are unlikely to charge you and tear you to pieces if you don't hit them properly. Also, the atmosphere of a bunch of guys staying at a cabin deer hunting is just hard to beat. If you want to get to know someone better, take them to Afognak Island for a few days in a dinky little cabin, with no phone service. For example: My cousin Elmer Weaver just flew up last month from Pennsylvania, and we went deer hunting on Afognak Island. I talked more to him in five days than the entire previous decade combined. He brought along his son Gage, who before I could barely remember his name. Not so anymore.

The catch with deer hunting in Alaska is that the deer are limited to islands and coastal regions. That means I can't just hunt them in my backyard, but instead must go to the Kodiak Islands Archipelago, Prince William Sound, or the coastal areas further south around Sitka. Fortunately, Kodiak Island is just a 45 minute flight from my house, so airfare is very reasonable. Most hunters will then take a float plane or water taxi to a remote cabin. There are many public use cabins scattered around Kodiak and the surrounding islands, available for \$35 a night. In theory I could also take my boat to Kodiak from Homer, but I'm a little skittish about going that distance with it (150 miles). With the price of fuel, flying commercial is actually cheaper than taking my boat, plus I don't have to worry about hitting rocks and sinking it.

All these deer running around the Kodiak Islands come

from a small original herd. Around 1920 blacktail deer were brought up from Sitka (hence the name), Alaska, and turned loose. Over the years a few more were introduced to increase genetic diversity. The first deer season was held in Kodiak in 1953, for a six day period. Thirty-eight buck were taken with 200 hunters. The deer have multiplied rapidly over the years. Now the hunting season is approximately three months! During the 2021 deer season in Kodiak, 6,141 deer were reported harvested, which means I personally accounted for 0.05% of the total Kodiak deer harvest! That sounds more impressive than saying I got three deer. An even more impressive number: In 2020 my son, Shane, personally harvested 1.3% of all musk ox taken in Alaska!

Alaska is the northernmost reach of Sitka deer, and the winters can be pretty hard on them. Deep snow is their worst problem, as it makes moving around and finding food difficult. Prince William Sound is as far North as you will find them. The reason you find deer on islands and the coastal areas is because those areas have more moderate climates. Hard winters will make a noticeable dent in the deer population, but they rebound quickly. In 1923 deer were introduced on the Kenai Peninsula, where I live, but sadly they did not last long, as the winters are too severe. There have been deer sightings reported around the town of Seward, which is about a two hour drive from my house.

Readers might remember in my seventh book, *Bears, Prayers, and Airplanes*, we went deer hunting near the town of Cordova. That town is located on the shore of Prince William Sound, and can only be accessed by boat or plane. Hawkens and Hinchinbrook Islands are located nearby, and have healthy deer populations. I was only

brave enough to reach Hawkens island with my small boat, which we had hauled to Cordova on the ferry. Allegedly the Sitka deer are smaller on these two islands. According to local trivia, which I haven't been able to locate a written

*Alaska's Sitka Blacktail Deer - Continued on Page 354*



A Pudu deer found in Chile. These are the smallest deer in the world.

Image credit: istock Fotomicar

*Alaska's Sitka Blacktail Deer - Continued from Page 353*

source, a few whitetail were also turned loose on Kodiak, where they intermingled with the Sitka, resulting in a larger deer. Unfortunately, I don't have much personal experience with comparing deer between the two locations, so I can't say that from my own experience.

Lastly, people ask about the behavior of Sitka verses whitetail. Having grown up hunting whitetail, and spent the last five years hunting blacktail, I feel I can make some good comparisons. The most obvious difference is that a whitetail deer will jump up and run off if you so much as twitch a nostril. Blacktail, on the other hand, will often just watch you shoot at them. If you miss, no big deal! Elmer's son, Gage, even had a blacktail walk into him, and he pushed it away with his hand! I won't say what happened after that, except that deer was removed from the gene pool. While this might make blacktail sound pretty dull minded, I can't help but think that approach may have worked for them more often than I know. They are very sneaky, and often will seem to appear right in the middle of a field! You can also use a deer whistle to attract blacktail, although it never seemed to work very well for me. I'm not aware of anything in use like that for whitetail.

One very possible reason blacktail are not as jumpy as whitetail is they have far less hunting pressure. In the 2020-21 Pennsylvania deer season, for example, over 430,000 whitetail deer were taken by hunters. Compare that to the 6,141 deer from Kodiak-and that is a lot less hunting going on, although Kodiak Island Archipelago is about 1/6 the size of Pennsylvania. Considering that the success rate is much higher in Kodiak, along with higher bag limits, and you have even lower numbers of hunters per square mile than the

initial number of deer taken suggest. Typically I can hunt on Afognak or Kodiak Island for five days without seeing another person outside of our hunting party.

Another possible reason for the resilience of blacktail this far North is the lack of predators. Many of the islands they live on do not have any large animals except for the deer themselves. Notable exceptions to this are the islands around Kodiak, which have Kodiak bears, and the bears love deer! However, it seems that bears will take fewer deer than a wolf pack, so while they might be stalked by a very large predator, overall less of them will be eaten. Eagles and other birds of prey have been known to attack small fawns as well.

I find it amazing that the deer kind are able to thrive in every US state, including Alaska and Hawaii. They are also native to every continent except Australia and Antarctica. They are able to survive in hot and cold climates, and range from 20 pounds to 1,200 pounds. Sitka deer are a good example of the deer species amazing ability to adopt to it's surroundings. I'm glad God built enough genetic diversity into the species to allow them to live in Alaska.

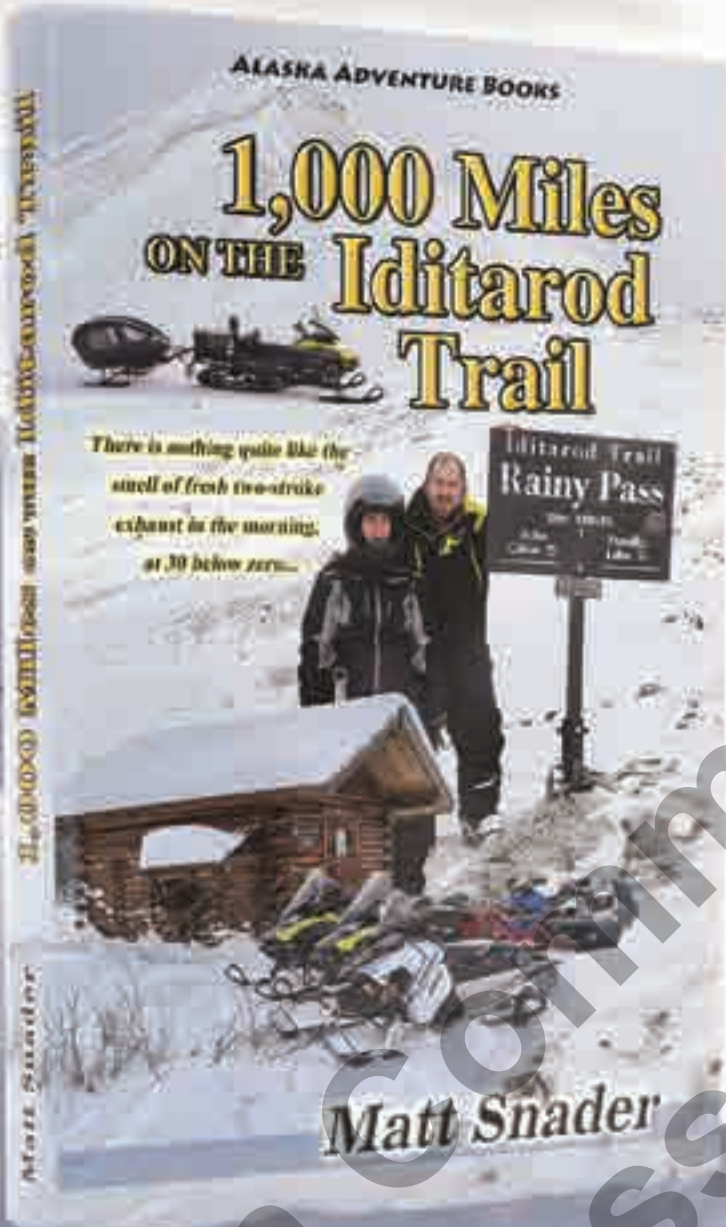
Thanks for reading! ~**Matt Snader**



This is Afognak Island, ideal Sitka deer habitat.

Photo by Matt Snader





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## 2021 Equipment Sellers:

Blanch Flower Lumber	Ebensburg PA	1/22/2021
Strittmatter Turning Mill	Alstead NH	1/22/2021
Yoder Lumber	Millersburg OH	2/4/2021
Raber Ready Cuts	Millersburg OH	2/18/2021
Edwards Forest Products	Talbott TN	2/25/2021
Wright Sawmill	Arlington KY	3/18/2021
Woodland Forest Products	Lake Odessa MI	4/1/2021
Edwards Wood Products	Manning SC	4/8/2021
Equipment Showcase	Middlebury IN	4/10/2021
Missouri Walnut	Neosho MO	4/17/2021
Freedom Hardwoods	Freedom NY	4/22/2021
Northern Wood Products	Walkerton IN	4/28/2021
Ben Troyer	Freemont MI	4/29/2021
Detweilers Wood Products	Knox PA	5/6/2021
JADM Builders	Spickard MO	5/14/2021
Gardner Farms	Williamsport TN	5/15/2021
Appalachian Consignment	Eden NC	5/20/2021
High Country Lumber	Millwood KY	6/3/2021
Robert Fry	Johnstown OH	6/22/2021
Equipment Showcase	Middlebury IN	7/1/2021
Bill Ross Sawmill	Dowagiac MI	7/8/2021
Wildwood Millwork	Goshen IN	7/15/2021
Circle S Sawmill	Harwood MO	7/16/2021
Timber Valley Sawmill	Stanley WI	7/17/2021
Oran Milling	Manlius NY	7/22/2021
Burkholder Lumber	Panama NY	7/23/2021
Menno Hostetler	Seymour IA	7/29/2021
Timber Pro Durant Sawmill	Durant MS	8/5/2021
Travco Lumber	McArthur OH	8/12/2021
Schwartz Sawmill	English IN	8/13/2021
Manual Sawmill	Plymouth IN	8/19/2021
Fayette Forest Products	Scottsdale PA	8/21/2021
Mike Schumacher	White Pigeon MI	8/28/2021
Isaac's Sawmill	Loogootee IN	9/10/2021
Ashley River Lumber	Ridgeville SC	9/16/2021
Cutler Bros Sawmill	Lake Ariel PA	9/23/2021
R&K Enterprise	Addison NY	9/24/2021
Greentop Lumber	Charlotte CH VA	9/30/2021
Equipment Showcase	Middlebury IN	10/1/2021
Acadiana Wood Shavings	Opelousas LA	10/7/2021
Lake Erie Consignment	Middlefield OH	10/15/2021
Huntersville Hardwoods	Huntersville NC	10/19/2021
James RD Sawmill	Mechanicsville MD	10/20/2021
Rossi Group	Winchester VA	10/21/2021
Barnes & Severt Lumber Co	Wilkesboro NC	10/28/2021
Roberts Pallet	Ellington MO	10/30/2021
Showcase Equipment	Middlebury IN	11/12/2021
J Edwards Furniture	Ligonier IN	11/16/2021
Baxter Lumber	Deputy IN	11/18/2021
Shouse Sawmill	Decker IN	11/19/2021
Springville Pallet	Springville NY	11/30/2021
Stanley Ricotilli	Millcreek WV	12/2/2021
Abott Farms & Lumber	Rocky Mount VA	12/9/2021
Gardner & Sons	Union Hall VA	12/10/2021
Graham Lumber	Selmer TN	12/14/2021
Bright Star Equipment Auction	Middlebury IN	12/31/2021

**A HUGE Thank you to our sellers (and buyers) in the sawmill and woodworking industries for making 2021 a great year! We look Forward to serving you in 2022!**

*Merry Christmas!  
And may God's blessing be upon you this New Year!*



**574.825.0704**

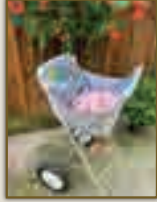


- Horse Stall Cleaning
- Lawn and Garden
- Many Other Uses
- Holds 70 quarts Muck Bucket

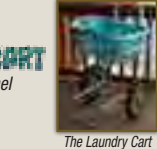


Muck Bucket Carts

The Muck and Laundry carts are made of 3/4" galvanized tubing, have flat free tires, and a stainless steel axle.



The Folding Laundry Cart



The Laundry Cart



#26 Poly Cart

- 4 Sizes Wood or Poly
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**Garden Carts**  
Light enough for lawn and garden... strong enough for farm use.

**THE FOLDING LAUNDRY CART**

**THE LAUNDRY CART**

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Lifetime Warranty, T304 Surgical Stainless Steel



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- Lindy's 20 Pc. 9-Ply Unvented \$495
- Lindy's 22 Pc. 9-Ply Unvented \$550

Cookware Sets Dropship to Lower 48 States ppd. 5-Ply Open Stock available.

17Pc. 1.7, 2.5, 3 & 3.2 Dbl, 7.5 Qt. 20 Pc. Adds Skillet, Steamer & Lid 22 Pc. Also Adds 12 Qt. W/Lid



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**Ice Block Buckets**

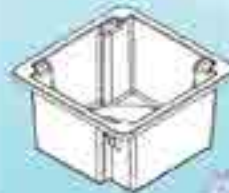
Buy your last buckets first! These forms don't crack when freezing. The ice freezes

into a 12" x 12" x 7" block

Durable & reusable

4.4 gal. 33# block

Stackable



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~Unknown



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no tools included  
Reg ~~\$77.00~~ Sale \$69.30



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Reg ~~\$60.00~~ Sale \$54.00

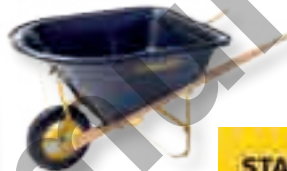


284-1043  
SPC. TOOL SET  
Reg ~~\$30.00~~ Sale \$27.00

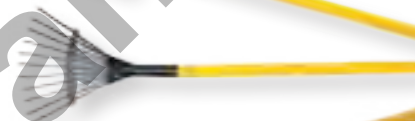
284-1058  
FRONT LOADER KIT  
Reg ~~\$20.78~~ Sale \$18.70



284-1046  
CHILD'S WHEELBARROW  
Reg ~~\$45.00~~ Sale \$40.50



284-1049  
CHILD'S LEAF RAKE  
Reg ~~\$9.38~~ Sale \$8.44



284-1048  
CHILD'S GARDEN HOE  
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284-1053  
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284-1034  
GRILL & SERVE BBQ SET  
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284-1001  
10 FARM ANIMALS  
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over 4' wide!

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284-1080  
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Reg ~~\$14.30~~ Sale **\$12.87**

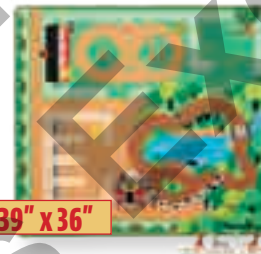
284-1074  
RAINBOW STUNT KITE 33"  
Reg ~~\$16.50~~ Sale **\$14.85**

almost 3' tall!

284-1082  
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284-1036  
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284-1004  
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1.9 LITERS  
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14 QT. CANS OR 19 PT. CANS  
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204-1096  
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16" FOR 15 HENS  
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**Portable All-In-One** FOR SAFE, EASY HANDLINE

STANDARD FEATURES

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- Manual Headgate Available
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**Deluxe Squeeze Chute**

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- Feeds up to 2 - 5' x 5' Round bales, or up to 8' square bales
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**\$2,375.00 - Honda | \$2,200.00 - Brilliant**

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**Let us custom build a welder to your specs!**



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NO HYDRAULICS

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**2 AND 3 ROW CAN BE PULLED WITH 2 HORSES.**

**100 dollars off planter orders in December.**

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# Ooohh, so peaceful and quiet to do the laundry!

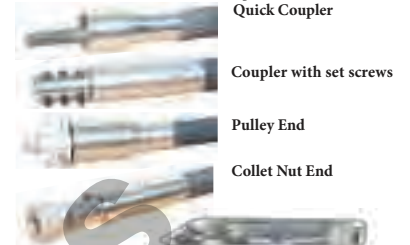
## Spinner

Spins most of the water out of your laundry to cut down on moisture in basement and faster drying time.



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## **Idled taxis**

THAILAND- Hundreds of idled taxis are being utilized as “mini-gardens” in Thailand as the Covid-19 pandemic continues to dampen local travel within the country. The roofs of taxis are giving new meaning to the phrases “rooftops gardens” and “winter gardens.” Vegetable plots atop the roofs of fleets of taxis that have remained parked for months during the pandemic have caught the attention of the local media. Workers from a few taxi cooperatives reportedly assembled the gardens by using black plastic bags which they stretched across bamboo frames. Soil was then added, and a variety of vegetative crops were planted. Locals have said that the unusual scene represents that of an art installation, instead of a car park. The intent of the workers at the taxi cooperative was to raise awareness of the current plight of taxi drivers in Thailand. They and their operators had been badly hit by the extended Coronavirus lockdowns. Earlier this year, several thousand taxis have been sitting idle at numerous locations throughout Thailand’s largest, most densely populated cities. Out of work, many of the drivers cannot afford to continue making the payments for their cars and have chosen to abandon the vehicles.

## **Monkey business**

INDONESIA- With the lack of tourist handouts, hungry monkeys have been raiding homes within the region of Sangeh. The region is typically rife with tourists who are all too eager to feed the swarms of monkeys that are native to the region. Due to lockdowns during the spring, summer and autumn, tourists have largely been unable to visit Indonesia this year. Deprived of their favorite food source—bananas—scores of monkeys have resorted to mischief, breaking into homes and raiding what food supplies they could find. Many locals who worried that the monkeys may wield an all-out assault if their hunger isn’t appeased, began taking large quantities of food to the local monkey forest in hopes of curbing their behavior within the villages. “We are afraid the monkeys will turn wild and vicious if we do not feed them,” a local man said. Approximately six hundred hungry monkeys reside in a forest within proximity of a village where the man resides.

## **Mistaken marathon**

ILLINOIS- An Illinois man won the Quad Cities Marathon in a rather unexpected manner recently. When two Kenyan runners who had outpaced the Illinois native by an impressive length became unqualified after they took a route that was not listed, the man—who had been in third place—won the foot race. Race directors said the confusion regarding the route should never have occurred, because a meeting had taken place the previous day, where all the runners had become very acquainted with the route they were to take. “The signage was there and well placed,” the directors said. “This incident should have never happened.” Even so, the Illinois runner appeared happy with the results of the race.

## **Shoe shows**

AUSTRIA- In another foot race, a case of wearing the wrong shoes resulted in the winner being disqualified and stripped of his medal. Ethiopia’s Derara Hurisa crossed the finish line first by three seconds but was later informed that he lost the race due to his shoe choice. The soles of his shoes had measured 0.4 inches thicker than the allowed maximum. Organizers of the event said that the runner had registered another shoe that met qualification standards, but then switched the shoes prior to running in the race.

## **Subway silence**

NEW YORK CITY- Earlier this year, the MTA pushed for an additional round of emergency federal aid to fund its subways, buses, and commuter trains after it experienced a dearth of workers. The severe shortage of personnel who were willing to work had served a harsh blow to the city’s subway system. As a result, the city was offering retired train operators \$35,000.00 for ninety days of work. Desperate transit officials were reaching out to the retired train operators in hopes of convincing them to return to work—if only for ninety days. The New York MTA typically employs more than 66,000 people, but during 2020, more than 5,000 workers consistently failed to report to work. In August, more than ten percent of rush hour trains were canceled, resulting in the worst performance since 2015. In January 2019, the MTA employed nearly 3,600 train operators.



## Amazon anxiety

SOUTH AFRICA- The retail giant Amazon has recently raised a stir in Cape Town. The politically charged controversy which surrounds the retail behemoth's plans of building a massive warehouse and distribution center within the region, has resulted in an uproar amongst locals. Indigenous groups say the planned project will disrupt and damage indigenous land, which they consider sacred. The land which Amazon wishes to build on must remain protected and named as a World Heritage Site, according to those opposed to the building project. The site has long been an exclusive space for a members-only golf club and sits in the shadow of Cape Town's iconic Table Mountain.

## Consistent containers

ASIA- Nearly ninety percent of the world's goods are transported by sea. Whether you are eating a banana, enjoying your morning coffee, or walking in the shoes you are wearing, it is very likely that these items arrived within the country via shipping containers. It is estimated that virtually every major home and office appliance—or their parts—were once loaded onto a large container and shipped to countries around the world. Nearly all imported fruits are packed in large steel containers and shipped thousands of miles to their destination. More than \$14 trillion of the world's goods (shipped annually) have at some point in time been inside shipping containers or otherwise been transported on a ship. The standard shipping containers that most of us take for granted provide us with the opportunity of consuming goods and products from all over the world. Without these containers—or adequate amounts of them—shipping supply chains become severely disrupted. A recent shortage of these containers has increased prices for all sorts of goods. A notable piece of interest: in 1956, the cost of manually unloading a ship cost \$5.86 per ton. The invention of the standardized shipping container helped lower the cost significantly. It now costs only sixteen cents a ton to unload a ship.

## Hot home

MASSACHUSETTS- The housing market is so strong in this state that a burned house has been put on the market with an asking price of nearly \$400,000. The home has been severely damaged by smoke and fire yet has still been placed on the market in a region where family homes currently have been selling between \$535,000. and \$552,000. The online listing for the charred house indicates it is a three bedroom, 1,857-square-foot home. "Buyer to do due diligence. House being sold as is. In need of total renovation" read part of the description.

## Circling houses

BOSNIA- A man built a rotating house for his wife after she consistently complained about the unchanging and drab view from her windows. Looking to provide his wife with a more satisfactory scene, the man began focusing on how he could

build a house that would rotate slowly, changing the view every few hours or every twenty-two seconds, whichever the wife prefers. At its slowest speed, the house can rotate completely within a twenty-four cycle. The man is seventy-two years old and had this to say about his unusual invention: "After the children took over the family business, I finally had enough time to task myself with granting my wife her wish." Even at his old age, he diligently remodeled the house and transformed his home from a stationary one to a rotating one. It reportedly took six years to build the house, which rotates on a twenty-three-foot axis beneath the floor. Due to its rotational capabilities, some folks in Bosnia say that the house stands a better chance at withstanding an earthquake.

## Honest teen

LIBERIA- A teenager recently found and returned fifty-thousand dollars to its rightful owner. The teenager is a motorcycle taxi driver and found a bag containing the large sum of cash lying beside the roadway. A businesswoman lost it and pleaded on the radio, asking anyone who found it to return it to her. After the teen heard these pleas, he decided that he will return the bag to the distraught lady. The teen received praise from the Liberian Anti-Corruption Commission and was invited to meet with the country's president the following day. His friends, however, had differing thoughts on the matter. According to them, the teen will "never get rich because he acted stupid to return the money." The friends also won't help him anymore and have distanced themselves from him.

## Rising prices

Inflation has increased prices for food, gas, used cars, and nearly everything else. In September 2021, food prices had risen nearly five percent from the previous September. Price increases for food and energy are significant and are affecting most regions of the world. According to the Labor Department, meat saw the biggest rise in prices during late 2021 than any other food in the United States. Poultry, fish, and eggs had increased in prices by slightly more than ten percent. Beef, however, had risen nearly eighteen percent from the same time the previous year.

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Researched, written, and edited by *Leroy Martin* for the exclusive use of the *Plain Communities Business Exchange, LLC*.

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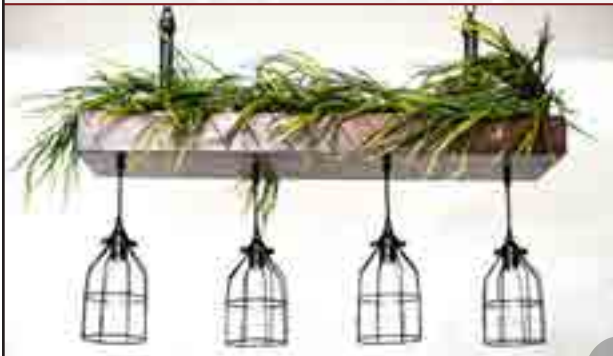
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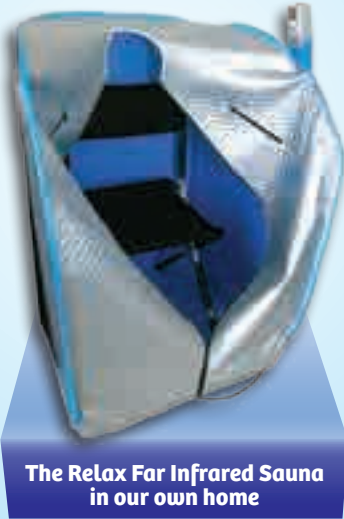
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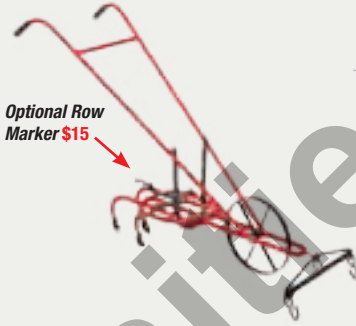
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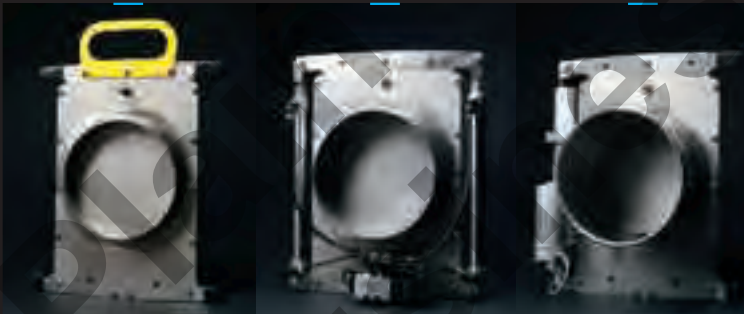
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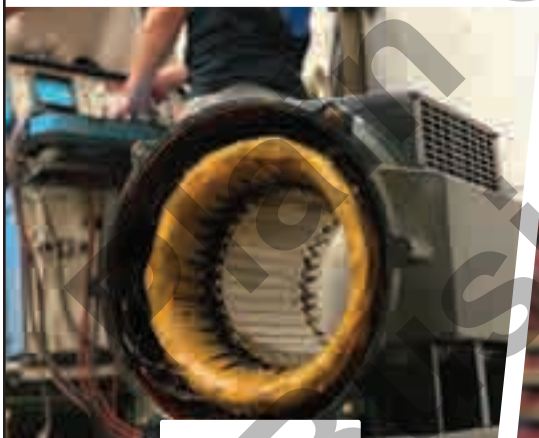
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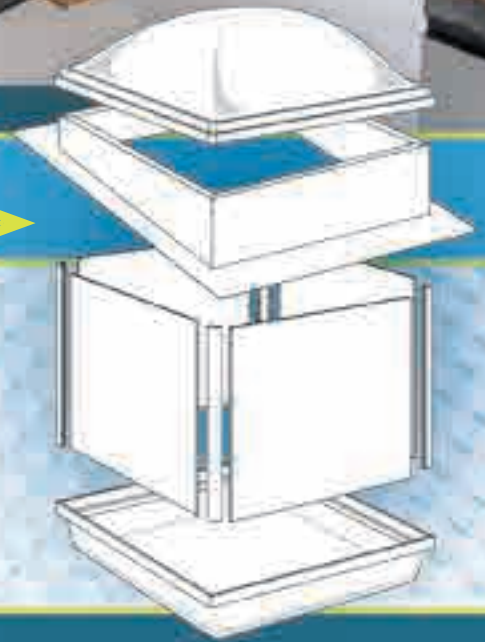
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