

# PCBE

PLAIN COMMUNITIES BUSINESS EXCHANGE



**LAMP & LIGHT CANDLES**

Article on page 16

**DECEMBER 2023**

Volume 30, No.12

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<p><b>\$7 SAVINGS</b> WAS \$22<sup>99</sup> <b>NOW \$15<sup>99</sup></b> 48-32-2390 SHOCKWAVE™ Impact Right Angle Adapter</p>	<p><b>\$11 SAVINGS</b> WAS \$27<sup>99</sup> <b>NOW \$16<sup>99</sup></b> 48-32-4006 SHOCKWAVE™ Impact Duty Drill &amp; Drive Set - 40PC</p>	<p><b>\$12 SAVINGS</b> WAS \$29<sup>99</sup> <b>NOW \$17<sup>99</sup></b> 48-32-4010 SHOCKWAVE Impact Duty™ Driver Bit Set - 54PC</p>	<p><b>\$3 SAVINGS</b> WAS \$13<sup>99</sup> <b>NOW \$10<sup>99</sup></b> 48-32-4012 SHOCKWAVE 22pc Impact Driver Bit Puck (Pd)</p>	<p><b>\$14 SAVINGS</b> WAS \$38<sup>99</sup> <b>NOW \$24<sup>99</sup></b> 48-32-4029 SHOCKWAVE 60pc Impact Driver Bit Set</p>	
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# Letter from the Editor

The simplicity of Christ's birth has fascinated people for over two thousand years. Taking place on the outskirts of a sleepy little town, this most holy birth was celebrated in a lowly stable. On the surrounding hillsides, shepherds were quietly keeping watch over their flocks. And then the angels appeared and proclaimed the news, "...behold, I bring you good tidings of great joy which shall be to all people."<sup>1</sup>

Yes, *all* people. No wonder there was joy in Israel.

Today this same region where Christ was born is experiencing terror instead of joy. The Israeli-Palestinian conflict has recently escalated again, causing much suffering and death. And as is typical whenever Israel gets involved in a war, it is not uncommon to hear Christians talking about Israel having God's blessings, and that no other nation will ever be able to conquer them. This belief stems back to the promise that God gave to Abraham, "And I will bless them that bless thee, and curse him that curseth thee."<sup>2</sup>

I don't know how that blessing flows through to present-day Israel; neither do I know what role Israel will play during the end times. But we do know there are many innocent families suffering on both sides of the conflict, and those people need our prayers.

A concern I have when people express certainty of Israel's position and of how the Bible prophecies connect to present-day Israel, is that we don't make the same mistake the scribes and Pharisees did when Jesus was born. The prophets foretold a star<sup>3</sup>, the virgin birth<sup>4</sup>, and the town where<sup>5</sup> the Messiah would be born. But the Jewish leaders interpreted all these prophecies to be about a king with a geographical kingdom. They were expecting someone to come and rescue them from the oppression of the Romans. When Christ did come, they rejected Him. He was not who they expected.

When we analyze Israel's position in world conflicts, let's be careful not to make the same mistake. Could there be danger of missing the real Kingdom by misinterpreting end-time prophecies? Have we considered that instead of being fulfilled through a geographical kingdom, some of these prophecies may be referring to God's Kingdom here on earth?

When God promised this region to Abraham's seed forever, there were conditions. In Leviticus, we read how God told the Israelites, "Ye shall therefore keep my statutes and my judgements, and shall not commit any of these abominations... That the land spue not

you out also, when you defile it, as it spued out the nations that were before you."<sup>6</sup>

Many years later, Jesus rebuked the scribes and Pharisees because they refused to believe. He warned them, "The kingdom of God shall be taken from you, and given to a nation bringing forth the fruits thereof."<sup>7</sup>

In Old Testament times, God's chosen people were the Israelites. When Jesus came, He offered salvation to all mankind. He established a Kingdom right here on earth—complete with a King, a Constitution (Sermon on the Mount), and citizens. This Kingdom has no geographical boundaries or nationality. It welcomes anyone who accepts Jesus as King and keeps His commandments.

Could it be that *this* Kingdom (the church) is the nation blessed with the promise given to Abraham? When writing to the Galatians, Paul wrote, "For ye are all the children of God by faith in Christ Jesus. For as many of you as have been baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither bond nor free, there is neither male nor female: for ye are all one in Christ Jesus. And if ye be Christ's, then are ye Abraham's seed, and heirs according to the promise."<sup>8</sup>

I don't know how God will work as He brings this world to an end. It may be that He is working through present-day Israel. Perhaps the Jews of today have more physical blessings than other nationalities. Those are things I cannot be certain of. But what I do know is that there are people on both sides of the current Israeli-Palestinian conflict who can obtain salvation and God's blessings.

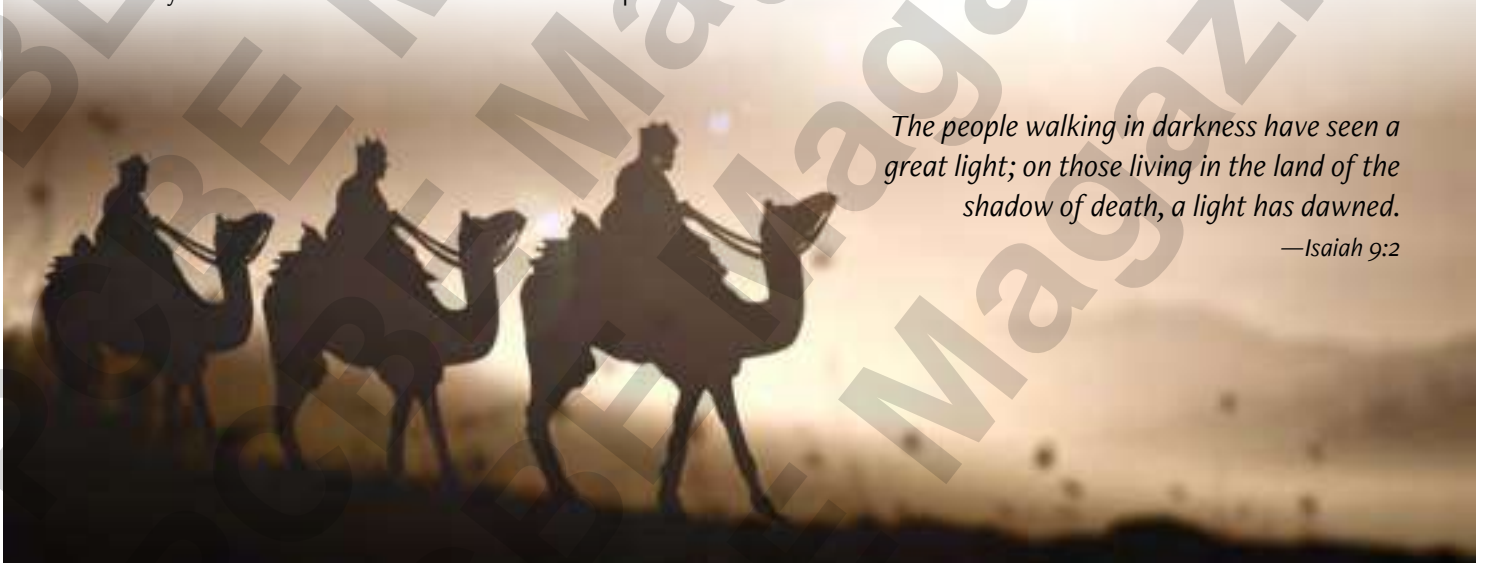
As Christians, our duty today is to be actively engaged in what we do know God is doing—reconciling mankind to Himself. Instead of taking sides, we must proclaim the good tidings of great joy. And we also need to continually demonstrate love, peace, empathy, and forgiveness to all people, whether they live in Gaza, Israel, Ukraine, Russia—or right next door.

Christmas blessings to all,  
Ivan Lee Lapp — *Editor*

<sup>1</sup>Luke 2:10; <sup>2</sup>Genesis 12:3; <sup>3</sup>Numbers 24:17; <sup>4</sup>Isaiah 7:14; <sup>5</sup>Micah 5:2; <sup>6</sup>Leviticus 18:26,28; <sup>7</sup>Matthew 21:43; <sup>8</sup>Galatians 3:26-29

*The people walking in darkness have seen a great light; on those living in the land of the shadow of death, a light has dawned.*

—Isaiah 9:2



# PCBE

PLAIN COMMUNITIES BUSINESS EXCHANGE

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

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## Staff Notes

Frosty mornings. Colorful leaves. Vibrant sunsets. What a beautiful time of year! To me it seems like fall is fading and winter is just around the corner.

Too often I take things for granted while I have them and only truly appreciate them once they're gone. As much as I enjoy the changing of the seasons, I already miss the warmer weather of summer. My thoughts go to Philippians 4:11 and I will try harder to attain this. *Not that I speak in respect of want: for I have learned, in whatsoever state I am, therewith to be content.*

On September 2, the Lord blessed us with a healthy baby girl. Angela Grace is keeping us entertained and we are enjoying each day we spend with her. She is doing well and growing, oh so fast!

The end of the year is approaching. This is a good time to reflect on the past year, to consider what went well and what could be improved. Don Tyler's article: *New Year Planning Strategies for Entrepreneurs* on page 166 is filled with good tips on reviewing your business so you can start the new year running.

This month we included a list of all the articles that were printed in PCBE in 2023 along with the month they were printed. We added this feature to help you find any articles that you would like to read again or see if there are any articles that you missed. You can find this feature in the back of the magazine right before the advertising indexes.

There are two new monthly columns in December PCBE that I would like to mention. On page 272 you will find a new feature titled *Call to Stewardship*, a monthly column authored by Ken Nisly. On page 98, Katrina takes us on a tour of Street Light Auto, a mobile repair business in Elkhart, Indiana.

Some of you may recognize Katrina Hoover Lee's name and you may have read some of the books she has written, such as *Kidnapped in Haiti*. Katrina plans to conduct business interviews in northern Indiana. If you have any candidates whom you think she should interview for PCBE, please contact us.

God bless you on your journey!

Ivan Lapp — General Manager



Greetings,

Fall is my favorite time of year. The beauty of the outdoors as nature transitions from summer to winter is amazing to watch. And of course hunting season starts when Fall arrives. Hunting for whitetail deer is one of my favorite pastimes. You get to be in the woods watching wildlife and birds while waiting for a deer to come along. So far my hunting season has been exciting and successful — I harvested both a buck and a doe. I still have two more doe tags to fill, and I hope to fill them yet, as I want to fill the freezer with meat for the next year. This is the first year I processed the deer myself and it's been a fun and learning experience. The next step will be learning how to make venison sticks and jerky.

*Enter into his gates with thanksgiving, and into his courts with praise: be thankful unto him, and bless his name. (Psalm 100:4)* Do we realize how often something happens in our lives that we just take it on as another day or another job accomplished like planned? It is so easy to take things for granted as an everyday thing or job smoothly accomplished, that we forget to thank the Lord for guiding everything the way we had planned it.

My wife and I celebrated our 1-year anniversary on November 8th. The last year has been such a blessing as we got to know each other better and establish our household. We have been blessed beyond measure.

Time change has once again come, which means we should also take a few minutes and make sure we change the batteries on our smoke detectors. Smoke detectors can easily be forgotten and tend to be pushed into the back of our heads because we tend to think, "We never used it, so why worry about it." No one ever wants to have to actually use them, but it only takes that one time for us to wish we would have taken a few minutes to change the batteries in the smoke detector.

May your Christmas be filled with joy and peace, and may you have a blessed New Year.

EJ Blank — Advertising Sales Representative

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## The Smartest Fellow at the Auction

I spent a recent Saturday morning at an estate auction with my son JoJo and his wife, Abby. They had some interest in the house being sold at auction, even though the property didn't quite "check all their boxes." They knew what they felt they could afford to pay, and it was an "absolute" auction, so we attended simply to ensure the house didn't sell too cheap. It didn't. Jojo never bid, as the price quickly rose above the limit he had set.

The time spent at the auction was not wasted. JoJo and Abby learned yet another lesson in "setting your limit and sticking to it." It's feeling like a bit of a repeated lesson by now, but good for them. Pray about it, do your due diligence, get advice, set your limit. And then accept the outcome, whatever it is.

I enjoy auctions in general and estate sales in particular. Even on occasions when I've left without a single purchase, the benefits I gain often outweigh the few hours invested. You can learn a great deal, if you keep your eyes and ears open. The people at an auction are at least as interesting as the "stuff" being sold.

First, auctioneers are not created equal. Some are far better at their craft than others. A poor auctioneer sells "thingamajigs" and starts bids too high or too low. His sales are poorly managed, he misses bids, and your time is wasted while he begs for one extra dollar for a piece of junk.

A better auctioneer knows exactly what he is selling. He rattles off the name of whatever item his helper holds aloft, and then throws the crowd an interesting, five-second "bone" about its history or use. He possesses a sense of its current market value and starts his bids accordingly. His crew works a discernable system as they plow through the "stuff," and they have been trained how to work the crowd. The junk is disposed of expeditiously, while the better items are moved intentionally, in good time, and (often) for solid value. The auctioneer and his crew quickly adapt to the crowd, conducting their business efficiently but with hearty dashes of humor and goodwill.

Second, it is always interesting to figure out who "the family" is at an estate sale. Often, they are sitting near the front and off to one side. They are the ones who tend to buy heirlooms and odd items, often for sentimental reasons. If you slide into an empty chair near an elderly family member and wait for a dull moment, you can often strike up a conversation. A casual question about the person whose things are being

sold often generates a response. These folks cared enough to attend the auction, and they are generally primed to share what they think, be it good or ill.

Third, the bidders come in all shapes and sizes (figuratively and literally). There is always at least one "fifty cent" fellow in the crowd. He's the codger who accumulates an expanding pile of debris around his feet, never spending more than a few dollars for any item or box lot. When the auction crew needs to unload an unwanted item, their eyes drift in his direction. And, Mr. Low Bid generally obliges, taking the junk off their hands once the bid drops low enough.

At almost every auction, some item sells far beyond expectations. Sometimes, there is a good reason why and other times there isn't. A certain breed of bidders bring more money than common sense. I don't suspect this breed will ever die out, even in the age when people steadily work their phones to compare prices on eBay.

An estate sale is a special and meaningful event. Basically, a person's life is spread across a yard for family, friends, and strangers alike to examine and paw over. What lessons about me will people take home when they examine my lifetime accumulation of "stuff" and "treasures"? It would sort of be neat to attend your own estate sale, just to see who valued what.

While we waited for the property to sell at noon, I browsed furniture spread across the yard. We needed none of it, so I moved on to the tables loaded down with mixed box lots. One particular box lot arrested my attention. Nestled among odd dishes and an assortment of cheap holiday nicknacks was an old metal tea set.

I'm partial to antiques, as I prefer "worn and old" over "modern and cold" any day of the week. I picked up the little tea pitcher and found it surprisingly heavy. Turning it over, I looked for the telltale maker's marks. The boldly stamped "STERLING" caught my eye. I'm not a professional dealer by any means, and I can't read all maker marks, but I know the meaning of "Sterling." It's an old English term that means an item is made of 92.5% pure silver.

All three pieces of silverware bore the same markings. I hefted them in my hand while running the calculations. How many ounces did they weigh? What was the current price of silver? What does the melt value pencil out to be?


Melt value is the value of an item if you melt it down and sell the metal to a scrap dealer. I estimated the melt value of these pieces, recalling that a dealer friend recently told me that he regularly pays 78% of “melt value” for old sterling silverware, which he then resells in bulk to a company that melts it down to recover the silver. The remaining 22% of melt value covers his expenses and represents his profit.

Quite pleased with myself, I tucked the three pieces of silverware back down into the bottom of that box lot and nonchalantly moved away. But I kept one eye on that box lot, and when an auction helper hoisted it aloft, I casually but smugly moved into position to bid. I was going to take that box lot home, resell the sterling silver pieces to my dealer friend, and clear an easy \$100 as a well-deserved bonus. I suppressed a grin. It simply pays to be the smartest person in the crowd.

I never got to bid. It turned out I wasn’t the only person who had spied those three little treasures buried under chipped plates and Christmas ornaments. Two other “smart people” bid sharply and decisively, with the final bid landing higher than my “buy” price. I felt more than a little chastened for my pride and presumption. I wasn’t the smartest person at the auction that day.

Most of the auction crowd probably wondered about the sanity of the bidders fighting over this box lot of junk. Only a few present (at least three) understood that the old tea set held intrinsic value. Whether or not you favor antiques... whether or not you needed a tea set...those three pieces held a certain, definable value simply because of their silver content.

Each person, whether I recognize it or not, holds similar intrinsic value God’s sight. That value is so great that He sent His Son to redeem them. I should value them just as highly, simply because of who God created them to become.

*Forasmuch as ye know that ye were not redeemed with corruptible things, as silver and gold, from your vain conversation received by tradition from your fathers; but with the precious blood of Christ, as of a lamb without blemish and without spot... Seeing ye have purified your souls in obeying the truth through the Spirit unto unfeigned love of the brethren, see that ye love one another with a pure heart fervently: Being born again, not of corruptible seed, but of incorruptible, by the Word of God, which liveth and abideth forever. (1 Peter 1: 18-19, 22-23)* 

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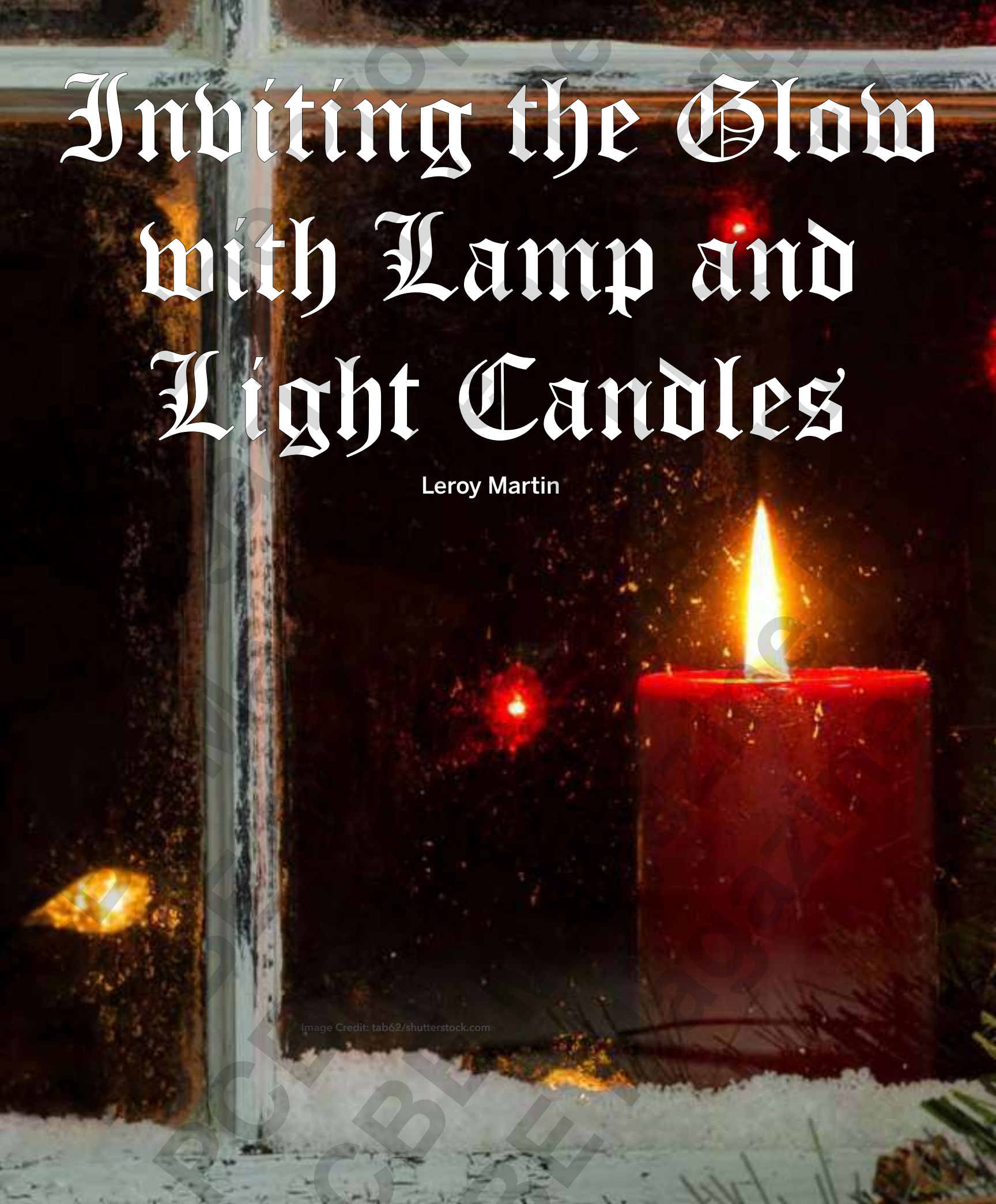
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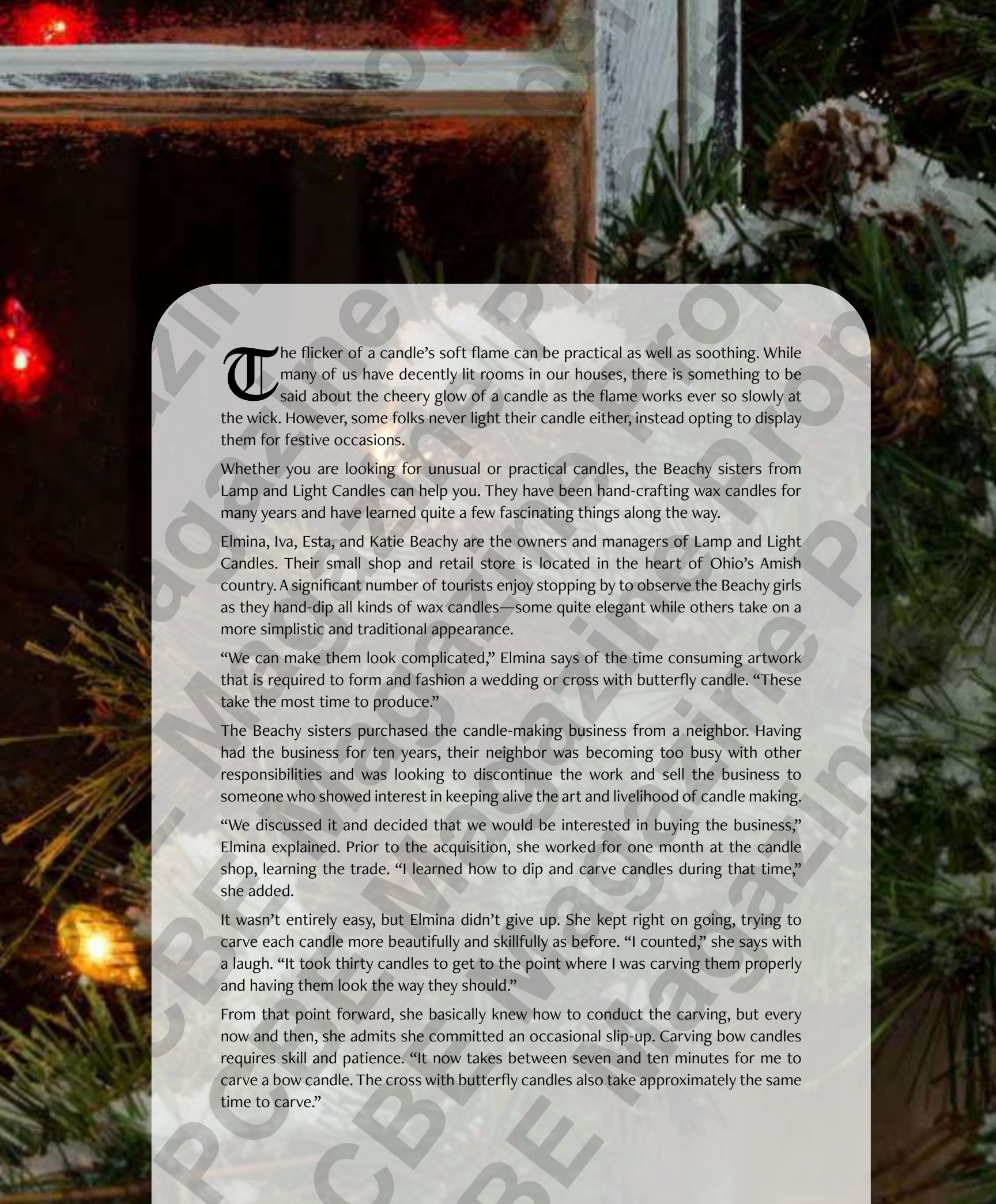
# Inviting the Glow with Lamp and Light Candles

Leroy Martin

Image Credit: tab62/shutterstock.com







The flicker of a candle's soft flame can be practical as well as soothing. While many of us have decently lit rooms in our houses, there is something to be said about the cheery glow of a candle as the flame works ever so slowly at the wick. However, some folks never light their candle either, instead opting to display them for festive occasions.

Whether you are looking for unusual or practical candles, the Beachy sisters from Lamp and Light Candles can help you. They have been hand-crafting wax candles for many years and have learned quite a few fascinating things along the way.

Elmina, Iva, Esta, and Katie Beachy are the owners and managers of Lamp and Light Candles. Their small shop and retail store is located in the heart of Ohio's Amish country. A significant number of tourists enjoy stopping by to observe the Beachy girls as they hand-dip all kinds of wax candles—some quite elegant while others take on a more simplistic and traditional appearance.

“We can make them look complicated,” Elmina says of the time consuming artwork that is required to form and fashion a wedding or cross with butterfly candle. “These take the most time to produce.”

The Beachy sisters purchased the candle-making business from a neighbor. Having had the business for ten years, their neighbor was becoming too busy with other responsibilities and was looking to discontinue the work and sell the business to someone who showed interest in keeping alive the art and livelihood of candle making.

“We discussed it and decided that we would be interested in buying the business,” Elmina explained. Prior to the acquisition, she worked for one month at the candle shop, learning the trade. “I learned how to dip and carve candles during that time,” she added.

It wasn't entirely easy, but Elmina didn't give up. She kept right on going, trying to carve each candle more beautifully and skillfully as before. “I counted,” she says with a laugh. “It took thirty candles to get to the point where I was carving them properly and having them look the way they should.”

From that point forward, she basically knew how to conduct the carving, but every now and then, she admits she committed an occasional slip-up. Carving bow candles requires skill and patience. “It now takes between seven and ten minutes for me to carve a bow candle. The cross with butterfly candles also take approximately the same time to carve.”



Many steps are involved in transforming a glob of wax into elegant artwork. Hand-dipping into a vat of hot wax is part of the initial process. Some of the most detailed candles must be dipped a total of 30 times before the artwork can be carved.

Photos by Leroy Martin

Some of the candles that are handcrafted and sold here are exquisite and highly detailed. Many steps are involved in the process, but the first one includes hand-dipping the candle in a vat of hot wax. The most detailed candles must be dipped a total of thirty times before the artwork can be carved.

“We dip the candles thirty times in wax as well as thirty times in a vat filled with room temperature water. After each dip in the wax, we dip the candles into the water,” Elmina explained. Over and over, this process is repeated.

“Once the final dipping has taken place, we need to begin carving the candle right away, before the wax hardens,” she explained, while carefully wielding her carving knife. With her skillful movements of the knife, she reminded me of a surgeon while skillfully and seamlessly trimming away the wax. Within a few minutes, the mundane candle had been transformed into elegant artwork.

“That is truly amazing,” I marveled as she placed the finishing touches on the candle. With several deft strokes of the knife, she had managed to carve beautiful ribbons into the side of the candle while the wax was still malleable.

Each bow candle consists of three bows and three twists. It’s more complicated than Elmina made it look. Although the cross candles consist of an additional twist, carving one of those isn’t really difficult for a trained, skilled person. It just requires some patience and perseverance.

The stripes that occur on the bow candles are made possible by a series of dipping the candle in white wax and then also in colored wax. “For example, I put a layer of white then a layer of color to get the stripes in our candles,” she said.

Lamp and Light produces candles made from fifteen different colors of wax. These various colors are acquired by adding pigment dye to clear wax.

Some of the most extravagant looking candles that the Beachy sisters produce don’t contain a wick and aren’t intended to be lit. The bow and cross with butterfly candles fit this profile. Instead of a burnable wick, these candles are battery-operated.

However, if you are someone—such as me—who enjoys seeing the dancing flame of a softly-lit candle, there are more than eighty varieties of candles that you can purchase from Lamp and Light Candles that do contain a wick.

Scents are nearly as varied and intriguing as you can imagine. “We have dozens of scented candles. Our top six scents include apple cinnamon, butter maple, tootsie roll, sunshine, pumpkin latte, and coffee,” Elmina explained.

Scents used at the candle shop are purchased in large quantities. Twenty-five pound bottles filled with fragrances, as well as smaller versions, are sourced from their suppliers. Of course, if you or someone you know is sensitive to fragrances, there are fragrance-free candles available for purchase as well.

Each of the handcrafted candles are made from food grade paraffin. The Beachy sisters have been producing their candles for more than fifteen years and have enjoyed every year of their candle production. The acquisition has been a good business decision for them, and they find a fondness in meeting people as they step through their doors.

“A lot of folks are fascinated with candle-making,” she remarked. “Some days, we get busloads of tourists who want to see how candles are made. We occasionally get the curious local as well.”

While browsing the extensive selection of candles at Lamp and Light’s retail store, I saw many which caught my attention. I even purchased a few. Perhaps none were as fascinating to me as the animal-shaped candles. The giraffe, pig, and elephant candles were among my favorites.

Additional ones that might be of interest to some shoppers would be the snowman, lighthouse, anniversary, memory, and wedding candles. These are especially nice when wishing to commemorate a loved one’s special occasion.

For the wedding candles, custom colors can be matched. Just give the Beachy girls a call today to discuss options. Regarding the memory candles, these are a wonderful way to keep alive the memory of a deceased loved one. Lamp and Light can include the birthdates and passing dates as well as the name of the person wishing to be remembered. A few additional key details can be added to the paper plaque which is placed on the front side of the large block candle. Similar protocol can be followed when wishing to commemorate a happier occasion, such as a wedding or anniversary. (They are more than happy to help with any questions you may have).

Even more complicated candles could be purchased here, such as a three-tiered wedding cake candle. If you’re not interested in marking any life milestones and prefer to keep it simple, you’ll find many pillar candles to choose from. These aren’t carved but are beautiful in their own simplistic way.



Lamp and Light has an extensive selection of scented candles on display. The most popular scents seem to be apple cinnamon, butter maple, tootsie roll, sunshine, pumpkin latte, and coffee. The Beachey sisters seem to have no cap to their imagination. When browsing their showroom, you’ll see candles in just about every imaginable form, including cappuccino and latte scented candles in a mug.

Photos by Leroy Martin

“Our jar candles sell well throughout the year,” Elmina remarked as I selected a jar from the shelf. They are simply that—candles in a jar, with a burnable wick to keep the long winter days and nights more cozy.

Several different sizes of jar candles are available, varying from small, medium, and large. To settle any potential curiosity, I will disclose the approximate burning times for each size of the jar candles. Let’s begin with the small size, which delivers around 46 hours of burn time. Meanwhile, the medium sized candles should produce 85 hours of flame while the larger size offers 200 hours of light.


Cake candles and pie candles are in abundance as well. I must confess I felt naïve when I first learned about pie candles during my visit here. I’m assuming most of you already know what cake and pie candles look like, so I won’t divulge too many details. However, please note that the pie candles are available in three sizes, and the most popular scents are strawberry, blueberry, pecan, pumpkin, lemon, and cherry.

Candles known as cappuccino mugs are also available here. They are popular and most customers prefer the following scents, caramel pecan, espresso latte, fruit smoothie, spice cider, and hot chocolate. Many other scents are also available but too numerous to mention in this article.

Much wax is used here within a year’s time, especially when you consider the amount of wax that their largest candle commands. “Our largest one contains approximately three pounds of wax,” she said with a smile.

For those of you who are interested in purchasing hand-dipped, hand-carved candles from Lamp and Light Candles, you will be happy to know these candles can be shipped to your doorstep or mailbox by USPS or UPS. Don’t delay in placing orders intended as Christmas gifts.

Lamp and Light Candles can be purchased in large quantities to receive wholesale discounts. “We are always looking to expand our wholesale markets,” Elmina concluded.

This winter, light a candle—battery or otherwise—and enjoy the warm glow these candles provide. They could add just a bit of cheer to the office or household. 

---

*The Beachy sisters Elmina, Iva, Esta, and Katie own and operate Lamp and Light Candles. They specialize in hand-dipped candles and more. To place an order or for additional information, you may reach them by calling the following phone number: 330.852.3234. The mailing address for the business is: 4320 County Road 114 Sugarcreek OH 44681.*

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*Leroy Martin is a freelance writer and photographer. His work appears in various Plain publications. His extensive travels have taken him to hundreds of Anabaptist communities throughout the US and abroad.*



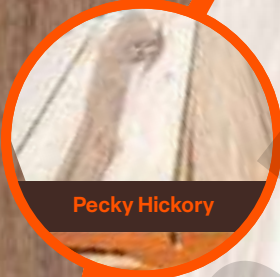
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GX200HX2	6.5	6-1 reduction	\$483.00
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## Team Building Series

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# Accountability

## Accountable For Your Culture - Chapter 2 of 3

LEON YODER

Ira threw an order on Seth's desk. "How can we be out of stock on the most common wood we sell?"

Seth examined the order. "We usually have it, but Southwest Kiln increased their shipment last week and took the rest of our stock. I didn't know we had this order. I wouldn't have let them take the rest if I'd known you needed this."

Ira calmed down a little. "Well, this customer ordered this early last week already but they wanted me to hold it until they figured out what else they wanted to fill the load with. They dragged it out too long, so now they need this lumber right away."

Ira stroked his beard. "This is the second order we can't fill because of inventory the last few days."

Seth shrugged his shoulders. "I'm sorry. I wouldn't have shipped the additional lumber if I knew you had this order."

"It's as much my own fault as anyone else's," Ira said as he shook his head.

But Seth wasn't quite ready to let it go at that. "Well, it sure felt like you thought it was my fault. You talk about this job being stressful but I think it's mostly our own doing."

"You're probably right," Ira agreed. "This is probably something that could have been prevented with a better process in place. We can bring it up with Coach. Do you remember that we have the first session this afternoon?"

"Yes, I have it on my calendar." There wasn't much enthusiasm in Seth's voice. Though Seth had consented to join Ira on coaching, he had still been reluctant.

"Seth, I'm sorry I snapped at you about this order." Ira said as he picked up the order again from Seth's desk.

"It's fine," Seth said. "I'm cutting more of that lumber in the morning. I should have enough to fill that by late afternoon, if that works?"

"Yes, that would be great," Ira said. "I'll let them know so they can schedule their kiln to dry it."

\*\*\*\*

After lunch they had their first call with Coach. They discussed some of their primary goals and then Ira shared the details of their conflict that morning around the order they couldn't fill.



### Story 3: Accountability

**Characters:** *Ira and Seth are second generation owners of Black Pine Lumber Co. Ira is the visionary and general manager and Seth manages production and is the lead sawyer. Dominic leads their logging team and Clara handles the bookkeeping.*



Trust — Expectations — Accountability — Motivation

“What would you recommend we do to keep that from happening?” Ira asked.

After a little silence, Coach asked, “Do you mean how to prevent the conflict or how to prevent running out of inventory?”

Ira chuckled. “I was thinking about the inventory, but we—or rather I—could probably use help on the other as well.”

“It’s easy to assume that the conflict will be prevented if we fix the inventory,” Coach said. “But the truth is, there will always be another unexpected problem. And how you respond to these problems is how others around you will respond. You two will be the ones that set the culture of your company.”

“What is culture?” Seth asked.

“Good question,” Coach said. “I think of culture as the character of a company or a group of people. It’s what we believe as a group. How we behave, work, and speak throughout our company. Ultimately, you as the owners are accountable for your company’s culture.”

“But we can’t control how everyone acts and speaks within our company,” Ira said.

“No, you don’t directly control people,” Coach agreed. “But they do respond to and begin to copy your behavior and also the behavior you condone and reward.”

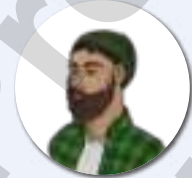
“That’s a little sobering when you put it that way,” Ira said. “So, how do I change how I respond to problems?”

“It’s not easy, but it is pretty simple,” Coach replied. “It’s your mindset. How you think about a problem is how you will respond. If you see a problem as a failure caused by a person, you will respond like that. If you start seeing problems as the result of a process, you’ll start seeing an opportunity for the next improvement.”

### DISC in Accountability

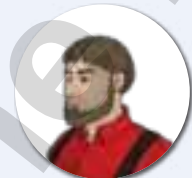
#### D - Dominic

A **D** temperament likes freedom to make decisions on the fly, but following a good process will often eliminate problems that are sometimes created by spur-of-the-moment decisions.



#### I - Ira

An **I** temperament also prefers to rely on ‘feelings’ rather than follow a process. But a process that may feel restrictive to one, provides stability and clarity to others.



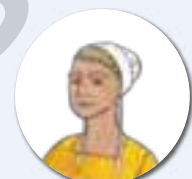
#### S - Seth

An **S** h prefers the routine and expectations of following a process. Last minute deviations can cause a lot of stress.



#### C - Clara

A **C** likes the control and assurance of quality that a good process provides. This is often required in order for a C to delegate tasks with confidence.





“Hmm. Sounds good in theory, but it might take me a little to get convinced of that,” Ira said.

“Like I said, it’s not easy,” Coach said. “But give it some time and thought and let me know what you think.”

“I will,” Ira said.

“Seth, did I answer your question on culture?” Coach asked.

“Yes, I think you did,” Seth said. “But what about the other part of our problem? Is the inventory a process problem as well?”

“Yes,” Coach replied, “I believe an improved process could have prevented the problem. But that’s where the easy answers end.” Coach continued to ask them questions about how they managed their production schedule and how they determined how much inventory to stock.

After a lengthy discussion, Coach said, “I have an idea that may be a place to start. What if you had a magnetic whiteboard with a separate column for each species of wood, with small magnets that represent each bundle of

wood that you cut and write on it the thickness and total board foot in that bundle. This virtual inventory is added to the top third of the whiteboard as bundles of wood are produced. The lines below that is where each new order is added and the sales person can move the required inventory down into that order to reserve it. Now you can see how much open inventory you have in stock.”

“I think that could work,” Ira said. “What do you think, Seth?”

Seth was busy sketching it onto a paper. “What if there wasn’t enough inventory to fill the order? How would you know what is still needed?”

“Could we use a different color magnet that would represent what we still need to fill an order?” Ira asked.

“I like that idea,” Coach said. “If all the species of wood were a different color magnet, you could use white magnets to represent empty bundles and you would still know what species it was if they were in the correct column.”

“I think that could work,” Seth said.

As they wrapped up the session, they reviewed what action steps to take next, and assignments for each of them.

“One more thing,” Coach said. “Coming back to the relational side of things and considering how we respond. I’d like each of you to do a DISC assessment at some point. We could even do a DISC training with your whole team if you want. This will help you to understand yourself and the personality of others. This gives insight into what your natural tendencies will be and how to adapt to others. Does that interest you?”



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"I would love to do that," Ira said.

"Yes, I'm good with that," Seth added.

"Okay. You can start thinking about what dates might work best for you," Coach said.

\*\*\*\*

Over the next week they had Clara help them create the whiteboard and the inventory magnets. They started using it with only two of their main species of wood so they could test it and see how well it would work. Seth would check the board and decide what species to run next. Everything seemed to work great until Tuesday of the second week.

"Wait a minute," Seth exclaimed. "Why do we suddenly have so much maple in stock?"

Ira walked over to join him at the board. Seth pointed to the open inventory. "I just ran more maple yesterday because all the stock was sold. Now I have that run plus a lot more that wasn't there yesterday."

"I don't know," Ira said. "I will ask the salespeople. They are usually the ones that assign the stock once it's sold."

Ira found two of the salespeople in the front office reviewing orders. "What happened with all the extra maple stock on the inventory board," he asked.

Merv, the youngest salesperson, squirmed uncomfortably. "That was me," he said. "I had a new customer call last Thursday and he wanted to know if we had enough maple in stock to fill his order. I told him we did but he wanted to make sure we didn't sell it before he got the order finalized. Friday morning he gave me verbal approval and insisted that I hold the stock for him as he couldn't get me a purchase order until Monday. I wrote everything up and moved the stock on Friday. I tried to call him yesterday but couldn't reach him until finally this morning he called me and said they wouldn't need it after all. I am terribly sorry. I didn't realize that Seth was going to cut more right away. I should have told him what was happening."

Ira had to bite his tongue. He remembered what Coach had told him about responding to problems. How could this failure be blamed on a process? They had a process and this time the person failed. Yet a doubt nagged at him.

"What would you do differently if you could redo it?" Ira asked.

Merv seemed relieved as he thought about the question. "I really wanted the order, but I would tell him that I cannot commit the stock until I have a signed purchase order." Merv's face brightened. "That would have given him a little more motivation to finalize the order."

Ira nodded. "I know I always say we must put the customer first, but this is a good example of how a process can also hold a customer accountable."



**Continued next month...**

Leon Yoder is a business coach and writer located in northern Indiana. He is a certified DISC and Six Working Genius consultant and the developer of T.E.A.M. Excellence™. 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 is a founding partner of Black Anvil Creative, Inc, a comprehensive marketing and web development 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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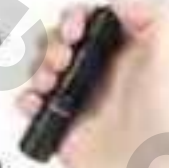
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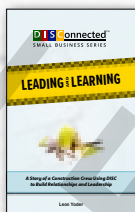
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#### About the Author

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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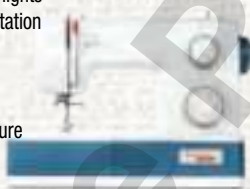
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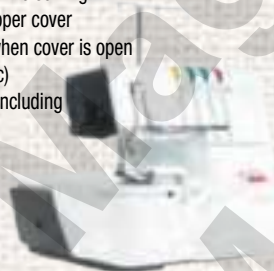
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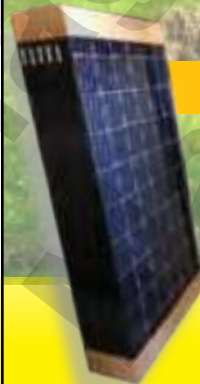
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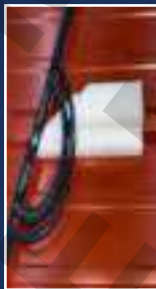
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2312

# Overcoming Anaerobic Soil Tendencies

By Paul Schneider Jr.,  
AG-USA

Healthy soil is filled with oxygen. Beneficial aerobic microbes need this oxygen to live. Take away their oxygen and harmful anaerobic microbes will take over. AG-USA is on mission to help you overcome anaerobic soil tendencies.

## Pitfalls of Anaerobic Soil

Compacted soil is anaerobic soil. MycorrPlus helps to turn this soil into aerobic soil and take out compaction.

Pathogens. Most pathogens do best in anaerobic soil conditions. Anaerobic soil empowers pathogens to successfully compete with aerobic bacteria for food and even kill them, resulting in pathogens dominating the soil. Turning soil aerobic displaces pathogens!

Poor growth. Roots need an oxygen content of about 10% in order to grow. If oxygen isn't present where soil meets roots, as is true in anaerobic soils, this hampers nutrient uptake and plant growth. Roots will stop growing, and if they are deprived of oxygen long enough, roots will die.

Airflow in the soil is especially important to legumes, as their nodules fix nitrogen from the air in the soil. This is one of the reasons why legumes do so much better when MycorrPlus is used to highly structure soil and bring air down to the root zone.

## Six Causes of Anaerobic Soil

1. Excessive rainfall is the number one reason why anaerobic bacteria take over the soil. If the soil is supersaturated, water will fill the air pockets in the soil. The longer this condition prevails, the more that aerobic bacteria will die and anaerobic bacteria will take their place. Fortunately, once soils are no longer super saturated, an application of MycorrPlus can help to repopulate the soil with aerobic microbes.

We have a lot of customers that have reported great results with MycorrPlus, especially those who have used it for more than one year. Others haven't seen these results. The greatest difference between great results and mixed results is the amount of moisture in the soil.



**Aerated soil - air pockets the size of a pea vs. compacted, anaerobic soil**

If a person applies MycorrPlus and then it rains for weeks, oxygen is quickly used up and aerobic soil microbes can't breathe. Best results are seen when there is enough moisture for microbes to multiply but not so much that it super saturates the soil.

2. We use cultivation to break up the soil. Unfortunately, when the soil has been highly structured, it also breaks up the small air pockets in the soil. Without these, when rains come, rain runs off instead of soaking in.

3. Heavy equipment, like tractors, tend to collapse air pockets. The more times across a field, the greater the compaction. Then, even a little rain tends to overwhelm the soil.

4. As animals graze, it compacts the top few inches of soil. This is especially true right after a rain.

5. Chemical applications make it harder for aerobic microbes to live in the soil, and these microbes are desperately needed to restore structure to the soil.

6. Poorly drained areas of a field tend to stay waterlogged, which creates anaerobic conditions. Tiling a field can help to remedy this.

## Overcoming Anaerobic Tendencies

Of course, good farming practices that encourage beneficial microbes are always helpful. Things like rotational grazing, crop rotations, cover crops, using natural fertility measures and minimal tillage all help!

Humic acids can help to add structure to the soil. AG-USA used to sell humic acids, but not anymore. MycorrPlus naturally increases

the production of humic acids right in the soil.

Earthworms help to aerate the soil. They emit a sticky substance that helps keep their tunnels from collapsing. MycorrPlus helps to transform the soil into a perfect habitat for earthworms, and their numbers quickly multiply!

MycorrPlus itself is a biostimulant that promotes the growth of aerobic bacteria and mycorrhizal fungi. MycorrPlus helps to kick carbon sequestration into high gear, and our microbes use these sugars to help build and rebuild soil structure.

How can MycorrPlus help in areas that tend to become waterlogged? First, the timing of the application of MycorrPlus is important. Apply it when the soil is not waterlogged and will not become waterlogged soon. MycorrPlus needs time to work!

If MycorrPlus has enough time to structure soil a foot down, that means the soil can then hold 6" of rain. Two feet of structuring = 12" of rain. Three feet = 18" of rain. It can be difficult to turn waterlogged areas around, but with some diligence and help from heaven with the timing of rains, it is possible!

## Benefits of Aerobic, Structured Soil

- Drought reduction - moisture soaks in, then is available when needed
- You can get back into a field sooner after a rain
- Aerobic microbes thrive, reducing the danger of pathogens
- Aerobic microbes break down thatch and crop residue, recycling it for plant use

Conquer your anaerobic soil. Call or write today for a free information packet.

## Feb. Price Increase, MycorrPlus-A and O

For 9 years we have kept the price of MycorrPlus-A at \$400 for a 5-gallon bucket. However, our costs keep going up. Reluctantly, on February 1, 2024 we are increasing the price of MycorrPlus-A and O to \$450 a bucket.

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# Keeping a Business Vow

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by Crown Financial Ministries

The reason many Christians are unable to claim God's promises is because they are unwilling to meet His prerequisites.

First John 3:21-22 explains that God will answer our prayers when we do the things that are pleasing in His sight and keep His commandments.

Few scriptural principles are clearer than that of keeping our vows—literally keeping our word both to God and to others. “It is better that you should not vow than that you should vow and not pay” (Ecclesiastes 5:5).

## What is a vow?

A vow can be defined as “an earnest promise or pledge that binds one to perform in a certain manner.”

The term appears many places in the Bible to refer to a promise or a pledge, and the emphasis is that such promises are binding. “You shall be careful to perform what goes out from your lips, just as you have voluntarily vowed to the Lord your God, what you have promised” (Deuteronomy 23:23).

That means that when we give our word to do something, we are obligated to do it!

It is clear from the Scripture above that a vow (promise) of any kind is not to be taken lightly. Once someone has given his or her word, it becomes a binding contract.

God's Word also says that everyone will be accountable for his or her words and actions on the Day of Judgment. “I tell you that every careless word [broken promise] that people speak, they shall give an accounting for it in the day of judgment” (Matthew 12:36).

So, before agreeing to any terms, it is assumed that those

making promises have carefully considered all consequences associated with that commitment.

## Vows in our current society

Unfortunately, to this current generation—a society built on the expectation that few people will keep their word—many times a vow is deemed something made under one set of circumstances and broken under another; we keep the vows that are to our advantage and break those that are not.

For example, a vow to pay a creditor is ignored when the purchased product loses its usefulness.

Another example is found when a couple gets married: they exchange vows (or promises) with each other. Today the common attitude is, “If it doesn't work out, I can always get a divorce,” which, according to statistics, happens in one out of every two new marriages.

The original conditions under which the promises were made may change and one partner may begin to think he or she got a bum deal. The

more prevalent this attitude becomes, the more difficult it is to honor the vows.

What our society needs is a good dose of ethics from God's Word—the kind of ethics that requires us to keep our word no matter what the costs. Situational ethics have so shaped our society that even God's people have lost the concept of absolutes when it comes to keeping their word.

## Vows in past years

In the past, when vows were a commitment of a person's honor, a handshake could involve millions of dollars. Honorable people would never default, even if the deal cost them material wealth, because their reputations were far more important.



Image credit: ARMMY PICCA/Shutterstock.com

Nolan Ryan, the Baseball Hall of Fame pitcher who holds 53 major league baseball-pitching records, displayed a prime example of honoring a vow—in this case a contract. After pitching his record seventh no-hitter on May 1, 1991, Ryan was asked by a national sports news celebrity how much money he would now ask for in a renegotiated contract, seeing that he likely could ask for any amount that he wanted and receive it.

Without hesitation, Ryan responded that he had made a commitment and had signed a contract to play for a certain amount. So, since he had given his word, he would honor that contract no matter how many records he set or broke.

### Vows and Christian businesspersons

The testimony and trustworthiness of business owners who are Christians are directly related to their honesty.

When Christian owners give their word and then go back on it, they have made their “yes” “no” and their “no” “yes,” which in turn erodes the public’s trust in the business. “He who walks in his uprightness fears the Lord, but he who is devious in his ways despises Him” (Proverbs 14:2).

Honesty goes beyond not telling an outright lie; it also includes being reliable to fulfill promises made. God’s Word calls that “loyalty.”

Loyalty on a Christian business owner’s part is not so much to the public or to customers as it is to God and His Word. “Many a man proclaims his own loyalty, but who can find a trustworthy man?” (Proverbs 20:6). If loyalty to God is sustained, loyalty to customers will be natural.

When Christian businesspeople back down on vows that have been made in good faith, it is usually because of greed. “No one can serve two masters; for either he will hate the one and love the other, or he will be devoted to one and despise the other. You cannot serve God and wealth” (Matthew 6:24).

Unfortunately, when these businesspeople dishonor God by dishonoring agreements (vows or promises) in order to gain better deals, they become the real losers, because the money gained will never replace what’s been lost—integrity.

### God’s vows

In today’s society, many Christians—those who say that they are striving to be more Christlike—believe it’s their right to strike better deals if circumstances change. It is inconceivable to think that our Lord would have made an agreement with someone and then changed His mind and tried to negotiate a better deal.

As Christians, we can be truly thankful that God’s contracts with us are binding and firm and that He is loyal to His promises. Otherwise, He might give us what we deserve.

### Consequences of keeping vows

There is little doubt that totally honest Christian businesspeople will experience some losses and will be misused by others, at least in the short run.

However, God will compensate any losses in many ways for those who keep their vows, not the least of which is supernatural peace.

“The wicked borrows and does not pay back, but the righteous is gracious and gives” (Psalm 37:21) The validity of vows made must be determined by individual relationships with God.

If Christian business owners say they trust God, they must be willing to defend that declaration by honoring their vows—regardless! This includes businesses making whatever sacrifices necessary to repay creditors, regardless of circumstances or how long it takes.

### Conclusion

Knowing that a commitment is a vow, Christians should make it a practice not to commit to anything without praying about it first and considering all the problems that could arise. Since as Christians we are bound by the words of our mouths, we need to be careful about what we promise, and we must keep our word.

If Christian businesspeople aren’t willing to perform what they vow, they shouldn’t make promises. **PCBE**

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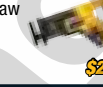
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Jeff also got several other quotes from other contractors and figured out that for the most part his restoration quotes were half the cost of the complete roof replacement.

We were awarded the project and were able to give him a seamless, waterproof system, without interfering with their day-to-day business.

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.

Today we own and operate a family business, we have more fun as a family and in our business than we would ever have dared hope for.

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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John Aaron Zimmerman's business journey began that day. He found he had a God-given love for trying new things. Even while this wanderlust kept him on the go, he typically chose paths that were a logical fit with his current skills. During years of twists and turns, he built the skills needed for starting Kirchenberg Farm goat dairy and creamery in Berks County, Pennsylvania.

Some of his skills he learned early in life. In his mother's sewing room he had learned needlework skills. In his father's custom furniture shop he had learned woodworking skills. At the auction he had learned the thrill of turning a profit.

Now he was ready to take a step toward investing his profit. With \$75 in savings, he bought a dog for raising puppies. Unfortunately, he was about to learn that not all paths go far: some lead to a dead end. One day when John Aaron was out walking, his dog ran across a road and was killed by a car.

He dropped some natural tears but wiped them soon. The world was all before him. He was determined to earn that money back. He joined his uncle's lawn care crew. He cut grass in the daytime. In the evening he tended more than one thousand Bobwhite quail chicks he had bought to sell to sportsmen.

"It turned out I was too busy," John Aaron reflects. "I had too many irons in the fire. My birds didn't get the care they needed." Some birds grew sickly, and before John Aaron knew it, many had died.

At age seventeen, he decided he had mastered lawn mowing.

He wanted to build some different skills. Since he already knew woodworking skills, a job in the building industry would be a natural step forward. He joined a construction crew.

He also heard of a neighbor who needed help installing a bathroom and shower in an outbuilding. Here was something new to try. “I’ll help you out,” John Aaron offered. To himself he said, “How hard can it be to solder copper pipes?” After he had done his best, he turned on the water supply. Water squirted across the room from the very joints he had so carefully crafted. The neighbor laughed with him: “You didn’t install one shower, you installed eight!” Out came the torch and solder again. On the second try, the joints stayed dry.

John Aaron’s construction job kept him away from home more than he liked. He was soon getting married. Was there a way he could work from home? He reviewed his inventory of skills. Should he farm? No, he had little experience in farming. In addition, buying a farm would require heavy debt, and in the year 2000 interest stood at 9%. He and his wife chose to rent a farmhouse. He stepped away from his full-time construction job into a part-time roofing job. He also did cash crop farming and boarded heifers. After a while he decided to buy the least tillable part of the farm—the thirty-six-acre hill. There he used his construction skills to build a house and a shop for his family.

He put his shop and his electrical skills to use when a friend brought an alternator that needed fixing. John Aaron fixed it. Soon more customers came, bringing generators and starters. Now he had another side business.

John Aaron’s growing family needed a carriage. Carriage shops were booked out eighteen months. “Could I make

my own?” he wondered. “I have woodworking skills for the frame and sewing skills for the inside.” With a promise of advice from his uncle who was experienced in the trade, he stepped ahead. In one corner of his shop, he primed and painted carriage parts. While they were drying, he repaired alternators in another corner.

When he was done, his uncle surprised him with a question: “Are you going to start a carriage shop? Our community needs one.” John Aaron pondered. His uncle had just finished coaching him in the relevant skills. Why not try? Soon more carriages began to take shape in his shop. When someone else asked him to add furniture finishing to his carriage painting, John Aaron agreed. But wait—he still had a roofing job. Did he dare to leave the security of that paycheck? Although going that route felt like a leap of faith, he took the leap.

In the shop there was tension between the greasy alternators in one corner and the woodworking in another. Could he step away from alternators, too? He found a buyer for that business and began focusing more on carriages and finishing furniture.

Children were joining the family. John Aaron wanted to offer them the early learning opportunities he had enjoyed. He bought them several goats to care for. Soon they had twelve goats. John Aaron found himself with a family farm. He dubbed it Kirchenberg Farm, referring (in German) to the churches on the hill nearby. Using his construction skills, he built more buildings as needed.



John Aaron Zimmerman, owner of Kirchenberg Farm, experienced a meandering journey before finally establishing a goat dairy. Today the goat dairy consists of over 100 goats, and all the milk is processed in the on-farm creamery.



The small-scale creamery where goat's milk is bottled and where artisan cheeses are produced. The Zimmerman's have had the opportunity to expand their creamery size and install larger equipment, but instead choose to remain at a family-friendly size. The purpose of their creamery is to provide meaningful work for growing children, and increasing automation and equipment size would defeat that purpose.

In 2010 he bought more goats, and then the herd numbered several dozen. The dairy expanded to a parlor and milkhouse, selling its milk to a cheese plant. The path ahead looked smooth.

A year later, the path grew rocky. The cheese plant gave notice that it was changing its production. After a time, it would stop buying Kirchenberg Farm's milk. Desperately, John Aaron looked around for another path. There was none in sight. No one needed goat's milk. Was Kirchenberg Farm soon to become another dead end?

Then John Aaron saw a magazine article about cheese making. He was intrigued. Should he step in that direction? Could cheese save the farm? He determined to find out. The family got busy trying recipes in the kitchen. They expanded the milkhouse and bought equipment. "Cheese was my first business in which I didn't have any previous experience," John smiles. "I could name only six kinds of cheese—and some of them (such as Velveeta and White American) are not even cheese!"

One day per week, Kirchenberg Farm began to produce artisan cheese. People loved the result. Soon the family was spending two days each week on cheesemaking, doing some custom processing for other small farms. Things picked up speed even though marketing happened only by word of mouth.

Then came an appeal from a distributor in Philadelphia. "Someone told us to call you. Our customers are asking for locally-sourced goat cheese. Could you help?" That call was a God-send. Within a year, business doubled. The goat

herd expanded to over 100 goats. The farm added pastured pigs to sell for meat and five hundred hens for grass-fed, non-GMO eggs.

It was hard to keep up. And it was hard to spend time in the shop. Even while the cheese business sped ahead, the carriage and furniture business was grinding to a halt. Customers took the hint, and went elsewhere with their orders. John Aaron didn't mind. For the first time in years, he was running only one business.

True to his nature, he began to brainstorm what new direction the creamery might go. His thoughts turned toward ice cream. He bought the equipment he would need. Unfortunately, he soon realized that this purchase was premature. To produce ice cream at scale, he would need to expand significantly. But his family was too busy. No one had time to go that direction with him. So nearby, in a shed, half-hid, an ice-cream maker lies. Its dirt and dusty top tell of a traveler who started down a road he didn't have time to walk.

"I've always been a starter," he grins. "For me, finishing things past 90% is hard—I tend to start other things instead. If everyone were like me, we'd have chaos."

Sometimes John Aaron's new ideas make people smile. For example, one morning his workers asked, "Did you come in here after we left yesterday?"

"Yes," he admitted, "how could you tell?"

"We noticed that these shelves got moved. We knew you were here because you're the one who's always changing things."

Other times John Aaron realizes how he needs others. “I need to listen to my wife’s caution and wisdom,” he notes. “I need to surround myself with people steady enough to carry my plans forward.”

Travis is one of those steady people. He’s a key helper in the creamery. “I had to learn to respect Travis’s need for routine,” John Aaron remembers. “And sometimes Travis has to learn to navigate change. One time we bought a new butter packing machine. The old one with a crank handle was too slow. Travis disliked the new one for a while. It took longer to set up and it had more pieces to take apart for cleaning. But today he agrees with me. He prefers the new machine.”

Amid all the change, John Aaron has a core value that stays the same. His creamery must be a family-friendly workspace. For example, he chose a milk bottling machine that can be handled by two children while a parent works nearby. One child puts empty bottles onto the machine while another child boxes the full bottles. The machine does everything else itself.

Living out this value has required him to say “no” to opportunities. Once a customer wanted him to put in bigger equipment. John Aaron countered, “Equipment that’s too big or too dangerous defeats our purpose.” Another time an important customer asked him to increase quality control specifications to a professional level to qualify for a niche market. The restrictions would keep children out of the creamery. John Aaron declined, even though it meant losing the customer.

John Aaron also says “no” to moving the creamery off the farm for the sake of efficiency. The operation on the farm is somewhat awkward, using several buildings laid out oddly because they were expanded at different times. A big, new building would be more efficient. Yet zoning restrictions would require it to be built elsewhere. “It couldn’t be located within steps of our back door as this one is,” John Aaron notes. “It wouldn’t be as family-friendly.”

Being family-friendly also means supporting other families. Small family farms need a creamery on their own scale. Several farms bring their cow milk to Kirchenberg Farm, glad for the chance to have butter, cheese, and yogurt made from their very own milk. Other family businesses


benefit from another enterprise John spearheads. He’s the manager of a farm market that he and a group of interested people started along a busy highway nearby. The market sells locally-produced vegetables, meat, raw milk, jams and jellies, and baked goods. Employees participate in John Aaron’s vision for small farms and enjoy a healthy working environment for themselves.

John Aaron once found a farmer he could help when he was on a visit to the state of Maine. Rising early one morning in a new place, he wandered across a field and into a barn. He found a farmer milking eight cows. “How’s it going?” John Aaron asked. “How’s the market for your milk?”

“I sell raw milk, cream, and butter. But I’ll have to admit, it’s tough to be profitable,” the farmer confided.

“Have you considered adding value to the milk by making yogurt or kefir?” John Aaron suggested. “I would help you get started.”

The farmer was interested. John Aaron shared recipes and gave ongoing advice that avoided much trial and error. Today the farmer smiles, “Little did I know when I saw this stranger walking into my barn what an improvement was in store for my family.”

The path of improvement has always been John Aaron’s favorite route. He built many skills while wandering the long path to Kirchenberg Farm. Today he wants to use those skills to help others do less wandering. 

---

*Myron K. Sauder lives in Lancaster County, Pennsylvania with his wife Sarah and seven children. After twenty years of classroom teaching, he works for Anabaptist Financial in developing resources for family and business education. At home, he enjoys family time and reading.*



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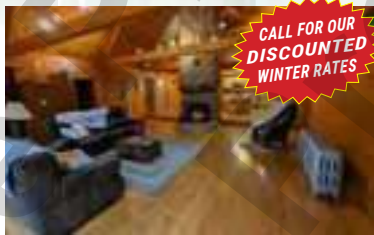
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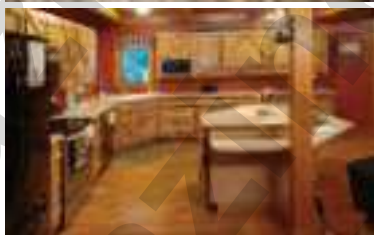
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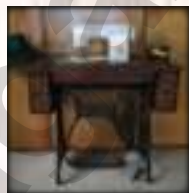


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# Home Grown Potatoes for Sale



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Susan Burkholder

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A mountain of potatoes fills the storage area of the bank barn. As more potatoes come in from the field, they're unloaded from the wagon and onto the mound below the main barn, where the light is dim, and the floor is dirt. Here, the earth that sheltered the potatoes as they grew will help keep them fresh through the winter.

From the end of June until late fall, James and Sara Zimmerman harvest potatoes on their farm in East Earl, Pennsylvania. They sell spuds from their barn until the next year's crop is growing in the fields, as long as the supply lasts.

"My grandfather bought this farm in 1946. When he started growing potatoes, it was new for this area," says James.

James's father, David, inherited the farm, which is where he and his wife raised their ten children. James is the youngest, and he and Sara took over the main farming responsibilities in 2015.

James and Sara, both 33, have five children. When I interview them in their kitchen, their oldest child, and only son, eight-year-old Jacob, sits in a small rocking chair next to his father's rocker as the girls play in the living room. It's muddy in the fields, and a good day for an interview.

This year, the Zimmermans grew potatoes on nine of the farm's fifty-eight acres. "You don't want to grow potatoes year after year. So we also grow corn to fatten beef steers." James doesn't re-plant a field with potatoes until about five years have passed.

He starts planting seed potatoes as soon as the danger of heavy frost is past, using the same two-row planter his father used. "It takes thirteen hundred pounds of seed per

acre, and on an average good year we get twelve tons of potatoes per acre," James explains.

The Norland Reds potatoes mature first. "Usually, they are the first red potatoes that you see at a produce stand in this neighborhood. The later reds, called Chieftain, will store well until mid to late winter"

White potatoes are ready for harvest in late summer and will keep well through the winter. The Zimmermans plant Eva potatoes, which are ideal for French fries and chips because they retain their white color. One family, who made potato chips to sell, used to come from Missouri to buy Eva potatoes at the Zimmerman farm. "They finally took some seed out and tried to plant them themselves," says James.

"This year, we tried some purple potatoes. They have purple skin and flesh and have been getting more popular over the last couple of years. A few customers asked for them, so I asked the seed guy, 'Do you have any options in purple?' I figured he'd just laugh at me, but he said, 'Actually we do. Two different options.' He was sold out of the one, so he gave me Adirondack blue potatoes."

The Adirondack blue potatoes James planted produced abundantly, but the bigger the tubers grew, the more lumpy and odd-shaped the purple spuds became. "The smaller potatoes are nice, but when they start to get bigger they just do crazy things," says James. "There's another kind of purple potato called Magic Molly that I might try, just to find out which variety works the best." One customer bought a whole bin full of purple potatoes.

Zimmerman's Potato Farm sells spuds both retail and wholesale. "Usually the early ones are more expensive because we dig in before the potato is done growing.

Everyone likes the new potatoes when the yield isn't as great, so the price starts off high and steadily drops until fall.

"At the beginning of the year, we start off with our regular potato digger because it's more gentle to the new potatoes, which have fragile skin. The digger just digs them up, shakes the dirt off, and drops them behind the digger." James and Sara require their children to pitch in with the new potato harvest— everyone crawls along and puts the potatoes in baskets, an easy job for young children. "They have to pick up three baskets before they can start fighting again," James jokes.

"My dad told me when he was a kid, he used to be out there picking up potatoes and he told his brothers, 'There's no way I'm ever planting potatoes.' Then he farmed potatoes his whole life."

As a boy, James didn't have much love for harvesting potatoes either, and he remembers being glad to escape to school. But now he finds picking up potatoes, "kind of fun and relaxing. After a day, your knees and your back hurt, but you get used to it."

Up until two years ago, the Zimmermans picked up all the later potatoes by hand as well, but that year the ground froze before they finished, and they lost part of the crop. James decided it was time to buy a potato harvester that would pick the potatoes up for them and found a used Dahlman harvester that met their needs.

One important piece of equipment they've used for decades is the potato grader. "Over the winter, we spend quite a bit of time grading potatoes. I shovel them onto the belt by hand," says James. "They go across a picking table that rolls them as they go. My mom and Sara pick out the green and cut potatoes. My dad stands at the end of the grader and changes the bag when it's filled."

"The grader automatically grades them by size," explains Sara. "They go across a chain mesh with two-inch holes, and that's the

B-size. Then there's another even smaller size, that's the C-size." The B and C potatoes drop into buckets and are kept separate from the other potatoes.

One May evening several years ago, the Zimmermans were grading the last potatoes of the year. They had only two hundred pounds left when a parenting nightmare began—their daughter, Samantha stepped on one of the grader's chains, which wrapped her leg around the sprocket, digging into the flesh and breaking the bone.

"We couldn't back the chain. We tried to reverse and we couldn't. Finally I ended up cutting the chain." James recalls

The gash that encircled the 18-month-old's leg was so deep the bone was visible. A relative immediately drove the family to the hospital. On the way, Samantha's screams ominously quieted, and Sara tried to keep the toddler awake. James regretted not calling an ambulance.

In the emergency room, James carried his bleeding daughter up to the desk. "Name?" inquired a hospital employee in a bored tone, fixated on her computer screen. When James answered, the woman continued without raising her eyes. "And what are you here for?"

"My daughter's foot."

The woman looked up, gasped, and called for help.

The next day, Samantha was home again, her leg splinted and bandaged. The doctors told her parents to keep the toddler from putting weight on her foot for five weeks.

A potato field ready to harvest. Although the plants are dead, the potatoes can stay in the ground during autumn, barring heavy rain or frost.

Photo by Susan Burkholder





**Left:** The potatoes are stored in this bank barn and sold in retail or wholesale quantities. Some of the farm's customers have been coming to buy potatoes for decades, or even generations. **Right:** Inside the store, potatoes are available in 10, 20, or 50lbs bags. On the top of the refrigerator, are extra large spuds, each weighing over two pounds. **Bottom Right:** White Eva potatoes are stored in the lower level of the bank barn. The potatoes are unloaded through the hole visible in the ceiling. Normally, the room is kept dark.

Photos by Susan Burkholder



James added a shield to the potato grader to prevent any future accidents.

Now, Jacob brings over his little sister to show me the scar on the adorable three-year-old girl's ankle, the only evidence left from the accident. "It doesn't hinder her walking or running or anything," says Sara.

The Zimmermans tell the story as a warning for other parents. "Even though it was safe for the last forty years, and it never happened before, you can never be too careful."

Jacob and his six-year-old sister, Hannah, attend the same one-room school their dad did. Located just across the fields, Clearview School was built on land that was once part of the farm. Sometimes the teachers will arrange for the students to spend a few hours helping with the potato harvest. The Zimmermans pay the class per basket, and the school uses the money for a field trip or to purchase sports equipment or library books. "They really enjoy it and it's amazing what twenty schoolchildren can pick up," says Sara. Their nieces and nephews sometimes help with grading and sorting potatoes after school.

As the weather turns colder, there's always the question of how long to leave the plants alive. "If you just leave the stalk to die, the potatoes are still getting bigger, but the chances of the plants getting blight and the potatoes rotting are much higher than if you wait until they're yellow and go out with a special kind of chemical spray that burns the foliage and stops that process. If I let the plants live, I'm

getting more tonnage, but I'm also running the risk of losing everything," explains James. "So, I just wait until I think it's about time, then I kill them and then we have what we have."

Even after the plants die, the potatoes can stay in the field until the ground freezes. "My dad always said 'The best place to store them is right where they grew.' But you're always running the risk of the rain taking them out."

After the harvest, the Zimmermans don't use any chemicals to keep their potatoes from sprouting. "We tell customers, no, they're not organic, but we spray the plant; we never spray the potato," says Sara. Keeping the potatoes unwashed helps them stay fresher.

When a customer comes to buy potatoes, one of the family members goes out to meet them. If they aren't at home, there's a self-service sign and a cash box. Usually theft is not a problem, but a few years ago, money started disappearing during the night.

"What was my suggestion? Booby-trap the money box with green paint?" James looks at Sara, and they both laugh. "And you said something about 'doing unto others' and put a note in the box saying 'If you need money, you should



come to the door and ask for it', along with a ten-dollar bill and a whoopie pie."

Sara remembers the rest of the story. "One night, the thief took the ten dollars and left the whoopie pie. The next night, he took the whoopie pie and left the money, and then he never came back, at least not that we know of."

Many of the Zimmermans' customers have been coming for years, or even generations. "Some people find it hard to believe that we can sell so many potatoes here on our farm. But it definitely has a lot to do with the business having built up over the years," says Sara. They get customers from states like New Jersey and Virginia, and even as far away as Georgia and Maine. "They aren't driving this far just for potatoes, of course, but they always stop in. But there are some that drive half an hour to get here."

James says his favorite part of selling potatoes is meeting customers from different ethnic backgrounds. They've had Irish, Nepali, Indian, Russian, and Turkish customers. Sometimes visitors will tell stories about growing potatoes in their native country.

Customers ask if the Zimmermans grow any other produce, such as onions. "We tell them we stay busy enough," says Sara.

One evening in mid-October, when the mud has dried up, I stop by the farm again to take some pictures. Sara stays in the farmhouse with the little ones, while James takes the potato-picking crew out to the field. His father is helping tonight, along with several young boys who are either nephews or neighbor boys.

James drives the tractor pulling the harvester, which scoops potatoes from the soil. The potatoes then move up the conveyor as the boys and the grandfather pick out rocks and dirt clods. One of the older boys drives a second tractor, pulling the wagon catching the potatoes from the harvester.

When they have a wagonload, they'll bring the harvest in and pile more potatoes on the mountain in the barn. **PCBE**

*If you are interested in buying potatoes, or if you are a potato farmer yourself and would like to talk with James & Sara Zimmerman, they can be reached at 717-351-0298. Or you can stop by their potato farm (open Monday-Saturday, dawn to dusk), at 3822 Division Hwy; East Earl, PA 17519. Potatoes can be shipped by 9 to 5 Delivery Service and RDS Delivery to local customers.*

*Susan Burkholder is a freelance writer from Leola, PA. You can find her blog at [pennyletters.com](http://pennyletters.com).*



Three generations work together to harvest potatoes. James Zimmerman drives the tractor pulling the harvester while his father and son, along with some helpers, check for rocks and clumps of dirt riding on the belt with the potatoes.

Photo by Susan Burkholder



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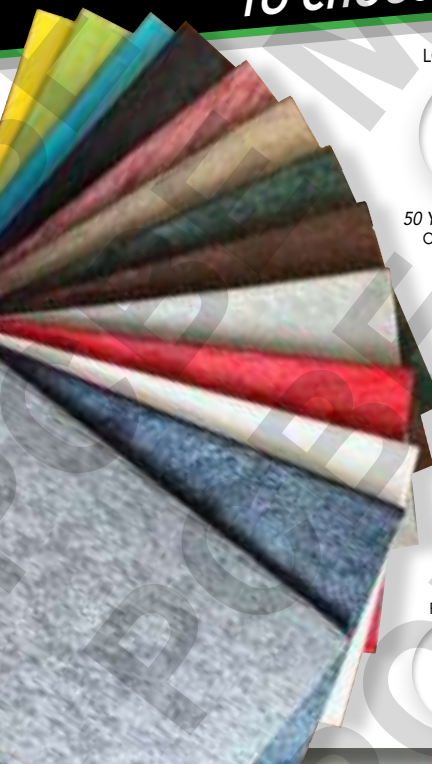
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## Chapter 8 - Finally Home

Lin suddenly realized where he was standing and snapped back into the mindset of getting Joey back safe. He knew the first thing they needed to do was get off the farm road leading back to the circus. Off the road a little way, the boy and kangaroo were less visible in the taller grass. Even though the reunion was cut short Lin could not help looking back at Joey with a permanent smile on his face.

It felt like it took forever, but the two friends finally made it back to town. Once they started to near the bakery Lin stopped in a couple days ago, they noticed an unusually large crowd. Everyone turned to look at the two once they started to get closer. Just then, the baker came out of the shop and ran through the crowd towards Lin. He quickly urged the boy and the kangaroo into the bakery, then quickly put up the closed sign and locked the front door.

With a confused look on his face Lin looked at the now out of breath bakery owner. Once he recovered, he told Lin that they were "on the way." Panic ran through Lin's body as he thought it was the circus coming to try and take Joey back to his cage. The baker quickly followed up with "The zoo! They are on the way to get Joey back to his family. I called the zoo and told them your story after you left the other day."

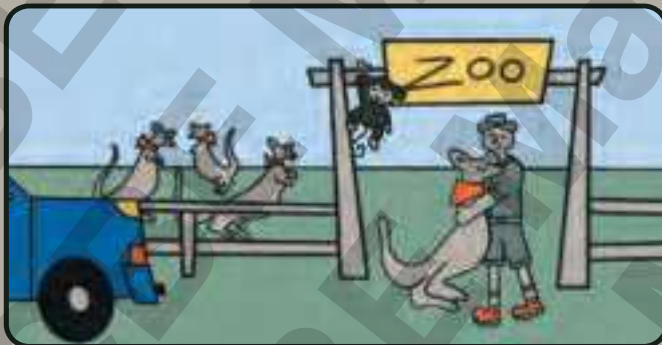


Lin didn't know how to feel. His shock at the statement was mixed with relief, happiness and sadness knowing that his adventure with his friend was nearing the end. Thankfully the baker was closing for the rest of the day. For the next few hours Lin was able to cherish the last few moments with Joey in safety.

A couple hours later there was a knock on the door of the bakery. It was the director of the zoo along with Lin's parents. The story had become so popular that his parents were able to figure out where Lin had gone. Lin was so distracted with saving Joey, he had not realized how much he missed his parents and immediately ran in for the biggest hug he had ever given.

Once he collected himself Lin turned towards the director. He could see the concern in Lin's eyes and immediately reassured him that Joey was going to be safe and would soon see the rest of his family. He shared one last hug with his new friend before they started to head out the door. Before they left the director turned back towards Lin and his family. As a token of their appreciation, the zoo invited Lin's family to come and visit Joey every single year. Once Lin realized that he would be reunited with his friend every year, all of his sadness melted away.

**This concludes the Adventures of Lin & Joey story.** Thanks for following along with us! Look for us in next month's issue of PCBE.



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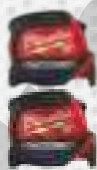
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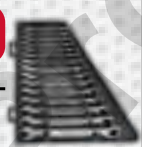
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PHIL BARKMAN

# *Holmes County* POTTERY





# M

Making your way through the rolling vistas of north-western Holmes County, Ohio, you'll have to keep your eyes open if you don't want to drive right by Holmes County Pottery (HCP). It's easy to miss the small sign marking the location.

As you head up the gravel driveway that curves behind the trees, the atmosphere says "home" more than "business." On the left is the house, on the right is the barn-turned-workshop with two doors facing the driveway. The door on the right leads into the showroom, which isn't large, but it's not crowded, either. What immediately catches your eye is the pottery, artfully arranged on the shelves. Mugs, pitchers, plates, bowls, lamp—it's a fascinating array of ceramics. This is the place that Cary and Stephanie Hulin call home, and where they pursue their passion.

Growing up in Illinois, Cary had always been interested in pottery but was majoring in geology. Wanting a reprieve from academics, he took a pottery class and was immediately hooked.

You can hear Cary's enthusiasm as he explains what drew him to wood-firing pottery.

"Firing with wood is the most labor-intensive way to make pots. One of the reasons you choose to fire with wood is the record that wood-firing leaves on the clay. You have this flame passing through all these pots like a river.

"Whether it's mixing our own clay or firing with wood, it's what sets us apart. In a lot of these things, we're really following in the footsteps of older potters in the traditions that came before. The longer I've done it, the more I admire those techniques and those ways, and in a lot of ways, they seem right."

After obtaining a Bachelor of Fine Arts in ceramics, Cary worked at three different potteries for nine years. His search for excellence led him to both England and France, where he observed a village pottery that had been creating wood-fired pottery for over five hundred years. He then apprenticed under a master potter in Connecticut, where his knowledge and skill grew.

Cary began looking for an area that would support his craft, both in materials and enthusiasm. He was investigating several areas in Ohio and had placed

An extensive variety of stoneware is produced at Holmes County Pottery. Baking pots, dinnerware, pie pans, pitchers, and outdoor pots are among the large selection that is displayed in the showroom.

All photos courtesy of HCP

an ad in the Bargain Hunter when he received a call from an Amish man wanting to sell his property. Cary checked it out and bought the place, and while he was unaware of it at the time, this turned out to be exactly the right move. HCP is close enough to the tourist area of Holmes County to catch people's attention but far enough away to attract mostly those who are serious about their pottery.

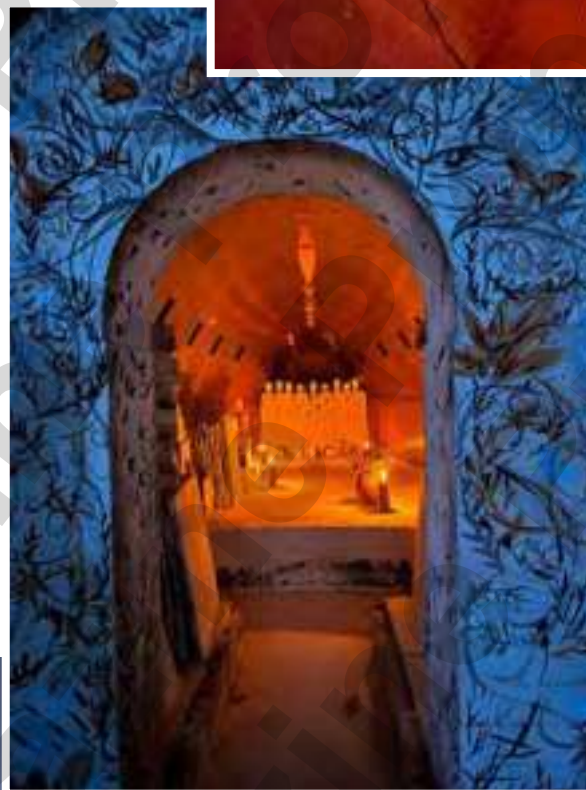
### The Process

In the distant past, traditional country potters were often part-time farmers. They knew where the clay was, had access to wood, and during the winter months when they couldn't farm, they made pots. This was the case in many countries around the world, and the pottery-making tradition followed by the Hulins reaches back more than eight hundred years.

Making wood-fired pottery is hands-on, time-consuming work, and it all starts with the clay. More than half the clay used by HCP comes from southern Ohio, blended with a clay from Kentucky and another from Missouri. The clay is mixed with water (this process is referred to as "blunging"), creating a buttermilk consistency, then poured into drying racks to cure. It is then removed and wrapped in plastic for storage.

Then comes the "throwing," shaping the clay by hand on a wheel. Cary admits to having an almost unlimited store of ideas, and he loves to see those ideas take shape on the wheel.

He explains, "That same conceptual idea seems to go from the very beginning of the process of making a pot, all



**Top:** Stoking the fire through one of the side ports. The firing crew is generally six to eight people, especially during the last twenty-four hours.

**Middle:** This photo shows the loading entrance that is used to load the kiln with pottery. The firebox is at the far end. Notice the stoking ports on either side of the kiln.

**Bottom:** After the kiln is loaded, it's time to fire the kiln. The fire burns for three days and nights and is tended around the clock. At its peak temperature, the fire will reach 2400° F.

the way through to the firing of the kiln. Sometimes the more experienced you become with material like this, people think you're concentrating on speed, but you're not concentrating on speed at all. What you're concentrating on is how much intention you put into the thing that you're making and how to be the most direct at doing it, often without a lot of tools but with just your hands.

"We're making things that we're hoping people wind up wanting to use. These kinds of pots are all about participating. Part of the art of it is that you take it home and end up serving your family, or it becomes your favorite friend around the coffee table in the morning."

After being formed, the items are then placed on boards and set out to dry to the point where they can be handled without deforming. At this point, Cary does the finishing, attaching handles, trimming foot rings, and so on.

The pottery continues to dry to the stage where it is considered "leather hard." At this point, glazes and "slips" (a thin mix of clay and water) may be applied. The Hulins make their own high-temperature, food-safe glazes.

Making pottery at HCP is a team effort. Cary creates every piece by hand while Stephanie, a life-long artist, decorates each pot. "I want to make his work look the best I can because that's our partnership. I understand the forms that he's throwing, and I'm able to then interpret them in brushstrokes and movement."

Using oxides of cobalt and iron, Stephanie applies the decorations by hand, using a bamboo brush.

She describes her approach to this process. "We have a variety of inspiration in every cycle; we're not working with templates. We have general, foundational ideas that are within every firing; there are certain things we routinely do. But then, the form lends so much to the decorating. If I'm decorating a large, round exterior, there are certain kinds of marks that I can make pretty consistently, marks that allow me to take them to another place.

"Motif and development is a good way to think about it. We may start with a foxglove pattern, and it may turn into a foxglove garden. It even depends on the shape of the pot and the density of the design you're wanting.

"We're able to work very intentionally here. There's a lot that we're considering when we're making pots and decorating. It's interesting; all the things that we're looking at, whether it's stacking wood or doing yard work or mowing or watching sunsets, everything informs our work.

"We want our pots to be used; they're supposed to be functional. There's also this idea that the pots are a record, a record of time, a record of intention, a record of abundance and joy. They're a part of us."

The items then continue the drying process until they are considered bone dry, then it's time for the firing. This is no small endeavor. Wood-firing pottery is no simple matter of turning on the burners. Wood, lots of wood, must be cut and stacked ahead of time so that it has time to season. Cary uses hardwood, primarily oak, cherry, and walnut. With the number of sawmills in the area, he has had no problem obtaining the wood required to fire the kiln.

But before the fire is started, the pottery is loaded into the kiln, which is six feet high, seven feet wide, and twenty-six feet long. Two courses of hard firebrick form the walls, along with more than a foot of concrete and earth.

Loading the kiln can take a week to ten days. While the number of pieces going into the kiln varies with each firing, Cary notes that the kiln will hold two tons of clay.

Placing the pottery in the kiln is a painstaking and critical process: get it wrong, and there's no chance for correction. The kiln utilizes natural draft, and the flame is moving relatively slowly. If the kiln is congested, it can cause too much heat in the front and not enough in the back.

The pottery is loaded onto kiln shelves which are perpendicular to the side walls and are spaced between the side-stoking ports. After the kiln is loaded, the fire is started. The firebox is at the front end of the kiln, with stoking ports every two feet along the sides.

The heat is intentionally kept low for the first forty-eight hours. The purpose is to raise the heat slowly and burn off all moisture. The heat is increased simply by adding firewood, rising by approximately 100 degrees an hour. This is done every three hours or so. At the higher temperatures, however, the fire is stoked every five minutes.

The temperature can be taken up to almost two thousand degrees with split firewood, then the transition to slab wood and edging, cut to about five-foot lengths, will bring it up to the final twenty-four hundred degrees. At this temperature, clay will "vitrify," which is turning into a glass-like substance that will not leach water.

A firing crew is generally six to eight people, especially during the last twenty-four hours. There are four people working the kiln at once, two working the firebox and two on the sides, feeding wood in through the side-stoking



The decorations and creativity on the stoneware are influenced by a variety of inspiration. Stephanie says it well by explaining, "...all the things that we're looking at, whether it's stacking wood or doing yard work or mowing or watching sunsets, everything informs our work."





For Cary and Stephanie Hulin, creating beautiful pottery is only a portion of their trade. What they really enjoy is the priceless connections and relationships that are established with clients.

ports. All of this has to be coordinated, who's putting in how much wood, and when.

The fire burns for three days and nights and is tended around the clock. At around eighteen hundred degrees, the predominant smell is of steam as the moisture is being pushed from the clay. As the temperature rises, the fire goes from orange to white hot, requiring the use of goggles.

At high temperatures of around twenty-two hundred degrees, wood actually melts into glass. As the fire flows through the kiln, "flashing" and wood ash is deposited on the pottery and melts, creating a glass-like material. The ash from different kinds of wood has different characteristics, creating differing effects.

Once this was recognized by potters, they realized they could use this ash to make glazes. As they mixed it with various materials such as limestone, granite, or clay, they ended up with different types of glazes. The local trees used in the kiln end up being the glass on the pot.

The weather during the firing is critical. Too much rain or humidity will cause the fire to burn less efficiently, and too much wind will affect the draw through the chimney.

Cary explains, "You want a little bit of wind. Anywhere from five to fifteen to twenty miles an hour is fine, but if you start getting unpredictable gusts, or wind that's exceeding thirty or forty miles an hour, it's going to really play with your chimney.

"With a big kiln like this, it's about efficiency, about not wasting firewood. That mixture of airflow into ember is what you're looking for. The firebox and the ember bed are really your engine and are working with the draw of the chimney."

The firing, however, is not just about getting the job done. To Cary and Stephanie, it's a time of connection and camaraderie with others. "Firing is kind of a fun time too. It's no different than sitting around a campfire. It brings out



**Above:** This photo shows the firebox, where the fire is kindled. The chimney is located on the opposite end, which creates a draft to take the fire through the entire kiln.

**Right:** The pottery is loaded onto kiln shelves which are perpendicular to the side walls and are spaced between the side-stoking ports. After the kiln is loaded, the fire is started.



some interesting conversations. When we fire the kiln, it's very quiet. You can easily have a conversation, standing just feet in front of the kiln."

After the firing, the kiln cools for a week before it is unloaded. Unloading takes about three days, as the pottery has to be sorted, some for orders and some for retail.

### **Extensive Variety**

The Hulins create an extensive variety of stoneware. There are baking pots, dinnerware, and pie pans. Garden planters and outdoor pots are always popular, and mugs, pitchers, and vases are arrayed in their showroom.

But for Cary and Stephanie, creating beautiful pottery is not just about the product. As they utilize their skills and pursue their dreams, it enables a connection with other people that is, to them, priceless. There are people that have been HCP customers for years, and part of the reward for the Hulins is the folks who stay in touch and come back year after year. Many of these customers

will contact them with pictures of their pottery in use: cobblers (large baking pots) filled with delicious meals or pie pans with their favorite pie, sometimes accompanied by the recipe.

Cary frames it this way, "There are times with customers that are unbelievably fulfilling. A lot of our customers have become almost like extended family. You look forward to seeing these people come in. You see them having children, and those children growing up.

"Nothing compares to having people come in here. About the time you think, 'I've got other things to do. I'm being taken away from work,' you end up having this unbelievable, meaningful conversation with someone you weren't even expecting to walk in the door today. There's part of our pay, right there. That's who's taking home your work, and that's about as good as it gets!"

But an even more significant benefit is the fact that they can work with each other day after day, each seeing the other find satisfaction and joy in the labor. As Cary



expands his vision of design, Stephanie follows through with her inspirations on decoration. As their separate ideas blend, the result is a pot or pitcher or bowl that speaks to the buyer of their collective vision.


### Continuous Improvement

Another fulfilling aspect the Hulins experience is that their vocation continually challenges them to grow and improve, whether it's in the making of pots or in personal growth. Creating pottery is an art form with much potential for things to go wrong, and the challenge is how to deal with those setbacks. Cary believes that when things do go awry, it's a good opportunity to learn humility.

“Check your ego. Everybody has had some sort of abysmal failure. It's bound to happen and it's a good opportunity to learn, if you can get over the initial disappointment. ‘How can we not have this happen again?’ Or understand how it did happen. The work itself is a great teacher.

“What do you do when things aren't working right? It's nice to have people in your Rolodex that you can spin up and say, ‘Help!’

“You can grow as a potter. You don't have to keep repeating what you've done before. There's always more to learn and ways to adapt and progress. If you're doing what you love, you end up being good at it. And if you're good at it, it doesn't really matter how obscure it could be, you can figure out a way to make a living at it.”

And, as he says, “The main reason you make things to sell is because you want to continue making more.” 

*Holmes County Pottery can be reached at (330) 496-2406 or at [cary.hulin@gmail.com](mailto:cary.hulin@gmail.com). They can also be found on Facebook and Instagram. If you wish to meet Cary and Stephanie and see the pottery for yourself, you can do so at 8500 County Road 373, Big Prairie Ohio 44611.*

---

*Phil Barkman is a freelance writer from Dundee, Ohio. He enjoys books, campfires, and hiking the outdoors and likes to try his hand at cooking.*



Because the atmosphere at Holmes County Pottery says “home” more than “business,” it's easy to overlook the unique business that is located here.

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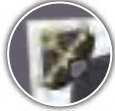
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~Irving Berlin, "White Christmas"

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Fires, whether they occur in shops or homes, are always destructive. The flames so often claim what we once held precious. Although no one wants to experience the ferocity and devastation of a structural fire, sometimes people who suffer these tragic experiences are able to rise above the ashes and rebuild and improve their lives or lost structures.

Such is the case for the Shirk family. They live in a Mennonite community in Wisconsin, and when a fire swept through their shop, leaving utter destruction in its wake, they began to re-evaluate the importance of fire safety and fire readiness.

Brothers Randall, Jaydon, and Leondale Shirk are quite serious in doing their part in preventing the likelihood of being caught unprepared when a fire does occur on one's property. Additionally, they hope the products they sell will give people a fighting chance to save their structures from the ravages of fire.

"After my brother's woodworking shop burned down, we recognized the need for a better fire extinguisher," Randall explained.

The units they had been using were conventional ones, and the powder which emitted from the hose did very little in bringing the fire under control. "It was kind of like throwing

dirt on a fire. It didn't do a good job. They also used another type of extinguisher that had liquified gas. It was like blowing air on the fire."

"We did a lot of research on cooling liquids. We were looking for something which cooled down hot surfaces. Through our research, we developed our own mix, and worked with that for a while."

But their business grew quite rapidly, and they soon realized the product which they had created needed UL and EPA listings. Getting those listings for their product wasn't feasible, because it would have cost two million dollars.

Randall has a fascination with chemicals, and through trial and error, he had been able to create the initial fire suppressant. "We didn't think about UL listings at that time. We also didn't think about the liability that was behind it. We were only selling a few per month."

Through an advertisement in several Plain publications, Randall began receiving dealer requests. Because of that, they became aware of the implications of selling their product without the proper licensing and listings.

Today, the Shirk brothers sell a cold fire suppressant that was invented during the 1990's. "This was not designed or created by us," Randall says. "This specific type of cold fire

suppressant is used quite a bit on fire trucks, in the military, as well as the race car industry.”

The Shirks requested and received permission from the manufacturer to sell the fire suppressant in their canisters. They also designed their own unique canister to enhance the performance of the cold fire suppressant.

“We basically sell their suppressant in our canisters. Visibly, this suppressant that we currently sell works just as good as the mix I had initially created.”

“The cold fire suppressant’s reaction to fire is similar to that of Burdock leaves. It takes the heat right out of the flame,” Randall added.

Conventional fire extinguishing agents which are powder-based are safe to use on electrical fires. However, please note that the cold fire suppressant that Fire-Pro sells cannot be recommended for use on electrical fires. “This cooling liquid is excellent for lithium battery fires, but not for electrical fires.”

Fire needs heat, fuel, and oxygen to burn. “If we throw a powder suppressant on the flame, we take the oxygen away but we still have fuel and heat. As soon as the oxygen returns, the heat and the oxygen combined gets the fire burning again. Now, with the cold fire suppressant, we take away the oxygen and the heat, and that in turn takes away the fuel.”

By applying the cold fire suppressant, it robs the fire of its three critical elements. That is the primary difference between powder suppressants and cold fire suppressants.

Fire Pro LLC sells the product in three different sizes, with the smaller version perfect for skid steers or tractors and cars. This one-liter size is generally sufficient to fight such fires.

The next size contains four liters of suppressant and is recommended for use in kitchens, bedrooms, etc. “One of the reasons we recommend the four liter canisters in the houses is that—in the absolute worst case scenario— you could actually spray yourself with this cold fire suppressant, completely soak yourself, and run to save a child or person who may be trapped,” Randall explained.

I cast a skeptical glance his way, and he offered a smile. “We have something to show you, later,” he said simply.

A larger, 2.5 gallon version is also available and is recommended for use in combines, round balers, outbuildings, etc.

For more specialized settings such as puppy barns, kennel boxes, utility rooms, battery charging boxes, engines rooms, Fire Pro’s automatic sprinkler systems are perfect. The 12 liter sprinkler systems contain activation tabs that are activated at 135 degrees Fahrenheit or above. They also sell cold fire aerosol cans, which would also be a good choice for these settings.



The photo on the left shows magnesium, prior to lighting. It burns really hot and can reach temperatures of 6,000 degrees. The center photo shows the magnesium set alight on a cloth doused in the suppressant. Since the cloth is soaked with the fire suppressant, the flames do not consume the cloth.

“Some of the suppressant we sell was actually designed by the cold fire suppressant team to apply to burning victims,” Randall said. “We use that on burns, as well. We recommend applying this to initial burns, because as long as the heat is still there, it will hurt. As soon as it is applied, it absorbs the heat—almost like a magnet.”

“One of the most exciting moments for me is when I have a customer call us and tell us how they were able to save their house or barn from being totally destroyed. Also, some folks tell us that they were able to save a person’s life during a fire, by using our cold fire suppressant. That is the most rewarding thing to hear.”

A stirring testimonial from Ohio spurs the Shirk brothers to raise even more product awareness to the public. After seeing a demonstration at one of the Shirk’s dealer events, a customer was convinced the product works well and purchased a unit right away. A few days later, a shop fire broke out at this same man’s property.

“The lithium batteries were burning and the flames had nearly reached the ceiling by the time he saw the blaze. The man’s attention was drawn to the fire because he heard the batteries exploding from outside the shop. He ran quickly and got his 2.5 gallon extinguisher and knocked the flames down within seconds. That man was very happy,” Randall remarked.

The 4 liter and 2.5 gallon canisters are equipped with a specially designed nozzle which boasts a forty-foot spraying distance. This amount of coverage is excellent for knocking down flames while remaining a safe distance

away. Additionally, the canisters are equipped with a glow-in-the-dark label, alerting the user to the whereabouts of the canisters—even in pitch dark conditions. These canisters are not UL listed but the product—the cold fire suppressant—is UL listed.

The Shirks are certainly in a unique business. Most business owners sell their products in hopes that people will use them at least once if not continually. However, this is not the case with the Shirk brothers.

“I hope no one ever needs to use our products,” Randall remarks sincerely. “But if a fire occurs, I hope our products help save their structure.”

In the event of a fire, the canisters can be refilled by the user. Both non-freeze and freeze versions of the liquids are available. The cold fire suppressant is non-toxic and can easily be applied to a person’s skin without resulting in a burning rash or highly irritated skin. It is made from a plant-based material.

Another interesting thing about these canisters is they don’t need to be inspected annually by a professional. “However, users are recommended to perform monthly and yearly inspections to determine that the extinguisher is in optimal condition. By maintaining your extinguisher you can prolong its life to a lifetime.

A supplemental fire extinguisher is really that—just supplemental. In commercial buildings, the owners are required to have UL listed fire extinguishers on site. But they can also easily have supplemental extinguishers, which is where Fire Pro’s non-UL listed canisters come in. (Bear in mind, the cooling liquid itself inside the canisters are UL listed).

Now it’s time for my demonstration. I was still fascinated and somewhat skeptical of the



**Left:** A fire blanket is placed over flames



glowing claims that Randall was making about the cold fire suppressant. In all fairness, he was kind enough to conduct a no-holds-barred demonstration—one which I will never forget.

After completely dousing my arm, Randall encouraged me—rather instructed—to take a lit torch and wave it across my arm slowly, but without having the heat resting at one spot. Very reluctantly, I did as he said, but not before he first demonstrated on his arm.

Seeing that after having doused his arm with the cold fire suppressant, and then taking the lit torch in a sweeping motion across his arm, all without receiving as much as a warming sensation, I figured it was safe for me to try it, too.

Indeed, it was strange to do so. But, after sweeping the torch across my soaked arm, and not getting burned, I was completely sold on his product. (For the record, I am not recommending that you do as I did).

Randall also demonstrated the proper use of a fire blanket. Those blankets are an excellent choice for kitchen fires.

The fire blankets should always be kept at arm's reach near a kitchen stove, etc. By a simple toss of the blanket on a grease fire, the flames can be contained quickly and easily.

While I, too, hope that you never need to use Fire Pro's products, you can rest assured that if you do, you will have a fighting chance against the damaging effects of a fire. Just remember to check your extinguisher gauges regularly, in case someone used the unit without refilling it. **PCBE**

*The current Fire Pro LLC team consists of Randall Shirk (owner) Jaydon Shirk (assistant manager) Leondale Shirk (warehouse manager/ shipping, sales) and John Shirk (sales/demos). The business specializes in providing excellent firefighting solutions. Dealers are still welcome in select areas. For additional information or to place an order, you may reach a team member at: 715.922.9042. The fax number is: 608.640.3516. Or you may contact them at: fireprollc@icloud.com, or at: sales@fireprollc.net.*

*Leroy Martin is a freelance writer and photographer. His work appears in various Plain publications. His extensive travels have taken him to hundreds of Anabaptist communities throughout the US and abroad.*

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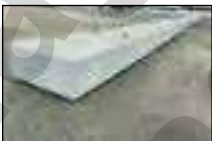
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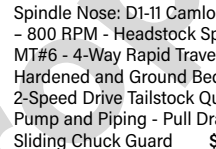
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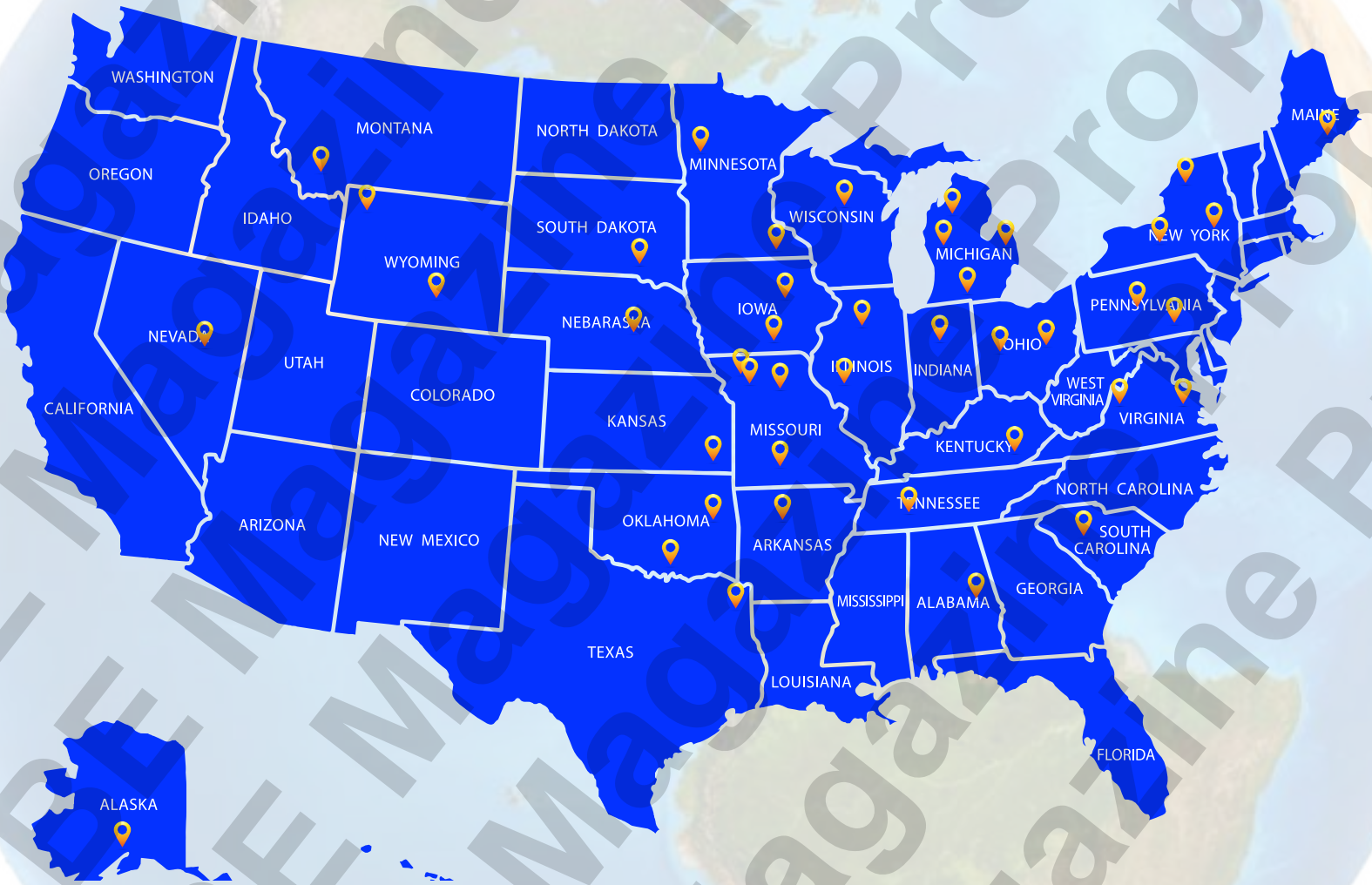


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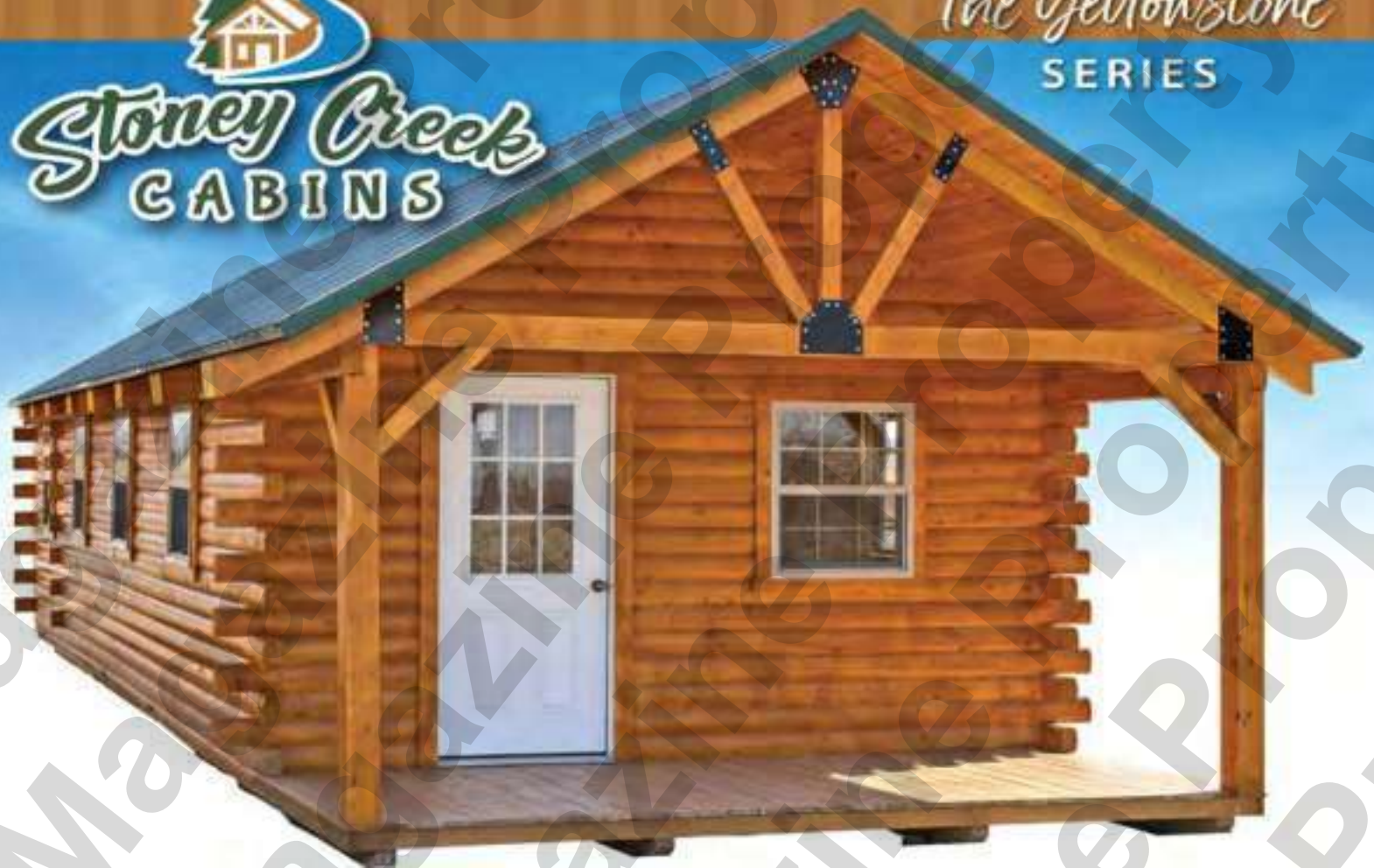


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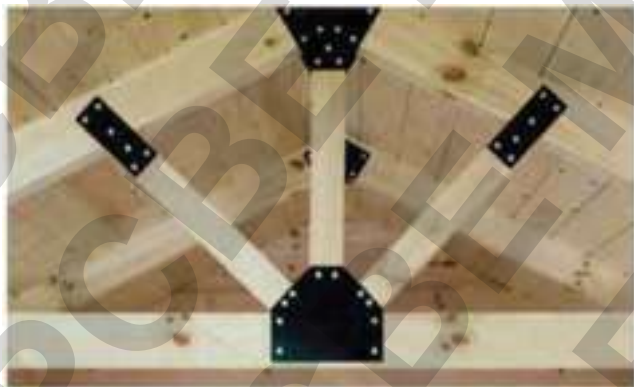
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— The Grabers

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— Mrs. Miller



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— Mrs. Miller

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## Where My Feet Have Trod Vol. 1

- Sam Chupp - Pearisburg, VA

After writing a series of articles for the "Pilgrim's Pathway" for a number of years some friends approached Sam Chupp who resides in Pearisburg VA, about compiling some of his articles into book form. For example, Sam's good friend Joseph Stoll told him "It would be sad indeed if we should pass on and leave nothing back for our children and grandchildren".

Sam notices a great famine of sound Christian marriages among the "plain" people! And after many years of counseling married couples, he has observed that possibly only about 1/3 of the marriages seem to be functional according to Ephesians 5. One third are just existing and 1/3 are unofficial divorce cases. Most

of the other topics were inspired by his own observations and experiences of many years as an OOA Minister and Bishop.

Some of the stories come from sessions with struggling individuals or couples. Some are based on actual events; some, from his own personal failures and mistakes. Sam's desire is to leave something back for his children and the next generations, and hopes and trusts that all who read this book may receive a blessing from it, all to the honor and glory of God.

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## Thunder Dog

-Michael Hingson

When one of four hijacked planes flew into the World Trade Center's north tower on September 11, 2001, Michael who was blind, couldn't see a thing but he could hear the sounds of shattering glass falling debris, and terrified people flooding around him and his dog Roselle. However, Roselle sat calmly beside him. In that moment, Michael chose to trust Roselle's judgment and not to panic. They were a team. This book is a story that will forever change your spirit and your perspective.

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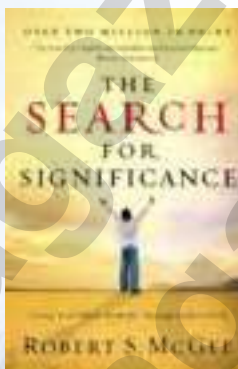


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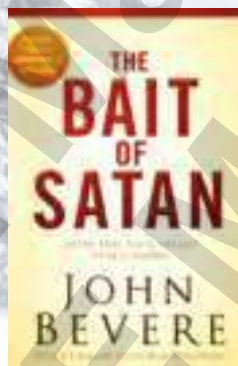


## Blind Descent

- Brian Dickinson

Brian Dickinson was roughly 1,000 feet from the summit of Mount Everest when his Sherpa, Pasang became ill and had to turn back. Brian decided to continue toward the summit—alone. Four hours later Brian solo summited the highest peak in the world. But the celebration was short-lived. After taking a few pictures, Brian radioed his team to let them know he had summited safely, checked his gear, and began his descent. Suddenly without warning, his vision became blurry, his eyes started to burn, and within seconds, he was rendered almost completely blind. All alone at 29,035 feet, low on oxygen, and unable to see, Brian was forced to inch his way back down the mountain, relying only on his Navy survival training, his gut instinct, and faith.

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- John Paul Raber

Is there more than one unpardonable sin? What is the definition of "babble" and how does it apply to today's world where we can so easily misunderstand each other. Is it best to have one church district or several in Amish communities? How are Amish revivals conducted? What does a proud man look like? What scriptural message is either a comfort or a confrontation? What are the proofs that Christianity is the only true religion? Can Satan heal? Who is superstitious? What should Godly music look like? On page 216 you can read about a simple Biblical way to help hurting people. All these and many more questions are discussed in this collection of articles. Read about the man that did nothing but read books for a whole week! Why are some Anabaptists having an identity crisis? A candid look at these and many other issues through the eyes of an Amish minister. A collection of articles written over many years for publication widely read by Anabaptist readers. *Whatsoever a man soweth, that shall he also reap.*

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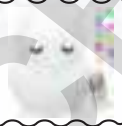


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## Mobile Repair in Any Weather

Text & Photos by: Katrina Hoover Lee

A soft rain is falling, drenching a back alley near the St. Joseph River in the heart of Elkhart, Indiana. The fallen leaves plastered across the alley are soaked, heavy with moisture. The rain patters onto two pickup trucks parked behind a white house in the residential area.

A third vehicle pulls up. It's a white van with the words "Street Light Auto—Mobile Repair" written on the side. Clifton Zimmerman climbs out and is met by the owner of the dark blue pickup on the left. The front driver's side wheel bearing of the truck needs to be changed.

The woman asks if he could change the oil as well while he's at it. Clifton tells her, "But I don't do oil changes." The woman asks for a recommendation, complaining about several companies she's tried in the past. Then she retires to the warmth and dryness of her house.

The rain continues to fall. It's not the greatest day for vehicle repair, but inclement weather is just part of the life of a mobile repairman. Clifton pulls on black latex gloves as a thin protection from the black grease of the mechanics.

He pulls out his jack and raises the driver's side of the truck. Before removing the wheel, he shakes it. It's been a few

weeks since he looked at the truck and gave the woman the quote for a new bearing, so Clifton wants to make sure he has the correct wheel. His memory is correct—the wheel is loose and shaky.

The repairman gathers more tools. Sockets of various sizes are spread on the concrete as he uses an impact driver to loosen the lug nuts. The rain is sporadic—sometimes falling lightly, sometimes pausing for a few minutes.

Clifton pulls out a smaller impact driver with a wire brush attached. With a whirring noise, the brush cleans rust from a part Clifton has removed. The repairman explains that it is harder to change the bearing on this vehicle than on most.

"Most rotors are on the front of the hub and are easy to take off." Clifton applies the brush again, a fine spray of rust and dirt flying from the metal. "This one actually bolts to the back of the hub or bearing. Mechanics wonder why engineers made things the way they did!"

Still, Clifton enjoys figuring out a difficult setup. Next to talking with customers, he relishes the challenge of solving a problem—the satisfaction of making something work right.

After wrestling with the bolts in the unhandy design, Clifton removes the hub assembly, replacing the old wheel bearing with a shiny new one. He finishes the job accompanied by the sporadic noise of his tools: the chattering impact driver, the whirring wire brush, and the zip-zip of the ratchet wrench. As he packs up his tools and closes his van doors after fixing the wheel bearing, he feels the satisfaction of a job well-done—even in the rain.

“Just figuring it out,” he says. “And then fixing what was broken. That satisfaction of having something that now works. I like electrical diagnostics. I’m still growing in that area.”

### Starting Street Light Auto

Clifton started the mobile repair business in November 2022. He feels blessed by the progress the business has made in one year.

He dreamed up the idea of a mobile repair business during his school days, when he milked cows for a farmer during the summers. When the farmer opened an ag dealership, Clifton was hired to help with mechanics.

Clifton enjoyed mechanics. He also had an interest in urban mission work and felt that mechanical skills would mesh with that interest better than agricultural skills. His next job was at a mechanics shop where he learned a lot by working side by side with an experienced tech. He learned even more by taking classes.

After getting married to Britney, his boss’s daughter, and moving to a mission outreach church in Elkhart, Clifton began to work on starting his own business. That prospect was nerve-racking—to both him and his wife. It seemed like a great idea, but it was also a novel idea. There was no roadmap to predict how the business would do, or if it would even survive.

“I tell people what I’m doing,” Clifton says, “and they’re like ‘I never heard of that.’ They just hadn’t seen it happen. As it started growing there definitely came more encouragement. And I always felt encouragement from the church and my parents, and Britney as well.”

When he first started the business, Clifton only took off one day, Friday. He usually had one or two jobs and then work was done. So for the rest of the day, he drove around to businesses or auto parts stores, passing out business cards in the parking lots. If he saw someone with their hood up, he asked if he could help.

One day while he was driving on a busy local highway, Clifton’s phone rang. The caller told him that he was in the semi right next to Clifton’s vehicle, and he had seen the sign advertising mobile repair. His car had stranded close to the airport. Could Clifton help him?



Clifton Zimmerman started his mobile repair business in November of 2022. Initially just a side venture, today it is a full-time job.

Clifton had been on his way to the junkyard to look for a part, but since that wasn't urgent, he agreed to head up to the airport.

Clifton discovered a faulty sensor in the man's car. By disconnecting it, he got the car to work.

### **Growth and Challenges**

In the beginning, the new business was just a side venture, and Clifton kept his normal job at his father-in-law's shop. But as business grew, he began to take a day off every week to focus on the new business. Gradually, he increased his time off from the old job.

Now, one year into the endeavor, Clifton works full-time on vehicle repairs. Although he rents a shop with a lift in a neighboring town, most of his repairs are done in back alleys or on the side of the street.

Clifton's day normally starts with coffee, breakfast, and devotions. He likes to schedule his first appointment for 8 o'clock.

The morning after the wheel bearing repair, he headed out for another service call. The city streets were wet once again.

After completing the first job, Clifton received a text from another member of the outreach church. The text said, "Clifton, Julie's car was smoking this morning...she didn't know if you would charge to come assess it again."

Julie was a friend who was struggling. She had been to church once. Clifton remembered her car—an electrical nightmare from squirrel damage. Julie had said the car would randomly quit at a gas station or even while driving. Clifton had tested the electrical system several times, but it hadn't acted up while he was checking it. So he wasn't sure what was wrong.

Clifton had made a wiring adjustment that seemed to help. He told Julie he wouldn't charge her unless the change fixed the problem. For a week or two, all had been well. Then the car died again. Julie had called Clifton, and he told her it was most likely the alternator. Clifton would've been happy to make the repair, but Julie wanted to save money by getting her dad to change the alternator. So Clifton still had not charged her for anything.

After Julie and her dad had changed the alternator, along with a wire connected to it, the car seemed to improve.

Now it was smoking? The church friend added that Julie's son was sick.

Clifton texted back, "I can give her a call."

Since he was between jobs, he headed over to Julie's house. Clifton parked in front of the culprit car. He went to the door, got the keys from Julie, raised the hood, and started the car, ignoring the rain pouring down. Julie was afraid that the smoking was from an electrical problem, so he tested the electrical system.

There were no problems with that; in fact, there wasn't even any smoking. Would this be another case of the car refusing to act up when the mechanic was present? Clifton returned to the house to talk to Julie, who now shared a crucial detail. The smoking had happened when she had turned on the air conditioning.

Julie came out and sat in the driver's seat. At Clifton's direction, she turned the AC on and off while he watched the engine. Sure enough, smoke began to roll. It was obvious that something was leaking in or around the radiator. Clifton checked the pressure in the system—and found a leak.

He tightened the clamp on the radiator hose and, sure enough, the smoking stopped. He let the car run for a few minutes, peering into the engine and under the car for any sign of additional problems. Still the rain poured down.

Everything appeared well. There had been no recurrence of the electrical problem, so that appeared to be fixed. Clifton told Julie to keep an eye on the car and then he left.

Once again, he didn't charge her a thing.

Clifton wants to be known as a relational mechanic who cares about both the vehicle and the person. He describes this as a "professional relational role." But it's not always clear how to be relational, yet also have boundaries that allow him to function well and provide for his family.

"When I make my schedule, it's a schedule, right?" Clifton says. "You want to stay to that schedule, you've got future appointments. And you get there and the customer says, 'Oh, hey, while you're at it, can you look at this?' And you can say no. It's not that big of a deal. But they kind of expect that out of you."

Another thing Clifton has learned is that some people view mobile repair with skepticism. Perhaps they've encountered

<sup>1</sup>Names changed for privacy.

a dishonest repairman in the past, a repairman who was just doing something on the side for extra cash.

“There is this kind of negative narrative of mobile mechanics. For one, there’s maybe a lots of shade tree mobile mechanics that don’t do professional jobs. Maybe they have given us a bad name. The other thing that goes with that is ‘Oh, he’s mobile. He should be cheaper.’”


Another challenge is handling call-backs. After finishing a job, Clifton always finds it disheartening to receive a phone call that something is still amiss.

One time, Clifton spent quite a bit of time on a customer’s vehicle. He warned the person that if the repair didn’t work, it would cause more damage to the vehicle and cost a lot of money.

The repair did have issues, and in the meantime, the vehicle was damaged in a separate incident. The customer poured money into the vehicle and did not pay Clifton for his work. It was a situation Clifton struggled to process.

But Clifton is a Christian, and that affects his business practices. He still hopes he will receive payment for the repair. But that payment isn’t the most important thing.

“Anyone that’s in business has an opportunity to be different from the world,” Clifton says. “And to show Christian morals and to show God’s love in it.”

Clifton has done that well. 

---

*Katrina is a childhood story-teller turned author and journalist. Author of Kidnapped in Haiti, and seven other books for TGS International, Katrina is now self-publishing a children’s Christian adventure series. She lives with her husband Marnell and their daughter in Elkhart, IN.*



Although Clifton rents a shop with a lift, most of his repairs are done in back alleys or on the side of the street.



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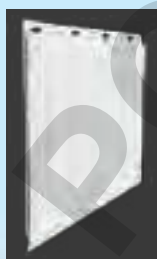
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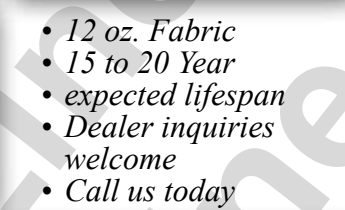
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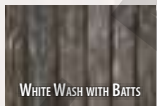
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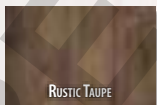
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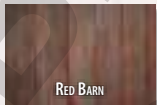
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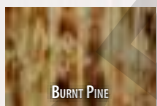
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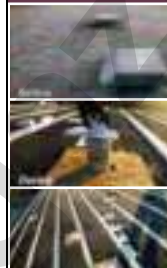
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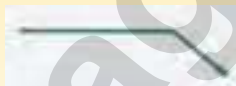
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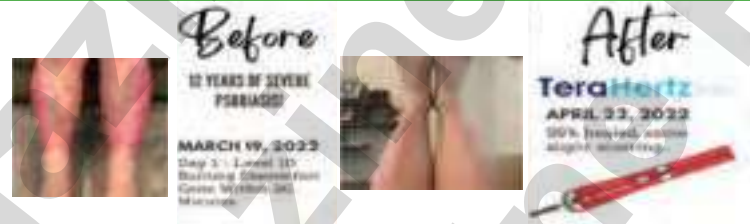
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# GYPSY WAGON

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A remarkable Gypsy wagon was created, resulting from the combined efforts of a lady's talented imagination, an expert wagon craftsmen, and a gifted artist.

On her website, [justplaincrazy.net](http://justplaincrazy.net), Jennifer Watchous describes herself as a crazy gal full of dreams and with a natural talent for design. The description goes on to say that she specializes in plain and crazy, custom, hand-crafted, leather goods. In addition to her beautifully designed leather goods, Jennifer fulfilled another long-lasting dream. With her talents, that dream was brought to fruition. Jennifer helped design a Gypsy wagon that defies description.

Jennifer shared the unfolding of her Gypsy wagon dream. "I own a leather business, Just Plain Crazy, located in Newton, Kansas. I've been blessed to work with skilled Amish in Ohio who provide intricate sewing for my leather goods.



This beautifully styled Gypsy wagon was constructed by Weaver Wagons for Jennifer Watchous of Newton, Kansas. This transport version shows the tongue for the draft team. The front platform with the rack is where Jennifer will stand behind as she drives the team pulling the wagon.



I exhibit my goods at rodeos, livestock shows, and western events throughout the Midwest and Western United States.

“I enjoy owning ponies and draft horses. In addition, I have a collection to go along with them. The assemblage includes a pony-size Cinderella carriage and a pink sparkly doctor’s buggy with matching pink harness for the pony team. I also have an 1800s-style antique hearse from Poland, just to name a few of the more unique pieces.

“For some time, I dreamed about owning a Gypsy wagon. They have always intrigued me with their ornate and beautiful colors. While attending the Mid-Ohio Draft Horse Sale held in Mt Hope, Ohio, in March of 2019, I met Emery Weaver of Weaver Wagons. I learned that Emery and his brother, Vernon, were creators of high-quality horse-drawn wagons. We discussed the possibility of their business building a Gypsy wagon for me. With Emery’s agreement to undertake the project, my dream began to materialize.”

### Wagon Launch

Jennifer shared that she is a designer by nature. She loves the process of creating things from her designs. “With that passion, Weaver Wagons allowed me to work with them in designing the Gypsy wagon for their construction.”

The team consisting of Jennifer, Emery, and Vernon Weaver, along with their freelance artist, Wayne Troyer, met on several occasions to strategize. “When I design something, I can imagine the completed project from the outset, so I provided input with ideas and drawings, which they agreed were conceivable. I was blessed in having the Weaver Wagon craftsman and Wayne Yoder’s artistic ability as part of the equation to develop my concepts.”

As an aid in conveying her vision, Jennifer provided pictures and reference books to show the parts she liked. Wayne Troyer also invested hours of research to assure the finished wagon was authentic. “I also wanted to add details to reflect my home state of Kansas. It was a joint effort and a lot of fun through the construction and decorating stages for the one-of-a-kind Gypsy wagon,” she said.

### Construction Stages

Emery Weaver detailed the Gypsy wagon construction stages. “Jennifer showed us books and pictures to help gain an image of what she wanted built. Initially, we envisioned it as a very plain looking Gypsy wagon without complexity. Through additional research, we realized how decorative the early Gypsy wagons were. It then became a much more detailed project.”

Plans were drawn up to visualize the construction stages. The plans also reflected the decorative pinstriping and décor that Jennifer







Once the Gypsy wagon has reached its destination, the tongue and rack is removed and replaced by the steps for access to the interior. The many exquisite details are visible, front to rear including the flower box under the window.

- A** This engraving shows the sculptured sunflower head located in several places on the Gypsy wagon. A mature field of sunflowers brightens the Kansas horizon. It is a valuable commodity grown by Kansas farmers.
- B** The Ornate box turtle represents the Kansas state turtle. It has been etched in several locations on the Gypsy wagon.
- C** Although wheat is seldom cut in sheaths and tied in shocks by Kansas farmers, it adorns the Gypsy wagon as the favored state crop.
- D** Jennifer Watchous selected the Western meadowlark to represent the Kansas state bird on her Gypsy wagon.
- E** The Kansas state insect is the familiar honeybee found in several places on the gypsy wagon.

# HISTORY OF GYPSIES

The terms Gypsy, Roma, and Travellers are broad titles which describe diverse and different communities. Roma are also called Romany or Gypsies. Many Roma consider the name Gypsy to be judgmental. Others prefer their well-known reference as Gypsy rather than being called Roma.

Gypsies are an ethnic group comprised of itinerant people who originated in northern India. In modern times they are scattered throughout the world, primarily in Europe. Most speak a form of Romany, a language associated with Indo-European languages of northern India. Many have also endorsed the language of the country in which they live.

A large population live in Romania, Bulgaria, Serbia, Montenegro, Macedonia, Croatia, Bosnia and Herzegovina, Slovenia, the Czech and Slovak republic, and Hungary. At one time, nomadic Gypsies migrated seasonally along routes that ignored national boundaries. The stereotype of the nomadic Gypsy no longer exists as very few have remained migratory.

Gypsies traditionally pursued work that allowed an itinerant life in the rural outskirts of established villages. The men were often livestock traders, or animal trainers and exhibitors. Some became tinkers such as metalsmiths and utensil repairmen. And still others were musicians. Before the advent of veterinary medicine, farmers often sought the advice of Gypsy livestock dealers for herd health and husbandry practices.

Gypsy travel changed with the advent of modern transportation. Their caravans shifted to cars, trucks, and trailers. In many Gypsy communities, livestock trading has been replaced by used car and trailer dealers. Some Gypsies are still itinerant but most have adopted a settled lifestyle. With this transition, many practice a trade, or have become wage earners.

Today, integrated housing, economic independence, and intermarriage with non-Gypsies have become increasingly common. Gypsies musical heritage is vast and encompasses such traditions as flamenco or folkloric music. Although Gypsies have a rich oral tradition, their written literature is sparse.

desired. “The steel part of the fifth wheel is 40” in diameter. Initially, we thought a fifth wheel similar to a hitch wagon would suit. When drawn up, it became obvious that it would be too small. The wood on both the top and bottom of the fifth wheel are mortised and tenoned together with steel on top for additional strength,” Emery said.

The wagon has unique and ornate brass hardware throughout. “Locating those types of hinges and latches was challenging. Fortunately, we were able to find them through an internet search,” he says.

Jennifer desired to have her home state of Kansas represented throughout the wagon. Emery noted, “We were able to accomplish that by including décor with sunflowers, wheat, meadowlarks, and the state ornate box turtle carved on the corbels that come down the sides. Even the carved braces reflect a tie to Kansas,” Emery confirmed.

In addition, the famed Kansas bison heads are affixed to the top front and rear ridges. “We were able to craft the buffalo heads using a mold. This task was a little tricky. My first attempt with the mixture failed, then the second attempt also failed. Finally, the third mixture worked to perfection,” Vernon Weaver noted.

The wagon size appears to be tempered by the detailed pinstriping and décor. However, it measures 16’ 6” long, 7’ 8” wide, and 11’ 8” high. The front wheels are 37” OAH whereas the rear wheels measure 51”. Emery noted, “A team of draft horses can handle the wagon that we estimate to weigh between 4,500 and 5,000 pounds.”

## Wagon Features

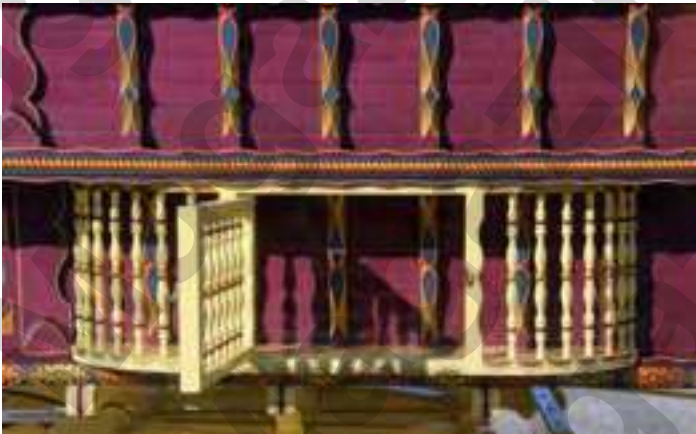
Capturing the extensive features of the wagon is a daunting challenge. There are cages for fowl on the lower front of each



Weaver Wagons sculptured these buffalo heads from a mold. There are three along the top ridge, front and rear on the Gypsy wagon. They depict the iconic Kansas state animal.



Shown is a completed wheel on the Gypsy wagon with detailed pinstriping, hand applied by freelance artist, Wayne Troyer.



This picture shows one of two poultry cages on the Gypsy wagon with the door opened. As with all facets of the wagon, there is extensive pinstriping and attractive decor.



A storage compartment of the Gypsy wagon that also contains the rechargeable battery is located below the lower rear.



Shown here is a close-up of the wagon brake. Note the detailed artwork and pin strips.



This  $\frac{3}{4}$  rear view angle of the Gypsy shows the carriage rack pulled up at the rear. A storage unit is mounted under the rear. Above the front wheel is a poultry cage. Also note the flower boxes under the windows.

side. The trunk in the back would have been used to store outdoor cooking utensils. There is a luggage rack above the trunk.

Early Gypsy wagons had interior stoves to provide warmth. In place of the stove, Jennifer requested a dry sink with a copper lining. A bedroom is also included behind mirrored doors with decorative leather inserts. A table beneath the bedroom can be pulled out as a dining table. It lines up on the sides with the interior seating, thus providing space to sit and relax.

Ornate lights are installed in the bedroom and central area. Strip lights serve to brighten the interior. A corner cupboard is positioned on the right as you enter the wagon. The same area contains an all-in-one hat rack and mirror. A top and bottom cupboard with a countertop wrapped in copper is positioned on the opposite side.

Research did not reveal cargo space for livestock feed. No doubt horses were staked away from the wagon where they could consume grass. If the Gypsies worked for the same landowner for extended periods, livestock feed may have been provided as part of their pay.

“The Gypsy wagon was the most complex wagon we’ve ever built. Until it began to unfold, it was impossible to wrap your head around every little detail. Wayne’s plans for the wagon’s main frame provided necessary guidance. By following that drawing, the remaining body parts came together in the correct size.”

Four different kinds of wood were used, depending on location and purpose. For durable preservation, Weaver Wagons has perfected a multi-stage paint process. After those stages were completed, Wayne applied pinstriping and décor. “It was a project that required great thought and planning through each step,” Emery said.

#### **Artist’s Reflections**

Wayne Troyer is a gifted freelance artist who resides in Holmes County, Ohio. Since Weaver Wagons formation, Wayne has been the artist who applies free-hand pin striping and décor to their beautifully built wagons and restoration projects.

Wayne reflected on his involvement with the Gypsy wagon. “The Gypsy wagon was one of the most complex projects I’ve worked on due to its many facets. Initially, my assignments included designing and scale drawings.

“Imagining a finished project of this magnitude is a major challenge during the beginning stage. Jennifer was very helpful with her input. In addition, Weaver Wagons played a critical role with their engineering craftsmanship.

“The color scheme is important in a project like this. Once the colors are established, they must be arranged to be visually attractive while maintaining harmony throughout the wagon. For my input, I would apply pinstriping or décor once a section of the wagon was complete and painted. When another section was finished, I worked on that element, and so forth. Although my role was extensive, it was enjoyable. My total time amounted to 1,100 hours, broken down in many phases.

“Working on the Gypsy wagon was a great experience. It was wonderful seeing Jennifer’s dream of a beautiful wagon come true. And hats off to Weaver Wagons for their extensive role. Thanks for letting me be a part of this incredible journey,” Wayne shared with pleasure.

**Conclusion**

“A custom-built trailer was commissioned to transport the Gypsy wagon. At parades and shows, the wagon will be

pulled with my Percheron team. I’m looking for a team of Gypsy Vanners to pull the wagon in the future. At various events, the wagon will serve to display my leather goods. In conclusion, I wish to thank the wonderful team who helped complete my dream of a Gypsy wagon,” Jennifer shared.

Emery Wever added, “We could not have asked for someone better to work for than Jennifer. She was very understanding throughout the entire process. It helped that Jennifer and Wayne have the same taste when it comes to colors and design. We thank Jennifer for choosing Weaver Wagons in building her dream wagon and wish her well in promoting her leather products using the Gypsy Wagon.” **PCBE**

*Freelance writer Fred Hendricks of Mansfield, Ohio, covers a vast array of subjects relating to agriculture. You may email Fred at fwhendricks@gmail.com*



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Mast Metal Roofing	Clare, MI	989.418.2570
ABC Seamless	Cheyenne, WY	307.630.4778
Mid Park Metal	Middlefield, OH	440.548.2036
Northeast Metal Siding	Conewango Valley, NY · 11359 Northeast Rd.	
New South Metals	Martinsville, VA	276.650.8000
Manton Metal Sales	Manton, MI	231.824.9002
Mid Tech Standing Seam	Spring Mills, PA	717.247.6341
County Line Materials	Harrisonburg, VA	540.810.2762
CFR Metals	Malta, OH	740.960.9947
Solid Ridge Metal	Rebersburg, PA	814.349.5050
Sioux Creek Metals	Chetek, WI	715.837.1069
Hidden Valley Metal	Paoli, IN	812.788.0953
Pleasant Valley Seamless Siding	Blue River, WI	608.391.0725
Ace Metal Sales	Marysville, IN	812.289.1172
Maple Lane Metals	Grabill, IN	260.627.5000
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Countryside Metals	Opdyke, IL	618.756.2500
Kingdom Building Supply	Williamsburg, MO	573.247.9441
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# Valley Brake LLC

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LEROY MARTIN

Although buggies certainly don't travel as fast as cars do, it is still very important to have a good braking system in place for those steep downhill grades. This is where Valley Brake LLC comes in. The Ohio-based, family operated business has been manufacturing various types of brakes for the horse and buggy communities throughout North America since the 1980's.

Leroy Yoder, owner of Valley Brake, manages the day-to-day responsibilities and keeps a tab on the overall manufacturing process. He takes this responsibility seriously and is always on the lookout for ways to improve the performance and durability of their products.

During my visit, he demonstrated a few production methods as well as explained how the basic braking systems work and what the components are made from.

"We make hydraulic drum brakes as well as cable drum brakes," Yoder says. "There are several other manufacturers that make buggy brakes, but we are the only ones that make the cable drum brakes as far as I know."

The patterns for the cable drum brakes tend to be rather expensive, and therefore serve as a deterrent for many Plain manufacturers to pursue the manufacturing process of such brakes. "To get a pattern made is really not cheap," he admits.

For the consumer, the price difference between the cable drum brakes and the hydraulic versions are quite similar. However, the major driver of sales of the cable drum brakes tend to occur within specific church communities where the hydraulic brake systems are not permitted.

"There are also some people who actually prefer cable drum brakes, even if they are permitted to use the hydraulic ones," Yoder quickly added. "With the cable system you'll experience a bit more maintenance issues, since it requires frequent adjusting. However, there is nothing in these brakes that promote leaks and they are a good system to use."

Approximately two-thirds of Valley Brake's sales gravitate toward the hydraulic version. The remainder of sales consists of the cable brake systems.

Several patterns for the brakes were on display when I visited Yoder's facility. Some of these patterns were created and designed in a specialized facility. Everything about the design and construction of these brakes needs to be precise. "As far as the casting goes, precision can sometimes be limited. But regarding the patterns, those need to be very precise."

"Some of our aluminum castings are made at Clark Casting," Yoder said. "We are happy with their work. We also make some drums here in our own facility."

Although they sell various types and styles of brake systems, Valley Brake does not sell disc brakes. While 99% of their brake systems are installed on horse drawn buggies, they also manufacture and sell brakes that are used on tractors or farm equipment, such as forecarts, etc.

“My father started this business,” Yoder explained. “At the beginning, we only made hydraulic brakes, but then during the early 1990’s, we started making the cable brakes.”

The business generally does not sell to retail customers. Instead, their sales are solely based on wholesale markets. Their primary revenue is linked to direct sales to buggy shops and a few distributors. Valley Brake sells and distributes their product within twenty-two States as well as Canada. Yoder estimates that I could find their brake systems in slightly more than 300 buggy shops throughout North America.

It is typical to have a two-wheel brake system installed on buggies, however, some folks prefer a four-wheel brake system. “It’s not very common to have brakes on all four buggy wheels, but some communities are very hilly and have steep hills. In such communities, you’ll find the four-wheel brake system more readily used.”

Additionally, some buggy brake systems are placed on the front. But this depends on the type of running gear the buggy is equipped with. “Most of the buggies will have the brake systems installed on the back, since the majority aren’t designed to have the brakes on the front,” Yoder remarked.

Brake systems are comprised of many components. Here at Valley Brake, the shoes and backer plates, as well as the pedal and bracket are all made of aluminum. The drums are produced of heavy duty cast iron, which promotes strength and durability. Much tooling and drilling occurs here on a daily basis. Assembling brakes is nearly a full time job. Valley Brake employs four individuals who perform various tasks, including assembly, machining, and shipping responsibilities.

Anodizing is a process that promotes corrosion resistance, according to Yoder. Valley Brake applies the process to their aluminum components.

“It changes the surface of the aluminum,” Yoder explains. “It’s an electrical process which keeps the aluminum components from rusting. Also, the paint lasts longer on anodized surfaces.”



**Top:** A machine drills holes into a brake component.  
**Center:** Buggy brake components are machined.  
**Bottom:** Yoder demonstrates his work.

Yoder explained that they began experimenting with this process in 2016.

Although the facility in which the folks at Valley Brake work is spacious and well-kept, the working conditions weren't always as pleasant. "We started out in a small post-and-beam building," Yoder says. "There was no open space, really, and we needed to add several additions to that existing building throughout the years."

The new facility to which they relocated in 2016 has helped them increase their overall efficiency and productivity. During my visit to the facility, Yoder discussed their new brake system.

"The new taper lock style braking system is catching on. This system is easier and quicker to install. They are much stronger and more precise than the older system. Half of the brake systems we currently sell are taper lock brakes."

Taper lock brakes are available in both hydraulic and cable brake systems. "There are various selections to choose from. There are two different styles and two different kinds," he added.

Upon my arrival at the facility, the sound of multiple machines hard at work could be heard from outside. As I opened the door, the distinct smell of aluminum and metal was detected, and it was abundantly clear that I wasn't in a woodworking shop.

Several folks, most wearing gray or dark blue coveralls, were busy cutting, drilling, and machining various components that would be shipped to buggy shops all throughout North America. The place was bustling with activity. A large order of brakes and other components were stacked on a table, ready for shipment. Freight orders as well as UPS orders are shipped nearly every day.

Although Yoder and his crew are well-versed in their type of work, Yoder is quick to admit that he relied on the kindness, knowledge, and expertise of the owner of a machine shop located elsewhere in Ohio. "The folks at Sauder Machine have helped me quite a bit," he says. "They were willing to help in many ways," he added with an appreciative tone.

The buggy brake system has come a long way and enjoyed many technological advancements throughout the past century. Take into consideration the first buggy brake—largely constructed of a wooden block and a handle. This was one of the earliest brakes invented for a horse drawn vehicle. The handle acted as a lever and was attached to the wooden block. Whenever the handle was pulled, the wooden block would make contact with the moving wheel, thus slowing the movement of the carriage.


But this type of braking system would neither be practical or safe for today's buggies. The drum braking systems have been around for decades, as well as hydraulic and cable brakes. These types of brakes are more precise and safer when compared to the earliest version of buggy brakes.

Like anything else in life, brake systems eventually wear out and need replacement. Valley Brake LLC is just one of several Plain businesses who manufacture and sell replacement parts for brake systems for the horse and buggy crowd. Additionally, with thousands of new buggies being manufactured throughout the US each year for Amish and Mennonite folks, a large quantity of new braking systems are needed to meet the demand.

Valley Brake is in a great position to manufacture and distribute thousands of brakes and components annually. Sometimes a small start in the industry, as they experienced, is the best way to gain momentum. At any rate, Valley Brake hopes to continue providing their wholesale customers and Plain communities at large with premium brake systems for horse drawn buggies and farm equipment. You can ride in confidence knowing that they have taken your safety into consideration and made it a priority.

Before I departed that day, Yoder was kind enough to demonstrate how he machines and polishes components in his shop. Wearing protective gear, he engaged a machine and carefully placed the components underneath a drill bit. Within minutes, he had effectively drilled several holes into a component that would later be outfitted to a hydraulic buggy braking system.

After learning more about brakes that day than I imagined, and upon observing the various manufacturing methods that are applied to the production of braking components, I doubt that I will ever discount the importance of buggy brakes ever again. And if you drive a buggy, I am assuming neither will you.

Valley Brake welcomes new wholesale clients. If interested in carrying their line of products, call the number below. 

*Leroy Yoder is the owner and operator of Valley Brake. The company specializes in the production of drum brake systems for the horse and buggy communities. For additional information or to inquire about the possibility of establishing a wholesale account, you may reach him by calling the following phone number: 330.893.0466. The mailing address for the business is: 5010 County Road 120 Millersburg OH 44654.*

*Leroy Martin is a freelance writer and photographer. His work appears in various Plain publications. His extensive travels have taken him to hundreds of Anabaptist communities throughout the US and abroad.*

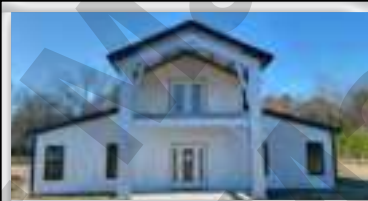
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# FARM MARKETING

Jordan Green

The exact number is debated, but the amount is staggering regardless: the average American sees four thousand to ten thousand pieces of advertisement a day. This is everything from “junk mail,” TV and radio commercials, advertisements in printed publications (like the PCBE), to billboards and road signs, and of course, the internet. One hour of browsing exposes a user to hundreds if not thousands of marketing ads. Globally, humans on average spend five to seven hours a day looking at some type of screen. Modern society is the most over-marketed, over-saturated culture in human history.

In 2020, the Harvard Business Review published an article titled, “Advertising Makes Us Unhappy,” showing an inverse relationship between advertising and happiness. The more ads a society was exposed to, the more unhappy they became over time. Constant advertisements warps the subconscious setting of happiness and contentment in our minds through over-exposure to things we don’t have and may want. In the marketing industry, good advertisement connects customers to a product or service they are looking for; great advertisement stimulates desire for something they didn’t even think of before. It touches those built in human traits of want, desire, and envy. This raises the question of how then should we market our products and advertise? Is there a way that engages the public positively or does everything eventually become a turnoff?

## What Is Marketing?

Marketing in its simplest form is any action a business takes to attract attention from the market (buyers) to its products. Marketing is essential for any business to survive, and every business on earth engages in it to one extent or another. Every farm engages in marketing respective to the market they serve, commodity, wholesale, or retail. Even a cow-calf rancher who annually takes his calves to the stockyard is “marketing” them to potential buyers; although, it be in the most detached manner imaginable. He doesn’t know the buyers, they don’t know him, but the stockyard is the convergent point for sellers and buyers, and he has taken the “marketing” step of bringing product to the sale. He may not think of himself as a “marketer,” but he is.

The goal of marketing for the startup farm is getting the business brand (name, content, and people) in front of as many potential customers as possible. No one knows who this new farm is, what they are all about, and what they are selling, right? Farmer’s Markets are an often-used strategy to get early marketing exposure and we were no different. Eyeballs on brand is worth any opportunity presented, but many times is a less than ideal venue. The super busy Farmer’s Market is full on Saturday and not taking new vendors. The weekday one might have space, or the startup market somewhere else in town.



Our first seven years of doing Farmer's Markets was this kind of hustle, hitting the weekday markets, the outliers. For several years, we attended five to seven markets a week just to get our brand out there and start building a customer list. It was a grind, and coming back from a small local market with maybe \$100 in sales had us questioning our sanity.

Eventually, we got our way into prime Friday and Saturday markets in our local cities, and sales took off. As our better markets improved, we were able to reduce our presence in the less attended markets and hone in where the sales were. Those slower, less attended markets had a value though: They gave us the chance to work on the individual skills of marketing and sales. Eventually, as our business grew we discontinued attending farmers markets entirely as we had built more efficient venues for sales, but that is a story for a future article.

Last month we discussed branding and the role it plays in creating the image of a business, the vision and message of its grand cause, and the tribe of people it's aimed at. Marketing is the work that gets the branding content out and brings people in. Marketing isn't always about closing sales; for example, some businesses (think nonprofits and charities) may not be selling a tangible product but recruiting participation. Political marketing is about swaying opinion and getting votes. Marketing, in a general sense, is the connecting apparatus between the brand and the public. For retail-oriented businesses, marketing is the driver of sales through its role of connecting and drawing attention to the brand and its products. We'll discuss sales in more detail next month, so for today let's examine a few methods of marketing, how to use them for a farm business, and some key points we've homed in on over the years.

## Marketing Strategies

There are dozens of marketing strategies out there that broadly can fall into two categories: Outbound and Inbound.

### 1. Outbound Marketing

Outbound marketing involves assertive promotional techniques, including cold calling, sending mass emails to purchased contact lists, and placing print advertisements. This marketing approach is termed "outbound" because it entails pushing a message out to consumers, aiming to generate awareness about products or services, irrespective of their initial interest. Think of all the intrusive marketing in your life; these are largely outbound-based and are aimed for high exposure, high churn to find those few customers who will bite.

### 2. Inbound Marketing

In contrast, inbound marketing concentrates on drawing in customers instead of disrupting them. Many inbound marketing strategies align with digital marketing as consumers have the autonomy to conduct online research. Think of googling a product and searching through marketing content on your own terms.

In a general sense, we have not found much success with traditional outbound marketing. I'm not saying there's no outbound activities that would yield some results, but we've found better success using inbound strategies, primarily in what's called "Relationship Marketing".

### Relationship Marketing

Relationship marketing is a customer-centric approach that focuses on building long-term, mutually beneficial relationships with customers. Unlike traditional marketing strategies that often revolve around transactional interactions, relationship marketing is grounded in the idea that customers are not just one-time buyers but connections that can provide ongoing value to a business.

At its core, relationship marketing aims to foster trust, loyalty, and emotional connections between a brand and its customers. It recognizes that satisfied and loyal customers are more likely to make repeat purchases, refer friends and family, and engage with a brand on a deeper level. In the food business, this is especially beneficial as customers can buy from your farm or restaurant dozens of times each year.

While on a day trip recently, I checked out an Amazon Fresh store where everything is automated; there are no check-out counters or cashiers. You swipe your credit card or scan your phone to link your Amazon account on entering the store, and everything you place in your cart is automatically tallied up by the thousands of cameras in the store. When you leave, you simply swipe your card or scan your phone again, and you are checked out. No interaction with the staff is necessary. It felt very space age and a bit creepy. Relationship marketing is difficult for global sized businesses because their tremendous scale necessitates a streamlined, automatic, and impersonal process, but for a small business, relationship marketing is perfect. Automation is the path for giant retailers; building relationships is ours.

### The Principles of Relationship Marketing

**Customer-centricity.** In relationship marketing, the customer is at the center of all activities. It's not just about selling a product but understanding the customer's needs, preferences, and expectations. By putting the customer first, businesses can create meaningful connections that go beyond simple transactions. It's amazing how many

folks enjoy a simple conversation while checking out at the store or farmer's market, and how they light up when we know their names. We ask ourselves this question all the time, "What would I want if I was the customer?" Putting ourselves in the customer's shoes and seeing things through their eyes only helps us improve as a business. An example of something we might not think of but something our customers appreciate is single steak packaging, curbside pickup, or a repeating monthly subscription, and so on.

**Personalization.** One of the key principles of relationship marketing is personalization. Laura (my wife and our farm's CMO) knows all our regular customers by name, and there are many hundreds of them. She knows their preferences on orders for heavy chickens or lighter ones, if they struggle to show up at a set time and place for a delivery so she can send them a reminder text. We cannot compete with Amazon on price, but where we can blow them away is with personalization.

**Communication and Engagement.** Building relationships requires ongoing communication and engagement. Farm businesses can use various channels such as email marketing, social media, and customer feedback to stay in touch with their customers, answer their questions, and gather insights for improvement. We regularly send out Google survey forms on specific topics to our core customer group. As in any relationship, communication is something to keep in balance. We don't want to smother the customers with fifteen communication points a day and become that outbound type marketer who is always in their face. An email or two a week, a social media post a day, a phone call every now and then—you get the idea.

### **The Benefits of Relationship Marketing**

**Customer Loyalty.** Strong relationships with customers result in increased loyalty. Loyal customers are more likely to make repeat purchases, choose our brand over competitors, and recommend it to others. Recently here in Virginia, an Amish farmer had around \$10,000 of his products seized by the state for being uninspected. While the particulars of his situation are in flux, and I'm not personally privy to the details of his alleged infractions, his marketing lady put out an appeal to the customers for help, and they fundraised around \$50,000! That wouldn't happen without a strong bond between the farm, its customers, and a sympathetic public.

**Reduced Customer Acquisition Costs.** Something big businesses talk a lot about in their marketing departments is acquisition cost. How much does it cost to get one new customer? In consumer goods, it runs around \$20, in software tech it can go over \$400! It's often more

expensive to acquire new customers than to retain existing ones. Relationship marketing helps reduce customer churn, and in turn, the costs associated with constantly acquiring new customers.

**Positive Word-of-Mouth and Referrals.** Satisfied customers are more likely to become brand advocates, spreading positive word-of-mouth and referring friends and family to the business. These referrals are highly valuable as they come with a trusted recommendation. Highly satisfied customers who start doing your job for you by telling their friends and recruiting them to your brand are the Holy Grail of relationship marketing.

**Competitive Advantage.** Companies that excel in relationship marketing can gain a competitive edge in the market when being competitive on cost isn't possible. We know we can never compete with most commodity supplied retailers on cost. Where we absolutely can out-compete them is with the quality of our products and the relationships we build with our customers. Many consumers are willing to pay a higher price for quality and will support a brand they believe in.

### **Conclusion**

Relationship marketing is not just a marketing strategy; it's a business philosophy that places the customer at the heart of all activities. It is the connection of who you are as a business (Branding) to the people who may support your business through sales. In today's fast-paced and ever-changing business world, building and maintaining strong relationships with customers is essential for long-term success. By prioritizing customer-centricity, personalization, and communication, businesses can benefit from increased customer loyalty, reduced customer acquisition costs, and a competitive edge in the market. To thrive in the modern business landscape, embracing relationship marketing is not just a choice but a necessity.

### **Continued next month...**

---

*Jordan Green and his wife Laura founded J & L Green Farm located in Edinburg, Virginia in 2009. They are both full time farmers in the direct to retail space and produce beef, pork and poultry. Their mission is to produce high quality meats through truly sustainable practices to positively impact their community of eaters and farmers alike. You can reach them at [jordan@jlgreenfarm.com](mailto:jordan@jlgreenfarm.com) or by writing to: JL Green Farm, 4010 Swover Creek Road, Edinburg, VA 22824*

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3	0.0464	22.79	0.043
4	0.0348	30.38	0.032
5	0.0279	37.98	0.026
6	0.0232	45.46	0.021
8	0.0174	60.77	0.016

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- Visible fastener

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Core Thickness [in]	U-factor (IP) [BTU/h-ft <sup>2</sup> -F]	R-value** [h-ft <sup>2</sup> -F/BTU]	U-value (SI) W/(m <sup>2</sup> -K)
2.5	0.0557	18.99	0.053
3	0.0464	22.79	0.043
4	0.0348	30.38	0.032
5	0.0279	37.98	0.026
6	0.0232	45.46	0.021

- Designed for vertical & horizontal installation
- Hidden fasteners

## STANDING SEAM ROOF PANEL

42" wide x Various Lengths



Core Thickness [in]	U-factor (IP)* [BTU/h-ft <sup>2</sup> -F]	R-value** [h-ft <sup>2</sup> -F/BTU]	U-value (SI)* W/(m <sup>2</sup> -K)
3	0.0464	22.79	0.043
4	0.0348	30.38	0.032
5	0.0279	37.98	0.026
6	0.0232	45.46	0.021

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Core Thickness [in]	Overall Thickness [in]	U-factor (IP)* [BTU/h-ft <sup>2</sup> -F]	R-value** [h-ft <sup>2</sup> -F/BTU]	U-value (SI)* W/(m <sup>2</sup> -K)
1.5	3.07	0.0929	11.39	0.087
2	3.57	0.0696	15.19	0.065
2.5	4.07	0.0557	18.99	0.053
3	4.57	0.0464	22.79	0.043
4	5.57	0.0348	30.38	0.032
5	6.57	0.0279	37.98	0.026
6	7.57	0.0232	45.46	0.021

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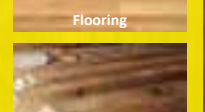
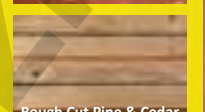
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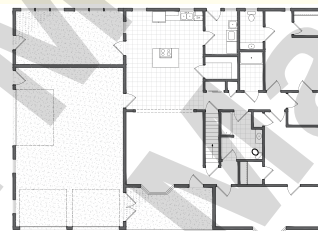
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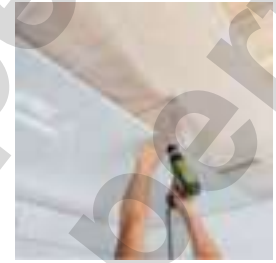
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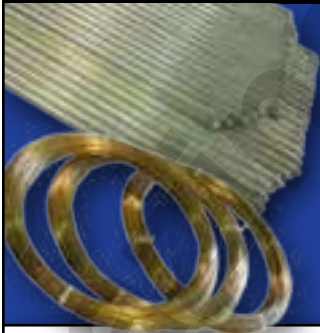
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## *How Knowing Your Business' Worth Can Help You Save Money on Your Taxes*

Tax season can be a challenging and stressful time for business owners. Navigating the complex world of taxation and finding ways to minimize your tax liability is a top priority for many entrepreneurs. One often-overlooked strategy for saving money on taxes is understanding and knowing your business' worth. In this article, we will explore how having a clear understanding of your business's value can lead to significant tax savings. We'll delve into various aspects of valuation, tax deductions, and strategies that can help you legally and ethically reduce your tax burden.

### **Understanding Business Valuation**

Before we dive into the tax-saving strategies, it's essential to understand what business valuation is and why it matters for your taxes. Business valuation is the process of determining the economic value of a business or an ownership interest in a business. There are several methods for valuing a business, including the income approach, market approach, and asset-based approach.

Knowing your business's worth is critical for tax purposes for several reasons:

**Asset Depreciation:** Accurate valuation of your business assets is crucial for maximizing depreciation deductions. The value of assets like equipment, buildings, and vehicles determine their initial basis for depreciation. By valuing these assets correctly, you can establish a higher depreciation deduction over time, which in turn reduces your taxable income. This can free up capital that you can reinvest in your business, lowering your tax liability while fostering business growth.

**Capital Gains Tax:** When it comes time to sell your business, having a precise understanding of its value,

and allocation of that value, can be the key to navigating capital gains tax implications. Asset allocations and how a sales price is allocated can have significantly different income tax results. Accurately valuing all aspects of your business allows you to utilize beneficial tax rates.

**Estate Planning:** Valuing your business accurately is of paramount importance when it comes to estate planning. If you have a high net worth and plan to pass your business to heirs, failing to accurately assess its worth can lead to complications and potentially higher estate tax liabilities. By knowing your business value, you can strategically plan how to transfer assets to beneficiaries while minimizing the impact of estate taxes. This might involve gifting shares over time or utilizing valuation discounts, ensuring a seamless transition of wealth while preserving your family's financial well-being.

**Loan Applications:** In your business's journey, there may come a time when you need financing to fuel growth or undertake a significant project. Lenders often require an accurate business valuation as part of their due diligence process. Knowing your business worth can improve your chances of securing loans at favorable terms, including lower interest rates and higher credit lines. This not only saves money on financing costs but also provides the financial flexibility necessary to seize growth opportunities as they arise.

**Partnership Dissolution:** If you're involved in a partnership and face the prospect of dissolution or a buyout, having a clear valuation of a business is essential. Valuation provides the foundation for fair and equitable distribution of assets among partners,

ensuring that each party receives their rightful share. This transparency can help avoid disputes and legal complications, ultimately saving money on legal fees and potential court battles, while allowing for a smoother transition.

Now that we understand the importance of business valuation let's explore how it can lead to significant tax savings.

### **Tax-Saving Strategies Through Business Valuation**

**Maximizing Depreciation Deductions.** Depreciation is the process of spreading the cost of a business asset over its useful life. Accurate business valuation is crucial for calculating depreciation deductions, as it helps determine the initial value of assets and their depreciation schedule. By valuing your assets correctly, you can potentially maximize your depreciation deductions, which, in turn, lowers your taxable income.

**Estate and Gift Tax Planning.** High-net-worth individuals who own businesses often face substantial estate and gift tax liabilities. Accurate business valuation is essential for effective estate and gift tax planning. By knowing your business's worth, you can implement strategies such as gifting shares or using valuation discounts to reduce the taxable value of your estate.

**Succession Planning.** Whether you plan to pass your business to family members, sell it to employees, or seek outside buyers, knowing your business's value is crucial for succession planning. Valuation helps you set a fair selling price or transition plan, ensuring a smooth transfer of ownership while minimizing tax implications.


**Lower Tax Bills on the Sale of Your Business.** An accurate and detailed business valuation allows you to precisely allocate the proceeds from the sale of your business.

Certain classes of assets have more beneficial tax rates than other classes. Being able to properly allocate the sales price of your business to each asset class allows you to utilize the existing income tax laws to minimize your income tax liabilities.

**Tax Credits and Incentives.** Some jurisdictions offer tax credits and incentives to businesses that meet specific criteria, such as creating jobs, investing in certain industries, or promoting economic development. Knowing your business value can help you identify and take advantage of these opportunities, leading to substantial tax savings.

### **Conclusion**

Understanding your business' worth is not just an exercise in financial clarity; it's a strategic tool that can lead to significant tax savings. By accurately valuing your business, you can optimize deductions, reduce estate and gift tax liabilities, and make informed decisions that align with your long-term financial goals.

It's essential to work with qualified professionals, such as certified appraisers and tax advisors, to ensure your business valuation is accurate and compliant with tax regulations. By integrating business valuation into your tax planning and overall financial strategy, you can harness its potential to save money on taxes, benefiting both your business and personal finances. At Smoker & Company, we have a team dedicated to business valuations that can help you know what your business is worth. Contact us today to get started! 

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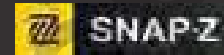


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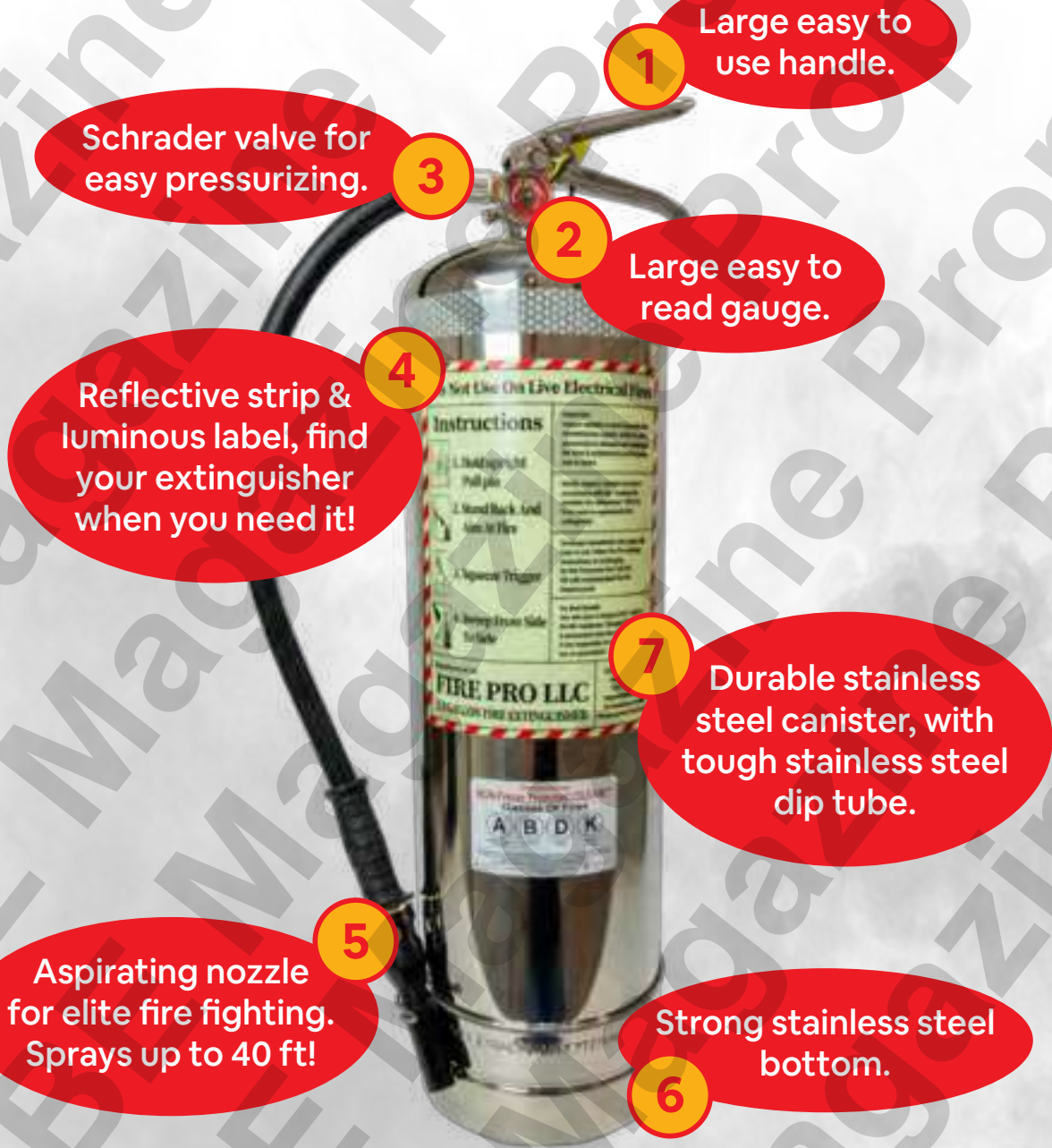
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Practicing the Golden Rule is more than something we do; it flows out of who we are. At the end of the day, no matter how much training a person has, who they are will determine how they interact with others. As we say, "It's not what you do, it's who you are." More than a skill and set of practices, the Golden Rule is a matter of heart.

### Dealing with Negative Feelings About Your Work by Warren Bauman – Sharing ID 9040

Negativity is a natural tendency of humanity. It can make an otherwise great job miserable. This session lends some ideas to take personal responsibility for our negative thoughts and contribute to a more positive workplace.

### What? Bless My Employer? by Wyatt Pegg – Sharing ID 9036

Business planning is an interactive process that moves leaders, managers, and followers toward a shared common goal. It is challenging work, benefited by a process to guide efforts and enhance outcomes. This session will provide an overarching and complete process-guide, including three different aspects that round out a systematic approach to business planning.

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# 4 STEPS TO HELP YOU CLARIFY YOUR MARKET MESSAGING

*“Such preparations shall be made as will completely obscure all Federal buildings and non-Federal buildings occupied by the Federal government during an air raid for any period of time from visibility by reason of internal or external illumination.”*

That’s an actual government directive issued in 1942, soon after the outbreak of World War II. How long did it take you to understand what the directive meant? How quickly could you have sprung into action to obey it? Did you need to re-read it several times? Or did you give up halfway through and skip to the next paragraph?

When President Franklin Roosevelt read the directive, he understood both its intention and its need for clarity.

So he clarified it: *“Tell them,”* Roosevelt said, *“that in buildings where they have to keep the work going on to put something across the windows.”*

Ah-ha! Light bulbs of understanding went on (behind the blackout curtains, of course).

## **If You Confuse, You Lose.**

Every year, businesses spend thousands of dollars on marketing campaigns that yield disappointing results.

Is your business one of those? If so, you might be losing a key battle for your customers’ minds.

Every day, human brains are waging a battle with an invisible and overpowering opponent—*Information.*

Books, billboards, smartphones, news feeds, social media, Google—every minute, your potential customers are bombarded by information.

In *Building a Story Brand*, Donald Miller identifies two things the human brain is always trying to do.

- 1) **Survive and thrive.** God hardwired our brains to look for answers to our problems and ways to move in a positive direction.
- 2) **Conserve calories.** We tune out information that does not help us survive and thrive.

Since the human brain works this way, we only listen to companies that communicate simply and clearly. As Donald Miller puts it, “If you confuse, you lose.”

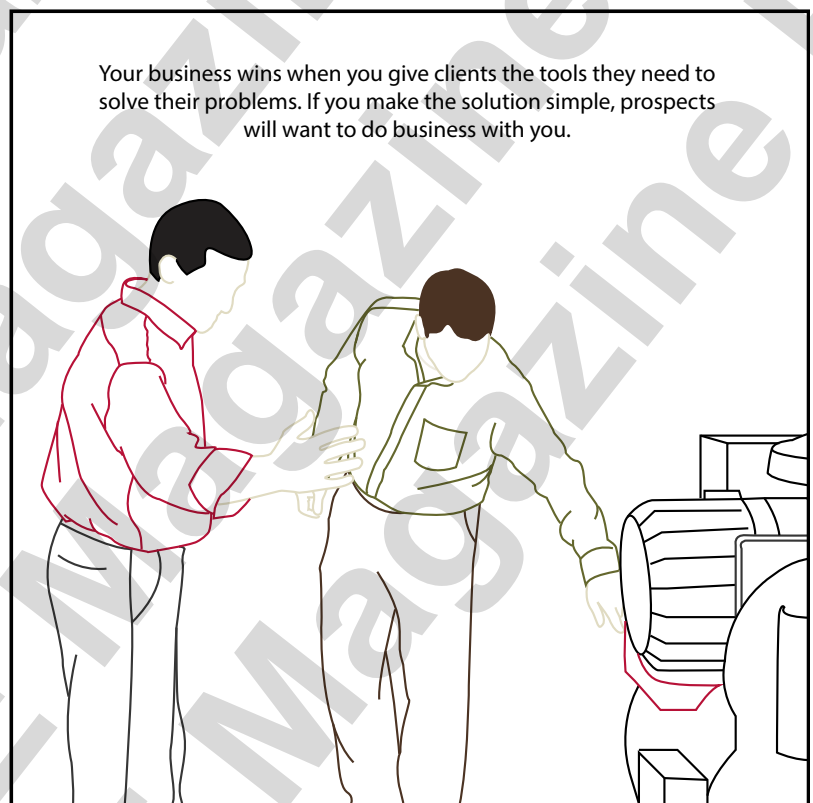
You might be asking, “What exactly do you mean by a confusing message? Give me some examples.”

## **Examples of Confusing Messages**

Let’s suppose that you are a farmer looking for a reputable company to tune the engine of your diesel-powered combine harvester. Here are headlines you might encounter during your search.

### **1. Too Specialized**

*Synergistic Combustion Optimization and Injector Synchronization for Supreme Torque and BHP Enhancement.*



If you are a diesel engine specialist, this is your language. The terms are common and the expressions are familiar. To the average customer, however, this jargon is a foreign language.

The expert assumes that his customers understand the industry language that is familiar to him. Often his customers simply don't understand his message. For them, it's like being at the Tower of Babel. They just hear loud, confusing talk. And they find another company who speaks their language.

This communication gap is sometimes called the "Curse of Knowledge."

## **2. Too Vague**

*Cutting-Edge Diesel Technology*

What service does this company really offer? New engine development? Emission reduction? Hybrid technology? Improved fuel efficiency? California particulate compliance?

If your company doesn't say plainly what it offers, your customers won't be sure if you are the right company for them. And they will move on in search of certainty.

## **3. Too Broad**

*Get the Power, Efficiency, Productivity, and Reliability You Expect From Your Farm Equipment.*

Don't promise the farm! This headline is simply too broad. When prospective customers need to process too much random information they begin to ignore your message and move on to easier reading.

Did you notice the multiple commas in this example? Too many commas in your messaging may be a warning sign of too much information.

## **4. Too Clever**

*Purring or Puttering?  
Your One-Stop Tune-up Shop.*

In a crowded information space, every company jockeys to grab attention. Cute headlines, surprising statements, and clever wording may have marketing merit but not if they come at the expense of clarity.

Customers don't care how clever you are until you've proved that you can solve their problems.

## **5. Too Self-Focused**

*Central Oklahoma's Unrivaled Diesel Tuning Masters*

Ugh. Yes, a company should project confidence and competence, but notice how this headline puts the focus

on the company itself rather than the value it offers its clients. A bragging company actually erodes its customers' trust by appearing either cocky or insecure.

Your company is not the hero of your relationship with your clients. You exist to guide your clients in solving their problems. Customers can sense what motivates a company and if you promote yourself, they will find another company that solves their problem.

## **How to Clarify Your Message**

If you've recognized that your message is muddled, what are steps you can take to clarify it?

Following are four steps you can remember using the acronym **AMPS**. Your answers to the questions in each step will form the backbone of a strong messaging framework for your company.

### **1. A-udience**

*Who is my ideal audience?*

Before you can speak your customers' language, you need to understand them from the inside out.

- What characteristics do my ideal customers share?
- What primary frustration are they experiencing?
- What do they say they want to fix their frustration?
- What do they really need to help them overcome their problem (even if they don't know it yet)?

When you are crystal clear on who your audience is, you're prepared to connect with them. You are able to build a bridge between their needs and your ability to meet their needs. And you can build that bridge of relatable planks—humanity, empathy, shared experience, and common language.

Messaging that directly addresses their frustrations (and how you can help them) assures your potential customers that they are the central focus of what you do. When they know that you understand their problems and can guide them to the answers they're seeking, prospects are well on the way to trusting you with their business.

### **2. M-ission**

*What is my company's niche mission?*

Few businesses survive by trying to be "all things to all men." A business thrives when it clearly defines and articulates the niche it fills and fills well.

- What is the single most important product or service of my business?
- How do we serve our customers?
- When people think of my company, what do I want them to picture?
- What core values do I hold in my business?
- What motivates us to do what we do?

Only by defining your niche and mission can you understand the true value your company offers. Understanding the value you offer enables you to clarify your messaging.

When you clarify your message, you distill your work into words that attract your ideal clients.

### 3. P-lan

*What simple steps can my customers take to work with me?*

Have you ever read a well-designed email that fizzles because it offers no clear next steps? Have you ever read a very helpful webpage that gave you no prompt to take the next logical action?

A simple, incremental roadmap to doing business with your company removes much of the hesitancy and resistance blocking your prospects.

- What three simple steps can my prospects take to get started doing business with me?
- What is the first step I want them to take? (*Call, fill out a form, schedule a consultation*).
- Is my Call to Action (CTA) simple, clear, and prominent on all my marketing material?
- Is my website scannable? Within a few moments, can visitors understand how you will help them solve their problem?
- Am I selling a *solution* instead of a product or service?

Remember, customers are looking for a solution to an aggravating problem. Their lives are complicated already. Your business wins when you give clients the tools they need to solve their problems. If you make the solution simple, prospects will want to do business with you.

### 4. S-tory

*How can I engage my clients in a compelling brand story?*

Researchers say the average person spends 30% of his time daydreaming. One of the most effective tools to stop people from daydreaming is story.

Think back to your childhood. Which teaching method made you sit up and pay attention? A) Being told that God used David to defeat the Philistines. Or B) Hearing the story of a young shepherd boy who threw off the king's heavy armor, picked up his sling and five smooth stones, wound up his sling just like he had practiced on sheep predators, and sent a stone whizzing straight for a broad forehead looming 9 feet over him. (Cue a mini earthquake and rising clouds as Goliath bit the dust.)

Story is one of the most compelling tools available to engage and influence the human brain. God created our brains to connect with the emotions of a story. You tell a story. Your client engages with your story. Click! There's an emotional connection between you.

Story marketing shows your customers that they are at the center of what you do. It shows them that you understand their problems and that you can guide them to the answers they're seeking.

*Arrest the* **RIGHT CUSTOMERS'** *attention.*



**Confusing messaging distracts. Clear messaging attracts.**

Using proven story techniques, we'll help you create a brand message that captivates your audience and cuts out clutter. Solve problems for more and more clients! Prune your message, and your business will grow.

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Your marketing message has to be simple enough for your customers to understand, but still compelling enough that people want to follow along with the story you're creating.

- Is my marketing drawing clients into a story loop or simply offering them a product?
- What stories of pain or frustration do my customers tell me?
- How do their stories change after working with my company?
- Who do my clients aspire to become?
- What are the successes I provide my clients? What failures do I help them avoid?
- How can I weave these story elements into my marketing message? (more specifics on this in a moment)

Filtering your marketing message through the elements of a story is the best way to engage your audience.

Customers connect with a story in which they are the hero who needs a transformative answer to their frustration, and they are confident knowing that this transformation is possible with your guidance.

### Does this website header pass the AMPS test?

Earlier we looked at some muddled messages a farmer might encounter while searching for a reputable company to tune a diesel engine.

What about a company with this headline and call to action? Would you do business with this company?

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1. **Audience:** No confusion here. The company serves agricultural clients.
2. **Mission:** No ambiguity here. The company tunes diesel engines.
3. **Plan:** No roadblocks here. The first step to take is a phone call to schedule a consultation.
4. **Story:** While the headline and CTA alone may not tell a complete story, the subheader hints at the storyline that will be developed by the rest of the website copy:

*Farmers are squeezed by high fuel prices and undependable commodity prices. This company helps farmers optimize their diesel equipment to economize fuel, resulting in savings in the bank and fewer wrinkles on weather-beaten faces.*

### The Seven-Part StoryBrand Framework.

Rosewood Marketing uses the StoryBrand framework to simplify and clarify our message and our clients' messages.

The StoryBrand framework is a marketing process that helps brands transform their messages to resonate with customers. The framework is detailed in Donald Miller's book, *Building a StoryBrand: Clarify Your Message So Customers Will Listen*.

The StoryBrand framework is a 7-step process to building and telling a story that builds marketing success for your brand.

#### **Step 1: Identify the desires of the hero (your customer).**

The StoryBrand Framework puts the customer at the center of the marketing process and enables you to focus on what matters most to them.

Clear marketing messaging tells a story that starts and ends with the hero (customer) in mind.

When customers look at your website and other advertisements and sense that there's

nothing about your content that can help them, their brains automatically tune you out.

#### **Step 2: Identify their problems.**

You are marketing to people who have problems, and they hire you to help them solve those problems. The problems could be emotional or physical or both. What matters is that your message brings their problem into sharp focus.

#### **Step 3: Introduce your business as the guide who can help your customers overcome their problem.**

This part of the framework is more about what you do than who you are. You can guide clients through their problem because you've done it before. Let your hero know that you have the empathy and expertise to get it done.

#### **Step 4: Give them a plan.**

Show them a roadmap they can follow. Show them the way. Give your customer the tools they need to succeed.

#### **Step 5: Call to action.**

The call to action is a clear message about how your hero can move forward in their journey.

**Step 6: Help them avoid failure.**

The hero can easily get lost and experience failure if they don't have a guide to help them. If they choose you as their guide, you can help them avoid failure.

**Step 7: End their story in success.**

The finale to the StoryBrand Framework paints a picture of the customer's experience when they choose to buy your product or service. Use words that allow them to visualize the story as clearly as possible.

Clear marketing messaging tells a story that starts and ends with the hero (customer) in mind.

**Wrapping It Up.**

Listen to Donald Miller summarize the power and necessity of clear market messaging.

*Imagine your customer is a hitchhiker. You pull over to give him a ride, and the one burning question on his mind is simply 'Where are you going?'*

*But as he approaches, you roll down the window and start talking about your mission statement, or how your grandfather built this car with his bare hands. This person doesn't care.*

*Everybody wants to be taken somewhere. If we don't tell people where we're taking them, they'll engage another brand.*

When you take the time to clarify your marketing message, you do the work so your customer doesn't have to.

The company that communicates most clearly and simply will win.

Will that company be yours? **PCBE**

**About the author:** Lyndon Martin is Rosewood's Messaging Director. He collaborated with the Messaging Team and the Sales Team to create this article. Contact Lyndon and the Rosewood team at [lyndonmartin@rosewood.us.com](mailto:lyndonmartin@rosewood.us.com).

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**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

feet, leg cramps and foot swelling. The increased circulation also helps with gout and diabetes by dissolving the pockets of uric acid and crystals which have developed while the blood movement was slower.

**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

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

# Coffy Brake answer



## House Mortgage

Tim purchased a small home in town and paid for it in five payments. His payments were as follows: For payment 1 he paid 1/2 of the purchase price. Payment 2 was 1/3 of the remainder due. Payment 3 was 1/2 of what then remained. Payment 4 was 3/5 of the remaining balance and the final payment was \$2000. What was the full amount paid for the house?

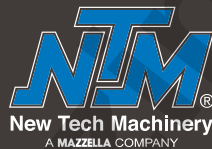
**Answer:** \$30,000



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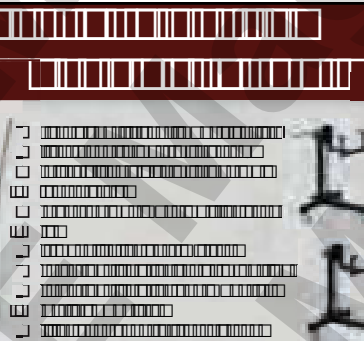


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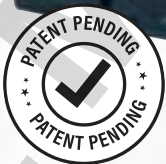
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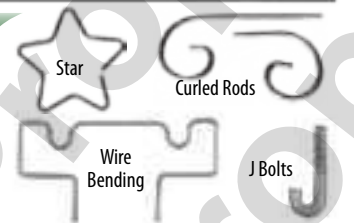
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Flemingsburg, KY 41041  
606-845-5564

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Gilman, WI 54433  
715-447-5730

Ben Borntrager  
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#### IN

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Pendelton, IN  
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717-945-5366

Aden Miller  
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Melvin Weaver  
54 Shaffer Rd  
Punxsatawny, PA 15767  
724-664-1497

Ridgeview Construction  
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### PRESS BRAKES

Pacific	14 ft.	400 ton hydraulic, 1984
Haco Atlantic	12 ft.	350 ton hydraulic, power backgauge, 2005
Accupress	14 ft.	320 ton hydraulic, 2-axis cnc control, tooling
Accupress	12 ft.	250 ton hydraulic, 2-axis cnc gauge, 2000
Adira	13 ft.	225 ton hydraulic, 2-axis cnc gauge
Cincinnati	10 ft.	225 ton mechanical, w/ hydraulic motors
Cincinnati	12 ft.	225 ton mechanical, cnc backgauge, 2-speed clutch
Niagara	12 ft.	175 ton hydraulic
Chicago	12 ft.	175 ton mechanical, standard clutch, 18" throat
Diacro	14 ft.	150 ton hydro-mechanical, 2-speed, power backgauge
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, backgauge
Chicago	12 ft.	90 ton mechanical, 2-speed air clutch, 1990
Wysong	10 ft.	90 ton mechanical, foot treadle, 1979
Chicago	6 ft.	75 ton mechanical, man. backgauge
Diacro	8 ft.	55 ton hydro-mechanical, 2-speed cnc backgauge
Chicago	6 ft.	45 ton mechanical, foot treadle
Adira	5 ft.	33 ton hydraulic, man. backgauge, upacting
Allsteel	4 ft.	33 ton hydraulic
Diacro	4 ft.	17 ton hydraulic, backgauge, 4ft. x 14 ga.
Diacro	4 ft.	12 ton hydraulic, backgauge, 4 ft. x 18 ga. cap.

### SEARHS

Adira	1/2" x 13 ft.	hydraulic, 39" backgauge, 1998
Cincinnati	1/2" x 12 ft.	mechanical, flush mount, 48" back gauge
Accurshear	1/2" x 10 ft.	hydraulic, 48" power backgauge, 1998
Accurshear	3/8" x 10 ft.	hydraulic, 36" power backgauge, 2000
Cincinnati	3/8" x 10 ft.	mechanical, 36" manual backgauge
Cincinnati	3/8" x 6 ft.	mechanical, 36" back gauge
Accurshear	3/8" x 10 ft.	hydraulic, 36" backgauge, 1996
Cincinnati	3/8" x 10 ft.	mechanical, 36" power backgauge
Haco-Atlantic	3/8" x 10 ft.	hydraulic, 39" backgauge, 2011
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" backgauge
Cincinnati	10 ga. x 4 ft.	mechanical, 24" power back gauge
Niagara	12 ga. x 12 ft.	mechanical, 24" backgauge
Wysong	12 ga. x10 ft.	mechanical, 24" manual back gauge
Pexto	12 ga. x 4 ft.	mechanical, man. back gauge
Niagara	14 ga. x10 ft.	mechanical, man. back gauge
Pexto	14 ga. x 6 ft.	mechanical, manual backgauge

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.	16 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
Linters	pipe notcher, sanding type
Diacro	15 ton, turret punch, 18 st. turret, gauging table
Euramac	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	3/8" x 10 ft.	init. pinch, power roll adj., air drop end
Webb	3/8" x 8 ft.	init. pinch, v.s. drive
Webb	5/16" x 8 ft.	initial pinch, air drop end
Webb	3/16" x 4 ft.	initial 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
Lown	12 ga. x 4 ft.	initial pinch, man. drop end
Diacro	3/16" x 18"	urethane forming roll, true circle
Roundo	4" x 4" x 1/2" angle roll	
Buffalo	2" x 2" x 3/4" angle roll	

### SAWS

Hyd-mech	V18, 18" x 32"	vertical head, 2000
Hyd-mech	M-20A, 20" x 30"	hor., bundling, 10 ft. feed, 2008
Hyd-mech	S-20A, 13" x 18"	hor., 1" blade, auto. feed mitering 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
Peddinghaus	105 ton mechanical, angle & bar shears, notcher
Piranha	90 ton hydraulic, brake attachment, notcher
Scothman	65 ton hydraulic, 24" bar shear, angle shear
Geka	60 ton hydraulic, auto. back gauge, tooling, 2008
Scothman	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
Vectrax	5 1/2 h.p., v.s.	9" x 24" table, Servo p.f.
Bridgeport	1 1/2 h.p., v.s.	9" x 24" table, Newall 3-axis d.r.o.
Bridgeport	1 1/2 h.p., v.s.	9" x 24" table, Servo p.f.
Jet	2 h.p., step pulley,	9" x 24" table, 1 phase
Fosdick	radial arm drill,	9" column, 36" arm
Ikeda	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	Millermatic 250, 200 amp., 1 phase
Miller	Synchrowave 250, 250 amp 1 phase, tig welder
Alphit	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 CNC FOLDERS

Roper Whitney	12 ft. x 16 ga.	Kombi-beam, New C51 control, 1999
RA5	10 ft. x 12 ga.	cnc folder, 3000 control, 60" backgauge

### HAND BRAKES

Tennsmith	12 ft. 4", foot clamping, one man operation, backgauge	
Tennsmith	10 ft. 4", foot clamping, one man operation, backgauge	
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, backgauge, 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
Chicago	4 ft. 12 ga.	Box & pan, 4" finger, NEW, IN STOCK
Tennsmith	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	rollerformer, tooled for	tear drop hem
Lockformer	Reeves lock	rollerformer
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
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Pexto	3 ft. 16 ga.	man., 2 1/2" roll dia.
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# New Year Planning Strategies for Entrepreneurs

The anticipation of turning the calendar to a fresh year often spurs devoted entrepreneurs to review the past year and develop strategies for the upcoming year. Here are eleven common areas that the most productive and successful entrepreneurs review each year to be sure they are on track and not missing valuable opportunities.

## 1. Goals

Setting goals is a proven strategy for meeting and exceeding the potential of your business, as well as of your personal life. Those who take the time to develop, write down and track their goals throughout the year significantly exceed the performance of those who do not.

The simplest way to develop and structure goals is through the time-honored SMART goal strategy. The letters for SMART goal setting represent these terms:

**Specific**—State specific things that you will do or want to achieve.

**Measurable**—Your goals need to be stated in a manner that has some measurable way to track your progress.

**Attainable**—Goals need to be challenging, but attainable. You shouldn't set goals that require you to do something that you aren't physically capable of doing, or simply lack the majority of the resources to accomplish.

**Relevant**—Is this goal aligned with your specific responsibilities at work or your overall purpose in life? Will it help you get closer to your longest-term goals?

**Time-bound/Timely**—Can you accomplish this goal in a reasonable amount of time? When does it need to be accomplished to be successful?



Image credit: Volodymyr Martyniuk/Shutterstock.com

A good way to ensure that many of the SMART criteria are met is to detail Key Performance Indicators (KPIs) and Key Result Areas (KRAs) for your goals. KRAs are the specific actions that need to be taken to meet your KPIs. These include the specific tasks that must be performed on a regular basis, the quality standards that must be met, behaviors that need to be reinforced, records of individual performance, and policies and procedures that must be followed.

KPIs are the specific numbers that help you track your performance for each goal. There should be several KRAs for each KPI. Tracking your KPIs reveals whether or not you are on track to meet your goals.

The simplest way to organize your personal goals is by using the “Four Fs” strategy. The four Fs are Faith, Family, Finance and Fitness. Faith goals include the activities with the church and community you want to be involved in, spiritual development objectives, and committees you want to participate in. Your family goals are focused on developing your children, improving your relationship with your spouse, and hosting or attending family activities, vacations, reunions, etc. Financial goals are concentrated on investments to make, financial strategies to develop or continue, upgrades to property, and savings plans for the future. The fitness goals might include changes in diet and physical activity, addressing medical conditions, and even some activities focused on your mental well-being.

## **2. Business Finances**

Entrepreneurs who have grown their businesses steadily year after year tend to track their financial status very consistently. They have profit and loss statements that are reviewed each month, and budgets that help them see whether they are on track or off track for the year. Adjustments are made as needed, and they know exactly where to make the adjustments because of the accuracy of these records.

Each year, they update their budgets with new cost estimates based on anticipated prices for inputs, labor, services, and other regular costs. An analysis is done on which capital expenditures need to be made for new and updated equipment and tools, and those expenses are added to a specific month of the budget to be sure they fit into the projected cash flow.

Their overhead expenses—including building costs, administrative labor, insurance costs, mortgages, generator fuel, capital expenditures, remodeling, and other costs that must be incurred regardless of whether or not production is occurring—are included in the budget. These costs are also included in their pricing formula to be sure that all expenditures are covered by some revenue source.

Business owners who fail to track their expenses and revenue on a monthly basis realize that when tough financial times occur, they are unable to do the analysis necessary to make the best adjustments to get back on track. They are left to make an educated guess on what to do, which might make the situation worse rather than better.

## **3. Recurring Issues**

Review the last few years and determine if there are any problems in the business that have continued year after year. If so, take a hard look at those issues and develop a strategy for directly and deliberately addressing them. This is a good area in which to get feedback from your employees and hear if they have challenges that make it harder to do their job. Ongoing issues—such as those with a specific vendor, a difficult customer, supply chain problems, or toxic employees—get worse over time if not resolved, and a business cannot afford the negative impact of letting those issues continue. Likewise, see if there are minor changes that employees feel would make their jobs more satisfying. Solving work-related problems for your employees shows leadership, and a desire to maximize both the enjoyment of working for the business and the overall performance of the business.

## **4. Marketing**

The marketing strategy of the business must be reviewed every year. There are many forces outside the business which are in a constant state of change and have a direct effect on your overall sales and revenue. As a result, we cannot expect the marketing strategy that worked well two years ago to perform the same way in the coming year.

Review each element of your marketing strategy, including direct mailings, ads, networking, outbound calling, websites and even your word-of-mouth activities and determine which are providing the most success—and the least. Work with your advertising advisors to review these areas and make the necessary adjustments. Hold them accountable for performance and keep your expectations for them at a high level, making sure they are providing a good return on investment.

## **5. Organization**

Though the structure of your business may not need to change from one year to the next, there is benefit in reviewing your overall labor organization, positions, and roles. Review each role and make certain that it provides the most efficient structure and responsibilities. Additionally, review each area of workflow, recordkeeping and information management to be

sure they are operating efficiently and accurately. Reducing the number of steps that materials need to go through in the system, as well as the different processes that paperwork must go through to be completed, saves time and money every time that the task is performed.

## **6. Communication**

Every business has areas where they can improve their communication. In fact, the businesses that have the most efficient and accurate communication are the ones who are always looking for ways to improve their communication. They make it one of their highest priorities by regularly reviewing their processes to make certain they are communicating in the best way possible, and by training all the staff on good communication practices.

In these organizations, people who have a pattern of poor communication are given additional training and coaching on specific ways to improve in this crucial area. If their performance does not improve, they are given a certain amount of time to make the improvement or leave the business.

To enhance communication, review the effectiveness of your business and staff meetings. Make sure they are efficient and effective, and provide the results you want without interfering with daily production. Survey your employees for their thoughts on the effectiveness of your meetings and consider their thoughtful suggestions.

Provide ongoing communications training in all areas: from basic skills such as writing neatly and being timely and accurate with all information, to more comprehensive topics like good listening skills, using accurate vocabulary, and expressing appropriate body language and verbal tone. The more time that is spent improving communication, the better you and your staff will perform and the more your people will recognize how important it is to the entire company.

## **7. People**

The new year is a good time to review the people in your organization, including yourself. Do an assessment of each employee's overall performance and determine if they are at their full potential. For those who need to make improvements, sit down with them and do a review of their performance. Discuss areas where they are doing a good job and encourage them to keep up the good work. Talk about areas where some improvement is needed and provide specific strategies to help them reach their potential.

Assess the general areas of teamwork, camaraderie, morale,

work ethic, and general attitudes and behaviors within your team. Are there some individuals who are struggling in one or more of these areas who need coaching? Would the team benefit from training in how to work better together, develop higher levels of trust, reduce and avoid conflict and drama, and become more engaged in their work? In many cases, one person's negative attitude can affect the entire team, and correcting that person's behaviors can significantly improve the overall workplace atmosphere. Earnestly review these traits of the whole team and of each person, then develop a strategy for making improvements this coming year.

Your performance needs an assessment as well. Are you operating at your potential? Determine any areas where you could make improvements. Seek guidance from a trusted advisor or executive coach to develop a strategy to be sure you are setting the best example of leadership and individual performance. When our people see us make changes in our own behaviors, they realize the importance of it, and are less likely to see assessments as criticisms of themselves.

## **8. Compensation**

Though most companies have a regular schedule for adjusting compensation for their employees, the recent surge in hourly wages has created the need to do a full review of our employees' pay structure to determine if we are competitive with our pay or if there needs to be adjustments. Getting everyone up to the level of pay that they can get from competing businesses in our area is the first step.

From there, we need to look at individual compensation. Do you have some of your best performers who have been loyal to the company that need an additional boost in pay to be sure you keep them?

If your financial situation indicates that you can't afford to increase pay, work with your accountant to look for ways to reduce costs in other areas and shift those savings to your best employees. This is another reason to know your costs exceptionally well so that you can make these adjustments using accurate information.

Another area to consider for cost savings may include dismissing any low performing employees. This frees up money in the labor budget to increase compensation for the best performers. When done correctly, this has proven to keep the total labor cost per unit the same because the best performers know they are appreciated. They enjoy being used to their full potential, and the workers with negative attitudes are no longer a distraction to overall productivity.



## 9. Documentation

Proper documentation provides significant clarity for the staff, management, and leadership. The most common and essential documents include an employee handbook, job descriptions, standard operating procedures, a job application form, and a performance review form. These documents provide consistency in how employees are managed, and are greatly appreciated by our best employees.

Each of these documents should be reviewed on an annual basis. Look for updates that need to be made to the employee handbook that will help address ongoing issues or provide clarity about time off, work schedules, absence policies, notification timing, behavioral expectations, and other areas where additional information would eliminate confusion. Review your overall employee policies as well to be sure that your benefits, time off, work schedules, etc. are competitive with similar businesses in your area.

## 10. Strategic Plan

Updating your strategic plan for the business should occur on an annual basis. For some businesses, this will only involve a review and minor updates to long-term goals based on current information. For others, the plan needs a thorough re-working with deliberate planning to position the business for the future.

When updating your strategic plan, start with a SWOT analysis, which stands for Strengths, Weaknesses, Opportunities and Threats. Have a group discussion that includes your key people, and list factors that apply to each of these areas. From there, prioritize the lists and then develop action steps for each of these lists to be sure there is detailed information for how to accomplish the objectives in each area.

If it has not been done in the last two or three years, a review of your core values and your vision and mission statements is also essential. A review of the core values allows you to make certain that employees are adhering to these important, non-negotiable philosophies for your business, and to check whether some enhanced definitions would be helpful. The vision and mission statements may still be applicable, or they may need revision due to changes in the business, opportunities that have arisen in the recent months, or decisions to take the business a new direction. These statements provide parameters for the leadership, management, staff, customers, vendors and community about who you are, why you exist, and where you are going. They help maintain the focus of the business and ensure that it doesn't veer off course into areas that are not a good fit for its core competencies.


With the vision and mission statements checked and updated, a list of specific goals for each key area of the business can be established, and those goals communicated throughout the company so each person in the business knows their personal role in achieving specific objectives for the company. Reviewing the core values of the business with the family and entire staff provides an excellent reminder of the importance of these values and the need for everyone to adhere to them in all situations.

## 11. Business Plan

With all the previously listed elements reviewed and updated, creating a comprehensive business plan is simplified. A business plan helps the leadership communicate the direction of the business to potential lenders, key vendors, and potential business partners; as well as others outside the company who can provide direction, mentoring and advice to keep the owners on track toward their goals. It is not shared publicly, but rather provided to key people who need this information.

The common elements in a business plan include an executive summary of the business; the vision, mission and core values; a brief history of the family and business; a description of the business; a summary of the customer base and industry trends; your SWOT analysis; the legal structure of the business; your marketing strategy; a summary of the staff and organization of the people; your current goals; your financial strategy and an overview of your succession plan.

## Conclusion

These areas for entrepreneurial review are an extensive list and most businesses have some of these in place, yet could benefit from a review of a select few. Review the list and choose the one that you know the business can gain the most benefit from, work through that area, and then tackle the next one. Every business needs constant monitoring for opportunities for improvement. Make the upcoming year your opportunity to hit your full potential. 

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*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 27 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 management, succession planning 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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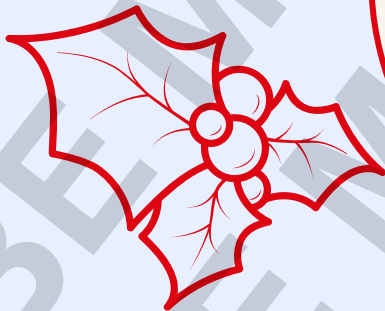


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**Groffdale Machine @ 717-656-7657**



(rear hitch)



See ad on page 425.

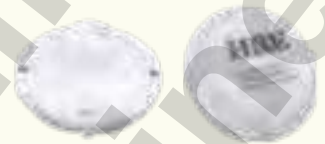
## LED Linear High Bay Lights

These new LED Linear High Bay Lights are available in two different power configurations, 110 and 220 W, and are compatible with the new plug and play motion sensors.

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**Millertech Energy @ 855-629-5484**

See ad on page 514.



(motion sensors)

## Heated Vest

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**Unique Electronics @ 717-966-9526**

See ad on page 30.





### RC Train

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**Scenic View Variety @ 717-413-8816**



See ad on page 176.

### Nifty Compact Mixer



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**Wayne County Hardware @ 765-886-5006**

See ad on page 399.

**Sunrise Sales @ 765-592-6255**

See ad on page 56-57.



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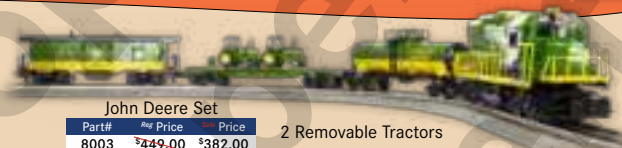
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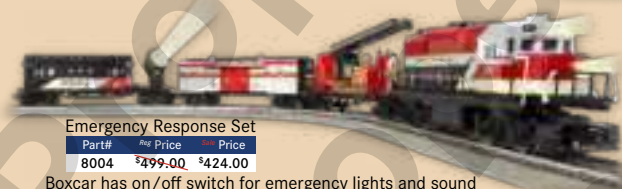
John Deere Set		
Part#	MS Price	Price
8003	\$449.00	\$382.00

2 Removable Tractors



Pennsylvania Keystone Set		
Part#	MS Price	Price
8001	\$399.00	\$339.00

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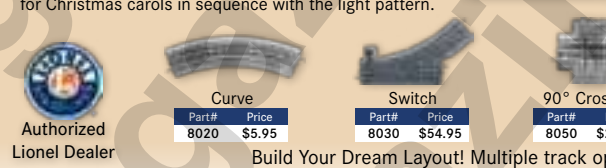
Thomas Set		
Part#	MS Price	Price
8005	\$249.00	\$212.00

Removable roof on coaches



Thomas Christmas Set		
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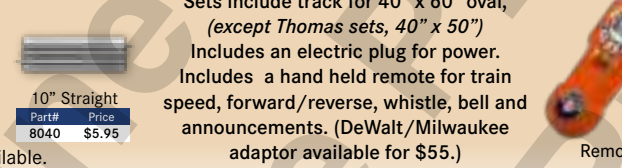
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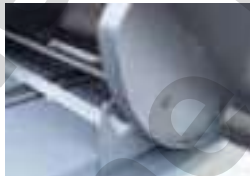


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## *BRAND ESSENTIALS*

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# STRATEGY BEHIND A REBRAND & REFRESH ARTICLE

Last month, we discussed how you can tell it's time to give your business a brand refresh or rebrand it altogether. This month, it's time to focus on which option is right for your company and how you can create a winning strategy for both.

### **Rebrand vs. Refresh**

As a refresher, let's quickly go over the difference between a rebrand and a brand refresh.

**Rebrand** — To rebrand a business is to completely overhaul the company's brand identity and strategy. It might be time to consider a rebrand if a few things are true:

1. ***It's been more than five years since your current branding was updated.*** Time is a key factor in a brand's success. In order to stay relevant, it's important to adjust your business to adapt and stay connected to your target customer. It is a very normal and regular part of a business lifecycle to go through a rebrand. It can show customers that you are aware of their needs, and stay on top of current trends.

2. ***Your customer base is no longer your actual ideal customer.*** If you've noticed that your customers aren't the same as they once were, it might be a sign that your brand strategy and imaging need to be updated. Is the customer who actually purchases your product or service truly your ideal customer? If not, it's time to reevaluate and consider a brand overhaul.

3. ***You're ready to experience financial growth in the next pricing bracket.*** It's very common for new businesses to place themselves at the lower end of industry pricing, in an effort to appeal to more customers. However, as time goes on, you may decide that your product and service is more valuable than it was when you first began. This is a sign it's time to make your brand look and feel like a higher-end company.

**Refresh** — A brand refresh is when existing ideas and strategies within a company are maintained, while the look and image of the company is updated.



Here are a few indicators that your brand could use a refresh:

**1. Customers seem to prefer a competitor over you.**

If it seems like your (perhaps former) customers are giving their business to a direct competitor of yours, refreshing your brand is sometimes all it takes to win them back.

**2. You're getting bored by your current visual branding.**

Does your current logo, font, or color scheme feel tired to you? Sometimes, all you need to get excited about your branding again is to give your visual elements an update. Choosing a new font, updating your logo, and playing with exciting new colors can be a simple way to do this.

**3. Your current strategy is still effective.**

There's a reason why we say, "if it's not broke, don't fix it." If your marketing strategy is still getting results, there's a good chance you don't need a complete overhaul! If you're reaching your target audience and meeting goals, a simple brand refresh may be all you need to get excited about your brand again.

### Rebranding Strategy

Creating an effective rebranding strategy will take time and effort on your part — but is ultimately worth it in the long run. We recommend working with a trusted marketing team who has a good understanding of your company and the way it is run (like the team at Inspire Design Co.!) so you feel confident about the direction your brand is going in. There are several good rules of thumb to follow as you dive into a full business rebrand.

**Research:** It's a good idea to take a look at your target audience and identify your ideal customer. Once you've identified that audience, take the time to learn about them. What are their likes? Dislikes? What problem do they have that your business can solve for them? All businesses have blind spots and don't quite see themselves clearly in the marketplace. If you don't take the time to do a little digging, you may end up building your new brand on false assumptions.

**Know your position in the industry:** Ask yourself: where does my business fit in the industry? Are we known for being cutting-edge and leading the charge? Are we a quality, low-budget option? Do we have a sense of humor, or are we strictly professional? Knowing where your brand is and where you'd like to stand among your peers is a critical step in creating your rebranding strategy. This will become even more important as you create your brand messaging, because that will become the backbone of all of your marketing content going forward.

**Identity:** Your identity as a brand exists, in large part, in the visual elements you use to represent your business. These elements include your logo, colors, design style, tagline, and more. Creating a strong brand identity is a key part to rebranding. It makes your company visually recognizable across a variety of media and marketing materials, and it is crucial that your brand identity is consistent across all platforms. Having a brand style guide is incredibly useful in this step, as it offers a set of guidelines that help make sure your branding is used consistently, both internally and externally.

**Marketing materials:** A key piece to your rebrand is going to be the marketing materials you develop to represent your brand, messaging, products, and services. These can be printed materials, such as brochures, sell sheets, and leave-behinds; or, they can be digital, such as email campaigns, newsletters, ebooks, and more. It's vital that all of these



Image credit: 123rf

pieces of marketing collateral communicate your brand clearly and effectively.

**Have a plan:** Now that you've firmly established a new brand identity, you need a plan to launch it! It's not a bad idea to consider how you'll launch your brand both internally and externally so that your employees have the opportunity to embrace your new look, feel, and strategy. This is where working alongside an experienced marketing partner can be a huge benefit to you. Marketing and design companies are trained to know how to most effectively launch a rebrand so that you see the biggest ROI. The team at Inspire Design Co. is excited to help get you the rebrand of your dreams.

### Brand Refresh Strategy

If you're ready to refresh your existing brand, a good place to start is by **defining your goals**. What is it that you're hoping to achieve? What are some potential issues that might get in your way? How would you like to be seen in the marketplace? Answering these and other objective-defining questions can help you determine what your long-term goals are for your brand refresh.

Another thing to consider for your brand refresh is to take a look at **how your current brand is performing**. This introspection will help you identify any weaknesses or opportunities for improvement — but it can also highlight what's working well for you! Using surveys, analytics, reviews, and more can help you gather good feedback that will help you establish a jumping-off point for your refresh.

Deciding on which **visual elements you want to update** is another key piece to your brand refresh. Are you getting a new logo? Trying out a new color scheme? Working with new fonts? All of these visual and graphic elements are a fun way to play with your brand identity. Once you've decided on the updated look and feel of your brand, it's time to **establish strong brand guidelines**, similar to the ones discussed in the rebranding section. Brand guidelines

We will be answering your branding questions in this column, so send them in and we'll be happy to include them as they arrive.

We don't want you to experience the stress of having a company that isn't growing from a lack of cohesive branding. We want your business to thrive because you did the hard work of ensuring that each piece of your brand fits together perfectly.


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help make sure your refreshed visual branding is used consistently, both internally and externally.

Finally, just as with a rebrand strategy, your brand refresh needs **a strong rollout plan**. Communicate clearly to your employees what your refreshed brand looks like and how it differs from the past. Make sure everyone involved understands the plan so that they can clearly communicate your refreshed identity to your customers. Inspire Design Co. has an experienced team that specializes in brand refreshes and can help you create a rollout plan that is customized to your unique business needs. 

*Emily Miller is the owner of Inspire Design Co., a full service branding and marketing agency based in Millersburg, OH.*

*Business owners have many things that demand their time and attention. As a result, branding and marketing tend to fall to the bottom of the to do list. Inspire Design Co. steps into the gap with branding & marketing solutions to ensure they continue consistently and bringing in consistent revenue even when the business owner has limited to time to dedicate to them. IDC's expertise, coupled with the services they offer, are helping many businesses grow.*

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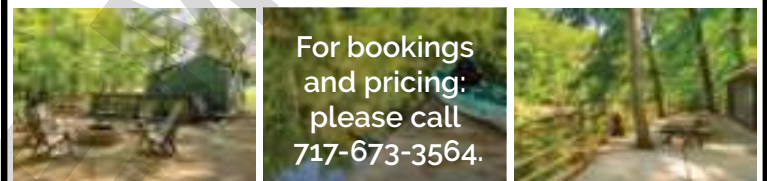
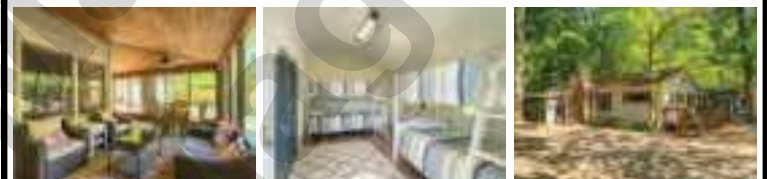
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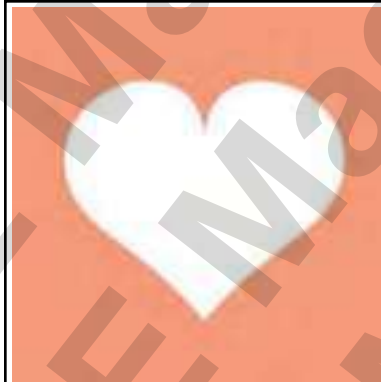
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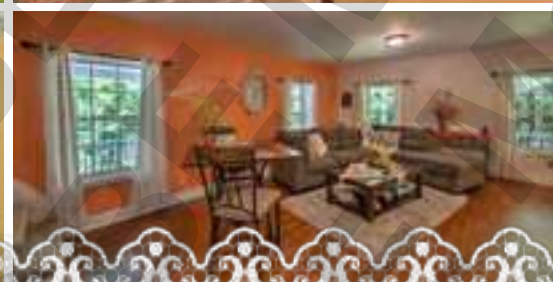
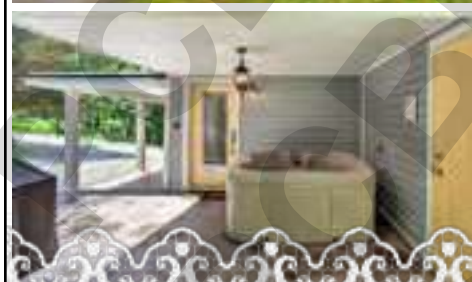
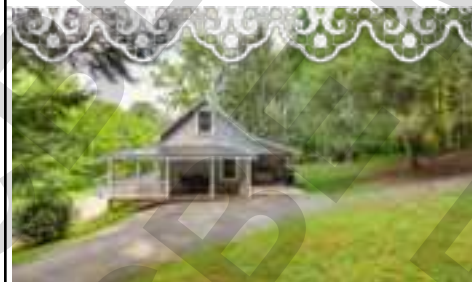


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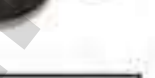
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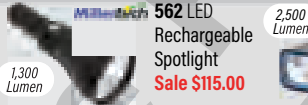
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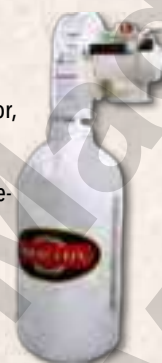
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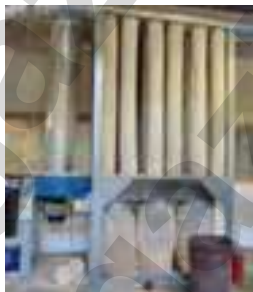
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# Going-to-the-Sun Road

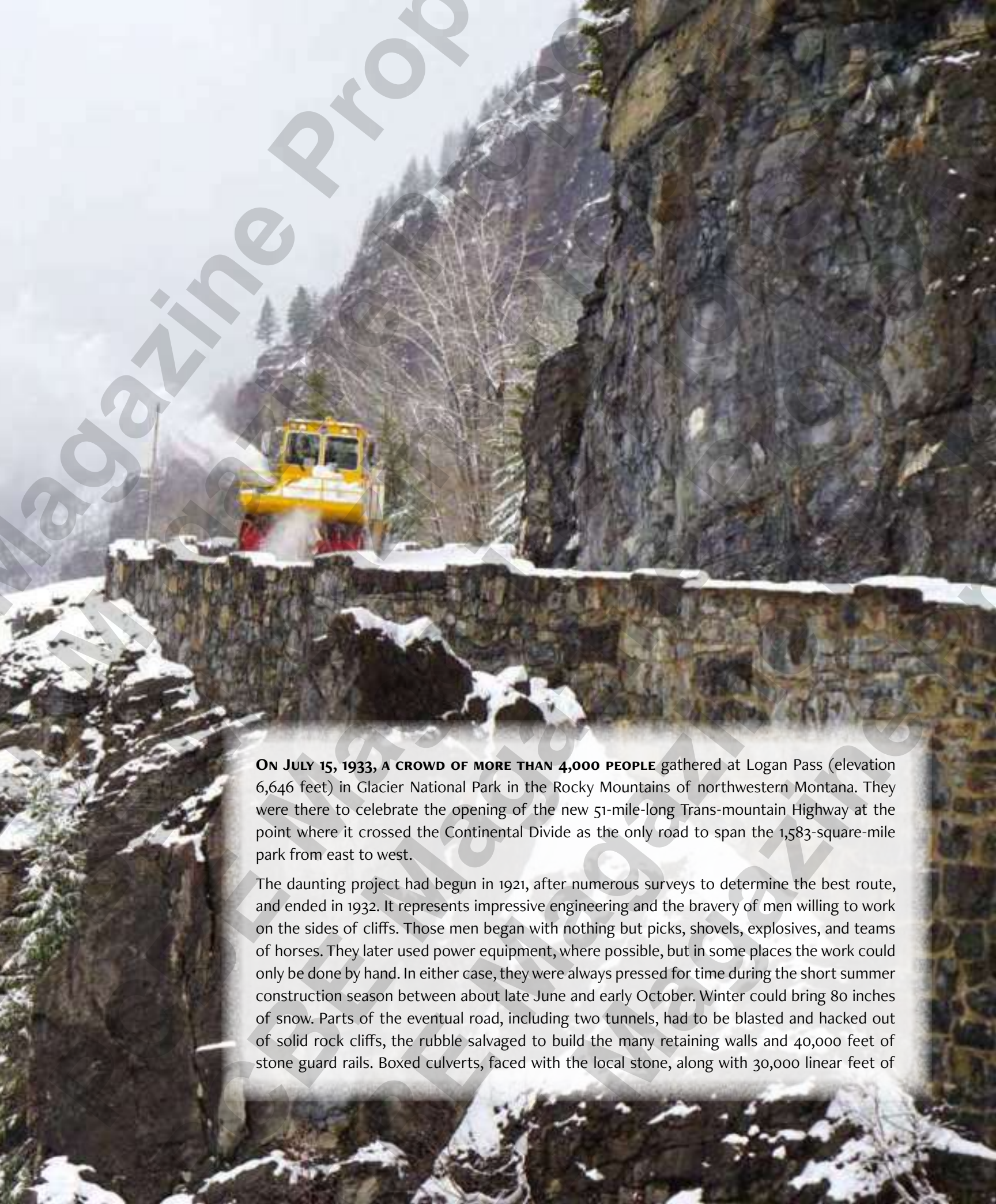
## THE HISTORY OF A **UNIQUE HIGHWAY**

Candace Brown

Winter is a seriously cold season in Glacier National Park, with so much snow that Going-to-the-Sun Road can be closed from about October to late June, or even early July. This photo was taken in April of 2019. Those who manipulate heavy equipment around the slippery hairpin turns on this high and narrow road must have a special kind of courage, just like the men who built it. In addition to plowing, it also needs constant repair and maintenance during the summer, due to the effects of avalanches, slides, and heavy traffic.

GlacierNPS Public domain





**ON JULY 15, 1933, A CROWD OF MORE THAN 4,000 PEOPLE** gathered at Logan Pass (elevation 6,646 feet) in Glacier National Park in the Rocky Mountains of northwestern Montana. They were there to celebrate the opening of the new 51-mile-long Trans-mountain Highway at the point where it crossed the Continental Divide as the only road to span the 1,583-square-mile park from east to west.

The daunting project had begun in 1921, after numerous surveys to determine the best route, and ended in 1932. It represents impressive engineering and the bravery of men willing to work on the sides of cliffs. Those men began with nothing but picks, shovels, explosives, and teams of horses. They later used power equipment, where possible, but in some places the work could only be done by hand. In either case, they were always pressed for time during the short summer construction season between about late June and early October. Winter could bring 80 inches of snow. Parts of the eventual road, including two tunnels, had to be blasted and hacked out of solid rock cliffs, the rubble salvaged to build the many retaining walls and 40,000 feet of stone guard rails. Boxed culverts, faced with the local stone, along with 30,000 linear feet of



The highway called "Going-to-the-Sun Road" was named after Going-to-the-Sun Mountain east of Logan Pass, but how the mountain got that name is questionable. Some say it has to do with a Native American legend of the Blackfoot tribe, in which a god named Sour Spirit came from the sun to teach them about hunting. After he returned, his likeness seemed to appear on the face of the mountain. But others believe it was just a story fabricated in the late 1800s by a white explorer and writer.

National Park Service photo by Tim Rains Public domain

pipe, would handle the landscape's natural flow of water and melting snow.

The new road had great significance, It would give the public access to the interior of the park, stimulate interest in national parks in general, and benefit the region's economy. Before the opening ceremony, several people, including the park's Superintendent J.R. Eakin, felt they wanted a more memorable name for the new highway. Louis C. Cramton, a former congressman and special assistant to the S.S. Secretary of the Interior, is said to have proposed renaming it after a nearby 9,647-foot peak called "Going-to-the-Sun Mountain." In an announcement at the celebration, the former Trans-mountain Highway became the Going-to-the-Sun Road, a name Eakin thought would inspire and imply to park visitors that they would "... ascend to extreme heights and view sublime panoramas." He did not exaggerate.

The area had already inspired many. In 1901, George Bird Grinnell, editor of *Forest and Stream Magazine*, promoted the idea of creating a national park in this place he loved. He wrote an article for *Century Magazine* titled *The Crown of the Continent*. The Blackfoot Indians, who had occupied the area east of the Continental Divide and the plains beyond for thousands of years, called it "the backbone of the world." Congress established Glacier National Park in 1910 within a wilderness area set aside in 1897 as the Lewis and Clark Forest Reserve. The park itself covers more than a million acres of some of the most breathtaking scenery in all of North America. Above its valleys soar 175 mountains, dominated by 10,448-foot-high Mt. Cleveland. It also has 26 glaciers and 762 lakes, the largest being 10-mile-long, 6,923-acre Lake McDonald which lies west of the Continental Divide at a roughly southwest to northeast

angle within the lower half of the park. The next largest, the slightly shorter Saint Mary Lake, is east of the Divide and is higher and colder. More water flows through 2,865 miles of streams and waterfalls. Wildlife inhabits its forests, and its alpine meadows bloom with wildflowers.

Unfortunately, in 1910, the only way to reach and view the park's glorious sights was to travel over difficult terrain on horseback or on foot. Only a few short and crude wagon roads existed, and none in the park's interior. The Great Northern Railroad had crossed the Divide in 1893, owned tracks near the park's southern boundary, and began building chalets and hotels shortly after the park came into being. But many citizens could not afford either the train ticket, the guided horse expeditions, or the accommodations. While some planners wanted to limit access to the park to keep the wilderness pristine, others stressed that it belonged to the nation's citizens, and that the more democratic and economically beneficial approach would be to encourage them to visit. The newly popular automobiles would make that possible, if only the park had a good road.

Ideas for park development arose within the first year of its creation, when William Logan served as the park's superintendent. Robert Marshall, chief topographer of the U.S. Geological Survey (part of the Department of the Interior) was one of the first to propose a plan, but little money was available. Nevertheless, a short stretch of new road between the settlement of Belton (renamed

West Glacier in 1949) and Apgar, at the southwest end of Lake McDonald, was completed in 1911. Department of the Interior Special Investigator Edward A. Keyes did his own survey that year, and others occurred in 1914 and 1915. After the National Park Service (NPS) was established in 1916, Stephen Mather became its first director. He and Logan were among those who wanted to see the construction of a trans-mountain highway, not only for the enjoyment of visitors but to increase interest in, and support for, the NPS. Businessmen and entrepreneurs in nearby Montana towns, imagining future tourist dollars, also favored the idea.

By early 1917, the NPS had hired a highly respected civil engineer named George E. Goodwin and soon sent him to Glacier National Park to serve as the acting superintendent, after Superintendent S.F. Ralston suddenly resigned. In 1918, Goodwin conducted a reconnaissance survey of various possible routes. The one he believed to be the best ran along the east side of Lake McDonald, as the road does today, but had a far different approach to Logan Pass. Goodwin's plan called for a 2,600-foot climb directly uphill from the lake using 15 switchbacks. At a time when automobiles could not negotiate a grade of more than six percent without having to downshift, it had a maximum eight percent grade and tight hairpin turns, crossing Logan Creek seven times. Much work had to be done before construction extended that far into the park, but Goodwin's plan would eventually lead to heated disagreements.



Photo from August 1926 shows "Pack horse string leaving "Jones" Flat, below Logan Pass, enroute to camp #5, sta. 98. Loads of 3/8" x 5'0" lumber for construction camp. All camp lumber for #5 and #6 hauled thus." From: *Final Construction Report for Transmountain Highway (1928)* by W. G. Peters. U.S. Bureau of Public Roads.

Photo courtesy of the Glacier National Park Archives

## THE MEN WHO MADE IT HAPPEN

The laborers who built the Going-to-the-Sun Road were a tough and hearty bunch. After a day of hard and dangerous work, sometimes in sub-zero weather, they went "home" to one of the half-dozen or so camps built to house them. Some wild stories survive—risk taking and improper use of explosives, the time work stopped when a deer got tangled in blasting wire, the day a Caterpillar 30 tractor rolled down a 200-foot embankment then drove back up with almost no damage. Then there were the bears, as many as 20 at a time, looking for food. One established his post outside a camp's kitchen door. The men cutting timber hung their lunches in trees, along with saws. Food storage buildings had nails in the walls pointing outward, and a meat house built on stilts could only be accessed by a drawbridge. Marauding grizzlies caused terror.

In spite of all the danger and discomfort, contractors had far less turnover among their men than Kittredge did during his survey, and in 11 years, only three deaths occurred. One man fell from a rope, one was caught in a rock slide, and another was hit by a falling rock. The rest must have had some amazing tales to tell.

After the end of the First World War in 1918, the federal government had more funds available for park improvement. By 1921, Congress had appropriated \$100,000, which allowed construction to begin on the next ten miles along the south side of Lake McDonald, from Apgar to the Lewis Glacier Hotel at the head of the lake. It had been built in 1913 by land speculator John Lewis and is now called the Lake McDonald Lodge. Rather than using a contractor for the initial work, the park itself directly hired men to clear the land of timber, brush, and stumps along the road's route and to build the first culverts and small bridges. The call for bids to grade the road went out on August 16, 1921, and the contract went to the Carlson-Norman Company of Spokane, Washington, one of several firms to eventually be involved with the project. The onset of winter weather shut down the job, but it started up again the following May with 65 men and 18 teams of horses. Park officials optimistically hoped to receive another \$100,000 for fiscal year 1922, allowing them to build the road from both ends, but when the funding dropped to



"Close-up of chainman scaling cliff as part of work in taking > sections and running alignment. Falling of rocks from cliffs 1000' to 2000' above made work extremely dangerous for both engineers and construction laborers. In some instances, steel helmets, surplus war material, were used as a precautionary protection." From: *Final Construction Report for Transmountain Highway (1928)* by W. G. Peters U.S. Bureau of Public Roads

Photo courtesy of the Glacier National Park Archives



only \$65,000, they had to postpone work on the eastern side. Fortunately, Congress's appropriation rose to \$100,000 again in 1923.

The project literally took off in a new direction in 1924 when two important things happened. Congress provided \$1,000,000 to cover three years of construction within the park, with about \$410,000 specifically designated for the Trans-mountain Highway, and a final decision was made concerning the exact route to Logan Pass. Goodwin viewed his plan with the 15 switchbacks as not only an easier, shorter, and therefore less expensive solution, but

also an admirable example of how modern engineering could dominate nature. His route was scenic to some degree, but it ravaged the land rather than harmonizing with it as Mather, a devoted conservationist, and his assistant Horace M. Albright had envisioned.

Another person who disagreed with Goodwin was the National Park Service's official Landscaping Engineer Thomas Vint, asked by Mather to assess Goodwin's plan. In Vint's opinion, the switchbacks scarred the mountainside as badly as a mining operation might. He offered his own plan; instead of

**Left:** One of the most recognizable of the approximately 17 distinctive masonry structures along the road is the Triple Arches, built as a creative and artistic solution to the problem of filling several large rifts on Pollock Mountain.

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**Right:** Haystack Creek Falls cascades downhill in a stair-step fashion, then passes under a bridge on Going-to-the-Sun Road before it makes a vertical drop and continues onward.

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When westerly winds blow across the Continental Divide they not only push snow over the top, but also warm, moist air that collides with colder and drier air on the eastern side. This combination creates a huge accumulation of snow called the "Big Drift" in a mile-long area just east of Logan Pass. The snow there can reach a depth of 80 feet. Plowing begins on the east and west ends of the road in the spring, and can take more than two months. Just clearing the Big Drift section alone can take a month, once it is reached.

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climbing directly from Lake McDonald, the road should continue in the lake's southwest to northeast direction for a while, then angle away from it toward the northwest, gaining about 1,000 feet in elevation over four miles before reaching its only switchback. At that point, the road would turn southeast and travel along the top of the Rocky Mountain's Lewis Range, following a steep rock face that came to be called "the Garden Wall."

In that stretch, it would gain another 2,200 feet of elevation over about eight miles before reaching Logan Pass.

Vint campaigned heavily for the selection of his plan over Goodwin's, and that led to arguments. One took place in front of Mather and Park Superintendent Charles J. Kraebel, who had come to the area in question to inspect it. All four had arrived on

horseback. Having no desire to get in the middle of the quarrel, Mather suddenly rode off before the others could mount and follow. He resolved the issue in his own way by immediately arranging to have Senior Highway Engineer Frank A. Kittredge from the Bureau of Public Roads, conduct a new survey to map out a 21-mile-long route across the Continental Divide.

It proved to be a grueling task. Kittredge began the survey in September with a 32-man crew and winter fast approaching. The men often began their day by climbing 3,000 feet just to reach the places from which they would take measurements. They navigated vertical cliffs by dangling from ropes or carefully inching along narrow ledges. The stress and danger were more than some could handle. During the three months of surveying, Kittredge faced



**Top:** Photo taken in August 1926 "Showing car and track method of handling excavation by stationmen. Garden Wall and trail on left. Logan Pass in middle background." From: *Final Construction Report for Transmountain Highway (1928)* by W. G. Peters U.S. Bureau of Public Roads  
Photo courtesy of the Glacier National Park Archives

**Middle:** Photo taken in June 1928, "Showing large rocks fallen from half tunnel or under cut section. A source of danger along cliff sections of highway. Very slight damage to wall." From: *Final Construction Report for Transmountain Highway (1928)* by W. G. Peters U.S. Bureau of Public Roads.  
Photo courtesy of the Glacier National Park Archives

**Bottom:** Photo taken in October 1925, "Shows undercut or half tunnel effect being accomplished. Drill with handkerchief attached shows direction of drill hole for plug-shot in undercutting." From: *Construction Progress Report (1925) for Transmountain Highway, Glacier National Park* by W. G. Peters U.S. Bureau of Public Roads.  
Photo courtesy of the Glacier National Park Archives

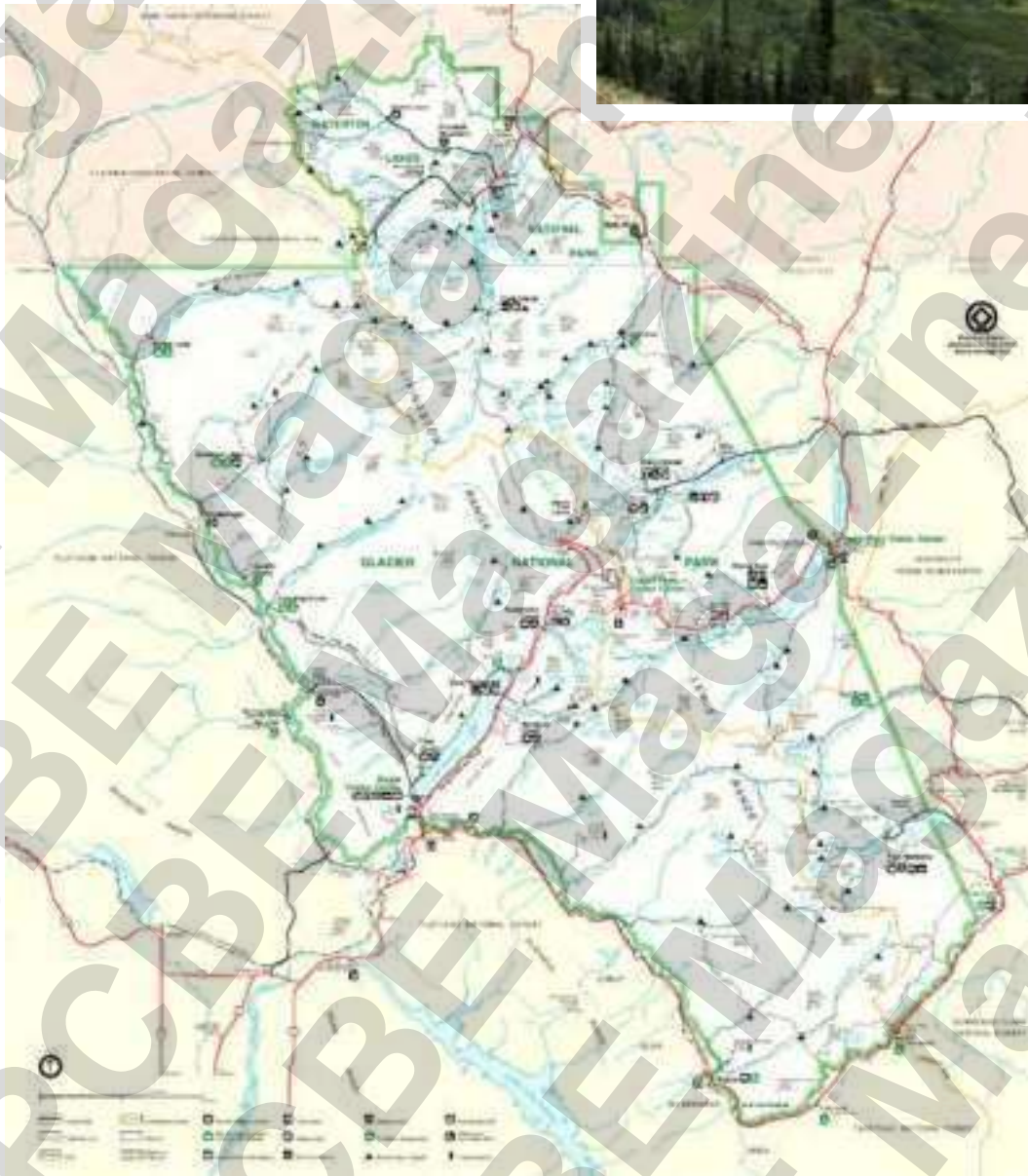
a 300 percent turnover in workers. As a result of the survey, a version of Vint's route was chosen, and the single switchback it included became known as "the Loop." Another important result of Kittredge's survey was an agreement between the NPS and BPR to cooperate with each other and have Kittredge lead all new NPS construction projects.

In 1925, the firm of D.A. Williams & A.P. Douglas, of Tacoma, Washington, won the contract for the remainder of the road west of Logan Pass. The men staking out the line faced even more dangerous conditions than Kittredge's crew while working on cliffs. The toughest jobs were notching the roadway into the vertical face of the Garden Wall, building retaining walls, and boring the 192-foot-long West Side Tunnel. Pack horses carried all materials and equipment until the roadway reached a width of 12 feet, wide enough to allow the passage of power shovels. Crews also used pneumatic jack hammers and 490,000 pounds of explosives. The power shovels loaded the broken-up rock onto trucks or into the small dump cars of "dinky" railroads, to be hauled on several hundred feet of track to their destination. Although the contract specified the exact areas where the debris should be dumped without harm, Williams & Douglas simply dumped it over the side, doing serious damage to the forests below. Work on the West Side Tunnel ended in 1928. It had sidewalks and large openings called "observational windows" to allow drivers views of the amazing scenery.

A fire on the west side in 1929, along with impacts of the Great Depression, slowed progress, but beginning in 1931, the Colonial Building Company of Spokane, Washington, and the A.R. Guthrie Company of Portland, Oregon, completed the final ten miles on the east side all the way to Logan Pass. Colonial had the daunting job of building the 406-foot East Side Tunnel. This required first cutting a 3 1/2-mile trail or "tote road" running from the pass to the site of the tunnel, but at a level 200 feet higher. It remains visible today. At that height, they removed 6,250 cubic yards of cliffside to make room for a work platform on which they could assemble all their equipment and materials, including two compressors to run pneumatic drills, drill steel, and many 50-pound boxes of dynamite. Except for the compressors, the men packed everything onto their

Haystack Butte stands right above the Weeping Wall, a 100-foot-long rock face (appearing as a darker section) along the Going-to-the-Sun Road where springs of water trickle down all year but become gushes during the spring runoff.

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This map of Glacier National Park shows the Going-to-the-Sun Road as a red line passing approximately through the middle. A close look reveals its single switchback, called "the Loop," as well as Logan Pass.

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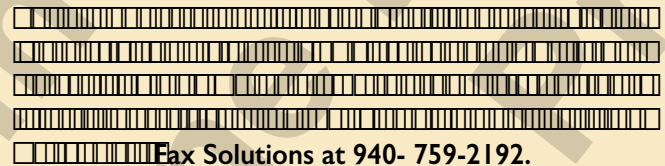
The West Side Tunnel, one of two along the Going-to-the-Sun Road, was built right into the side of a steep cliff. It is 192 feet long and features two observation windows to provide drivers with stunning views of Heavens Peak and McDonald Creek.

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Photo by David Restivo, NPS

backs and climbed down to the job site over a combination of steep switchbacks and tall ladders. The boring of the tunnel advanced by just over five feet per day. Since they could not get any power equipment into the location, workers had to manually remove all the excavated rock. Guthrie faced logistical problems too and had to use a barge on Saint Mary Lake to float a power shovel to his section.

Four years after construction was finished on the west side, it ended on the east side, and the first automobile to drive the road's entire length did so in the autumn of 1932. The opening celebration in 1933 marked a great achievement after 11 years of hard work and nearly \$2.5 million spent, but it did not mark the end of the job. Much of the construction done before 1925 already needed upgrades to meet the higher standards of the 1930s. Those included replacing early bridges and culverts made of wood, realigning the road in some places, and creating a better crushed rock surface. The next step, adding asphalt paving, began in 1938 and was done in phases that ended in 1952, after being interrupted by World War II.

These days, a few million people drive the road each year, a breathtaking but also scary experience for some, as it is narrow, and in certain places has no guard rails or very low ones. The awesome vistas are worth it. We should all be thankful not only to Mather and others who wanted the driving public to see Glacier National Park, but also to those brave men who dangled from ropes, handled explosives, and worked within inches of the edge. **PCBE**

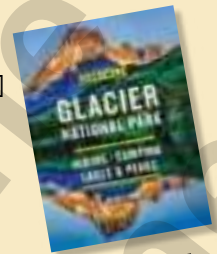


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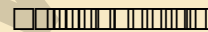
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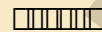
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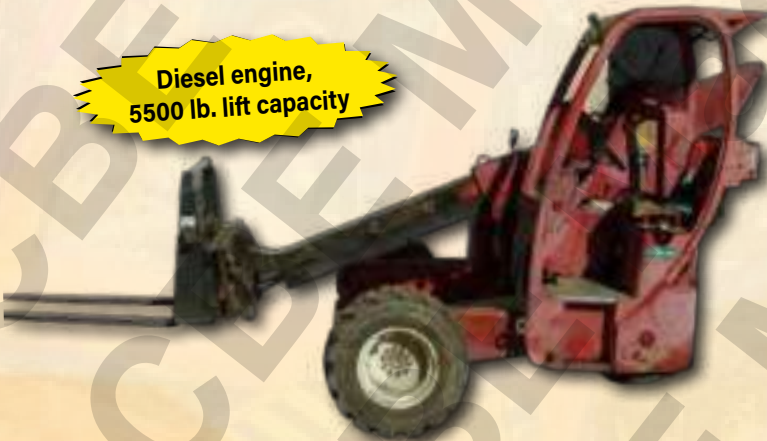
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3 hp.....  
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**ShopFox W1702 Shaper**  
1/2 inch three-quarter inch and 1 inch spindles included.....  
**\$1899.99**

**Dovetail Machine 11" cap. 01045** Manual damping.....  
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W1862 Stationary head straight knife.....  
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**Accura 01916 - Metal Bandsaw**  
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**Accura 01016 - Metal Bandsaw**  
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**ShopFox W1843 Knife Belt**  
2" x 72", Grinder.....  
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M1043 48" x 16 gauge.....  
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**\$2,980.00**

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3 HP 220V/1ph 24-120 RPM.....  
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**ShopFox W1738 37" 3 PHASE**.....  
**\$15,333.51**

**ShopFox W1737 37" SINGLE PHASE**.....  
**\$13,494.31**

**ShopFox Box & Brake**  
M1043 48" x 16 gauge.....  
**\$1,188.11**  
M1012 48" x 12 gauge.....  
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## 4950S

### FEATURES :

- 3 Saw Dust collection bags
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- 16" Inlet
- 108" High, 136" Length (w/blower) x 60" W
- Total CFM - 4950
- Air to Media Ratio 12.13
- Total Sq. Ft. of filter media - 402 sq. ft.
- Excellent filtration efficiencies of 99.5 to 99.9%



*Shown with outdoor panels and optional EZ dump hopper*

## 2500

### FEATURES :

- 2 saw dust collection bags
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- Baker Single Head Resaw Good Condition
- Kubota V1305 4 Cylinder diesel

#### WOODWORKING

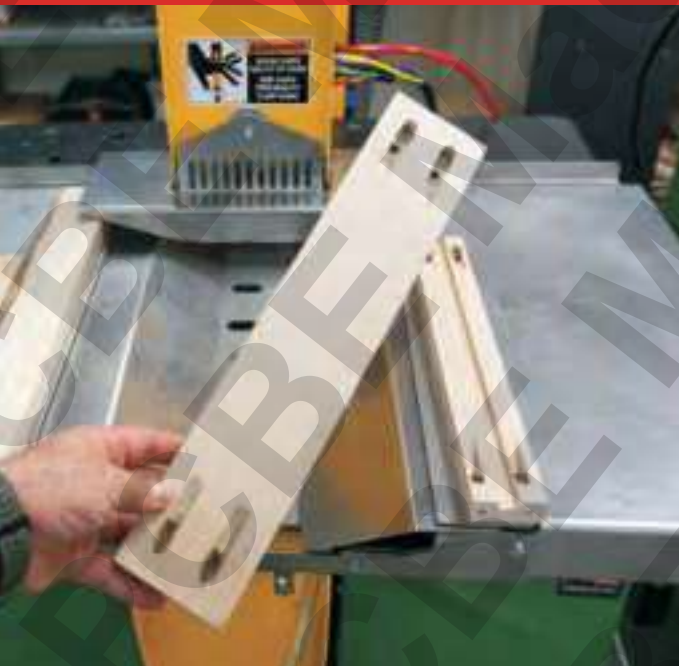
- 5HP Grizzly Dust Collector
- Robland Z320 10' Sliding Panel Saw
- Delta 10" Table saw
- Ingersoll Rand 25HP Screw Compressor w/dryer
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- Rockwell 20" Drill Press
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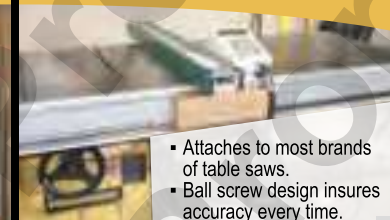
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I trust the next chapter because I know the author.

# Be Your Own CFO

## Seeking Your Next Business Idea? Look at an Income Statement

Scott Hoover, CPA

**Major disclaimer:** There is more to life (and business) than money.

**Also true:** It's no fun running a struggling business. A business model that is naturally profitable can decrease stress, and increase personal effectiveness.

### Back Story

In the summer of 2004 I worked as an internal auditor for a major US corporation from Wisconsin. My job was to fly around the country examining operations at the company's branch offices. I loved it.

As part of each audit, we asked for a list of the 5 or 10 highest paid employees at the branch. Can you guess which occupation routinely dominated the list? Engineering? Finance? Operations?

Wrong, wrong, wrong.

The correct answer? Sales.

Salespeople dominated the Top 10. It was true in 2004 and not much has changed in the 19 years since then.

You: *What does this have to do with new business ideas?*

Answer: *Quite a lot.*

### Look at an Income Statement

Salespeople impact the top section of the income statement - the Sales section. That is why they get paid so much. This point is so simple it's borderline self-evident, yet it's extremely powerful.

Imagine a salesperson and a janitor at Bob's Alligator Farm (the fictitious QuickBooks experiment company at our firm).

- The salesperson performs a day of work and is paid \$500. Sales increase \$2,500.
  - The janitor performs a day of work and is paid \$200. The farm is clean at end of day.
- Both employees worked hard and performed a valuable service. However, the average business owner will:
- ...believe the salesperson created substantially more value than the janitor. This is true even though the salesperson was paid 2.5X more than the janitor.
  - ...encourage the salesperson to work more hours to generate even more sales.
  - ...encourage the janitor to work less hours while still keeping the place clean. The goal is to minimize Repairs and Maintenance expense.

It seems unfair, but it's simply the reality of an income statement.

Occupations that impact/increase the top-line Sales section have a natural *tailwind*. In the above example, the salesperson's \$500 wage was 5X offset by the \$2,500 increase in Sales.

Occupations that impact/increase Expenses have a natural headwind. The janitor may have done a fine job, but the monetary impact is a \$200 Expense, farther down on the income statement. There is no obvious tailwind to offset that cost.

### Your Next Business Idea

All else being equal, a business that helps other businesses increase top line sales will have an easier go of it.

For example, the following business models have an intrinsic tailwind:

1. Sales coaching and consulting.
2. Website optimization (especially SEO optimization).
3. Marketplaces (e.g. auction houses, Upwork, etc.)

These are just a few examples. Really any business model where you can say "Pay me \$300 and I'll generate \$1,000 in sales for you" is a very powerful idea.

This concept is simple and effective, but often overlooked.

### Other Uses

This concept is not only for new business ideas. There are also many ways to use this concept within an existing business. Let's look at some examples:

### Offer Enhancement: Indirect Link to Sales

Let's say you run a company that doesn't directly increase your client's sales. You can still enhance your offer by highlighting an indirect link to sales.

For example, considering the following:

1. Robotic automation machines. Pitch: "We enable your company to sell more products without adding more production workers."

2. Job costing software. Pitch: "We help your sales team focus on selling profitable projects by using accurate cost data on past projects."
3. Outsourced payroll services. Pitch: "We free up your time so you can focus on your business."

### Decreased Expense vs Increased Sales

Maybe you're thinking: What if my offering helps companies *decrease expense* rather than *increase sales*?

That can be a viable approach.

However, there are at least three reasons it's still the second-best path:

1. Decreases in expense are buried farther down in the income statement. They aren't immediately obvious like an increase in top-line sales.

Bob's Alligator Farm	
Profit and Loss	
January - December 2022	
	TOTAL
4200 Sales Alligator Skin	\$5,000.00
4100 Sales Alligator Meat	20,250.00
4300 Sales Alligator Farm Tickets	17,000.00
4000 Sales Alligator	1,200.00
<b>Total Income</b>	<b>\$43,450.00</b>
5100 Cost of Goods Sold	
5100 Fees	17,450.00
5200 Medicine and Vaccines	1,000.00
5300 Veterinary	5,000.00
<b>Total Cost of Goods Sold</b>	<b>\$13,450.00</b>
<b>GROSS PROFIT</b>	<b>\$30,000.00</b>
6000 Expenses	
6000 Advertising and Marketing	1,200.00
6100 Direct Costs	300.00
6200 Insurance	2,500.00
6300 Internet Expenses	1,700.00
6400 Legal and Professional	750.00
6500 Meals and Entertainment	300.00
6600 Office Supplies	200.00
6700 Repairs and Maintenance	2,500.00
6800 Travel	150.00
6900 Utilities	750.00
7000 Wages	300.00
<b>Total Expenses</b>	<b>\$15,400.00</b>
<b>NET OPERATING INCOME</b>	<b>\$14,600.00</b>
<b>NET INCOME</b>	<b>\$14,600.00</b>

- Expenses, even if smaller, still take money out of the company. Sales bring money in. Huge psychological difference.
- Decreasing expense for a customer can plunge you into a price war: “Oh, you do snowplowing for \$40? Your competitor just said they can do it for \$35.” It can quickly lead to a race to the bottom.

In the snowplowing example, the stronger approach might be to focus on speed (e.g. guaranteed plow by 8:00am store opening) to help your client have happier customers and increased sales.

### Employee Growth

Back to the janitor example. Is there a way for the janitor to “move up the income statement” and capture the sales tailwind?

Absolutely.

If you are an employee in a non-sales position (or a mentor of such an employee) there is a highly underrated approach that can 2X or more increase the value of the role.

That secret is to link the role to increased sales.

Here’s how the janitor could use a sales approach to drive incredible value to his company (and ultimately, himself):

- Janitor to Owner: “I’ve heard that people judge a company within the first 50 feet after they come in the door. Should I spend 20 minutes every morning keeping the first 50 feet spotless?”
- Janitor to Customer (in reception area): “How is your day going? Can I get you a cup of coffee?”
- Janitor to Service Manager: “I see Joe’s work van got really dirty on the last service call. Should I give it a quick wash before he goes out on the next call?”

In each case, the janitor is moving his impact from the Repairs and Maintenance Expense section to the Sales section of the Income Statement.


That upward shift is the simple key.

### Conclusion

- Sales-based offerings benefit from a natural tailwind.
- Therefore, when launching a new business, consider a model that increases your client’s sales.

The natural tailwind can also be used in other ways:

- A company whose offering doesn’t directly increase sales can still improve their offer by highlighting an indirect link to sales.
- Employees in non-sales roles can greatly increase their value by finding ways to use their role to impact sales.

*If you feel overwhelmed managing the finances of your growing company, there are two ways Scott and his team may be able to assist. The first is Hoover Financial, which provides fractional CFO oversight for companies with \$5M+ revenue. Contact Scott at 715-615-1344 or [scott@hoover.financial](mailto:scott@hoover.financial). The second option is Be Your Own CFO, which is a resource for entrepreneurs managing their own finances. BYO CFO members can ask finance questions on the weekly Q&As via phone or Zoom. Higher-level memberships offers access to 1:1 private calls, as well as support via community discussion channels. Visit [www.beyourowncfo.com](http://www.beyourowncfo.com) or call 715-391-9001 for more info. *

---

*Scott lives in Wisconsin with his wife Priscilla and their eight children. In addition to his CPA day job, he and his family have a small farm where they raise produce and a few animals. In his spare time, he enjoys writing articles on finance and faith.*



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**NOTE: This is a partial listing! Expecting many unadvertised items.**

**Farm & Compact Tractors:** Kubota: MX5200 4WD gear ldr. 1875 hrs; MX6000 C/H/A Hst. 4wd 1285 hrs.; B2301 4WD hst. ldr. 1019 hrs.; MX5800 4WD Hst. Ldr. 533 hrs.; L3302 4WD Hst. Ldr. 287 hrs.; L4240 4WD hst. ldr. 2100 hrs.; LX3310 C/H/A 4wd. ldr.; MX6000 4WD 55 hrs. ldr.; M7060 4wd 372 hrs. ldr.; M6060 4wd 175 hrs. ldr.; M5140 C/H/A, loader, 1724 hrs; M7040 3200 hrs. 4wd. ldr.; M9540 C/H/A ldr. 4wd; B3350 300hrs hst. ldr. 4wd.; L2501 193 hrs. hst. 4wd. ldr.; L3301 1655 hrs. hst. ldr. rear remotes; L4600 4wd gear 449 hrs; L4701 12 hrs. hst. 4wd ldr; L3560 C/H/A 107 hrs. 4wd ldr. sharp; M5660SU 2257 hrs 4wd ldr; B2401 21 hrs gear 4wd.; BX1850 deck, ldr.; M7060 3137 hrs, 4wd ldr.; L3400 477 hrs. 4wd hst. ldr; **New Holland:** T8.300 6160 hrs front weights duals, 4wd Pwr shift; TZ25DA 4wd hst. 735 hrs ldr; Ford 8N; **Case IH:** Maxxum 110 C/H/A 3101 hrs ldr; 1993 Case IH 595 ldr. 320 original hrs! rare find!; IH 274 offset with cultivators nice; **John Deere:** 4030 orops quad range good condition; JD 4020 - nicely restored; JD 420 3pt. older restoration; JD 4600 hst, loader; Deutz D6006 2wd, open, 1 remote; **Equipment:** H&S HD twin auger 20ft front & rear unload; Meyers 18' rear unload tandem; New Tar River no till drill; New Land Pride 72" seeder; Water reel hose reel; 2 - Land Pride snow blowers nice; Misc 3 pt equipment; 2 - New remote controlled mowers w/ blades, Kohler eng, track drive.

**Construction Equipment:** 20 Doosan DX170 LC-5 excavator hyd thumb 1000 hrs.; 19 Doosan DX140 LCR-5 hyd thumb blade 3600 hrs.; 17 Doosan DX350 LC-5; 2017 Sany SY215 LC 8800 hyd thumb; Kubota KX040-4 C/H/A; Kubota SVL95-2 track machine C/H/A 1023 hrs.; Kubota SVL95-2 C/H/A hi flow; 2021 Takeuchi TL12R2 600 hrs; 16 Takeuchi TL12 C/H/A hi flow with hyd cooler 4800 hrs; Gehl 4840 OROPS, 2340 hrs - starts hard when cold; Bobcat 763 EROPS, 2650 hrs - very nice; Toro Dingo TX1000 mis skid steer; Bobcat MT85; Moffett 6000lb Lo Pro diesel fork lift; 2019 JCB 560-80 Agri Super Telehandler 1464 hrs. C/H/A 13000 lb lift; '12 JLG 660SJ manlift, 100 hrs on factory refurb; '07 JLG 4394 RT scissor lift, 3800 hrs; Bobcat track system for wheel skidsteer; Grip Rip Tree puller for skidsteer; '06 Omega fork lift diesel; Eliet Prof 5 wood chipper; Eliet Major 45 wood chipper; Powes Tec stump grinder; New Kivel pallet forks; New AGT mini excavators; New AGT skid steer trenchers; New Agrotek Soil Condi-tioner; New Sweepster buckets, power rakes, grader blades for skidsteers; Wolverine hyd hammer. plus much more; New walk behind mini dumper w/ tracks.

**As-Is & Salvage Equipment:** Kubota M6-101 C/H/A 2224 hrs. 4wd, engine knock; Kubota M5660SU 4wd 3600 hrs water in oil; M7060 1704 hrs - needs cab glass; M9540 C/H/A 4wd ldr. engine issues; M9540 dash fire; M965 C/H/A ldr. bad engine; MX5200 hst - eng issues; MX4800 hst, loader - As-Is; BX2380 fire; ZD21 weak hst; BX1880 trans issues; BX2380 trans issues; SSV75 engine issues; RTV500 bad engines; RTV X1140 273 hrs 4wd issues; Kubota Z751, Z724, Z726, Z725, ZG127 ZD1211 all as is; DMC8532T discbine; Vermeer 504Pro Silage baler slight fire; Hay buster 3106 Rock Eze slight fire; JD 131 front disc mower needs work; 03 Featherlite 25' livestock trailer needs axle; LandPride RCF3010 rotary mower; Kubota T4052 tedder; Kubota SC7072 brush cutter bent shaft; Kubota DMC8032 disc mower - needs work; '03 Toyota 7FGk40 9000lb forklift; Bobcat 325 burned; 2022 NH RB460 baler, rolled; Generac 150KW diesel generator; Case IH 1020-20 grain head, twisted; John Deere 4430 cab fire; John Deere 8320R & 8270R both IVT & suspension; JD 7510 4wd C/H/A trans issues; JD 7330 hi crop 4wd electrical issues; JD 5085E 4wd C/H/A engine fire; JD 2520 loader, deck, snow blower - needs trans work; JD 1026R TLB rolled; Yanmar V4 wheel loader needs hst; New Holland T4.65 w/ldr rolled; 2021 PowerStar 75 C/H/A ldr. broken trans.; Boomer 8N ldr trans issues; Mahindra 28XL ldr. as is; Agco Allis ST355 4wd ldr; NH L225 C/H/A 3662 electrical issues; L228 C/H/A light fire; L220 fertilizer machine; L230 C/H/A fire; Case 1835C fire; Case SV280 C/H/A light fire.; SR175 bad engine; Gehl R220 2spd. fire; Gehl 5640 691hrs engine issues, nice; Takeuchi TL12 flooded; 2 - Allmond dsl light towers.

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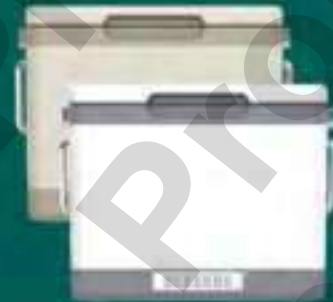
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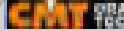
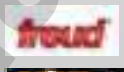
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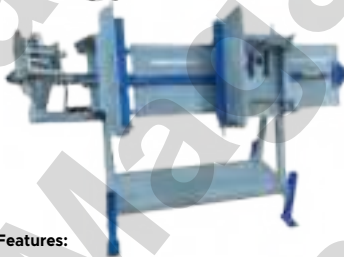
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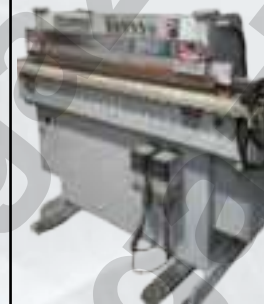
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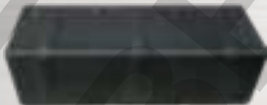
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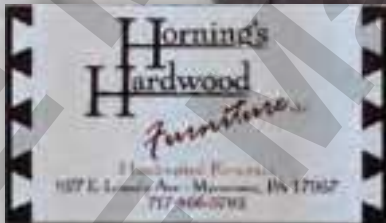
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## The Direct Report One-on-One Meeting Guide

by Merle Herr

*One-on-ones once a week are the single greatest tool to raise people up through the ranks.*

DANIEL WENGERD

A serving leader is always on the lookout for better ways to connect with and lead their people. The practice of having regular, structured one-on-one meetings with direct reports recurs in management books and training. In my opinion, Mark Horstman's book *The Effective Manager* provides the deepest insight into this practice that may seem innovative but is actually well-established.

**“ It shouldn't surprise us that when employees feel loved and cared for at work, their motivation soars, thus impacting the bottom line. ”**

If you have several direct reports, spending a good part of your day in one-on-one meetings may feel like an inefficient use of your time. It's not. Horstman's research shows that one-on-one meetings pay off, literally. He studied a number of companies over a period of years and found that the practice of doing weekly, thirty- to forty-five minute one-on-ones actually increased profit per employee

compared to similar companies in the same industry that didn't do one-on-ones. We all know that investing personal interest and time in a relationship causes it to flourish. Who would have guessed that profit per employee would also increase!

As serving leaders, the profit motive is secondary to the people motive. In fact, if profit is your primary motive in implementing one-on-ones, then don't even bother. It makes merchandise and mockery of the treasure of deeper relationship. Yet it shouldn't surprise us that when employees feel loved and cared for at work, their motivation soars, thus



ones responsible for people's personal lives. But to believe so requires people to compartmentalize their lives with Monday work separate from Sunday worship. One-on-ones provide a great place to invite personal and work issues to converge.

Here's the hard part. I aspire to be that serving leader known for a personal touch and care. Despite my best intentions, however, I found it surprisingly difficult to learn the ropes of effective one-on-ones.

Not only are they so personal that it's easy to mess them up, but I often felt too busy to take the time. As I grew into management, I relied on unstructured on-the-go types of one-on-ones. If my reports needed me, they could grab me for quick conversations when they needed it, or we would talk when I stopped by their workstations to check in on them. Because I was an unstructured sort of leader, I thought these impromptu meetings worked well. However, I learned that I could do much better.

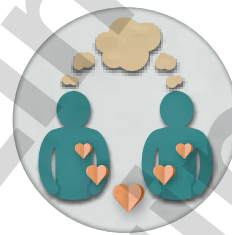
**“ If time for one-on-one meetings isn't set aside regularly, issues naturally get swept under the rug, or they pop up and take many little inefficient discussions. ”**

## **The Purpose Behind Regular One-on-Ones**

The purpose of checking in with a weekly one-on-one meeting with those who report to you is to empower them to succeed, whether professionally or personally. The goals of getting together are to build the relationship, discuss issues, and allow the direct report to give account.

First and foremost, face-to-face interaction creates the space needed to build trust and deepen relational synergy. As the leader listens and discusses the direct report's concerns and interests, this leads to knowing each other far better over time than in a group setting. These insights lead to more connection between two people and change group dynamics as the serving leader leads with more knowledge of each individual. As trust develops, more breakthrough is possible with issues and individual growth.

Second, one-on-one meetings provide a regular place to discuss issues that matter to both parties. If this time isn't set aside regularly, issues naturally get swept under the rug, or they pop up and take many little inefficient discussions. By having this space to sniff out early warning signs of trouble brewing, the leader is able to deal with obstacles and difficulties early. Often these private discussions create safety that isn't found in a group setting. This regular time helps them think through,



strategize, and process work issues individually under the serving leader's mentorship with the conversation uniquely tailored to them. This develops the whole person.

Third, time set aside with your direct report increases their capacity to get things done while increasing their ability to bear responsibility. Instead of the stiff, cold approach of leaders "holding people accountable" for tasks, these meetings provide the opportunity for the direct report to "give account." This reversal of the report giving account versus the leader holding accountable honors the dignity of a person and fosters self-directed responsibility. While the leader provides the structure of the meeting up front, the direct report owns their meeting. This provides opportunity to bring up what they feel is important. When issues come up, this space gives the serving leader a place to give feedback and coaching on issues that would be inappropriate to address in a group.

The overarching purpose of one-on-ones is to build trust, develop the whole person, and increase capacity. One-on-ones send a bold statement: "You're important to me." Unfortunately, leaders often send the opposite message. Horstman writes, "If you don't schedule weekly One on Ones, you're saying to your directs, 'This might be important in a given week. You might be important, and the time with me might be valuable to me. I don't know. Let's play it by ear. We'll see how things go.'"<sup>1</sup>

## Types of Direct Report One-on-One Meetings

I suggest four types of one-on-one meetings with those who report to you. Know the difference and customize them to your situation:

1. on-the-go meetings
2. weekly meetings
3. quarterly meetings
4. annual job review

*On-the-Go Meetings:* On-the-go meetings are unscheduled and pop up as the need arises.

They rarely include a written agenda or note-taking. These impromptu meetings are often less than fifteen minutes. They may include a quick stop by the workstation or a quick phone call to strike the anvil while it's hot to clarify, solve, or assist with whatever task is at hand. Brevity and efficiency are their trademark.

Despite their value, on-the-go meetings can be overused if your direct report is frequently resorting to them due to a lack of direction and the absence of weekly one-on-one meetings. For a serving leader, I don't recommend on-the-go meetings as a substitute for a weekly sit-down one-on-one because you and your report will never build the foundation of a solid relationship without those deeper conversations made possible with the quality time of weekly one-on-ones. However, being available for brief on-the-go conversations is priceless.

*Weekly Meetings:* Weekly one-on-ones are scheduled with each direct report. This replaces the need to rely only on impromptu conversations when circumstances require it. Typically thirty to sixty minutes in length, they are often a bit informal even though they are structured and scheduled. Weekly one-on-ones encourage developing high-trust relationships. They may address personal or work issues, and can include to-dos to keep accountability high. This deep investment in people may strike you as overkill, but it's the servant way! The results will speak for themselves.

*Quarterly Meetings:* One-on-ones may include certain activities that are monthly or quarterly. For example, once a quarter, a weekly one-on-one may be dedicated to setting quarterly goals with your report. At Pioneer Equipment, they set goals with each direct report once a quarter and then track the goals through the weekly one-on-ones.

*Annual Job Review:* The annual job review is the culmination of direct report one-on-one meetings, representing all the other one-on-one meetings throughout the year. Unlike the usual get-togethers, this is a big-picture

meeting that doesn't concern itself with day-to-day tasks and discussions. The serving leader's purpose in this meeting is to reflect on and celebrate the previous year of service and to look ahead towards the next year. This once-a-year meeting takes more time. Topics covered during this type of one-on-one include employee satisfaction, job fit, and how you can support their growth and goals.

Each of these types of direct report one-on-one meetings has a unique function that intersects with the others and together produces a bond of respect between the serving leader and the report. In this guide, I will focus specifically on the weekly one-on-one meeting.

## Preparing for the Meeting

Preparation for a one-on-one meeting could include five steps:

1. Plan the logistics.
2. Design the agenda.
3. Prepare the documents and resources.
4. Send the meeting invitation and agenda.
5. Prepare the participant and meeting space.

### 1 Step One: Plan the Logistics

Schedule weekly one-on-ones on the calendar as a recurring event. Your reports understand that you're busy, but if they know they have your attention on a regular, dependable basis, they can count on their questions getting answered, their problems solved, and their ideas heard. Horstman says, "When you tell your direct reports that they're going to have scheduled time with you every week, no matter what, you elevate their importance to that of the rest of the items on your calendar; that is, you are making them also 'important.'"<sup>2</sup>

Should your one-on-ones be weekly or biweekly? Horstman's data is clear; however, I like biweekly one-on-ones because my direct reports are also managers. With our schedule of a biweekly management meeting, one week I meet with the management team; and the next week I meet with each team member individually. This puts me in touch with all my reports on a weekly basis.

At Seven Oaks Landscaping, Galen Layman oversees operations and has implemented these one-on-ones at the ground level. He has four foremen with whom he meets individually on a weekly basis. They have set a consistent time when these one-on-ones take place. These foremen, in turn, offer the same one-on-ones to the men under them.



“ Your employees are your most valuable asset—despite the fact they don't appear on your balance sheet. ”

“If one-on-ones are not weekly,” Galen says, “then it becomes once every three weeks, and then once a month, then once a quarter until, boom, it’s gone.”

Before Seven Oaks began to implement these one-on-one meetings, there was no set time for an employee to sit down and share with their manager or supervisor. There was a lot of on-the-go, informal interaction where the loudest, most opinionated employees were heard the most, while the quieter employees would be lost in the noise. In weekly one-on-ones, those rarely heard finally found their voice.

An employee said it this way: “We have a voice and time dedicated to express our viewpoints. Sometimes, we just talk about life. Some weeks we don’t talk about work much. Instead, we just talk about family.” With scheduled one-on-ones, stay within your time boundaries. If more time is needed, schedule an extra meeting.

You may be thinking, “I’m already maxed out! I can’t imagine finding the time to do one-on-ones with my direct reports!” This is a common objection of busy leaders who have not yet realized that leadership is the art of growing and guiding others and that meetings are one of the best tools for that. Such leaders still believe that working in the business is more important than working on the business. Your employees are your most valuable asset—despite the fact they don’t appear on your balance sheet. People feel valued when they have your ear once a week. You cannot push people to the side until it’s convenient and expect them to feel trusted and valued. Keep in mind that you’ll most likely gain time because one-on-ones reduce the need for on-the-go conversations.

Every person matters; spending time with each person affirms his or her value. It often takes five to ten minutes to settle into a quality conversation and another fifteen to twenty minutes to really listen and understand the

AGENDA SEGMENT	ACTIVITY	DURATION
Get Present and Personal	Eliminate distractions and engage with eye contact; share a personal item.	5–10 minutes
Important Information	Share important information too small to be a discussion point	5 minutes
Quarterly Goals	Review progress towards personal quarterly goals.	5 minutes
Previous Week’s To-Dos	Review any to-dos from previous week.	5 minutes
Discussion Points	As necessary, arrange discussion points in best sequential order; prioritize top three issues; set a time for each discussion point; listen and discuss.	20–50 minutes
Wrap-Up	Recap any major decisions; read aloud assigned to-dos; record tabled issues or discussion points; share a highlight of the meeting.	5 minutes

*Table: Example of a direct report one-on-one meeting agenda.*



issues, ask clarifying questions, and offer meaningful insight. If you don't allow enough time for vulnerable communication from the heart to the surface, people won't talk about the deeper things. For these reasons, I suggest a minimum of thirty minutes for employees with less responsibility and up to sixty minutes with employees carrying heavy management loads. On that note, I suggest that a manager never has more than seven reports. If they use thirty minutes per report, this keeps one-on-ones to a half-day a week.

## **2 Step Two: Design the Agenda**

Part of your job as a serving leader is to convey your meeting expectations to your reports so they too can be prepared. When it comes to what gets addressed during the meeting, set an agenda that gives structure to each one-on-one but lets them populate the agenda for each meeting, then add anything you want to discuss afterwards. See table for a flexible agenda template that can be tweaked to suit your needs and style.

## **3 Step Three: Prepare the Documents and Resources**

Although not as commonly needed in this type of meeting, make sure to have supporting documents or resources if a discussion point would benefit from such.

## **4 Step Four: Send the Meeting Invitation and Agenda**

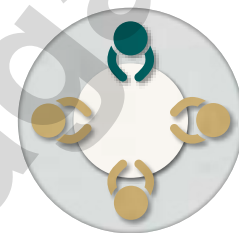
Have your direct report send out a meeting reminder with the agenda a day before your time together.

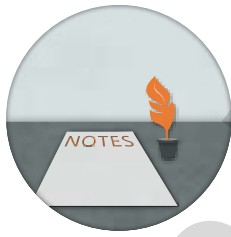
## **5 Step Five: Prepare the Participant and Meeting Space**

One-on-ones should be personal and practical. Consider meeting on their turf or in an environment within their comfort zone. If the employee needs a casual meeting in their workspace to be comfortable, design it that way. Get a stool, enter their space, and listen to them. On the other hand, if someone is comfortable coming to your office, that's fine too. Convey warmth and openness by putting yourself on equal footing with them. This could look like getting out from behind your desk and grabbing a coffee or pulling up a chair next to them.

## **Leading the Meeting**

Leading the meeting is not the same as designing the meeting. Without question, the leader must design it. However, either the report or the manager can lead the meeting. As I lead my managers, I require them to lead our one-on-one meetings and take the notes. This develops them as they in turn lead one-on-ones with their reports. Depending on the level of confidence of your report, go slowly and lead the meetings until they become comfortable, then let them lead.





Take notes throughout. Don't skip this, even if it seems unnecessary in a meeting of two people. I suggest taking notes with pen and paper on each corresponding point of the printed agenda, not on a digital device that holds many distractions. Make a note of the concluding understandings, the agreed upon to-dos, and if any decisions were made or tabled for further discussion. Every discussion point on the agenda should conclude with a note along one of those four lines.

### **1 Step One: Get Present and Personal**

One-on-ones provide a unique opportunity to get past the small talk and make space for deeper discussion and even deeper disclosure of your real self. Getting present is not the same as transitioning into a meeting. The concept of getting present is a spiritual act of honoring another by presenting yourself with full attention, focus, and concentration out of

**“ Something as simple as a heartfelt ‘Good morning! I’m glad to be with you!’ can be powerful. ”**

respect for the other person. Getting personal is not characterized by weightless conversation about the weather or sports or some similar form of an icebreaker. Instead, getting personal is offering your presence and welcoming the other person with delight and joy.

A welcoming, smiling face, sparkling eyes, and open body posture along with a verbal expression of pleasure in being there all convey presence. Even something as simple as a heartfelt “Good morning! I’m glad to be with you!” can be powerful.

### **2 Step Two: Share Important Information**

Being aware of what’s going on in your organization is the start of decision-making. During this segment of the meeting, listen to what is going on with your employee. Ask key questions like, “What updates do you have for me?” What tidbits of information are important for me to know? What happened in the last week that is important to you?”

The key is to elicit small pieces of information—which can be stated in one minute or less— but are crucial despite their brevity. These little details are often your best path to the issues that matter. A myriad of small glimpses from your report adds up to three-dimensional vision. It will take practice for your report to distinguish between important tidbits of information that need your attention and those that don’t. Highlight and affirm what you want to see more of, and they will soon learn the difference. Occasionally, a tidbit leads to a “land mine” (big problem) or the opposite, a “gold mine” (something to celebrate) that would never have surfaced otherwise.

Once, a report happened to mention that he placed an order for custom-built parts at Yoder's Industries and a delay in the shipment was holding up a repair. This revealed a misunderstanding of who did what because I happened to know that someone else had ordered the same custom-built parts at another shop. This is an example of how a tidbit may prove to be unexpectedly valuable.

Last, be quick to identify when a piece of information needs to be a discussion point. Don't hijack this section of the meeting by turning a tidbit into a five-minute discussion. Simply say, "This needs to be discussed more thoroughly. Let's move it down to the discussion segment," if you cross the minute threshold and the point still needs more time.

*Note:* This step is optional and can be eliminated if you share other meetings with this report where important info is shared on a weekly basis, such as in the weekly management meeting.

### **3 Step Three: Report on Quarterly Goals**

Serving your direct reports through accountability and short-range goals is important. Ask them, "What progress have you made on your quarterly milestones?"<sup>4</sup> How can you serve someone if you don't know where they are?

*Note:* This step is optional and can be eliminated if quarterly goals are reviewed in another meeting. For example, I do quarterly goal check-ins in a biweekly management meeting instead of one-on-ones.

### **4 Step Four: Report on Last Week's To-Dos**

Written to-dos increase clarity, accountability, and motivation to act and complete tasks on

time. Keep in mind that one-on-ones may not be the only place where reports provide accountability. And since some one-on-ones may not include tasks and projects, to-dos may

not be relevant for every meeting. This step can be as simple and fast as the report saying, "Everything's finished." If previous to-dos have not been completed, discuss why. Sometimes people need help or encouragement to complete a to-do.

*Note:* This step is optional and can be eliminated if weekly to-dos are tracked elsewhere.

**“ It's unfortunate when a direct report's work is impeded because of a lack of decision-making on your part. ”**

### **5 Step Five: Prioritize and Talk Through Discussion Points**

What issues should you discuss? Every one-on-one should include discussion points or topics of interest to your direct report. These should be generated prior to the meeting and the manager should review the list and add to it, if desired. At the same time, these meetings have an informal tone and some of the best discussion items pop up during dialogue. Keep this meeting flexible and adaptable while prioritizing key points of discussion. If a big issue surfaces, adjust the time allotted or schedule an additional one-on-one to dedicate the time needed to discuss or resolve it.

Here are additional ideas for discussion points:

- Discuss something relevant to their work that week. This is the most common topic.
- Give praise. For example, you could point out where you saw them demonstrate company values and culture.
- Offer constructive criticism. People become guarded and defensive when they feel they are about to be judged or criticized. Begin with a compliment or some affirmation, and they are likely to lower their guard.

When you start with something positive, people aren't as likely to feel under attack.

- Provide coaching on any new policies and procedures. Give them a chance to ask questions and voice concerns.
- Talk about the “soft stuff.” Get a feel for their emotions and search for evidence of frustration or underperformance.

People are seldom candid with their superiors due to a fear of repercussion, especially if they've come from another business where open communication was discouraged.

Don't wait until the molehill has become a mountain to address problems of anxiety or frustration.

- Occasionally, inquire about personal development and goals.
- Clarify job descriptions.
- Brief them on upcoming announcements if there is a good reason to inform them personally before you make the group announcement.

A meaningful conversation is a two-way street, but make sure to lead with a listening ear. I call this a listening posture, where you're prepared to receive rather than dictate. Don't be a jabberjaw. Make sure your direct report is talking more than you are. Too many leaders don't listen well, and their employees, out of politeness, don't speak so as not to interrupt. Ask good questions to get the other person talking, but then allow the individual to speak. As Solomon states in the book of Proverbs, “If one gives an answer before he hears, it is his folly and shame” (Proverbs 18:13).

Be careful not to control the content of the meeting with asking questions. Use openended questions to facilitate dialogue like, “What problems are blocking your progress?”<sup>5</sup>

Asking this is key to helping your people move forward. As their direct superior, you have the most power to help remove obstacles in their path. Be open to answers that indicate you are the problem.

Ask, “What decisions do you need me to make?”<sup>6</sup> It's unfortunate when a direct report's work is impeded because of a lack of decisionmaking on your part. If they know you'll ask this question every week, they can collect these above-their-pay-grade decisions and bring them to the meeting. This decision-making power as a serving leader is so important because you're often the only one supporting them with decisions.

Remember that your foremost goal as a serving leader is getting to know your people. Make it clear that your primary focus is their interest and concerns and that they should come to the meeting prepared to share. One-on-one meetings ideally become the perfect safe place to talk candidly and vulnerably. Galen from Seven Oaks says, “When you start doing one-on-ones, it takes about six sessions to get some meat. The first five sessions are generally light, and it takes time to build trust and learn how to have deeper conversations.”

Some reports come in with a list of things to discuss. Others are a little more reserved and need to be coaxed into discussion. If you're

open about personal things beyond work, your report will be more likely to open up as well. Discuss their hobbies and dreams. Have regular conversations about their family and get to know their children's names. Give them an open door to talk about their spiritual lives, especially the intersection between spiritual and work life. Listen and learn about the things close to their hearts.

An employee at Seven Oaks recalled that with Dave, one of the owners, “for several weeks, he spent most of the one-on-one time helping me and my husband look for a house

“ Listen and learn about the things close to their hearts. ”

and understanding the purchasing process.” Consequently, this employee felt she had value beyond the work she could accomplish for the company.

Some reports will feel uncomfortable blending personal and business conversations. Don’t force personal connection. If your work culture has not previously fostered a personal interest in people, discuss how you want the culture to change through including a personal element in the one-on-ones. However, you need to earn the trust needed for personal sharing. Go slowly, and let this element of one-on-ones evolve naturally.

Galen admits that sometimes he struggles to know how much to probe. As much as possible, he prefers to allow the meeting to be fluid, with the employee directing and the manager listening. “People want to be heard. They must simply be given the opportunity to do so.” Ask open-ended questions that interest them. Again, you want them to open up and not just answer in generalizations.

“ As a serving leader, you must care about the person beyond their economic value to the company. ”

## 6 Step Six: Wrap Up the Meeting

Wrapping up a one-on-one meeting is simple and fast because only two people are involved. Review any decisions made along with to-do items, then verify by reading aloud. Next, review any tabled or unfinished items that arose during the meeting. Verify the items can wait till the next scheduled one-on-one, or book a separate meeting to address them. Finish wrapping up the meeting by expressing a highlight you experienced from the meeting.

## Following Up after the Meeting

### 1 Step One: Publish Meeting Notes

The note-taker is responsible to send or post the notes in a place where both parties can review. Regardless of your method, both participants need access to the meeting notes.

### 2 Step Two: Reflect on the Meeting

Don’t be surprised if some of the deepest wisdom comes to you after the meeting. Jot it down and share it next time or send an after-meeting note. This communicates that your care for the direct report extends beyond the meeting. Remember, tabled items can include a parking lot for afterthoughts that you want to bring the next time you meet. I regularly drop items onto the tabled lists that arise between meetings. Then, when preparing for the next meeting, I go to the tabled items to review what’s waiting in the parking lot.



### 3 Step Three: Complete To-Dos

Complete to-dos (if any). This cannot be overemphasized. You shouldn't be too busy to keep your word. If you're overcommitted, think about why that is the case.

This one-on-one interaction goes deeper than work issues. As a serving leader, you must care about the person beyond their economic value to the company.

Jeff came back to Seven Oaks Landscaping during a dark period in his life. For years he had been pursuing the promise of the open road and the fortunes to be made driving truck. But the time away from home took its toll, and he lost his marriage and four children.

"When Jeff came back to us, everything was broken," Galen recounts.

"His marriage, his finances, his confidence, his dreams. There wasn't much to live for." Changing jobs to work for Seven Oaks again meant a significant pay cut. His finances were in such shambles that he could hardly afford to keep a vehicle on the road, much less pay child support. "He came to us because he needed stability that he couldn't find on his own," Galen said. "We knew he needed a lot of help."


Like a kind father, the serving leader doesn't abandon his people in their time of greatest need. When Jeff reached out to Galen, his former boss took him under his wing and worked to guide him to a better future. "These guys knew I was a mess," Jeff said, shaking

his head. "I've worked for other companies, and they would never have put up with what I cost this company. Half the time, I couldn't even afford a car to get to work. And some days, my supervisor, Marcelino, spent most of his time talking me off my ledge of suicide. I wouldn't be alive today if Marcelino had not cared for me."

A profit-centered company would have given up on Jeff. But that is not the call of the serving leader. Galen sat down with him in many one-on-ones throughout the years and mentored him through many decisions, like his personal finances, offering advice and guidance.

"Around here, people are more important than paychecks," Jeff said, choking up as he recalled the support Seven Oaks gave him in his valley of struggle.

There are various ways to reap the desired outcome of one-on-ones. Not

every one-on-one will make a life-and-death difference like it did for Jeff. Your organization will have unique circumstances. Customize and make one-on-one meetings your own, but the bottom line is to achieve consistent rhythm and create a safe space for your team to grow and be their most productive. 

This article is adapted from *The Serving Leader's Guide to Effective Meetings: Transform Your Meetings with Character, Structure, and Skill* by Merle Herr. Visit [www.servingleader.org](http://www.servingleader.org) for more information. Serving Leader is a small Anabaptist company dedicated to providing Christian businesses resources to the community.

**“ Like a kind father,  
the serving leader  
doesn't abandon his  
people in their time  
of greatest need. ”**

<sup>1</sup> Mark Horstman, *The Effective Manager* (Hoboken: John Wiley & Sons, Inc, 2016), 38.

<sup>2</sup> Mark Horstman, *The Effective Manager*, 39.

<sup>3</sup> Michael Hyatt and Megan Hyatt Miller, "How to Do One-on-One Meetings," December 24, 2019, in *Lead to Win*, produced by Full Focus, podcast, 37:31, <https://mh.fullfocus.co/how-to-do-one-on-one-meetings>.

<sup>4</sup> Michael Hyatt and Megan Hyatt Miller, "How to Do One-on-One Meetings."

<sup>5</sup> Michael Hyatt and Megan Hyatt Miller, "How to Do One-on-One Meetings."

<sup>6</sup> Michael Hyatt and Megan Hyatt Miller, "How to Do One-on-One Meetings."

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### About the Author



Merle Herr

Merle Herr is a member of an Anabaptist church, Meadville Mennonite Chapel. He founded AgSalt Processing and has served as its CEO since 1989. He co-founded Anabaptist Financial and served as its executive officer for twelve years. He currently leads business consultants, seminars, and workshops serving thousands of clients across the U.S.

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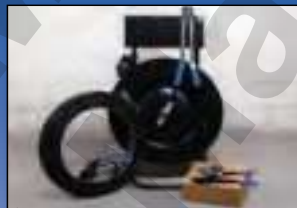
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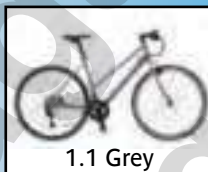
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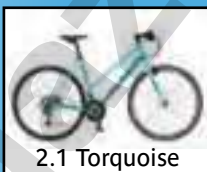
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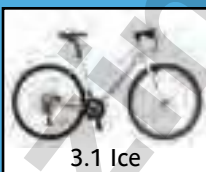
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1.1 Grey



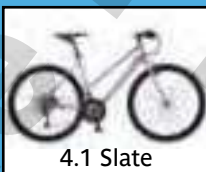
2.1 Torquoise



3.1 Ice



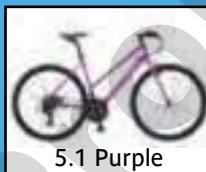
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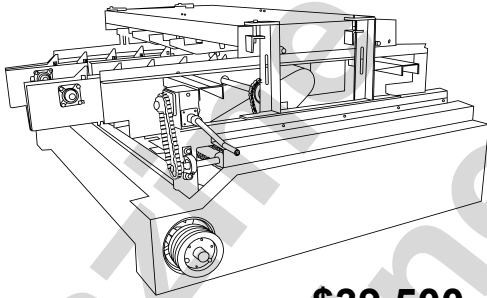
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# MISTAKES IN GIVING ADVICE



## LEARN TO EFFECTIVELY PARTICIPATE IN DISCUSSIONS

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**K**“Ken, you will never know how much bad advice I had in those days,” President John F. Kennedy told a friend.

Kennedy was referring to advice he received during the Cuban missile crisis, a confrontation between the United States and the Soviet Union. In September 1962, the Soviet Union began installing nuclear missiles in Cuba, just 100 miles from Florida.

The United States discovered the existence of the missile installations on photographs taken by a reconnaissance plane a month later. While there was nothing new about Soviet missiles aimed at the United States, these were right in the backyard of the United States, something the Kennedy administration would not accept.

What should the United States do about the missiles? Over a period of thirteen days, President Kennedy and his advisors spent many exhausting hours hashing and rehashing options. Should the United States pursue a diplomatic or a military solution? Should a warning be issued to the Soviet Union before an attack?

Most of the president’s team, especially the military Joint Chiefs of Staff, favored attacking

the missiles. The military began planning for different options: a limited air strike, a large-scale bombing campaign, and even an invasion of Cuba by 250,000 American troops.

Kennedy worried about starting a war with the Soviet Union. What if the Soviet Union responded by launching nuclear missiles at the U.S. or attacking U.S. bases in Europe? A nuclear war would leave millions of Americans and Soviet civilians dead. Kennedy called nuclear war “the final failure,” and he was determined to avoid it.

Adlai Stevenson, the American ambassador to the United Nations, urged Kennedy to negotiate with the Soviet Union to reach a peaceful solution. Stevenson sent Kennedy a memo that included these wise words, “To start or risk starting a nuclear war is bound to be divisive at best, and the judgment of history rarely coincides with the tempers of the moment.”

In his book *Gambling With Armageddon*, Martin J. Sherwin tells how Kennedy eventually adopted Stevenson’s point of view against the advice of the majority of his advisors who wanted to start bombing Cuba.

To reduce the risk of all-out war, Kennedy wanted to begin the confrontation by blockading further

shipments of weapons to Cuba while issuing a warning that the existing missiles must be removed. Sherwin writes, “Only with the proviso that air strikes would follow the blockade if the missiles were not promptly removed did [the advisors] agree to support the president’s strategy.”

### Giving advice

Thankfully, partly due to Kennedy’s more cautious approach (and by the mercy of God), the confrontation with the Soviet Union ended without starting a war. Kennedy’s advisors were “experts” in their respective fields, yet he ended up rejecting their initial consensus.

All of us at times give advice to our colleagues or boss at work. How can we make sure that we contribute in a way that helps solve the problem under discussion? Can we become known for contributing wise advice or insightful perspectives to a discussion?

### Mistakes in giving advice

Let’s picture ourselves in a group that has gathered in the office or on the jobsite to discuss a problem. What are some common mistakes we make when speaking up in that situation?

**Speaking up too soon.** Allow the leader to set up the conversation and open it for input before jumping in with a comment. It’s usually a good idea to remain quiet and let more senior or experienced people speak first.

**Speaking up too often.** In any discussion, the number of words will not be evenly distributed. The question for us is whether we are talking too much in relation to others. If you tend to talk a lot, try stepping back to let others fill the silence. What happens? Sometimes a person who has not said much yet will appreciate the opportunity to formulate their thoughts and will make a comment.

**Not asking questions.** Questions are a way to gain a better understanding of the situation, which in turn allows for better analysis and discussion. Questions play another role too. Asking a respectful question can allow junior employees to make a point without getting out of place.

**Going off-topic.** In a meeting I was part of this week, someone spoke up and said, “Rabbit trail alert!” Rabbit trails are sometimes worthwhile in a discussion, but that’s up to the leader to decide. Don’t be the person who has a reputation for hijacking the conversation by veering off into the underbrush.


**Repeating yourself.** I have a habit of repeating the same thought in different words when I am making a point. I am trying to learn to say what I have to say and then shut up rather than launching into a repetitive monologue that covers the same terrain twice (or thrice!).

**Being overconfident.** A confident person can sway the decision of a group even if he is wrong. Be quick to recognize the limitations of your experience or expertise. Be slow to weigh in on a question where you have no experience.

In his book *Principles*, Ray Dalio writes, “The most believable opinions are those of people who 1) have repeatedly and successfully accomplished the thing in question, and 2) have demonstrated that they can logically explain the cause-effect relationships behind their conclusions.”

**Interrupting others.** When multiple people are involved in a discussion, it simply takes time for each person to say what they have to say. Some of us are impatient listeners, causing us to interrupt the speaker with questions or objections. This is disrespectful.

### Conclusion

Proverbs 15:22 says, “Without counsel purposes are disappointed: but in the multitude of counsellors they are established.” Let’s work to grow more skillful in how we participate in discussions so that we be effective counselors. 

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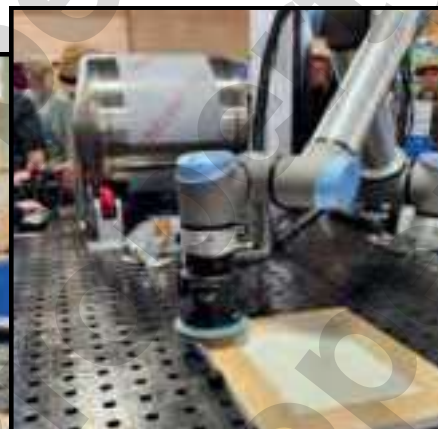
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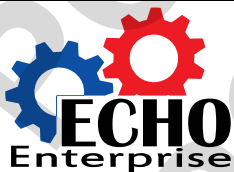
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### UP TO 80% longer blade life w / more tension

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(Create flywheel power adding horse power when you need it most)



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Div. of Dickert Enterprises, Inc.



## Are you in the market for sawmill equipment?

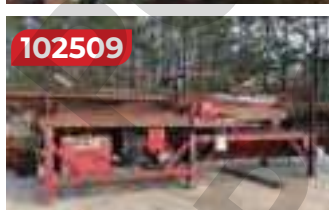
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**WES Graber  
Sales**

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**wgraber@benjones.com**





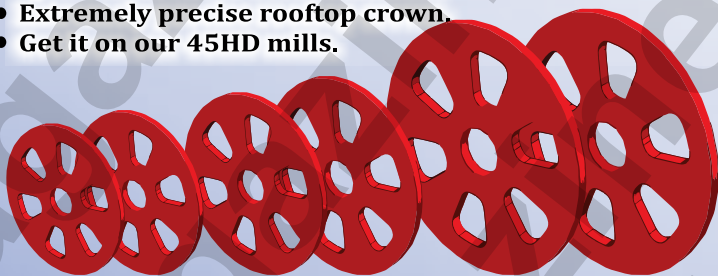
Bandwheel dia. / Center bushing Type / Blade crown

Part # Example: 40 J 12

Part #	Description	Price
40J3	Bandwheel Set	\$ 7,600.00
40J2	Bandwheel Set	\$ 7,000.00
30E3	Bandwheel Set	\$ 5,200.00
30E2	Bandwheel Set	\$ 4,800.00
30E1 1/2	Bandwheel Set	\$ 4,800.00
26E2	Bandwheel Set	\$ 4,700.00
26E1 1/2	Bandwheel Set	\$ 4,700.00

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- Machined from A36 Steel Plate.
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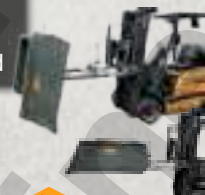
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**CAT**  
DP50N1  
10,000 lb. cap.  
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2,737 hrs.

**\$48,900** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FG45U  
10,000 lb. cap.  
2016 LPG  
6,398 hrs.

Price does not include LPG tank

**\$44,900** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FD35U  
8,000 lb. cap.  
2014 Diesel  
2,765 hrs.

**\$42,900** □ □ □ □ □ □ □ □ □ □



**CAT** DP40N1  
8,000 lb. cap.  
2015 Diesel  
2,832 hrs.

**\$42,900** □ □ □ □ □ □ □ □ □ □



**CAT** DP70N  
15,000 lb. cap.  
2008 Diesel  
602 hrs.

**\$39,900** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FGU30  
6,000 lb. cap.  
2017 Dual Fuel  
1,171 hrs.

**\$34,700** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FGU25  
5,000 lb. cap.  
2014 Dual Fuel  
3,205 hrs.

Price does not include LPG tank

**\$28,900** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FDU25  
5,000 lb. cap.  
2015 Diesel  
3,435 hrs.

**\$28,700** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FDU25  
5,000 lb. cap.  
2019 Diesel  
7,722 hrs.

**\$28,700** □ □ □ □ □ □ □ □ □ □



**Mitsubishi**  
FGD30N  
6,000 lb. cap.  
2011 LPG  
7,910 hrs.

Price does not include LPG tank

**\$22,900** □ □ □ □ □ □ □ □ □ □



**Unicarriers**  
PFD60M5  
6,000 lb. cap.  
2018 Diesel  
4,499 hrs.

**\$27,900** □ □ □ □ □ □ □ □ □ □



**CAT** GP40N  
8,000 lb. cap.  
2018 LPG  
6,234 hrs.

Price does not include LPG tank

**\$27,900** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FGU40  
8,000 lb. cap.  
2007 LPG  
2,464 hrs.

Price does not include LPG tank

**\$24,900** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FGU25  
5,000 lb. cap.  
2011 LPG  
4,509 hrs.

Price does not include LPG tank

**\$23,900** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FGU30  
6,000 lb. cap.  
2017 LPG  
5,700 hrs.

Price does not include LPG tank

**\$23,900** □ □ □ □ □ □ □ □ □ □



**Raymond**  
425-C50TT  
5,000 lb. cap.  
2017 Electric  
4,301 hrs.

**\$18,900** □ □ □ □ □ □ □ □ □ □



**Toyota** 8FGU15  
3,000 lb. cap.  
2017 LPG  
6,423 hrs.

Price does not include LPG tank

**\$18,500** □ □ □ □ □ □ □ □ □ □



**CAT** 2P3500  
3,500 lb. cap.  
2012 Gas  
12,880 hrs.

**\$16,900** □ □ □ □ □ □ □ □ □ □



**Nissan**  
KUHG02A30V  
6,000 lb. cap.  
1994 LPG  
10,432 hrs.

**\$12,900** □ □ □ □ □ □ □ □ □ □



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**2011 TOYOTA 8FDU30**

6,000# cap., 3 stage, sideshift, 5,718 hrs, 28" tires  
\$16,500



**2013 KOMATSU FG25T-16**

5,000# cap., 3 stage, sideshift, 2,180 hrs, 24" tires  
\$17,500



**1997 CAT GP30**

6,000# cap., 3 stage, sideshift, 10,437 hrs, 28" tires  
\$11,500



**2013 CAT 2C5000**

5,000# cap., 3 stage, sideshift, 8,003 hrs, 20" tires  
\$11,500



**2013 TOYOTA 8FGCU20**

4,000# cap., 4 stage, sideshift, 10,564 hrs, 21" tires  
\$9,500



**2016 TOYOTA 8FGCU20**

4,000# cap., 4 stage, 20" lift, sideshift, 6,032 hrs,  
21" tires \$12,900



**1998 CAT GP25**

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(no door) 2spd joysticks  
4,132 hrs. stabilizers  
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81hp.....**\$23,600**



**2016 Gehl RT210**

3,324 hrs. 2spd enclosed cab  
w/ heat SIC 70hp. LR 2,100 lb..  
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cab heat A/C 2spd hyd. qtach  
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110hp LR 3,200 lb. Loaded!  
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**Cat 246B**

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Qtach 1,725 hrs. 80 hp. LR  
2,00 lb. bad eng. **\$12,000**  
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OROPS 4by4 4,045  
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72" lift 24V**

**2018 Cat 2ET3000  
3000 lb 188" lift**

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4000 lb 187" lift**

**2005 JLG 20DVL  
20FT. LIFT**

**\$3,900<sup>00</sup>**



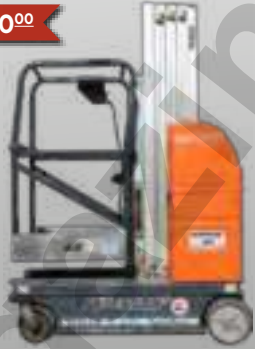
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**\$12,900<sup>00</sup>**



**\$5,500<sup>00</sup>**



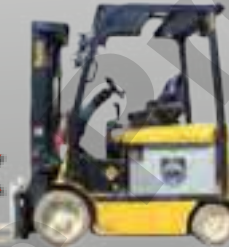
**2018 Linde E18  
36v 3500 lb 188" lift**

**\$15,900<sup>00</sup>**



**2016 Yale ERC050  
36V 5000 lb 195" lift**

**\$15,900<sup>00</sup>**



**2016 YALE ERC060  
6000 LB 188" LIFT**

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2007 GENIE S40. DEUTZ DIESEL. 4WD. ESTIMATED 5000 HRS.  
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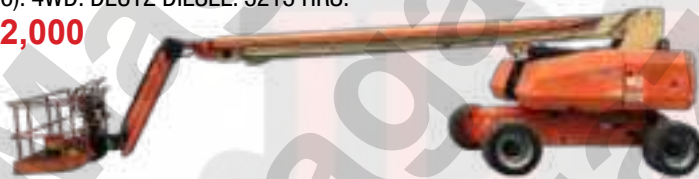
2006 JLG 460SJ. (RECONDITIONED BY JLG 2016). DEUTZ DIESEL. 2679 HRS.  
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**\$23,500**



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TOOTH BUCKET. 720 HRS.  
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WITH  
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TEMPORARY "GROUND TO DOCK" ACCESS RAMPS

## REDI RAMP SPECIFICATIONS

### Width inside of Curb:

84" to 96" wide

### Overall Length:

30'

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5" tall

### Hinged/ Adjustable upper level off plate:

8' long plus 1' HD Dock plate

### Finish:

Black powder Coat

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36" to 54" utilizing 42" hinge ht.

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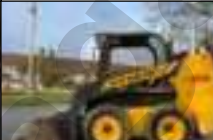





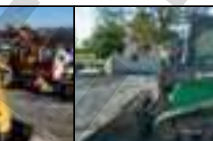



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<b>2013 Kubota SVL 75</b> 3000 hrs. cab, joysticks, 2 speed, power tach, 90% tracks, L.R. 2300 lb. 74 lb.	<b>2018 Kubota SVL 75-2</b> cab, joysticks, 2 speed, power tach, Hi-flow, 74 HP, L.R. 2300 lb. \$35,500	<b>2012 Takuechi TL230</b> 2600 Hrs, 71 Hp, 2 speed, joysticks, 1900 lb Lift, 70% Tracks.	<b>2011 Case TV380</b> 2800 hrs, joysticks, 2 spd, 70% tracks, 84 Hp.	<b>2008 CASE 450-3</b> CAB, 5700 hrs, Case hand controls, 2 spd, good tires, 83 Hp, 2400 lb lift.	<b>2014 Case TR320.</b> 1100 hours, case controls, 2 speed, new tracks, 84 Hp, 2150 lb lift power catch	<b>1998 Case 1845C</b> 1900 hours, grey cab, Case hand controls, i owner, 60 HP 1750 lb lift
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<b>2014 Bobcat T590</b> 2500 Hrs. cab, joysticks, 90% tracks, 66 HP. 2100 lb. L.R.	<b>2014 Bobcat T650</b> 3400 Hrs, CAB, no door, power tach, ACS hand controls, 80% tracks, 74 Hp, 2570 lb lift.	<b>2015 Bobcat T770</b> 2300 hours, cab, joysticks, 2 speed, Hi-flow, power tach, 92 HP, 3475 L.R.	<b>2005 Bobcat T190</b> 4,100 Hrs, ACS hand or foot controls, 66 Hp, 1900 lb lift, 70% tracks	<b>2015 Bobcat T590,</b> 2200 hrs, joysticks, 66 HP, 2100 lb lift, new tracks	<b>2013 Bobcat S750</b> 5400 Hrs, CAB, 2 spd, foot controls, 70% tires, 85 Hp, 3200 lb lift.	<b>2017 Bobcat S650</b> 4700 hours, cab, 2 speed, foot controls, 2690 lb lift.
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<b>2005 Bobcat S220</b> 1800 Hrs, foot controls, 75 Hp, 2200 lb lift, 50% tires.	<b>2004 Bobcat S250</b> 3000 Hrs, CAB, joysticks, power tach, 81 Hp, 2500 lb lift, 50% tires.	<b>2016 Bobcat S770</b> 4300 Hrs, CAB, joysticks, power tach, 92 Hp, 3350 lb lift, 60% tires, deleted, No door.	<b>2015 New Holland L216.</b> 3100 Hrs, foot controls, 57 Hp, 1600 lb. lift.	<b>2012 New Holland C232</b> 2500 hours, joysticks, 2 speed, 70% tracks, 82 HP. 2250 L.R.	<b>2012 CAT 259B3</b> 3200 Hrs, Cab, Joysticks, 2 spd, 80% tracks, 74 Hp, 2000 lb lift.	<b>2014 CAT 242D</b> 9000 Hrs, joysticks, 73 Hp, 2100 lb lift, New rims and tires, Runs Good.
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<b>2008 CAT 262C</b> 5200 Hrs, CAB, no air, Joysticks, 85 Hp, 2700 lb lift.	<b>2016 Gehl RT210</b> 1700 hours, joysticks, 2 speed, new tracks, 70 HP 2100 lb. lift	<b>2018 John Deere 323E</b> 1500 hours, cab, joysticks, power tach, 74 HP, 2590 L.R.	<b>2011 John Deere 319D</b> 3700 hours, joysticks, 80% tracks, 68 HP. 2100 L.R.	<b>2000 New Holland EC25</b> 3700 hours, 60% tracks, 28 HP, 6060 lb.	<b>2001 CAT 303.5</b> N/A Hrs, 28 Hp, 70% tracks, 7600 lb, 18" bucket.	
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# Introduction to the Call to Stewardship

Stewardship is a topic that I care about deeply. As I have spent time exploring and thinking about this topic, I've developed a series of articles titled "Call to Stewardship." This series reminds us that we all are given something to manage.

Over and over again, I see the threads of evidence in scripture that remind me that I have been given something and that something is expected of me. For example, Jesus said, *"For unto whomsoever much is given, of him shall be much required: and to whom men have committed much, of him they will ask the more."* My human tendency is to look at others and think they have way more than I do. However, I fail to recognize that I have also been given much, simply because I've gotten used to what I have and see it as average or insignificant. I have heard very wealthy people declare that they don't have much, and

this has taught me that we should open our eyes to what we have been given and entrusted with.

I pray that these articles will remind us that we are stewards accountable for the blessings God has given us.

## **What is a Steward?**

The dictionary tells us that a steward is a person who manages another's property or financial affairs, one who administers anything as the agent of another or others. A steward oversees the household of another, buying or obtaining food, directing the employees, etc.

Whenever I think about a certain subject, I like to ask myself what the Bible says about it. Are there examples of stewardship in the Bible that we should consider as we dive into this subject?

- *And the LORD God took the man, and put him into the garden of Eden to dress it and to keep it.*<sup>2</sup> For Adam,




caring for the Garden of Eden was on his to-do list. He was accountable to God for what happened in that place. So, Adam was the first steward.

- *Behold, the heaven and the heaven of heavens is the LORD'S thy God, the earth also, with all that therein is.*<sup>3</sup> So, everything I have, or think I have, is not mine. It is God's and will be under my care for a short period of time. I am a steward accountable to him, and my day of accountability is coming.
- *For every beast of the forest is mine, and the cattle upon a thousand hills. I know all the fowls of the mountains: and the wild beasts of the field are mine. If I were hungry, I would not tell thee: for the world is mine, and the fulness thereof.*<sup>4</sup> Again, we are told that everything in this world belongs to our heavenly Father. Because it is

his and not mine, I want to take excellent care of what he has given and make wise choices while I am in management.

### Am I a good steward?

It comes down to this question: Am I a good steward? The Bible says that a person who is faithful in little things will be faithful with much (Luke 16:10-11). Lord, help me to be that faithful servant who makes wise decisions! 

<sup>1</sup>Luke 12:48b <sup>2</sup>Genesis 2:15 <sup>3</sup>Deuteronomy 10:14 <sup>4</sup>Psalms 50:10-12

*Ken Nisly lives in Due West, South Carolina, and is a Business Advisor for Gehman Accounting. His variety of work experiences include ministry, construction, and administration. Ken enjoys helping business owners discover their strengths and how they can build their teams. Of particular delight are his four children and nine grandchildren, with whom he loves to invest his time.*



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• **2019 Kubota SVL 75-2**, cab, 2 spd, joysticks, power coupler, 74 HP, 3,104 hrs, LR 2,300 lbs.....**\$31,500**



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• **2017 Takeuchi TL8**, cabs, 2 spd, joysticks, power coupler, 74 HP, 2,614 hrs, LR 2,105 lbs.....**\$34,500**



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#16

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#17

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#18

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#19

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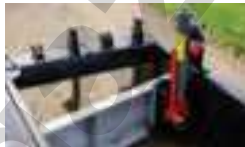
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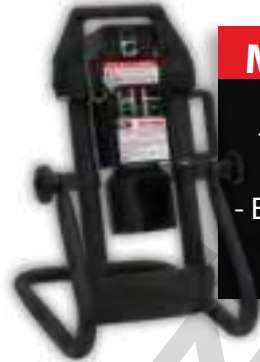


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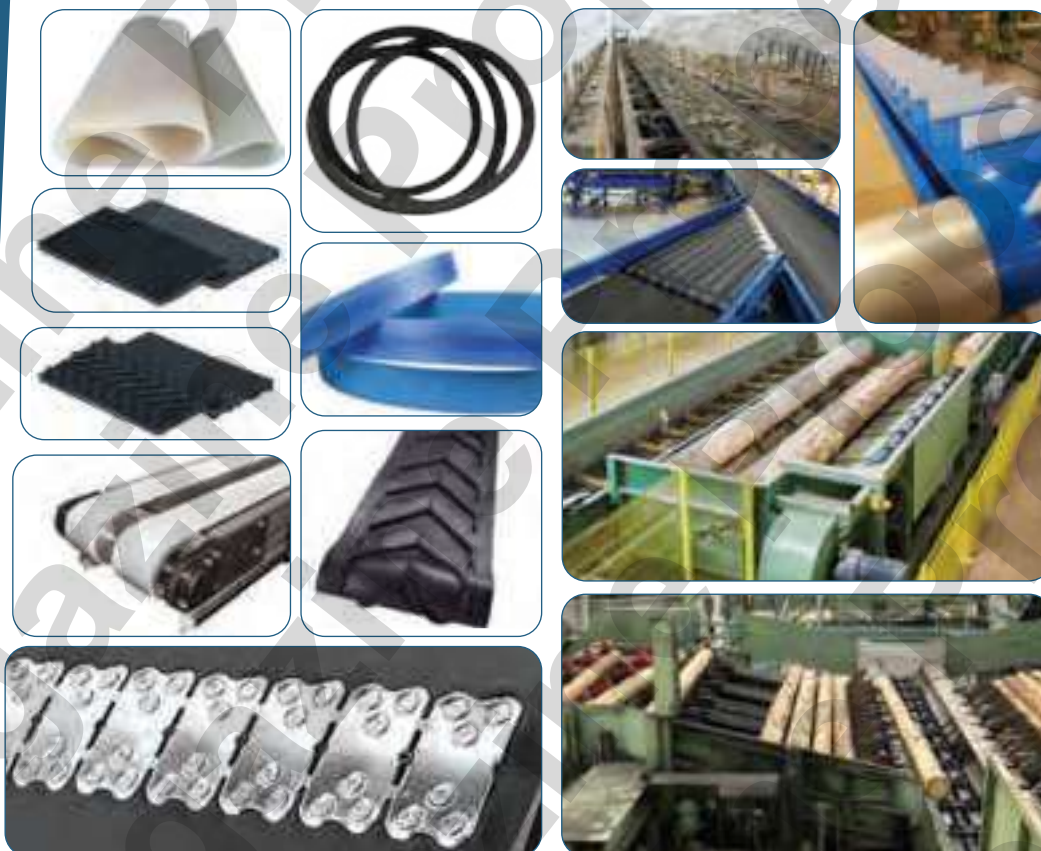
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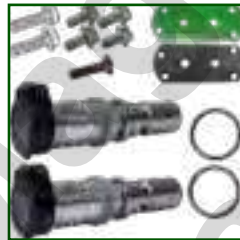
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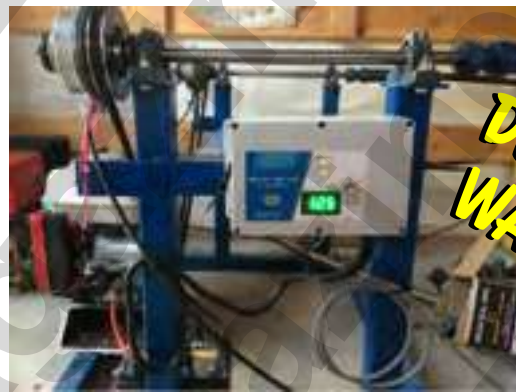
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# OPEN HANDS

## A HAND UP

Stan (name changed to protect identity) grew up in a very poor home in western Maryland. He came from a large family that lived in a one-bedroom house (if you could call it that). Stan's family lived in fear of their father who often came home drunk and was then abusive.

Mary (actual name unknown) was a lonely woman who had a dark history. She lived with a man who was not her husband; although, she had been married in the past. In fact, she had had more than one husband. But she didn't like to talk about that fact because, most likely, her husbands – all five of them – had divorced her. In her day, divorce was relatively easy for men, but practically impossible for women. (You can read her story in John 4.)

Rick (name changed) grew up in southern Pennsylvania. As a young man, looking for something to give meaning to his life, he joined the military. But due to his bad behavior, he was dishonorably discharged. He then began using drugs to numb the pain in his life.

There is one thing that all these people had in common, but it isn't something we normally think about. Although they lived in different parts of the world and in different centuries, they were all experiencing the same thing: poverty. As an avenue for Anabaptists to combat poverty and its global impact, Open Hands was established by Anabaptist Financial in 2009. Our vision is to develop community and reduce poverty through Christ-centered savings groups.

Poverty isn't a very pretty word. Experiencing it is not pleasant, either. But what might surprise you is that all of you who are reading this article have experienced poverty in some way.

Merriam-Webster defines poverty as: "the state of one who lacks a usual or socially acceptable amount of money or material possessions." But poverty is a complex issue that cannot be solved simply by increasing the number of possessions a person has. People can experience poverty in all areas of life, not simply in material possessions.

Most people from Western civilizations, such as the United States and Canada, think of poverty strictly in material terms: A person is in poverty based on their level of income and/or material possessions. However, when people from low-income countries describe poverty, they use words like *shame*, *embarrassed*, *being alone*, *losing hope*, and *feeling sad*. These people understand that poverty is complex and involves **all** of a person and his relationships.

Poverty is a result of and can be defined by broken relationships. There are four main relationships that, if broken, cause poverty: relationships with God, with others, with yourself, and with the rest of creation. These relationships are the building blocks of life. Because of the Fall, sin entered the world (Genesis 3), and all four of these key relationships were broken – for all of us. In the Garden of Eden, Adam and Eve enjoyed intimacy with God, but

that was replaced with fear of God. Our relationships with others went from community to conflict. Our relationship with self went from a sense of dignity to feelings of shame. Finally, our relationship with creation went from joyful work to toilsome labor.

If a person's relationship with God is broken, that person is in spiritual poverty. Because this relationship is foundational, it affects all other areas of life. If this relationship is broken, it causes a person to lack the rest and joy that God intends for the people He created. This lack of *shalom* (peace and wholeness) causes a person to seek fulfillment and purpose in some other way: through power, money, drugs, fame, and so on.

If one's relationship with others is broken, he is experiencing social poverty. God intends for us to live in community, recognizing our need of each other. We are to know each other, love each other, and encourage each other to follow God's calling. We need to understand that we cannot flourish alone. Genesis 2:18 tells us that God said, "It is not good that the man should be alone; I will make him an help meet for him." Living in a community, which for many of us centers around our church, provides us with social support and connection. We can learn from each other and help each other. We experience a sense of purpose and belonging.

One can also be in poverty if his understanding of who he is does not align with who God says he is. God created all humans in His image, with dignity and value (Genesis 1:26, 27). Every person alive has something to offer to the people around him. All people are called to reflect God's glory. But as a result of the Fall, our relationship with self was damaged, and, as a result, far too many people feel like they are worthless, a mistake, or that the world would be better off without them. On the other hand, they may feel like they are better than others and believe that their wisdom, experience, or wealth is what can save the world.

Finally, a person can experience poverty if he misunderstands how he is to relate the material world. God has created the world for us to enjoy, and we are commanded to "replenish the earth, and subdue it: and have dominion over" it (Genesis 1:28). But Scripture is clear that God cares about His creation and how we manage it. Proverbs 12:10 tells us that the righteous person will take good care of his animals. In Deuteronomy 20:19, God told His people that they were not to destroy the trees around a city simply because they were besieging the city. Jesus told us that God notices when a sparrow falls to the ground (Matthew 10:29).

So, how can we effectively address these broken relationships? What are we, as God's people, called to do regarding the poverty that is all around the world? As the church, we can offer hope in Jesus Christ, who promises that what is broken, both inside and around us, can be restored. God sent His Son Jesus to redeem the brokenness of the world (Romans 8:19-22), and 2 Corinthians 5:18-20 tells us that we are God's ambassadors, responsible to show to others the way of redemption. As the church, we cannot ignore the needs around us – and around the world. While it might seem like there is so little that we can do, there are actually ways to address these issues that make a lasting impact.

At Open Hands, we provide a way for people to participate in addressing the broken relationships of those living in poverty. While we do sometimes need to provide food to people, poverty alleviation is so much more than that. It involves reconciling the broken relationships at the root of poverty. It means taking the hungry person by the hand and saying, "I'm hungry too, but I've found the Bread of Life. He can provide the lasting hope that you and I both need." Again, in one sense, we all experience poverty through the broken relationships around us. We all need to experience the full flourishing of our relationships with God, others, self, and the rest of creation in the way that God designed us to.

At Open Hands, we work alongside existing Anabaptist missions to provide a method of restoring people to wholeness in Christ. We operate savings and credit groups in thirteen countries around the world. These savings groups provide a safe place for people to experience restoration in their relationships. Our curriculum not only teaches biblical principles of stewardship but also includes the Gospel message of reconciliation with God through faith in Jesus Christ (Ephesians 22:8).

Open Hands hires local Christians to teach the savings groups on a weekly basis. They learn how to plan, how to start a small business, and how to relate to people while learning who God is and many other biblical principles for living the way God intends us to live. These weekly meetings create a sense of community, and the people in the group learn that they can trust each other and grow together. They learn that they are not victims who cannot help themselves; rather, they realize their own dignity and value as people created in the image of God. They come to understand that they have been given abilities and resources to manage in



Margret Zawadi, from Kenya, is a lady who has experienced the freedom and wholeness that comes from restored relationships. She was born and raised in a Muslim family and in 2005, she married a committed Muslim man. Together, they have four children, who were all born into the Muslim faith.


In 2019, Margret was invited by her friend to join the Boma savings group, which is sponsored by Open Hands. In that group, she received basic biblical financial teaching. But the most intriguing part of the teaching that she heard was the teaching about Jesus and how He came to restore our broken relationships. Finally, in 2020, she was reconciled to her Creator as she gave her life to Christ and eventually, all four of her children chose to follow the faith of their mother. Now Margret and her children faithfully attend church every Sunday, while they continue to pray for the salvation of her husband.

a way that brings glory to God. They learn that they can use their resources from God not simply to grow their own wealth but also to help others with the blessings God has given them.

This method of poverty alleviation has been proven to be very sustainable. Rather than depending on assistance from outside their own community, these people become able to

provide for their own needs and begin to help others. This results in stronger families, stronger churches, and healthier communities. As people in the savings groups experience redemption, they learn how to bring that wholeness to their part of the world. God, the great Redeemer of mankind, is still alive and at work in our world!

“Stan”, the man I used to introduce this article, was reconciled to God. This, in turn, helped him find reconciliation with himself and other people in his life. “Mary” met Jesus and became a completely changed woman. She no longer lived in fear, afraid of being seen by the people in her town; instead, she ran into her town to tell everyone she met about the One who had changed her life! “Rick” came to church with his Mennonite boss, where he heard the Gospel message and was reconciled to God. He now faithfully serves His Lord as a member of a conservative Mennonite church.

At Open Hands, our goal is to see many more people restored to wholeness through restored relationships. For those of us who have more than we need, we provide a channel to share with those in poverty so that they can be lifted out of misery into glorious freedom. Will you help us? Will you pray for those in poverty? Will you be part of reducing poverty by helping the financially vulnerable become stabilized and grow, standing together in Christian community? 

*“Open Hands is a section 501 (c) (3) nonprofit ministry that focuses on developing community and reducing poverty through Christ-centered savings groups.”*

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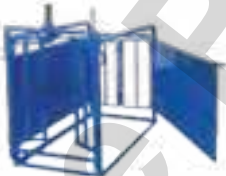


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- Shown with padded sides (sold separately)
- Dimensions: 62"l x 43" w x 45" h

### Head Gate & Chute

Self-catching head gate and chute



#### Standard Features

- Ideal for vaccinations, de-worming, tagging, etc.
- Attaches to front of #WCCT working chute
- Both sides open for easy access
- Dimensions: 54" l x 20" w x 40" h

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Sheep and goat scale



#### Standard Features

- Both doors open from same end
- Shorter wheel base for ease maneuverability
- Also ideal for shipping hogs
- Solid wheels & slatted floor
- Optional digital display
- Dimensions: 52" l x 28" w x 56" h
- Weight Capacity: 440 lbs

### Lamb Creep Feeder

Feeds small square bales and grain

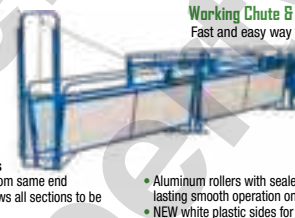


#### Standard Features

- 6' x 6' creep feeder for lambs
- 12 bu 14 ga. MIG welded steel tank
- Adjustable openings on creep panel end gate
- Slide-back water proof lid
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### Working Chute & Crowding Tub

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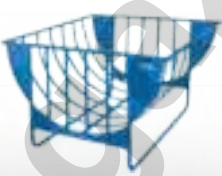
- Both doors open from same end
- Unique design allows all sections to be interchanged
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#SHB For bales up to 5' x 5'



#### Standard Features

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- Stacks nicely for transport
- Dimensions: 66" l x 66" w x 45" h

### Collapsible Feeder

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#### Standard Features

- 7" rod spacing
- Slanted rods on sides prevent sheep from getting caught as ends move in
- Dimensions: 72" l x 72" w x 44" h

### Walk-Through Feeder

#WTF Feeds small square bales and grain



#### Standard Features

- Basket rod spacing is 2 3/4"
- 8" alley through center of feeder
- Attach multiple feeders end-to-end by removing doors
- Stacks nicely for transport
- Dimensions: 96" l x 36" w x 38" h

### Big Square Bale Feeder

#WTB Feeds large square bales and grain



#### Standard Features

- Improved design for better bale flow
- Removable wool guards for maximum bale flow
- Basket rod spacing is 3"
- Dimensions: 96" l x 48" w x 44" h
- Designed for bales up to 3' x 3' x 7 1/2"

### Round Bale Feeder

#BR5 For large round bales up to 5'



#### Standard Features

- 22 feeding spaces
- Tombstone design for less hay wastage
- Dimensions: 62" l x 67" w x 56" h

### Small Bale Feeder

#SB4 Small bale feeder with 15 feeding spaces



#### Standard Features

- 15 feeding spaces
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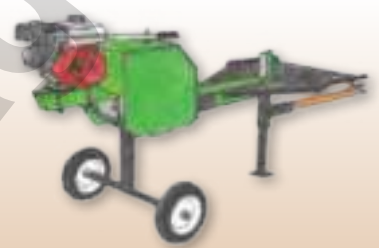
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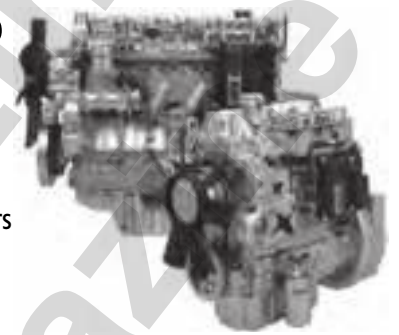
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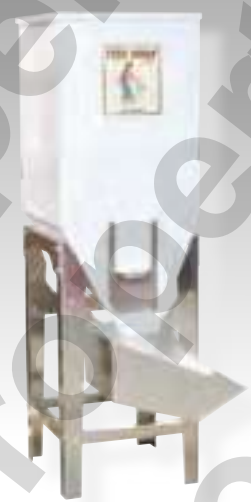
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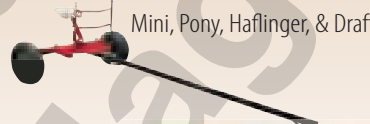


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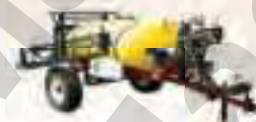
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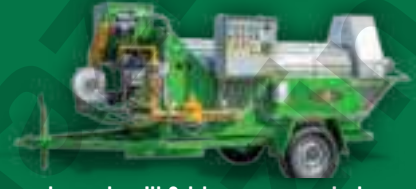
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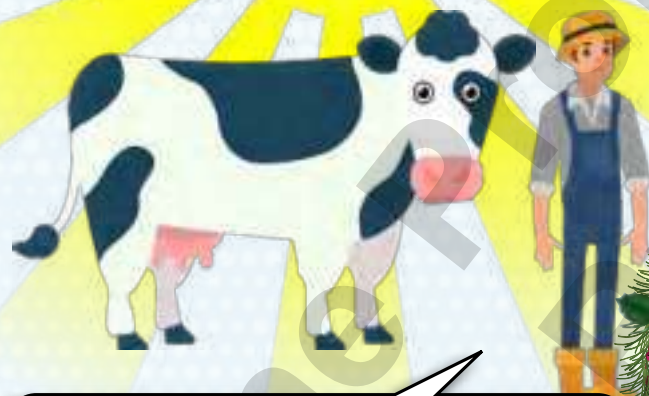
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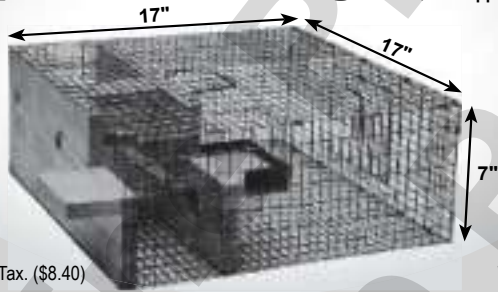


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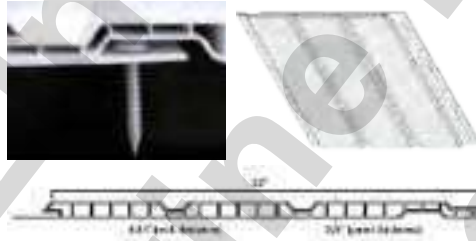
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## Why do we give?

The oft-repeated quote, “Sometimes our greatest strengths become our greatest weaknesses,” is evident in the area of giving. According to the Charities Aid Foundation, our nation is one of the most charitable nations. Americans gave \$499 billion to charities in 2022. This sum does not include money privately given to individuals.

Anabaptist people in general are also known for their generosity. Large hospital bills are quickly taken care of with a church collection. After a tragic barn fire, the new barn is ready for use in several weeks. Anonymous donors give replacement cows. The hay mow is filled with hay, and feed is in the bin. All are generous gifts from willing donors. More recently, after Russia invaded Ukraine, Anabaptist-run charitable organizations received great outpourings of funds from the Anabaptist community.

But with the strength of this giving spirit can come the weakness, where giving becomes a mere ritual. Do I give to the church collection because it is the expected thing to do? Do I give so I can get a tax write-off? What are my motives for giving?

### Giving with a purpose

Jacob,\* one of the SALT facilitators in Haiti, received a job offer from another organization. This job offer included higher wages and a package of benefits. He turned the offer down, but not because he didn't need the increased wages. Jacob's family needed the extra income. However, he turned the job offer down because he believed in the SALT program and wanted to continue serving SALT members. He gave up the extra income for the sake of the Gospel. Jacob gave of himself, perhaps as the apostle Paul wrote in 2 Corinthians 8:5: “And this they did, not as we hoped, but first gave their own selves to the Lord, and unto us by the will of God”.

Jacob demonstrated that giving with a purpose goes far deeper than making a monetary contribution. He knew the SALT program was having a lasting effect on SALT members. He saw families being lifted out of poverty. He personally witnessed men and women committing to follow Christ, and he walked with people as they forsook sinful habits to embrace godly living.

### Giving because of pressure

As the year draws to a close, we are reminded almost daily of our responsibilities to help people in poverty: newsletters from organizations, the too-small winter coat on a neighbor child, the tinkling bell outside the local shopping center. And don't forget the constant flow of fundraising flyers. The pressure to give to every cause can easily eclipse the real purpose of giving.

### Giving with a plan

As we sort through the maze of needs, what can we learn from our friend Jacob the SALT facilitator?

- **He avoided the snare of mammon.** He could have taken the job with increased pay. He could have reasoned that with more income, he could have given more. Somehow, this reasoning never becomes reality.
- **Jacob likely prayed about the decision he was about to make.** We too should ask God how He wants us to use the resources he has entrusted to us. When the food at the fundraiser is the reason we participate, we might have to check our motives and examine if God is guiding us.
- **Jacob knew how the SALT program worked.** Probably one of the biggest mistakes we make is giving to a cause without first doing research. A flyer comes in the mail. It looks interesting, so we write a check and feel justified in making a difference.
- **Jacob was involved in the SALT program.** Most of us can't fly to Africa to tutor an orphan. But we can pray for the orphanage daily. We can request literature or have someone speak about the orphanage at our church or school. Be involved and understand the cause you are supporting.
- **Last but not least, Jacob was thrilled to see the kingdom of God advance.** If our giving helps spread the Gospel or fulfills the mandates of the kingdom of heaven, we too will find purpose and fulfillment.

“For we are labourers together with God: ye are God's husbandry, ye are God's building” (1 Corinthians 3:9).

*\*Name is changed to protect identity.*

# Agri-Plus teaching changes Haitian farmer

Henri stood on the steep Haitian mountainside and gazed down over his recently planted bean field. Last night's heavy rain had carved little gullies and washouts into the bare field, sending some of his precious bean seeds down the mountain. His most valuable resource, topsoil, was gurgling and hurrying its way down to the ocean, never to return. What could Henri do? How would his children raise their food once all the topsoil was gone?

Erosion is a major threat to farmers across Haiti. Many trees were cut down for charcoal in the past decades, leaving the fields exposed to the elements of nature. With no tree root mass to support the soil structure, even light rains can create big gullies. The hot tropical sun can now beat down on soil that was once cooled by the shade of trees. As a result, Haitian farmers struggle to produce the yields their fathers and grandfathers enjoyed.

Henri found solutions when he joined the SALT Agri-Plus group in his community. Agri-Plus taught him how to plant Vetiver grass terraces across his steep mountainside gardens to keep his topsoil from washing away. He learned the importance of not burning leftover crop residue but allowing it to break down as organic matter in the soil. He started covering his soil with mulch.



Henri with his Agri-Plus group. He is seated in the back row, far left.

“If I would have received the Agri-Plus teaching earlier in life, I would have already done much.”

—Henri, SALT Agri-Plus farmer from Haiti

As he received regular teaching from the Agri-Plus group, Henri grew in his love toward God and His creation. When he learned that God was the first farmer, he started valuing his profession more. He says he didn't know that agriculture and God's Word could go together.

Today thick Vetiver grass terraces snake across Henri's hillsides, slowing down rainwater. Productive trees dot the fields. His once bare soil now is covered with mulch and plant matter.

Henri says that Agri-Plus taught him lifelong lessons, and he is now dedicated to helping others in his community. He thanks SALT Agri-Plus for changing his life.



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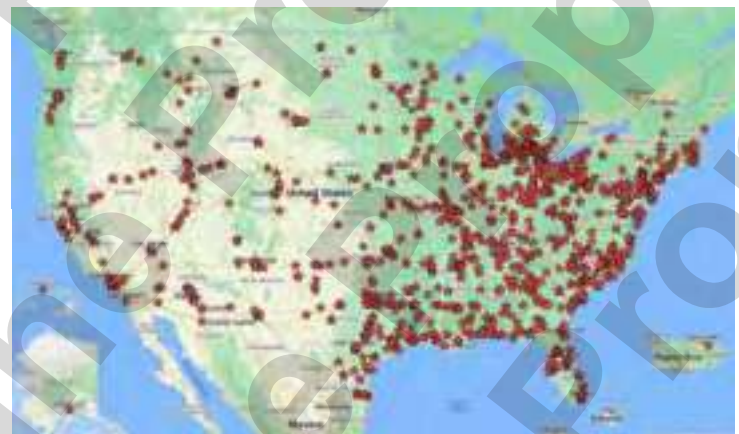
“My spirit needed that.” —*Montana*

“I need to get free. I need to get right with God.” —*Austin, Texas*

“Is there a true church somewhere?” —*Utah*

## More than 1,700 billboards spreading the Gospel in the U.S.

Includes truck-side messages.



## Billboard Evangelism highlights

*Average statistics from the past three years*

### Calls per day

- 112 calls accepted/people talked to a team member
- 277 calls to our toll-free number; some listened to sermons

### Time per call

- 9 minutes

### Hours on the phone per month

- 401 hours

### Number of billboards displayed at a time

- 1,500 billboards

### Top billboards for calls (when a caller remembered the message)

1. Where are you going? Heaven or hell 9,143 calls
2. There is evidence for God! 2,506 calls
3. Shackled by lust? Jesus sets free 1,015 calls
4. Beyond reasonable doubt Jesus is alive! 1,117 calls
5. In the beginning God created 1,145 calls
6. After you die, you will meet God 1,015 calls

## Other impacts:

- Number of literature packs sent since 2020: 3,767 (83 per month)
- Caller religions (total since 2020 based on calls where the religion was known):
  - Professing Christian: 10,552 calls
  - Unbeliever: 6,801 calls
  - Jewish: 1,344 calls
  - Agnostic/skeptic: 1,347 calls
  - Catholic: 1,110 calls
  - Atheist: 1,016 calls
- Types of callers (based on calls that were reported):
  - Curious: 16,716 calls
  - Seeking: 13,565 calls

Our generous supporters have made a significant impact through Billboard Evangelism over the past three years. Together with God’s guidance, we have been able to reach thousands of individuals from various backgrounds and beliefs, spreading the message of faith and hope. **Thank you and God bless you for your continued support!**

# Stopped by a billboard

Damien\* found himself at a crossroads. He had been grappling with a dark temptation, a secret he had never shared with anyone, not even his wife.

As Damien drove along, his thoughts weighed heavily on his mind. His inner turmoil was interrupted when he noticed a billboard up ahead. The message struck a chord deep within him, and he couldn't ignore the feeling that this was a sign for him.

With trembling hands, Damien reached for his phone and dialed the toll-free number displayed on the billboard. He listened to the recording, then pressed 0 to speak with a phone team member.

"Hello my name is Roger with Gospel Billboards, how are you today?" The voice was compassionate.

Tears welled in Damien's eyes as he began to share his burden. "I've been tempted," he confessed, "tempted to be unfaithful to my wife." The team member on the phone listened, offering a reassuring presence.

Damien hesitated, but continued, "It's a coworker. In fact, I'm on my way to see her right now." He explained that he had never acted on his feelings before, but the attraction was undeniable.

The compassionate voice didn't judge Damien; instead, he offered guidance and support. "Damien," he said, "right now, I want you to step on the brakes. Turn your car around and head back home."

At first, Damien was overwhelmed with guilt and uncertainty. He pondered whether he should admit his temptation to his wife. "I don't think she'd ever forgive me," he confessed.

But the phone team member encouraged him to take important steps. "First," he advised, "you need to end this relationship with your coworker immediately. Secondly, consider quitting your job if it means distancing yourself from this temptation."

Damien listened intently, and although he was unsure about confessing to his wife, he felt compelled to follow the

advice. The voice on the phone continued, "And there's one more crucial step you should take, Damien. Get right with God. Turn your life over to Jesus Christ."

As he continued to drive, conflicted and lost in thought, Damien contemplated these words of guidance. With a sense of hope and gratitude, he finally spoke, "I think you may have saved my life."

*\*Name is changed to protect identity.*



If you would like to support the **Billboard Evangelism** program, please use this response coupon to make a contribution.

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I prefer to give for one year at a time (12 months).  
\$ \_\_\_\_\_ x 12 = \$ \_\_\_\_\_ total

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Each sponsor will receive the quarterly **Billboard Evangelism Update** and a phone team member prayer card.

Please send me information about sponsoring a specific billboard through the **Adopt-A-Billboard** program.

Check this box if you wish to discontinue receiving the **Billboard Evangelism Update**.

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- Make check payable to Christian Aid Ministries and mail to P.O. Box 360, Berlin, OH 44610
- Call 330.893.2428 to donate by debit/credit card

- Check here if you **DO NOT** wish to have a receipt.  
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# QUESTIONS & ANSWERS



GARY MILLER

## Question:

How can we bridge the gap between people with differing views of business? We have members in our church who consider business a necessary evil, and others who see it as an opportunity to bless and grow the church. How can two brothers from the same church continue communicating if they look at business so differently? (This is especially difficult when the one brother is a church leader.)

## Answer:

Differences over how Christians should interact with the material world is nothing new. In fact, this tension appears in Scripture. In the very beginning, God declares the material world he had created to be “very good,”<sup>1</sup> but two chapters later He pronounces a curse on that same world.<sup>2</sup> In ways we do not fully understand, man’s relationship with God, the physical earth, other humans, and even with himself had changed dramatically after the Fall. Yet God not only cursed the ground, He also promised to bless it.<sup>3</sup>

Humanity has wrestled with this cursed/blessed relationship throughout history. Greek philosophers taught that God is high above and separate from the physical world. Therefore the individuals most like God are the wealthy who do not need to work and have the luxury of sitting and thinking great thoughts. Is this how we should see the material world? Should Christians separate the sacred from the secular? How has God interacted with the physical world in the past?

Two times in Scripture we see God making an entrance into the material world. Yet notice how He comes. The first time He came as a gardener and planted a garden. The second time He came as a carpenter, someone who takes wood and makes it more useful. In both cases,

God chose to interact very closely with the material world, connecting with and providing for people’s physical needs. Jesus could have come as a philosopher, a scientist, or a college professor. But instead, He spent the majority of His time on earth doing physical work with material things. How God interfaced with this world reveals much about His perspective.

The New Testament reveals more of God’s heart on this topic. Paul told the church at Corinth that we are to use this world, yet not abuse it.<sup>4</sup> This closely parallels the original message in the Garden of Eden, where Adam was instructed to dress (work, till, use) and keep (protect, preserve, guard) the garden. Our work, or business in your question, is not evil. It was part of God’s original plan for humanity, even before the Fall. But neither are we to worship, or place undue focus, on things of this earth.<sup>5</sup> And this tension between using but not abusing is what God desires for His people. We call this stewardship of our material world.

Paul had an even more profound message regarding the material world later in his letter to the Corinthians. A message which goes beyond mere managing of material things. We are not only to steward this material world, we are also to purposefully use physical things to bring

glory to God. "Whether therefore ye eat, or drink, or whatsoever ye do, do all to the glory of God."<sup>6</sup> Can you think of any better way to explain how God wants us to interface with the material world? He wants every interaction, even eating lunch, to be focused on bringing glory to Him.

You asked how two brothers from the same church can communicate when they look at business so differently. This can be a real challenge. We tend to either see business, money, and possessions as a great blessing, believing we personally are somehow immune to the many warnings of Jesus on this topic. Or we focus only on the warnings, believing the material world is somehow evil and to be avoided as much as possible.

I would suggest the answer for both is embracing the truth that the material world is to be used for the glory of God. We are not to love our businesses and possessions, nor regard them as evil. God is at work in our world,

actively drawing and reconciling the world unto Himself. And we have been called to join Him in this work of reconciliation. Business can become a dangerous snare to our spiritual lives. But it can also be used as a useful platform to demonstrate the kingdom of God. **PCBE**

<sup>1</sup> Genesis 1:31

<sup>2</sup> Genesis 3:17-19

<sup>3</sup> Deuteronomy 7:12-14

<sup>4</sup> 1 Corinthians 7:31

<sup>5</sup> Romans 1:25

<sup>6</sup> 1 Corinthians 10:31

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*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 questions in future columns. Answers given in this column do not necessarily reflect PCBE's position on the topic..*

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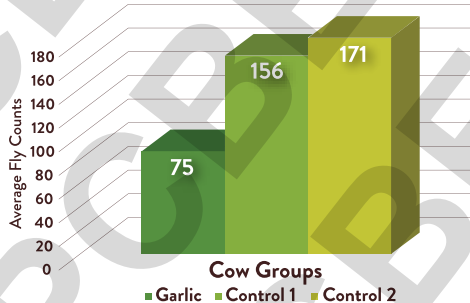
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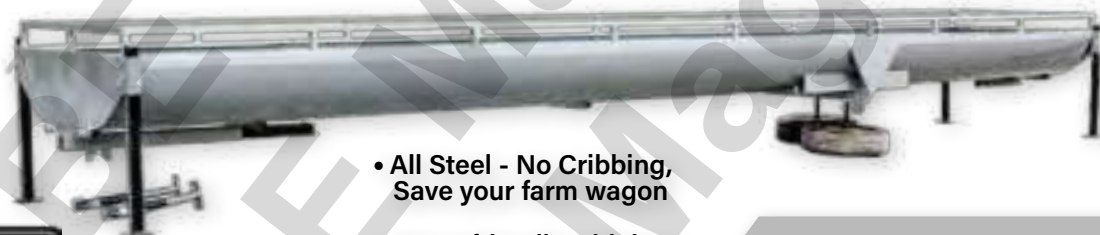
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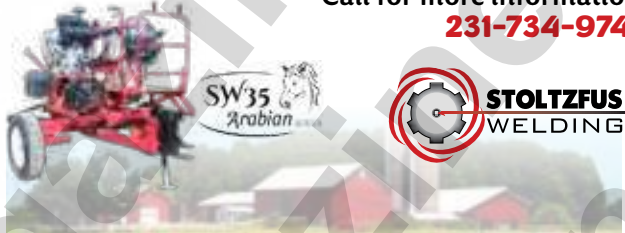
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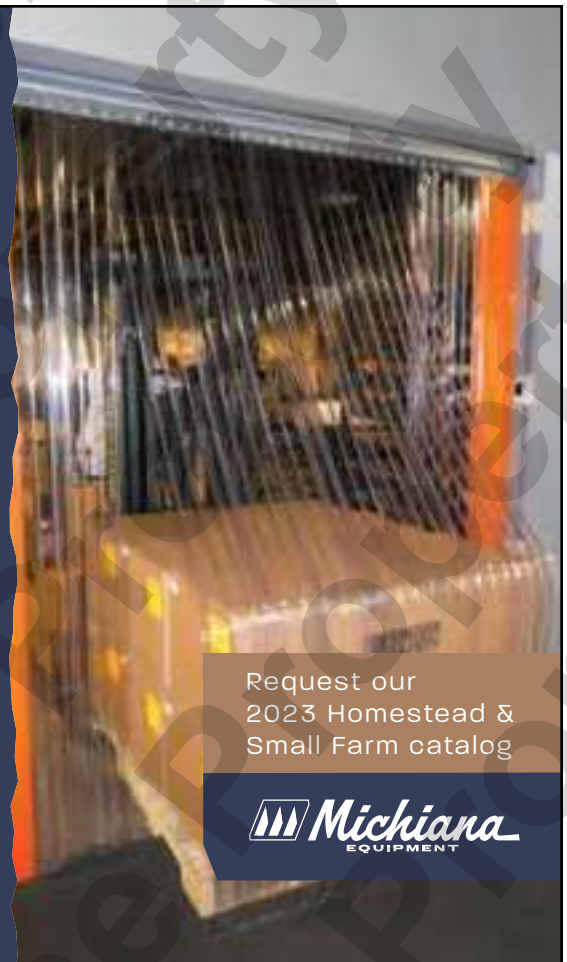
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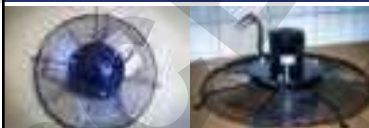


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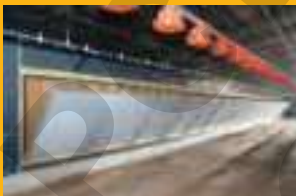
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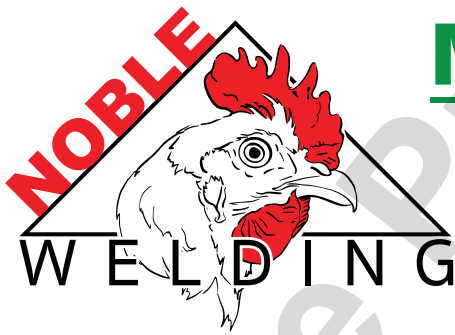
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Gary Miller



## Chapter 6 of 13

# The Message of Proverbs

Turn to almost any American “Christian” financial counselor’s writings, and you will find a focus on the book of Proverbs. Take Dave Ramsey, for instance. While he would say money isn’t the most important thing in the world, his teachings are unashamedly intended to help you accumulate it. Dave Ramsey grew up in Tennessee, and early in life he had an interest in financial management and wealth. By his mid-twenties he was a millionaire, enjoying a successful career in real estate. Dave describes his early financial life like this: Starting from nothing, by the time I was 26 I had a net worth of a little over a million dollars. I was making \$250,000 a year— that’s more than \$20,000 a month net tax- able income. I was really having fun.

But he was also heavily in debt and oblivious to the potential consequences. As a result, when the local economy went south, he lost everything. This experience had a tremendous impact on how Dave viewed business and debt, and he began to read the Bible and other materials relating to finances. He also attended seminars and learned from Christian writers like Larry Burkett and Ron Blue. Soon Dave developed his own set of teaching materials based on his experience and what he had learned from others.

Today Dave Ramsey is a household name in America. His books can be found in most major bookstores, his materials are used in churches across the nation, and his voice is familiar on hundreds of radio stations. Using Scripture, he teaches people how to get out of debt, how to budget, and how to slowly accumulate wealth. It is a popular message,

employing present frugality to enjoy future prosperity. “If you will live like no one else, later you can live like no one else,” is Ramsey’s familiar mantra, and millions of people are following his teachings.

But are Dave Ramsey’s teachings correct? Are they really Biblical? His teachings have helped many recover from heavy debt loads, yet something about his message seems different than that of the Jesus he claims to follow. I want to suggest that Dave Ramsey’s teachings are built directly on the message of Proverbs.

### What Is the Message of Proverbs?

When considering business, industry, and wealth, the book of Proverbs has several clear teachings. So for a moment, set aside any preconceived ideas you may have about the problems regarding business and wealth in the church today and consider what the book of Proverbs teaches.

1. **Common sense.** Proverbs abounds with statements that we refer to as common sense. If you first do this and then that, the result will be this. “The sluggard will not plow by reason of the cold; therefore shall he beg in harvest, and have nothing.” This is simply a true statement of common sense. If you choose to stay in the warm house and sleep in when you should be working in the field, you won’t have a harvest. The book of Proverbs is packed with this kind of profound statements. It is a collection of natural, observable truths about life.

**2. Self-preservation.** Throughout the book of Proverbs the reader is taught to be diligent lest he be taken advantage of or lose what he has. Notice the underlying message of the following two verses: “Be not thou one of them that strike hands, or of them that are surety for debts. If thou hast nothing to pay, why should he take away thy bed from under thee?”<sup>2</sup> These verses apply to what is called co-signing for a loan, when one person pledges to share the risk with someone else. But notice the message. “Why would you do that? Why take that kind of risk? If the fellow you are co-signing the note for goes belly up, you might lose your own bed!” This underlying thought pervades Proverbs. In essence, it teaches that there are consequences to choices we make in life. Don’t make choices that might cause you to perish, to fall into mischief, or to be led into poverty. If you want to be successful, there are some things you should do and others you shouldn’t.

**3. Prosperity is the reward of diligence and frugality.** “He that tilleth his land shall have plenty of bread: but he that followeth after vain persons shall have poverty enough.”<sup>3</sup> This message is interwoven throughout the book. If you work hard and are diligent, you will be prosperous. Proverbs also warns against seeking wealth by other means. “Wealth gotten by vanity shall be diminished: but he that gathereth by labour shall increase.”<sup>4</sup> The path to prosperity is taught clearly in Proverbs. “He that loveth pleasure shall be a poor man; he that loveth wine and oil shall not be rich.”<sup>5</sup> The man who chooses to spend money on pleasure, living it up as he goes, will never accumulate much wealth. The path to wealth is hard work and a frugal lifestyle. It was true when Proverbs was written, and it is still true today. Material prosperity is the reward of diligence and frugality.

**4. Poverty is the reward of slothfulness.** The writer of Proverbs describes some things he observed while taking a walk. “I went by the field of the slothful, and by the vineyard of the man void of understanding; and, lo, it was all grown over with thorns, and nettles had covered the face thereof, and the stone wall thereof was broken down. Then I saw, and considered it well: I looked upon it, and received instruction. Yet a little sleep, a little slumber, a little folding of the hands to sleep: So shall thy poverty come as one that travelleth; and thy want as an armed man.”<sup>6</sup> This is another

recurring theme in the book of Proverbs. Material poverty is the result of poor choices, laziness, and slothfulness. If you are going to extract food and blessing out of this cursed earth, you will have to work for it. It will not come easily. Just as diligence and frugality have a reward, so does laziness. And the reward for slothfulness is poverty.

**5. Planning and saving for the future.** In Proverbs the lowly ant is held up as an example. “Go to the ant, thou sluggard; consider her ways, and be wise: which having no guide, overseer, or ruler, provideth her meat in the summer, and gathereth her food in the harvest.”<sup>7</sup> Notice the ant is not only a diligent worker, but it also plans ahead. God has placed within the ant the knowledge that summer doesn’t last forever. So while there is plenty, the ant gathers and saves for the coming winter. The lesson here is evident. A wise man knows that if he is going to succeed materially, he will need to plan ahead and save during times of plenty.

**6. Material wealth is a blessing from God.** Proverbs also shares some of the blessings of being rich. “The poor is hated even of his own neighbour: but the rich hath many friends.”<sup>8</sup> This verse along with others says that a man who is wealthy will have more friends. Material wealth also provides some earthly security. “The rich man’s wealth is his strong city: the destruction of the poor is their poverty.”<sup>9</sup> The rich man is able to defend himself against many things in life, another advantage to having wealth. Different characters in the Old Testament, whom we hold up today as righteous men, were very wealthy. I believe this is a fulfillment of God’s promise. One verse in Proverbs says it like this: “The crown of the wise is their riches.”<sup>10</sup> Wealth in the Old Testament seemed to provide some evidence that a man was approved by God. Of course, there were exceptions. There were poor widows who were faithful to God and wealthy men who were ungodly. But in general, wealth and prosperity were signs of God’s blessing.

Many professing Christians are excited about Dave Ramsey’s message. His books have been bestsellers, and many would say his message has saved their finances and marriages. But others are not so sure. Does God really intend for New Testament Christians to purposefully accumulate wealth? Are large businesses in our day really a sign of God’s blessing? Is the book of Proverbs really the last word in financial teaching?

Dave Ramsey isn't the only one who likes to camp out in the teachings of Proverbs. Production Pauls, even those in conservative churches, like Proverbs too. One minister who owns a large company told me recently, "I read a chapter from it every morning. I have learned far more about running a business from the book of Proverbs than from all the business seminars I have attended." Proverbs does a good job of illustrating the importance of sound decision-

making in business. Not only that, Proverbs provides a road map for accumulating material wealth. No wonder wealthy businessmen like it. It validates the path they have taken. But before we conclude that Proverbs is the last word in kingdom-focused living, we need to investigate further. What does the New Testament teach? What did Jesus Himself say on this topic?

<sup>1</sup>Proverbs 20:4 <sup>2</sup>Proverbs 22:26-27 <sup>3</sup>Proverbs 28:19 <sup>4</sup>Proverbs 13:11 (also see Proverbs 20:21 regarding receiving an inheritance) <sup>5</sup>Proverbs 21:17 <sup>6</sup>Proverbs 24:30-34 <sup>7</sup>Proverbs 6:6-8 <sup>8</sup>Proverbs 14:20; 19:4 <sup>9</sup>Proverbs 10:15 <sup>10</sup>Proverbs 14:24

## Chapter 7 of 13

# What Did Jesus Say?

Throughout history, the Jewish people have been famous for their business acumen. Probably no people group is better known for skills in business, commerce, and the banking world. When Jesus taught the message we call the Sermon on the Mount, I don't think His listeners were expecting a lesson on finances. Yet Jesus dove right into the topics of wealth and possessions, and I think it is safe to say that, regardless of their financial status, everyone was surprised at His message.

### What Is Jesus' Message?

In the last chapter we looked at what the book of Proverbs has to say regarding business and wealth. The Jewish listeners had heard these teachings all their lives. As we look at a summary of what Jesus had to say, consider how shocking His message would have been.

**1. Common sense is lacking.** One of the first attributes we see in Jesus' message on economics is an apparent lack of what we call common sense. Notice these words: "Give to him that asketh of thee, and from him that would borrow of thee turn not thou away."<sup>1</sup> Does that sound like common sense to you? Have you ever read anything like this in a "how to run a successful business" book or heard anything like this promoted in a wealth management seminar? And what about this one? "And if ye lend to them of whom ye hope to receive, what thank have ye? For sinners also lend to sinners, to receive as much again. But love ye your enemies, and do good, and lend, hoping for nothing again."<sup>2</sup> Can you imagine a bank or credit union operating like this? These statements seem to fly in the face of common sense. I wonder what expressions

were on the faces of Jesus' listeners that day. Can't you just imagine the thoughts racing through the minds of those who had a business? *That's foolishness! If I actually did that, what would happen to my business?*

If we're honest, we have had the same thoughts.

**2. Self-denial is encouraged.** Our natural tendency has always been to look out for ourselves. Self-preservation is a normal human focus. Here again the teachings of Jesus are revolutionary. "And as ye would that men should do to you, do ye also to them likewise."<sup>3</sup> Can't you see the wealthy merchant scratching his head? His goal had always been to convince people they needed his product. Wasn't that what a good salesman was supposed to do? But Jesus was saying that instead of selfishly trying to increase sales to maximize profits, the merchant should look at transactions from the buyer's point of view. That was a new thought!

Perhaps a building contractor who was competitively bidding on a project heard Jesus' statement. If he had discovered some way he could do the project more efficiently, should he share this information with his competitors? How could a man successfully run a business if he operated like that?

**3. Prosperity is a great danger and potential snare.** "Woe unto you that are rich!" Jesus said. "Ye have received your consolation."<sup>4</sup> I suspect the prosperous businessmen were a little shocked by this statement. They weren't used to being reprimanded. After all, they were the industrious ones, the ones people came

to when they had a need. They had always looked up to wealthy patriarchs like Job, David, and Solomon and may have imagined themselves as modern-day Abrahams.

Jesus addressed prosperity repeatedly, and His message was consistent: Earthly wealth is a great danger and a potential snare to man. Later in His ministry He again warned against wealth. “How hardly shall they that have riches enter into the kingdom of God! For it is easier for a camel to go through a needle’s eye, than for a rich man to enter into the kingdom of God.”<sup>5</sup> This was so radically different that even the disciples, who were mostly poor men, were shocked. The Bible says they were “exceedingly amazed.”<sup>6</sup> This was not the message they had been hearing from their culture or from the rabbi in the synagogue. This was entirely new!

**4. Material poverty is a place of potential blessing.**

“And he lifted up his eyes on his disciples, and said, Blessed be ye poor: for yours is the kingdom of God.”<sup>7</sup> And then, lest anyone be uncertain of what He was saying, Jesus continued, “Blessed are ye that hunger now: for ye shall be filled.”<sup>8</sup> If anyone in the crowd hadn’t been surprised yet, this statement would surely have done it. The poor and hungry are blessed? What was that supposed to mean?

While we want to be careful when interpreting the teachings of Jesus, I think we can say with confidence that God doesn’t take pleasure in seeing people go hungry. Just a few chapters later we find Jesus so concerned about His hungry followers that He performed a miracle so they could eat. This shows that when He spoke of the blessings of being poor and hungry, Jesus was exposing one of the snares of earthly wealth. Riches cause us to forget God and depend less on Him. A rich man depends on his wealth for deliverance in time of trouble, while a poor man tends to turn to God. For this reason, material poverty is a place of potential spiritual blessing.

**5. Worrying about the future is discouraged.**

“Therefore I say unto you, Take no thought for your life, what ye shall eat, or what ye shall drink; nor yet for your body, what ye shall put on. Is not the life more than meat, and the body than raiment? Behold the fowls of the air: for they sow not, neither do they reap, nor gather into barns; yet your heavenly Father feedeth them. Are ye not much better than they?”<sup>9</sup>

Businessmen are notorious for planning, plotting, and trying to peer into the future. Almost every financial seminar devotes part of the lecture to planning. Was Jesus really saying not to even think about the future? Was He contradicting His teaching on the importance of sitting down and counting the cost before starting a building project?<sup>10</sup> I don’t think so. Instead, I believe He was teaching the foolishness of worrying about the future. The English Standard Version of the Bible says: “Therefore I tell you, do not be anxious about your life, what you will eat or what you will drink, nor about your body, what you will put on.”<sup>11</sup>

Maybe we cross that line in business, and perhaps the larger the business the greater the tendency. I have repeatedly found myself lying in bed working through some business challenge, worrying what might happen if a bid was too low (or too high), or anxiously planning for an upcoming meeting with a disgruntled customer. We justify this anxiousness as part of normal business management. But the message of Jesus is that we are to release our fears of the future and turn this anxiety over to Him. This allows us to keep our focus where it needs to be.

**6. Storing in unsecured places is condemned.**

“Lay not up for yourselves treasures upon earth, where moth and rust doth corrupt, and where thieves break through and steal.”<sup>12</sup> This revolutionary statement surely raised some eyebrows, and it is a message we too quickly gloss over. We hurriedly come up with all kinds of rationale for why it is important to save for the future. But why would Jesus have spoken these words if He didn’t want us to obey them? Couldn’t He have worded it a little differently? Our Father doesn’t intend for His children to trust in earthly treasure, and Jesus goes on to say that “where your treasure is, there will your heart be also.” A man who has stockpiled treasure on earth will find his mind swiftly going there when difficulty comes. Man cannot separate his treasure from his heart.

But Jesus taught that another problem exists with accumulating and storing material wealth on earth there aren’t any safe locations. If we’re not supposed to store up treasures on earth because it isn’t safe, what are we supposed to do? Where should a man stock pile his wealth? Jesus didn’t leave us without answers to these questions. He went on to say, “But lay up for yourselves treasures in

heaven, where neither moth nor rust doth corrupt, and where thieves do not break through nor steal.”<sup>13</sup> In Luke 12 Jesus gives more detailed instructions, telling us exactly how to invest our wealth. “Sell that ye have, and give alms; provide yourselves bags which wax not old, a treasure in the heavens that faileth not, where no thief approacheth, neither moth corrupteth.”<sup>14</sup>

If you want to be absolutely sure you are investing your money in a secure location, give it to the poor. Jesus gave the same message to another businessman one day, and it didn’t go over very well. We know him as the rich young ruler. Jesus told him, “If thou wilt be perfect, go and sell that thou hast, and give to the poor, and thou shalt have treasure in heaven: and come and follow me.”<sup>15</sup> This man had difficulty with Jesus’ teaching, and many of us do too. We, like him, would like to keep our hands on our treasure while also ensuring its safety. But Jesus was crystal clear. There isn’t a place on earth outside the risk of loss from moth, rust, or thieves! God wants His resources stored in a safe location.

Jesus didn’t leave us very many words, and His total public ministry spanned only a few years. Yet centuries have passed and we still wrestle with His teachings. His words

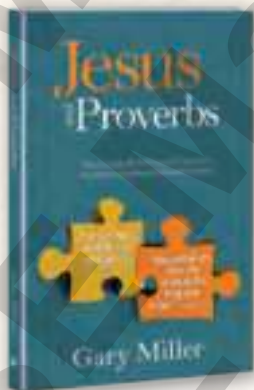
reach down into the recesses of our hearts (and wallets), and we can’t help but wonder why He didn’t use a little softer wording here or a little more explanation there. Did He really intend that businesses try to apply His teachings and operate using His message? Could a business even survive doing this?

If you are involved in business and are a Bible reader, these questions have gone through your mind. And if you are serious about following Jesus, you must answer them. But before we dive into whether or not Jesus would go broke trying to run a business today, we need to take a closer look at the book of Proverbs and the teachings of Jesus. Is it possible to reconcile the differences in their messages?

**Continued next month...**

<sup>1</sup>Matthew 5:42 <sup>2</sup>Luke 6:34, 35 <sup>3</sup>Luke 6:31 <sup>4</sup>Luke 6:24 <sup>5</sup>Luke 18:24, 25 <sup>6</sup>Matthew 19:25 <sup>7</sup>Luke 6:20 <sup>8</sup>Luke 6:21 <sup>9</sup>Matthew 6:25,26 <sup>10</sup>Luke 14:28-30 <sup>11</sup>Matthew 6:25 (ESV) <sup>12</sup>Matthew 6:19 <sup>13</sup>Matthew 6:20 <sup>14</sup>Luke 12:33 <sup>15</sup>Matthew 19:21

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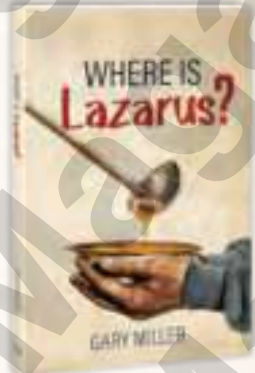
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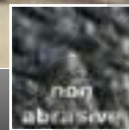
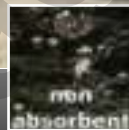
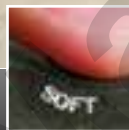
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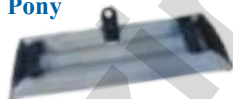
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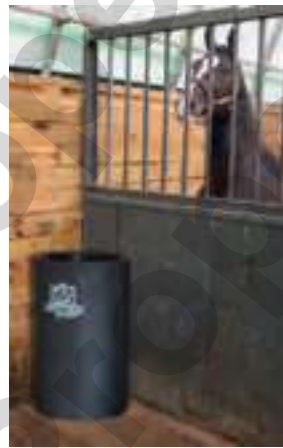
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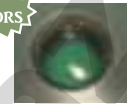
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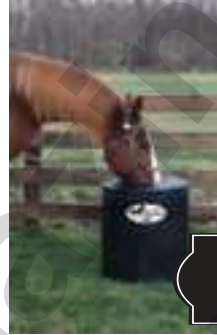
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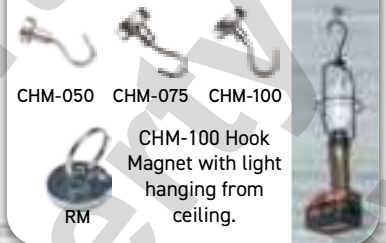
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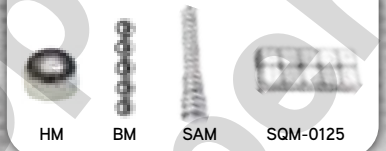
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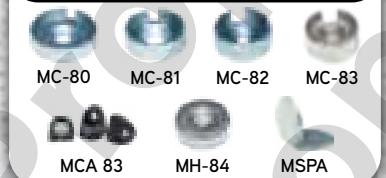
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# The People of the Land

By Andrew Zimmerman

I enjoy visiting the Land of the Bible, seeing biblical sites, and walking where Jesus walked. Interacting with the people of the Land is the best part of these trips. With the new war on Hamas, tourism has come to a halt, and we needed to cancel the Bible study trip we had organized for November.

The ongoing conflict in the Land of the Bible is causing much suffering and death. Some say the fight started in the mid-twentieth century. Some would see the rise of Islam in the seventh century as a primary cause. Others say it goes back to Abraham's sons, Ishmael and Isaac, and their descendants. Esau married a daughter of Ishmael, so perhaps it is still Jacob and Esau at odds.

The narrow piece of land between the Arabian desert and the Mediterranean Sea lies at the juncture of three continents, Europe, Africa, and Asia. It is aptly called the crossroads of the world. This region has been the scene of conflict for

millennia. The stories in this article are just a tiny bit of the rich and complex history of this Land and its people.

After a period of Jewish majority in the days of Jesus, the following centuries saw a major shift in the population. The Jewish rebellion against Rome resulted in the destruction of Herod's majestic temple and the expulsion of Jews from Jerusalem in AD 70. When Rome put down the Bar Kokhba revolt in the second century they killed 580,000 Jews and destroyed their villages. The Land became known as Palestine (land of the Philistines) instead of Judea.

The rise of Constantine and Christianity becoming the official religion of Rome brought immigrants and conversions. During the Byzantine era, the population was mostly Christian. After that came the Muslim period, with the immigration of Muslim Arabs, followed by the Crusaders, the Mamluks, and then the Ottomans.

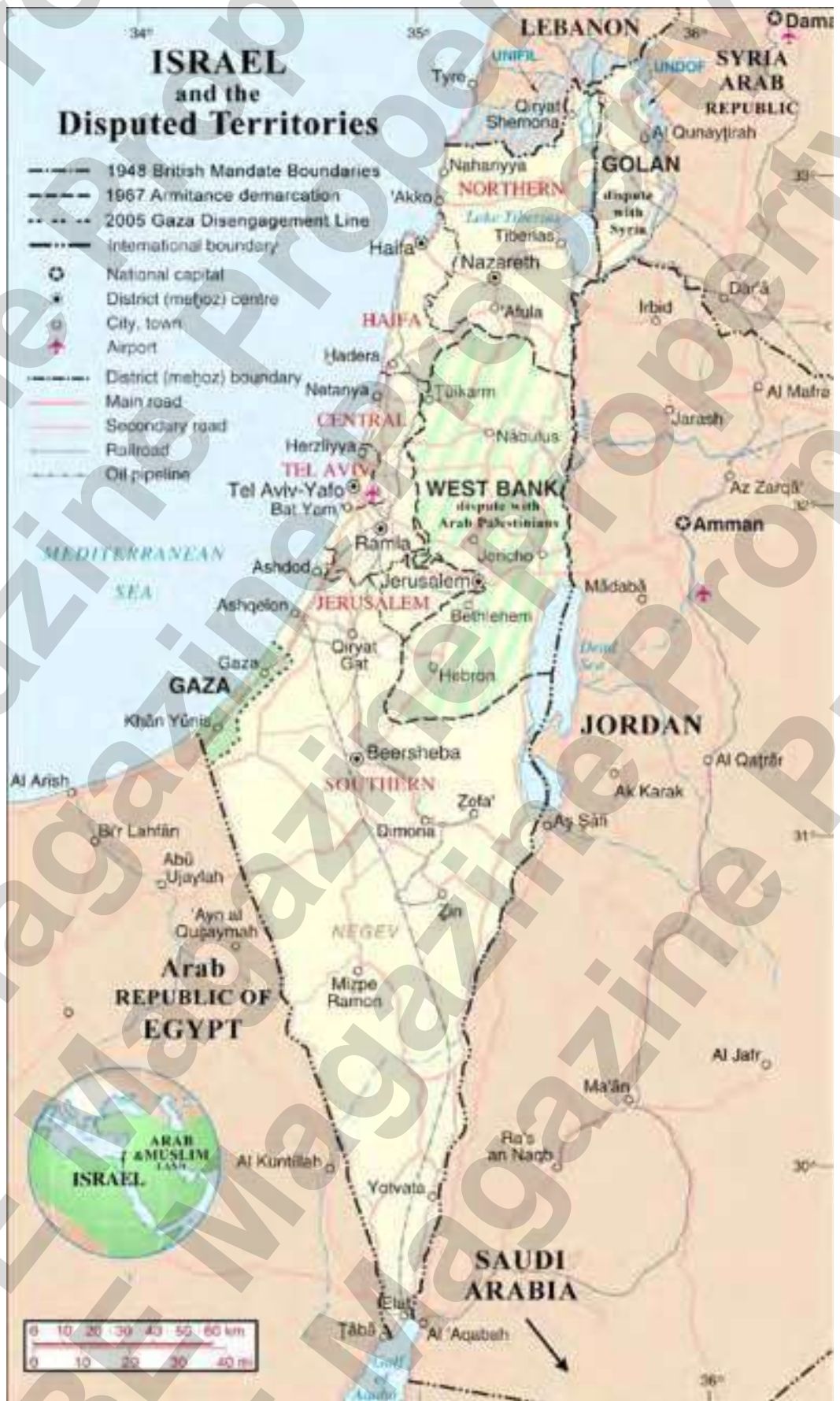
Let's pick up the saga with the return of diaspora Jews beginning in the late 1800s. The population in the Land was half a million, with the vast majority being Muslim Arabs. Christians, even though a minority, still outnumbered Jews. However, the Jewish people scattered in various countries were facing persecution. Pogroms forced them from lands where they had enjoyed peace for generations. A return to their biblical homeland held out the hope of safety and peace for Jews.

The Ottoman Empire was in control of what was then known as Ottoman Syria. They had invaded and seized control in the 1500s. Suleiman the Magnificent, the sultan of the empire, had rebuilt the walls of Old City Jerusalem and restored the golden-domed shrine on Temple Mount.

Twenty-five thousand Jews returned to the region in the First Aliyah of 1881 to 1903. They came from Yemen and Eastern European countries, including Russia and Romania. The emphasis was on starting agricultural villages to provide a refuge for Jews facing persecution in their home countries.

Another 35,000 returned to the Land in the Second Aliyah of 1903 to 1914. This was only a small part of the 2 million Jews who moved out of Eastern Europe between 1870 and the 1920s. Many of these Jewish migrants settled in the United States.

In 1917, during World War I, the Ottomans were ousted. The Balfour Declaration in 1917 was a formal statement of Britain's support for "the establishment in Palestine of a national home for the Jewish people." It also had the wording, "It being clearly understood that nothing shall be done which may prejudice the civil and religious rights of existing non-Jewish communities in Palestine."



A third wave of Jewish immigration took place following the end of World War I. In 1920, the British Mandate from the League of Nations gave control of Palestine and Transjordan (east of the Jordan River) to Britain. The Jews arriving from various countries spoke different languages. Hebrew, at the time used only in sacred writings, was revived as one of the official languages.

During the twentieth century world empires were collapsing, and nation-states were forming. The great Russian, German, Habsburg, and Ottoman empires would not last the century. People wanted to be part of a nation representative of themselves and supportive of their culture.

Within Palestine, nationalist movements of both Jews and Palestinians gave rise to conflicts during the period of the Mandate. Scholars do not agree on when the distinct national identity of Palestinian Arabs emerged. It may have begun in the 1800s and become more evident in Mandatory Palestine. The Great Arab Revolt in 1936 to 1939 was put down by the British forces.

Meanwhile, Zionism and its support for a Jewish homeland gained strength. Six million Jews were killed in Hitler's Holocaust. In 1947, the United Nations approved a partition plan of dividing the land into a Jewish state, an Arab state, and an international Jerusalem. On May 14, 1948, Israel declared their independence.

Five surrounding Arab countries, Egypt, Syria, Jordan, Iraq, and Lebanon, refused to accept the Arab state offered by the partition plan and declared war on the fledgling state of Israel. Israel won their war for independence and gained control of even more territory than that assigned to them in the partition plan. They declared that "never again" would Jews be left defenseless and without a country as in the Holocaust.

During the years preceding and during their War for Independence, as the Jewish homeland found it necessary to use military force or cease to exist, a debate on Jewish justice in armed conflict took place. Judaism is certainly not a pacifist religion. The debate was on how much *havlagah* (restraint) they should use. Would they always wait to be attacked before they defended themselves, or would they make pre-emptive attacks, and even retributive attacks, when militarily expedient? The militarily expedient side won the debate. The world has since seen the initiative and determination of the IDF (Israel Defense Forces) in incidents such as the Six-Day War in 1967 and the Uganda hostage rescue in 1976.

About 700,000 Palestinians, including 50,000 Arab Christians, became refugees because of the 1948 War of Independence.

There were several distinct reasons for this. Some of the refugees were forced from their homes and properties by the Israeli army or fled the region fearing for their lives. In some cases, the Arab leaders ordered them to leave, saying they would be able to return to their homes after the war. Many fled to Jordan or to the region now known as the West Bank. About 150,000 Palestinians remained inside the borders of the new country of Israel and became citizens.

The years since then have seen numerous clashes over territory and Israel's safety. The West Bank (named for the border being the west bank of the Jordan River) had been annexed by Jordan after the 1948 war. The area then came under Israeli control during the Six-Day War in 1967. Israel offered to return the territory to Jordan in an offer of peace and was refused. The Sinai Peninsula was given back to Egypt as part of their peace treaty in 1979. A treaty with Jordan was finally signed in 1994 without returning the West Bank. In the 2020 Abraham Accords, four more Arab states reached agreements with Israel: the United Arab Emirates, Bahrain, Morocco, and Sudan.

Who are the people in the Land today? In Israel, not including the West Bank, Gaza Strip, and Golan Heights, there are about 2 million Israeli Arabs. They identify with Arabic ancestry and are citizens of Israel. 82% are Muslim, 9% are Christian, and 9% are Druze. The Druze serve in the IDF, while the Muslims and Christians generally do not. The Jewish citizens in Israel number about 7 million, with more than half considering themselves to be religious Jews.

Golan Heights is in the northeast corner of the country. On our Bible study trips we usually visit Caesarea Philippi and other sites in the Golan. This area was taken by Israel from Syria during the Six-Day War in 1967 as a defensive buffer zone. In 2019, the United States officially recognized the territory as under the sovereignty of Israel. The current population of 50,000 is split between Jews and Arab Druze. Historically, the Druze are subject to the ruling government where they live and do not have a nationalist culture. Their secretive religion is a mix of the Muslim, Jewish, and Christian religions.

Within the West Bank, in the central part of the country, is a population of 3 million. Since the Oslo Accords of 1995, the West Bank has been divided into areas with three types of jurisdictions. Area A (includes Jenin and Nablus) is controlled entirely by the Palestinian Authority. These areas are seen as unsafe for Jews and even tourists. In Area B, the Palestinian Authority has civil control, but Israel retains security control. Hebron is an example of Area B. In Area C, Israel retains full control of both local government and security. Nearly half a million Israeli Jews live in "settlements" within the West

Bank. The Jews want to maintain a presence in this disputed part of the Land, which is biblical Judea and Samaria.

The Palestinians in the West Bank are restricted in their movements. With work permits, they may cross the border for work each day. Those fortunate enough to have a work permit and a job in Israel are more affluent than their neighbors trapped in the Palestinian area.

The Gaza Strip in the southwest corner of the country is home to 2 million Palestinians. This is a tiny piece of land 6 miles wide and 25 miles long bordering the Mediterranean Sea on the west and Egypt on the south. The Palestinians in the Gaza Strip are not able to leave and have nowhere to go. Other Arab countries, such as Jordan and Egypt, adamantly oppose allowing entry for these refugees. Israel withdrew its military presence from the Gaza Strip in 2004. Gazans say if Israel would treat them better, they would make less trouble. Israel says if they'd make less trouble, they'd be treated better.

Hamas, an Islamic terrorist organization committed to the destruction of Israel, took over the Gaza Strip in 2007 from the Palestinian Authority. They want to replace Israel with a Palestinian state and establish Sharia law. A proxy for Iran, they are driven more by Muslim ideology and world dominance than improving the lives of Palestinians. The nation of Israel is the last bit of the Middle East that has not come under Muslim control.

For 20 years, Hamas has been launching rockets from the Gaza Strip toward cities of Israel. The Iron Dome defense system makes 90% of them ineffective. One-fifth of the rockets misfire and fall back into Gaza. Israeli residences built since 1990 are required to include a security room to provide safety from attacks.

On October 7, during a time when the Israeli military was degraded because of a political divide, Hamas launched a surprise attack on the agricultural kibbutzim (villages) just outside the Gaza border fence. The level of sophistication in this attack was unlike anything seen before from Hamas. Thousands of rockets were launched to overwhelm the Iron Dome. Snipers took out long-range sensors and monitors along the border fence. Fifteen border outposts were attacked and overtaken simultaneously. Three thousand Hamas terrorists poured over the border into Israel.

Civilians in villages near the Gaza border were brutally attacked. The terrorists invaded homes, killing, torturing, and burning. The atrocities committed are too horrific to recount here. Fourteen hundred Israeli civilians were killed. Another 230 were taken hostage into Gaza. Israel's sense of

security from the border fence and their military defense was forever changed.

Israel has no good options. From the perspective of the Israeli government, the only way to ensure Hamas does not continue attacking the country with rockets and terrorist infiltration is to eliminate them. Hamas uses civilians as shields. They have an extensive tunnel system under the city of Gaza, with headquarters under buildings such as hospitals.


The issue of restraint in warfare comes up. Israel warns civilians to leave target areas by dropping leaflets, and with radio and messaging announcements. They "knock on the roof" with smaller munitions to warn inhabitants that a building is about to be destroyed. Hamas tries to keep civilians from leaving so the death of innocents gains sympathy with the outside world.

With this escalation, hope for a Palestinian state co-existing with Israel has faded. The terrorist activity of Muslim Hamas has severely damaged the prospects for a long-term solution to the Israeli-Arab conflict. It has become a religious war for Hamas more than a Palestinian territorial dispute.

The Israeli-Arab conflict is polarizing. What is a proper view for us? Do the promises of land to Abraham and Isaac give the Land to the Jews today? Is their return to the Land a fulfillment of end-time prophecy? Does our support for their earthly kingdom supersede our Anabaptist non-resistance?

Does their inhabitation of the Land in Bible times make it theirs? Or did they lose their right of ownership because of their unfaithfulness to God? Has the Church replaced the Jews in God's Plan? How is God calling the Jews to Himself today?

I've had the privilege of sitting in the Old City, listening to a Jewish shop owner tell us how he's seen prophecy fulfilled in the Land by the return of the Jews, and how the Land now blossoms. I've listened to Palestinian Christians talk about living peaceably in the Land. We have Jewish friends with young people serving in the IDF. The complex interplay of cultures and world views continues to shape the events of the Land.

Jesus said the meek will inherit the Land, and they that take the sword shall perish with the sword. Jesus' Kingdom is not of this world. As peaceful Anabaptists, violence is not our answer for resolving conflict. Pray for the peace of Jerusalem and the Land. In the stories of Jesus, we see His compassion for everyone He met. May we have Jesus' love and compassion today. 

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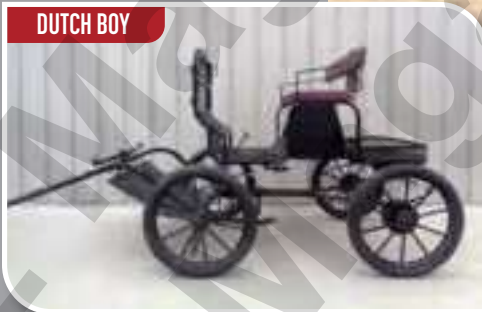
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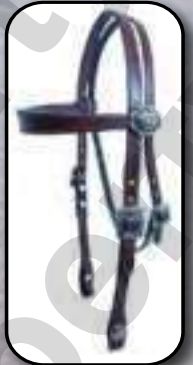
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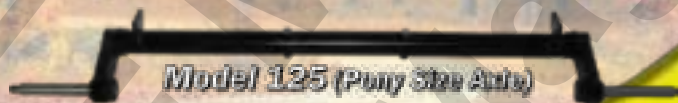
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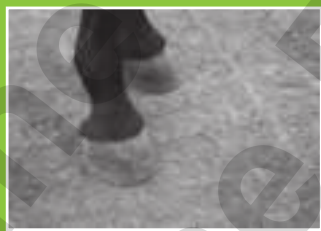
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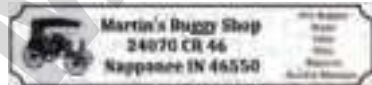
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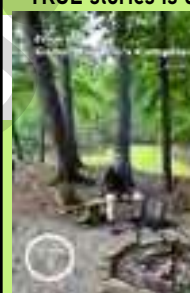
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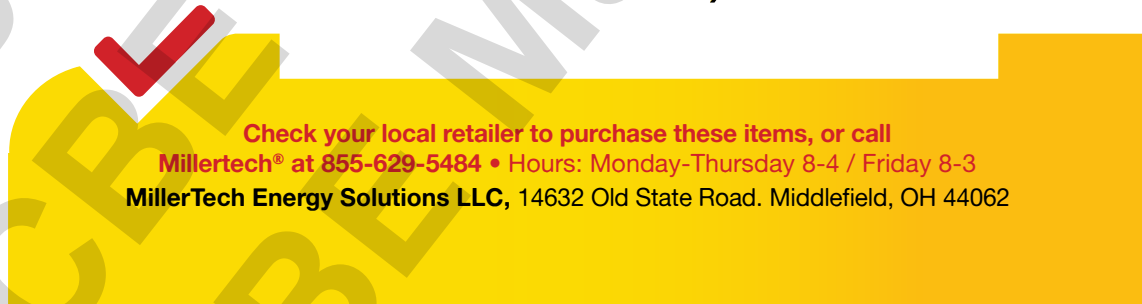
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# THE *Wisdom* FROM INSECTS



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## Harold Otto

Solomon tells us to consider the ant and be wise. Not knowing much about ants, I would like to lift the lid on a beehive and see what wisdom might be gleaned there.

Like ants and other communal insects, honeybee colonies are superorganisms. The colony as a whole equals more than the sum of its individuals. Let's see if we can understand the basic social structure of the hive.

### Queen

In popular imagination, the queen is matron of a beehive; reality is much more nuanced. Without a healthy, fertile queen, a hive is doomed to collapse, but a queen is equally reliant on worker bees—she cannot even get her own food! She relies on attendant bees to produce and feed her “royal jelly,” which is the only thing she eats. The attendants also keep her clean and function as royal escorts.

### Worker Bee

Worker bees perform every task in a colony outside of reproduction. Within minutes of crawling out of its cell, a young worker bee goes to work. Its first role is cleaning. From there it progresses to other tasks inside the hive. Heating, cooling, water carrying, nectar and pollen processing, and acting as royal escorts for the queen are some of the tasks every worker bee participates in during the first several weeks inside the hive. As they reach maturity, guard duty and field work become their main responsibility.

The guard bees are what make most people leery of honeybees. Typically, there will be six to twelve guards on duty at a time. Somehow, they recognize bees from their own hive but will try to prevent all others from entering. If

an animal or human approaches the hive, they will sally out to investigate. A reconnaissance flight usually means a slow buzz flight within a few inches of one's face. If the intruder is deemed an existential threat, they will beeline for the hive and raise the alarm.

After summoning the posse, the guard will beeline back to the intruder and bury its stinger in the first patch of bare skin it can find. Once embedded, the bee will tear away from the stinger, which releases a scent that identifies the soft spot for the rest of the posse. Once it has stung, a bee dies shortly afterward; meanwhile, it crawls around the embedded stinger, buzzing its wings to attract additional attention to the vulnerable spot.

Once a worker bee senses it has reached the end of its life it will gorge itself on toxic waste from the hive and fly away to die.

There is no centralized planning in a beehive. In a healthy colony, tasks are somewhat ranked by maturity, but any individual will perform whatever task is the most pressing need for the colony.

### Drone

Drones are the males and perform no other task besides mating with a queen. A queen leaves the hive to mate sometime during the first few weeks of its life. Groups of drones loiter around the preferred mating sites hoping a queen will show up. If none show, they'll mosey back to the hive and beg another meal from a busy worker bee. It's a life of ease until the days begin to cool, and the workers decide they don't need those freeloaders anymore and prevent them from reentering the hive.

## Swarm

The swarm is a honeybee colony's way to reproduce. Once a hive has a strong work force of field bees with an abundant supply of pollen and honey, swarm preparations begin. The worker bees build a few queen cells and then prevent the old queen from killing the new queens once they hatch. The old queen also gets put on a diet so she can fly. Once all is set, they wait for a nice sunny day. Around mid-day about sixty percent of the adult worker bees and the old queen will exit the hive and form a cluster a short distance away.

As soon as the swarm settles down, a few dozen scout bees will begin searching for a new home. If a scout finds a suitable cavity, she will perform a dance on the outside of the cluster to communicate the spot to the other bees. If she can't convince any of the other scouts to go with her to investigate her preferred spot, she'll relinquish the role of scout and fade back into the cluster. Once enough scouts have agreed to the same cavity, they rouse the cluster of bees and guide them to their new home.

## Comb

Honeycomb is integral to the honeybee colony. It is built of wax secreted from special glands. A bee chews a wax flake until it is pliable then deposits it at the build site. Each cell is built as a cylinder around the construction worker. Once the cylinders are the desired depth they are heated until they collapse against each other creating the hexagon pattern of honeycomb.

## Propolis

Propolis is a unique honeybee substance used to sterilize and seal the inside of a hive. It is made of various compounds collected from trees and plants. A healthy colony will put a thin layer of the stuff on the inside of its cavity and seal every crack with it. Anything noxious that the bees cannot remove from their hive will get encased in propolis. Some beekeepers have even found mummified mice in their hives encased in propolis.

## Honey


Few people would care about honeybees if they wouldn't have the propensity to produce more honey than they can use. The nectar that bees bring back to the hive is about eighty percent water and twenty percent sugar; cured honey has the percentages reversed. During the collection

and curing process, the nectar is handled by numerous individual bees. As each bee handles the drop of nectar, enzymes are added to it; thus, honey is not merely nectar evaporated to twenty percent water.

A single honeybee can produce about one-fifth teaspoon of honey in its lifetime. A well-managed colony in a good nectar flow area can produce two hundred pounds of honey per year!

The bees' instinct is to swarm as soon as they have built a strong population and stored a good amount of honey and pollen. Swarming is a bane for honey production. To produce an abundance of honey a beekeeper must try to suppress the swarm instinct. It takes a certain amount of worker bees to keep the critical functions of a hive going, so the only way to store up honey is to increase the workforce. Typically, the larger the workforce, the higher the honey yield.

## Potential Wisdom

- How might a church look that is modeled after a superorganism like the honeybee colony?
- Would a church fall apart without top-down planning?
- How much strife would be present if all members would willingly work for the good of the group without being specifically called upon?
- What if everyone could see a blessing in the diversity of gifts?
- What if group-think would prevail over individual ideas?
- What if everyone could agree on the fabric necessary to bind the group together?
- A list of thoughts could be much longer. Solomon specifically called out sluggards to consider the example of ants. I believe there is much more we can learn from such communal insects besides being industrious. 

---

*Harold Otto lives in the northwest corner of Pennsylvania with his wife Karen and five children. He is a partner in a company that provides the wood construction industry with engineered floor, wall, roof, and other components. Training his children and working fill most of his days, while beekeeping and the study of science and ancient history that confirm Scripture keep the spice in life. He can be contacted at [haroldotto@yahoo.com](mailto:haroldotto@yahoo.com)*

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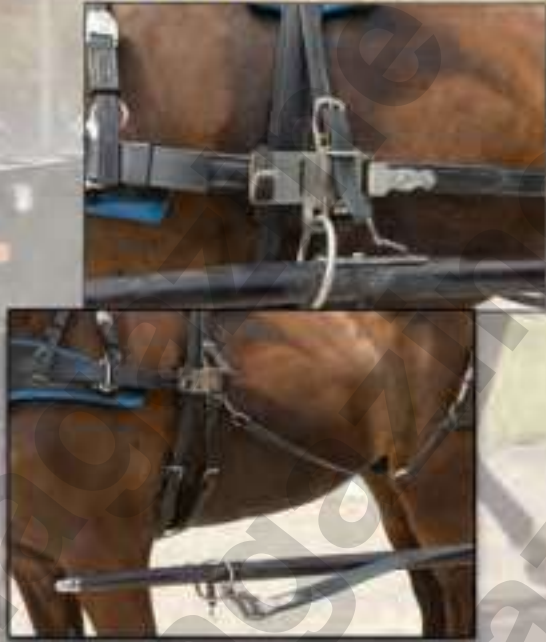
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\*Effects of BEMER physical vascular therapy in horses under training. A randomized, controlled, double blind study. Francesca Dala, Emanuela Dalla Costaa, Alessia Giordanoa, c,Eugenio U. L. Heinzla, Piermario Giombob, Garcia Pagnozzi, Simon Canassa, Giulietta Minozzia, Michela Mineroa, Dipartimento of Medicina Veterinaria, Universita di Milano (in publication)

\*\*User observation: Pferdeklinich, Dr. Genn, 2017

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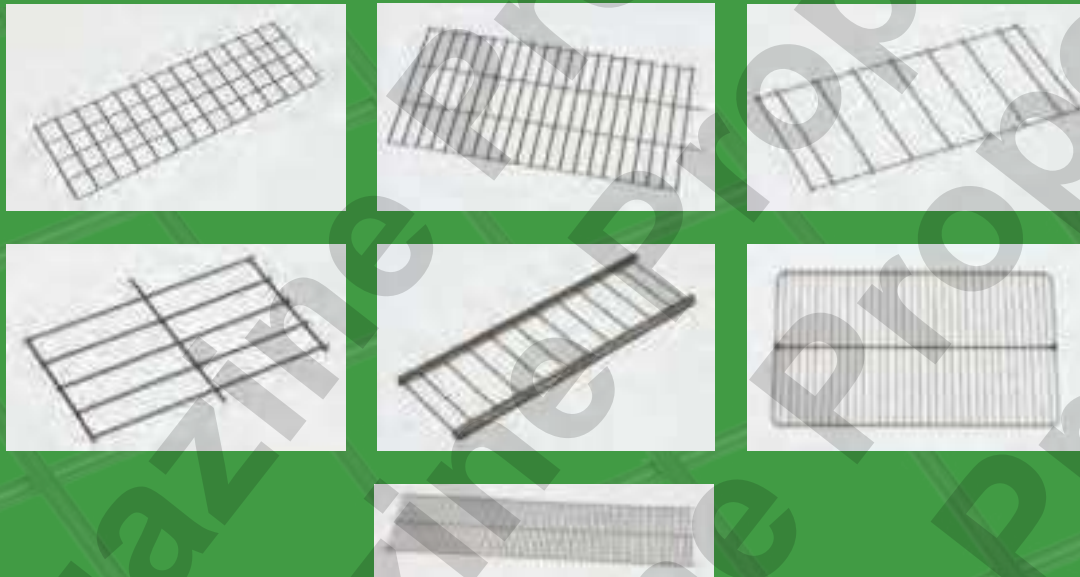
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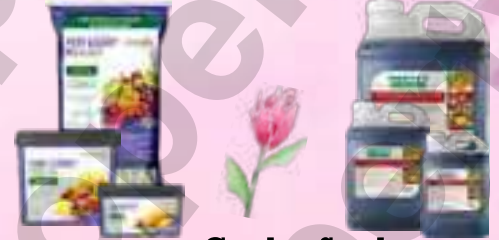
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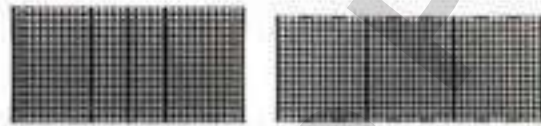
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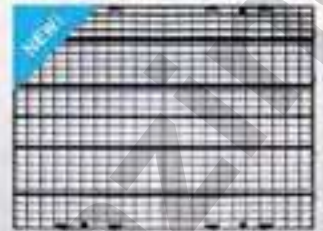
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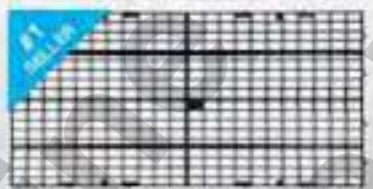


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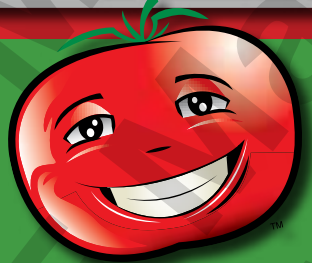


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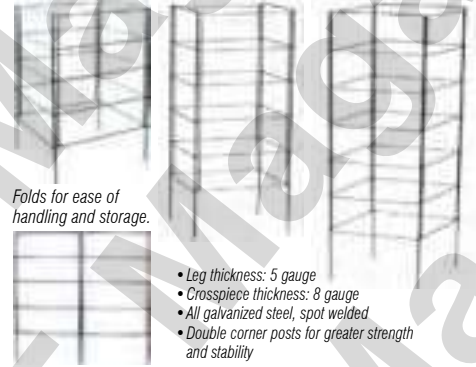
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# Missionary Stories

## with the Millers

### THE SHOTGUN THAT WOULDN'T FIRE — Chapter 10

*Mildred Martin*



Twelve teenage boys sat in a circle around the glowing fire. “Here comes Brother Kwan!” Miguel whispered eagerly to his friend Francisco.

Tall, thin missionary John Beekman, whom the Indians called “Kwan”, swung nimbly down the ladder from his house. “Good morning, brothers!” he greeted the boys. “The sun will soon be up, and then you will need to go to your work in the cornfields. What Scripture have you chosen for your messages this Sunday?”

Miguel and his friends were Christian believers, boys from the Chol Indian tribe in Mexico. Very few older men in the tribe were willing to help the missionary, so John Beekman depended on these teenage boys to help him carry the Gospel. The preacher boys walked to faraway villages on weekends, telling other Indians about Jesus.

“Say, Brother Kwan, listen to what happened to Bernabel

last Sunday,” Marcial reported. A wiry youth of sixteen, with thick black hair, Marcial’s black eyes flashed with excitement as he continued. “We were just coming down the trail toward the village of La Gloria, where we had been invited to preach. Suddenly a shotgun boomed and pellets splattered the bushes all around us! Several men jumped out from behind a boulder, waving guns and machetes. ‘Liars!’ they shouted. ‘Thieves! Get out of here or we will kill you!’ We could see that they were drunk, so we didn’t stop to argue. We scrambled through the brush and ran! At the edge of the jungle, Bernabel tripped over a root and fell flat on his face. Just as he dropped, a volley of bullets whistled through the air at the very place where he would have been if he had not fallen!”

Stocky, dark-skinned Bernabel grinned and spoke up, “God took care of me, just like the Bible says. All things work together for good to those who love the Lord, Brother Kwan!”

After John and the preacher boys had settled on a passage from the Bible, they discussed its meaning and how it could be illustrated with stories and questions for the people they would be teaching. When the missionary asked for a volunteer to practice giving the sermon, Miguel rose to his feet. Stepping back a little way from the group, the seventeen-year-old boy read aloud the Scripture that had been chosen. Then he began to preach about what the verses meant.

When Miguel finished, John asked, “Brothers, how can he improve?”



“He should look straight at the people,” Bernabel replied. “Even when he reads the Bible verses, he can look up sometimes.”

Francisco added, “He should speak louder so that people in the back row can hear.”

“And he shouldn’t scratch his ear while he preaches,” Marcial added with a chuckle. “People might think he has a bug there.”

“I’ll try to remember,” Miguel smiled, coming back to his seat in the circle.

“Now, brothers,” said the missionary, “where do you think the Spirit of God is leading you to go this weekend?”

“I’ll go to the village of Tumbala,” one boy spoke up. “And I will go with you there,” another volunteered.

Miguel had been thinking all that week about the village of San Pedro. “That’s where I want to go,” he told John Beekman. “I will be his partner,” Francisco added.

“Brothers, there are bitter enemies of the Gospel in that village!” the missionary warned.

The boys refused to be frightened. “We *must* tell them about Jesus,” Francisco said boldly, his eyes flashing. “If we die, we will go to heaven that much sooner!”

*I’m glad Francisco is going with me,* Miguel thought as the boys left the meeting. Francisco had always shown great courage in facing persecution on their preaching trips. Once

Miguel had seen a man stick the point of his machete under Francisco's chin, threatening to cut his throat. Francisco hadn't even flinched as he kept on talking about Jesus, and soon his enemy had backed away!

On Friday, the white missionary gave his young preachers their equipment: precious copies of the parts of the Bible which had been translated into the Chol language, and medical kits which the boys could use to help sick people along the way. Each boy also carried a little bag of Indian corn balls to eat on the trip.

Chol Indian country in Southern Mexico is some of the wildest in the world. Swift rivers run through the bottoms of great gorges that split steep mountain ranges, and there is jungle every where. The jungle is so thick that if you step off the trail, you can hardly see three feet on either side! Monkeys, jaguars, and poisonous snakes abound. The Chol Indians work hard to clear small patches of jungle land, where they plant corn to eat.

Narrow trails connected the villages where the Chols lived, surrounded by their tiny cornfields. There was a pathetic sameness about the villages where people were not Christians. Dirty children in tattered clothing peered out of the smoky one-room huts. Their fathers often lay on the ground in a drunken sleep. Pigs ran everywhere, into the huts and out again, rooting through the mud and garbage. Bugs of all kinds crawled or flew into the huts, causing dozens of diseases. Indian fathers worked for the Mexican coffee ranchers, then spent most of their money at the ranch store to get drunk. If there was any money left, it usually went to the witch doctor!

"I remember when I was sick a few years ago," Francisco told Miguel now as the two boys tramped along the trail together. "My father called the witch doctor, and he came with a bowl full of ants' eggs he had dug from an anthill. He chanted a weird song as he cooked the ants' eggs over our fire. When they were hot, he plastered them all over my face and neck, but they didn't do a bit of good! Next he told my father to kill a chicken, and he painted the blood all over my body. When that didn't work, he said we had to kill a pig. He painted me with the pig's blood, but I only felt worse! So the witch doctor looked very sober, and shook his head. He whispered to my father: 'Your neighbors have stolen the boy's spirit. If you kill one of them tonight, your son will get well!'"

"Fortunately, my father decided to call the missionary instead. Brother Kwan gave me a shot of some medicine, and in a few days, I was well again. Now my whole family believes in Jesus."

Miguel and Francisco walked all day Friday and camped that night along the trail. It was Saturday when they arrived in San Pedro, and soon a large crowd of Indians gathered to hear the boys. Hope was written all over their faces as Miguel spoke to them about God's love.

But there were others in the village who didn't like what was happening! Drums began a low, threatening rumble somewhere on the edge of the little town. A Mexican rancher strolled up the unpaved street and watched with a scowl. "Let's get them!" he snarled to a friend. "These preachers will cause our Indians to follow foreign ways and quit buying our whiskey!"

Gun in hand, the rancher shoved through the group of men and women. "Get back to your work, you lazy Indian bums," he growled. "Don't you know the foreign missionaries just want to kill you all and put you up for canned meat? And I'll show you how we take care of troublemakers like these two!"

Leveling his shotgun until it pointed at Miguel's stomach, he pulled the trigger. Everything happened so fast, Miguel didn't even have time to be frightened. The gun came up, the trigger made a small nasty click in the sudden silence, and that was all! The gun did not fire. The rancher's mouth dropped open. He stared at his gun in surprise. Then he lifted it up for a closer look, shook it, and muttered a curse.

"Jesus died for you, too, Señor," came Francisco's steady voice. "Won't you listen to what we..."

"No!" yelled the rancher. Pointing the shotgun at Francisco, he pulled the trigger again!

Once more, nothing happened. A quiet murmur of nervous laughter began here and there in the crowd, then died down as the rancher glared furiously at those who dared to mock him.

"Tie them up and bring them along!" he ordered four of his men. The men tied Francisco and Miguel, who did not resist as they were dragged away to the ranch house. They prayed for God's protection as the rancher's men locked them up



in a small, dirty room. Like Paul and Silas, they kept up their courage through the night by singing and praying.

On Sunday morning, the rancher took Miguel and Francisco in a canoe downriver to the town of Salto. He marched them to the town plaza and handed an accusation to the judge. “These fellows were disturbing the peace in San Pedro,” he told the judge. “They burned a sacred idol and started a riot!”

A crowd quickly gathered to hear what would happen next. “Did you destroy this idol?” the judge asked the Christians.

“No,” Francisco replied calmly. “He is lying to you. We were only telling our poor Chol brothers about the true and living God! I used to dress in rags,” the boy continued. “I didn’t know how to read or write. What money I had, I wasted on whiskey. That’s how the Chols of San Pedro still live, and I want to help them find what I found! Now I have good clothes and shoes to wear. I can read and write. But most of all, I have peace in my heart! The Word of God has made me different.”

“We didn’t come to make trouble, but to tell others of the Gospel that can change them, too,” Miguel added. “If you want to hear the message we are bringing, let me read a little for you.”

The judge nodded, ignoring the rancher’s scowl. Miguel quickly turned to the Ten Commandments and read them aloud. Then he looked at Francisco and the two boys began singing together a simple chorus about the joy of the Lord.

When they finished, the judge looked hard at the shifty-eyed rancher. “These boys have broken no laws,” he said

sternly. “I am letting them go. Be sure you never bother me with such foolish accusations again!”

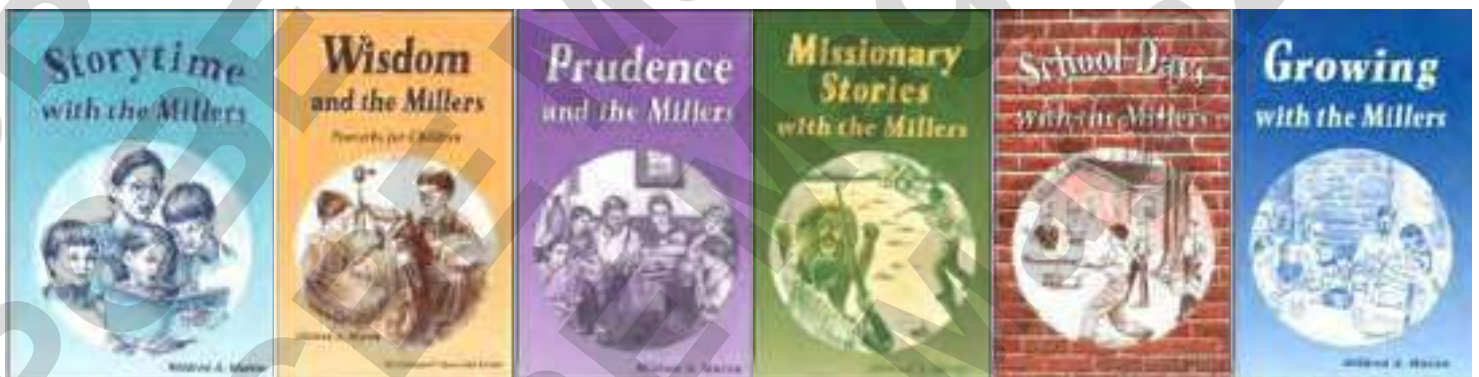
Miguel and Francisco left the plaza in triumph and visited the town jail. There they preached and sang for the prisoners, guards and many townspeople who were lounging around. Then they started the long walk home. It was Tuesday before they reached their own village, but they sang as they came up the trail toward John Beekman’s house.

“God is powerful!” Miguel shouted happily as they met the missionary. “He takes care of us while we preach His Word!”

*\*Historical Note: Miguel and Francisco’s miraculous escape happened in Mexico in the early 1960’s. John Beekman and his wife Elaine were pioneer mis-sionaries and Bible translators among the Chol tribe.*

*John had had a weak heart ever since boyhood, but he felt a definite call to the mission field. His doctor told John that he probably wouldn’t live past the age of forty years. “But if I were you,” said the doctor, “I would rather give a few years of my life to those who have never heard the Gospel than more years to those who have already heard.” “Thanks a lot, Doctor! That is just what I wanted to hear!” John responded. Before John Beekman died, he was able to see a strong church of about 9,000 Christians, in 70 congregations, among the Chol Indians.*

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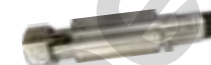
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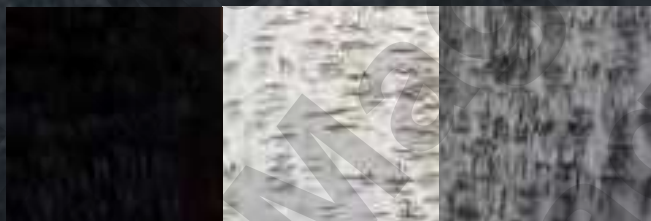
# 'tis the season...

"Wow!" that special someone with their very own SunBeam this Christmas!

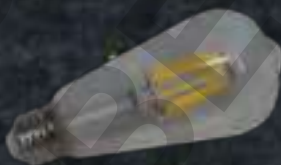
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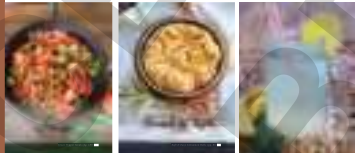
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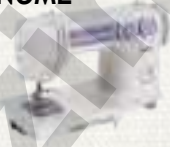
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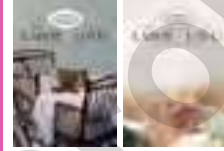
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# The Businessman's Library

## The 7 Habits of Highly Effective People

Author: James C. Hunter

Book review provided by Boon Books

This best-selling book by Stephen Covey presents a comprehensive framework for cultivating healthy habits and for solving problems. Challenging the mid-1900s view that success comes to people who acquire personality skills and favorable public image, Covey argues that it takes deeper principles than surface level personality traits for sustainable effectiveness and success.

Covey defines traits such as integrity, courage, patience, persistence, humility, empathy, synergy and continuous learning as universal and timeless principles, and the foundations to success. To make lasting change, we need to make these principles the core of our lives, instead of only modifying behaviors on a surface level.

And to do this, it sometimes takes a paradigm shift, which means changing the way we look at things. If we have been indoctrinated with the idea that personality ethics are what determines effectiveness, then we'll need to change our core beliefs.

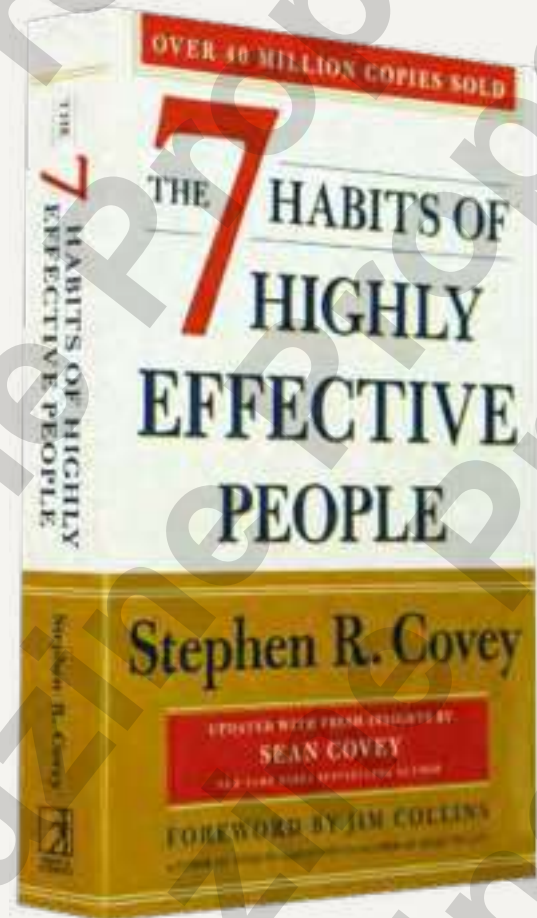
This is where The 7 Habits come in. Improving our habits must start on the inside. Practicing these habits will help you develop positive character traits. By developing healthy habits, your worldview will change. Let's take a deeper look at each of The 7 Habits.

### Habit 1: Be Proactive

This habit is about choosing how to respond to the things that happen to us. Proactive people take responsibility for their problems instead of wasting energy to circumstances beyond their control. The opposite of proactive is reactive. Reactive people will focus on the things they cannot control and consider themselves victims. Proactive and reactive thoughts are habits. Train yourself to take responsibility for how circumstances will affect your life.

### Habit 2: Begin with the End in Mind

We must all die sometime, and now is the time to choose what our lives consist of. Begin with your end in mind, think



about your destination, and work every day towards this goal. Everything is created twice; first it's created mentally and then it's created physically. Like when building a house, you first need a blueprint, and then you can build the real house. You also need a blueprint for your life before you build it.

This mentality is also relevant to business. At the onset of your business, develop a vision of how you wish it to look like when you retire.

### Habit 3: Put First Things First

No person gets every task done that should be done, so we must know which is most important. Every task you come across could be put in one of four different categories;



1. Important and Urgent,
2. Important and Not Urgent
3. Urgent and Not Important
4. Not Important and Not Urgent.

The goal is to spend as much time in the second category as possible, because the first category is a stressful place to be. Have a written to do list. Plan a week ahead, and include your important and not urgent tasks, then follow your to do list as close as possible. To do this effectively, we must learn to say “no” to some activities. Or become effective in delegating work to our employees. We all know unforeseen urgent things will fall on us, so we also need to leave space in our daily plans to take care of those urgencies.

**Habit 4: Think Win/Win**

Win-Win is a paradigm that considers mutual benefit as the best approach, as opposed to just looking out for yourself. Thinking win/win means developing a mentality that all parties will win with the transactions you conduct. Nobody is going to lose.

**Habit 5: Seek First to Understand, Then to be Understood**

“Seek first to understand” involves a very deep shift in paradigm. We tend to be so eager to tell our own story, we forget to first listen to others. When you are sincerely interested in understanding a person, you will want to make sure you understand everything they are saying. You might rephrase what they just said, so you both know you are on the same page. Do push, be patient and respectful.

**Habit 6: Synergize**

When the whole is greater than the sum of its parts, we have synergy. When two people accomplish more when working together than both of them could have accomplished working independently, they have synergy. When everybody involved in a situation is willing to put his opinion aside for the sake of the group, better things can happen.

Another paradigm shift is to learn how to appreciate our differences. Nature has many different species working together, and groups of people can also work together better because of, not in spite of, differences.

**Habit 7: Sharpen the Saw**

When you are cutting down a tree, and your saw gets dull, it will be quicker to take the time and sharpen the cutting edge, rather than staying at it with a dull saw. It sounds simple, but it is an under-practiced habit. Our lives might seem too busy to take the time for proper renewal. We all know that we need to take the time to eat, in order to

renew our physical bodies, but so often we forget to renew our lives in other areas.

The mental, social, and spiritual aspects of our life are more important than our physical health. But yet, we tend to neglect mental, social and spiritual renewing. To be an effective person, make sure you take time to renew in all four. Just as you eat, sleep and exercise, set time aside for spending time in nature, reading books, and meditating (mental renewing). Spend time praying, fasting, and worshipping (spiritual). Host meals, call your friends, and visit neighbors (social).

**Conclusion**

This classic has been transforming lives of millions of people for over 30 years. Over 40 million copies have sold since its initial publishing, and there’s a reason. It’s because the foundational principles taught in this book actually work. Try it and see!

*Disclaimer: Many of the books being reviewed in this section are written by authors who may not share our Anabaptist values. While the books contain beneficial and constructive principles for business management, you may occasionally encounter terminology that is not endorsed by the Anabaptist reader. Please read with discretion.*

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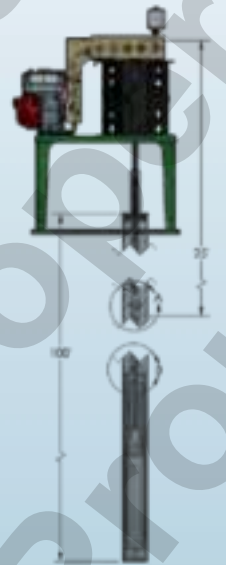
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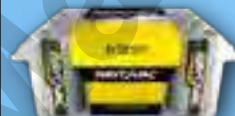
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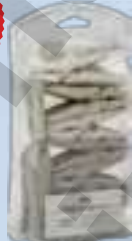
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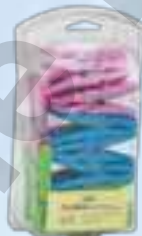
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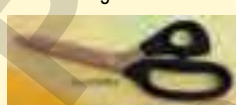


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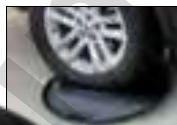
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Plate**



**Round  
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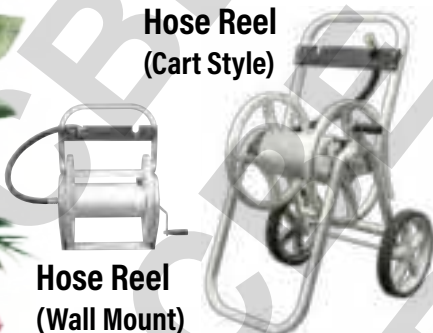
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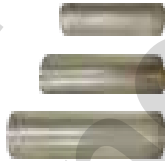
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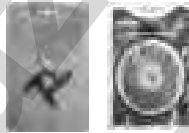
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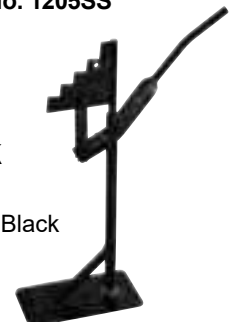


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# Rural Ramblings



Daniel Miller

artwork by Daniel Miller



suspicion and a drinking habit, he was denied. The local bishop at the time was Glay Mose, father of Grumm Yune. So Solomon sought membership at the new Walnut Creek Mennonite Church where Grosz Mose was bishop. Grosz Mose was an uncle to Glay Mose. Glay Mose was actually bigger than Grosz Mose but that's beside the point.

The day came when a man from the Amish church in Smithville confessed to the long-ago murder. It is said that when they brought the news to Solomon, now 73 years old, he cried like a baby. It's also said that bishop Glay Mose begged Solomon's forgiveness on his knees.

Solomon requested to be buried on the top of a ridge overlooking their farm, just his wife and himself. Ever since the murder they had been looked down on and rejected, and that's the way they wanted to be buried—all by themselves.

### TRAMP TRILBY


A man of mystery, Trilby appeared out of nowhere in 1893, and became a fixture in the local community. A ramshackle shanty near Trail served as his headquarters. For 30 years he traveled from home to home in a buckboard, painting people's mailboxes in summer and doing odd jobs at a coalmine in winter. For reasons unknown, Trilby had two names: Julian Ray Trilby de Montreville and William Ray Bodine. One thing is known; prior to age 30 he'd been a newspaper reporter for the New York Times. Assignments had taken him into every U.S. state and across the world.

Trilby's tramp life seemed at odds with an education he couldn't hide and the mannerisms of a gentleman. No one knew how come he turned his back on the society he grew up in, taking on the rough life of a tramp in the backcountry. The general consensus was that Trilby was hiding from something in his past—maybe the law.

When he died suddenly in 1923, a hundred years ago, the Swiss Reformed folks of Trail staged his funeral. A large attendance showed how well-liked he was, yet a problem arose. Some members of the Swiss Church were strongly opposed to burying Trilby in their cemetery. Rumors circulated that a possible murder lurked in his background,



and that his tramp days had been brought on by strong drink. To satisfy the opposition, they buried him outside the cemetery fence, although they did put up a large tombstone at his grave.

The years rolled by. The time came when the cemetery filled up and the fence had to be relocated. In one of those little ironies of life, Trilby is now inside the fence after all. Perhaps God has his own way of putting things in their proper place. 

*Daniel Miller is at home in a hollow in the hills of Holmes County, Ohio...part-time farmer, part-time printer and full-time nature enthusiast. Look for a yokel in worn barn door denims, a straw hat and more white in his beard than not, generally happy and regularly sort of confused.*

*Artwork is hobby #1, followed closely by 99 other pursuits. History piques his interest, particularly how the American frontier pushed ever westward across the continent. More than that, he is fascinated by the extraordinary happenings that arise from everyday life in Amish neighborhoods everywhere.*

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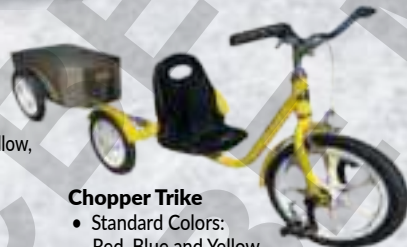
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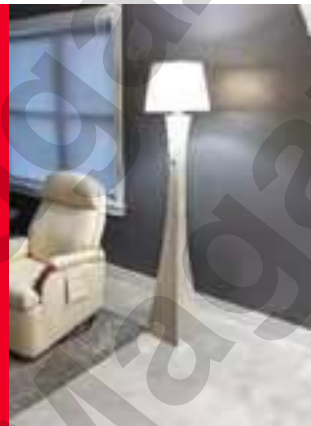
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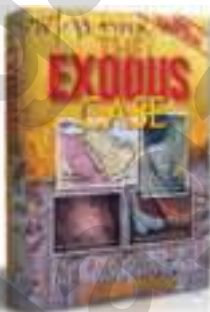
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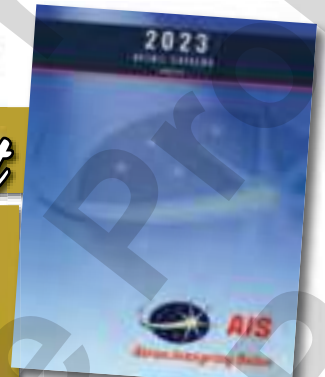
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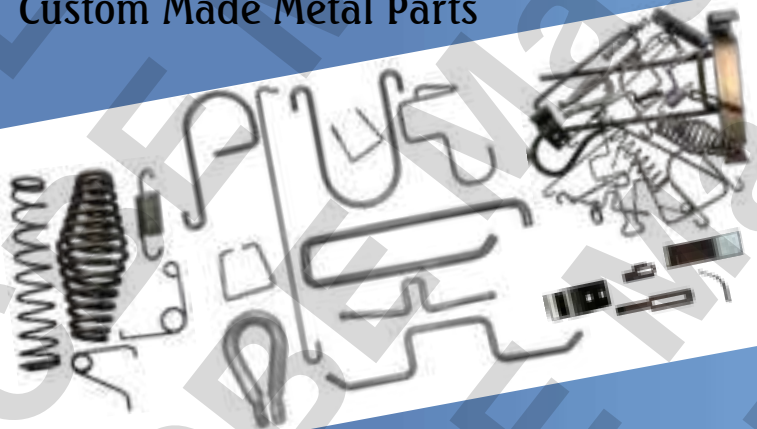
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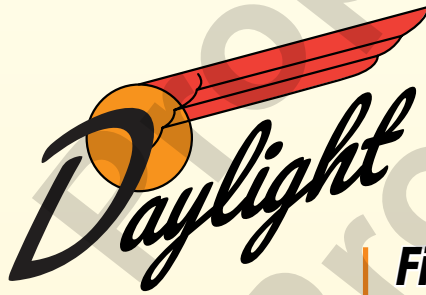
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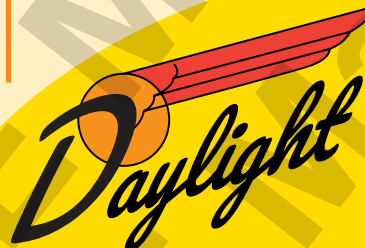
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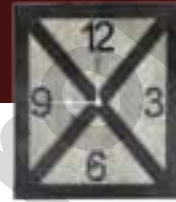
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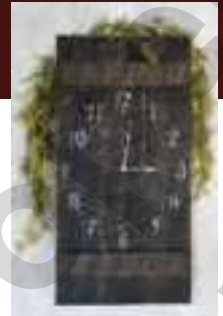
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## Conserving Columbia Basin

# Pygmy Rabbits

by Candace Brown

the positive power of human  
caring and cooperation

Central Washington state was once home to a large population of the smallest rabbits in North America—the Columbia Basin pygmy rabbits, weighing less than a pound. They had lived for thousands of years in the state’s Columbia Basin region east of the Cascade Mountains in the harsh climate of the arid “shrub-steppe,” a term that refers to a type of low-rainfall grassland found in much of the western United States and south central British Columbia. Before non-native settlers arrived and began irrigating the dry land for agriculture, much of it was covered with woody, aromatic sagebrush shrubs, growing several feet tall, a mini forest canopy for the tiny bunnies who spent much of their lives sheltered beneath. The sagebrush kept them safe from predators, and the rabbits dug burrows in the loose ground around the roots. Having been geographically isolated from the West’s other pygmy rabbits, they developed unique genetic characteristics, including a larger liver that enabled them to digest the pungent leaves of the sagebrush shrubs. Those leaves made up almost their entire diet in the winter and about half of it during the summer, when additional plants offered some variety. A quantity of sagebrush amounting to that percentage of the total food consumed would be toxic to other animals.

Countless generations of these tough little rabbits endured temperature extremes ranging from over 100 degrees F in summer to 0 degrees F, or below, in winter. But as tough as they were, they were not tough enough to adapt to a changing landscape. The same places that supported them were also places where people wanted to farm. Habitat loss from agriculture, development, drought, and fire, along with disease, reduced their numbers to only 16 individuals by 2004. Although pygmy rabbits, in general, are not endangered, the Columbia Basin pygmy rabbit has been designated as a Distinct Population Segment under the Endangered Species Act and considered to be endangered since 2001. Yet they survive, thanks to human intervention. The story of their survival and modest, but encouraging, population growth is an uplifting one. It involves many good people who are determined to never give up on the future of these rabbits, in spite of several devastating setbacks. One of those people is wildlife biologist Jonathan Gallie. He grew up near an Amish community in Pennsylvania but now lives in Washington state where he serves as the Pygmy Rabbit Recovery Coordinator for the Washington Department of Fish and Wildlife (WDFW).

“We’re kind of the hub coordinating all of the recovery efforts, all the science, all the funding, and all the landscape coordination,” Gallie said.

“We conduct burrow mapping efforts each winter and collect some genetic samples, in their poop. Then we can kind of estimate how many rabbits are out there. In general each year, we’re pretty safe to say that we have between 100-150 pygmy rabbits out on the landscape.”

Gallie’s estimate might not sound like much, but it is worth celebrating when you consider their fragile existence over the past two decades. Even before recent devastating wildfires, the pygmy rabbits were already in trouble. So much land had been cleared of sagebrush for agriculture or development, and what was left had mostly been fragmented into areas with no connecting corridors. A population survey taken in 2001 counted fewer than 30 Columbia Basin pygmy rabbits, and all in a single county. Sixteen were captured in the hope of saving them through captive breeding programs in three different locations—the Oregon Zoo, Washington State University, and Northwest Trek Wildlife Park, also in Washington. The goal was to eventually release offspring in the wild. The last purebred Columbia Basin pygmy rabbit died in the zoo in 2008, but not without passing along its genes.

The effort did not succeed as well as hoped. Rabbits are generally known for breeding throughout most of the year, but with pygmy rabbits, the season lasts only from February to July. Females have from one to three litters yearly, producing up to 18 babies, called “kits,” at the very most and as few as three at the least. Their isolation limited the gene pool and

the resulting inbreeding caused both skeletal and immune system problems. Also, they seemed to show little interest in mating in the breeding enclosures set up for them on the shrub-steppe. Of those born, many died, some from maternal neglect. Yet progress began to happen. To enrich the gene pool, researchers cross bred the Columbia Basin rabbits with 109 other pygmies from Idaho, Oregon, Wyoming, and Nevada with enough success to be able to release more than 1,200 individuals into the 12,460-acre Sagebrush Flat Wildlife Area in Douglas County between 2011 and 2014. Then things changed.

The year 2015 brought both a drought and disease. Pens had helped with survival but also concentrated the presence of intestinal parasites, showing the need to move away from the high density enclosures to more open and natural spaces, in spite of the risk of predators. Then, in the summer of 2017, the lightning-caused Sutherland Canyon wildfire completely scorched 30,000 acres of land in five days, destroying WDFW’s 10-acre breeding compound in the Beezley Hills. Fire crews from the Bureau of Land Management valiantly pitched in to help rescue the rabbits who were hiding in their burrows. Rescuers saved about 32, but around 70 others died.

Unfortunately, more trouble would come. The 2020 Pearl Hill fire, one of the largest in Washington State history,



The Sagebrush Flat Wildlife Area, north of the town of Ephrata, in Douglas County, Washington, is an example of the typical "shrub-steppe" type of landscape found in the Columbia Basin that is critical habitat for many mammals and birds. This is one of two locations where the endangered pygmy rabbits are being raised and released, the other being in Grant County.

USFWS - Pacific Region, Public domain, via Wikimedia Commons

completely burned up one of WDFW's three recovery areas, one where they had built semi-wild breeding enclosures, raised and released rabbits for three years, and had spent a great deal of time setting up agreements with land owners and managers to further the cause.

"We were well on our way," Gallie said. "We had a whole series of acclimation pens up there, and we had wild rabbits distributed over minimally 1,000 acres. And then in one night, it all burns up completely and we lose a decade of work for recovery efforts. All told, we lost 43% of all of our known Columbia Basin pygmy rabbits in that one event."

Everyone involved was devastated. The fire had not only consumed two breeding enclosures and four large pens used to acclimate the rabbits, it had completely blacked the habitat over an area of 100 square miles. No sagebrush would grow there for at least 20 years.

"It was a pretty bleak outlook at that point," Gallie said. "But like all endangered species efforts, you have pretty dramatic highs and pretty dramatic lows. So we just had to keep on going with our plan."

That is exactly what they have done, with encouraging results. The coldest winter weather does nothing to deter the dedicated volunteers who assist Gallie and WDFW with the annual winter survey, which takes about three days in January or February. Intent on their mission, they each walk their own invisible line on the landscape. Their boots leave prints in the fresh snow as their eyes scan the ground for the much, much smaller prints of the pygmy rabbits. These, along with other signs, or the thrilling sight of the rabbits themselves, help to assess their status. The WDFW has its own volunteers, but others from the U.S. Bureau of Land Management, a non-profit called Conservation Northwest, and The Nature Conservancy have also provided help.

One pair of those boots on the ground leaving tracks in

the snow belongs to Conservation Northwest's Jordan Ryckman, coordinator for the organization's Sagelands Heritage Program (SHP) that began in 2017. The program focuses on protecting, connecting, and restoring shrub-steppe areas, home to several species of concern. Even though the survey volunteers are most specifically looking for signs of pygmy rabbits, they also watch for signs of other wildlife.

"Half of our job is just trying to get people to care about these little and big critters and the habitat that they really rely on," Ryckman said. "I go join WSDFW whenever I can, whenever they need an extra pair of hands to help with surveying or capture and releases, to vaccinate for the diseases that we're hoping to prevent coming into the state and affecting our pygmy rabbits."

Ryckman helps to coordinate the Conservation Northwest volunteers for the winter survey. Usually, each person has Global Positioning System (GPS) unit and is responsible for following their own line to mark burrows, watch for signs, and collect samples. Another regular task is providing health checks and immunizations by a

veterinarian, and that begins with what any owner of pet rabbits will smile to imagine: a rabbit roundup. The volunteers either place traps on the ground near the burrows or simply herd the rabbits toward an open net where they can be picked up and transported to the health check location. In addition to giving immunizations against rabbit hemorrhagic fever, the vets check the bunnies' ears, eyes, nose, fur, and skin and weigh them, all with the cooperation of their little patients. The whole process is easier than one might think. Ryckman described how the bunnies seem to be asking themselves, "What is going on?"

"Pygmy rabbits are some of the most docile, gentle creatures that I've ever had experience handling or working around," she said. "I've handled quite a few animals, and



A curious Columbia Basin pygmy rabbit sat up when photographed beneath protective sagebrush branches. "Everywhere that was a great place for pygmy rabbits just happened to also be a great place to set up farms," Gallie said. "They were kind of pushed to the fringes of their habitat for a century, and they just could not handle that."

Photo courtesy of WDFW


pygmy rabbits are so calm. They just kind of just let you do what you have to do. When you're able to let them go and you see them hop away, it's like an overwhelming excitement, because you know that they'll go on to, hopefully, reproduce and stay healthy and keep growing."

Modern technology plays an important role in the cause. In addition to having science labs conduct genetic analysis of rabbit droppings, researchers also give each little critter a microchip tag, like many domestic dogs and cats have, making monitoring on the landscape possible. Drones are used for monitoring too.

Putting all that glossy science aside, Gallie wanted to talk more about a simple, but exciting program that is yielding great results—working with the local farmers in the federal Conservation Reserve Program administered through the nation's Farm Bill. Farmers who enroll volunteer marginally productive acreage to grow native habitat plants, instead of typical crops. In exchange, they receive cost sharing benefits and a stipend. By now, those parcels amount to 20 percent of WSDW landscape cover and support 80 percent of the released rabbits.

"In our area of mostly dryland wheat or dryland canola, the economics are just tipped in favor of this conservation program, and it is wildly successful," Gallie said. "It's almost a bit of a badge of pride that they were able to create quality habitat for this to happen. It's a win-win for the farmer and for our rabbits."

Gallie knows wildfires in the West have, unfortunately, become a predictable fact of life. That is why his goal is to establish populations of pygmy rabbits in as many different places as possible to increase their chances of survival. Their future is by no means secured, but some good things are happening. A recent gift to the Nature Conservancy of 282 acres of privately owned land, specifically for pygmy rabbit habitat, will provide a big boost, and three times since 2020, rabbits have been found occupying new areas farther away than expected. Any good news is reason to celebrate, but also to keep going toward the goal of increasing the populations of pygmy rabbits.

"You can really get lost in the doom and gloom when you're faced with a situation like this," Ryckman said. "But with the small wins—seeing volunteers come from all over the state to help with pygmy rabbit surveys, or donate for the benefit of pygmy rabbits—and the work that we're doing, there is a lot of hope." 



**Top:** Like all rabbits, these bunnies are speedy, their strong hind legs powering hops that reach 15 miles per hour. But once gently captured, they become calm and cooperative, like this one being examined by a WSFW veterinarian during a health check.

USFWS photo courtesy of Sarah Arnoff

**Bottom:** A volunteer releases a Columbia Basin pygmy rabbit who eagerly hops into the sagebrush shrubs, a moment that Ryckman says brings her "overwhelming excitement."

Photo courtesy of Conservation Northwest.

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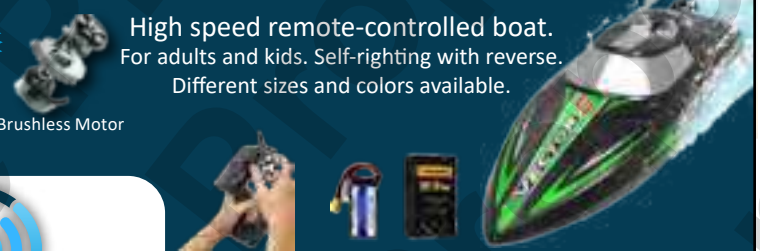
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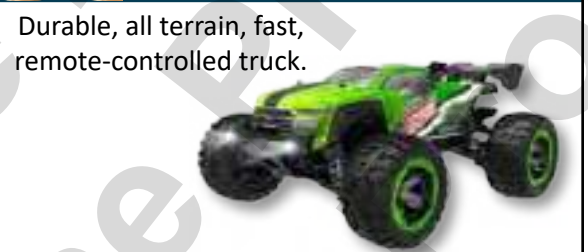
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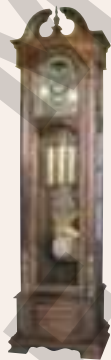
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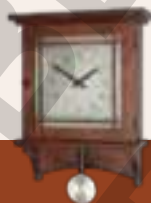
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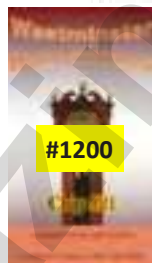
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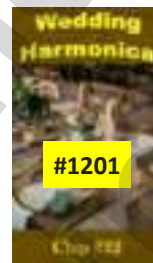
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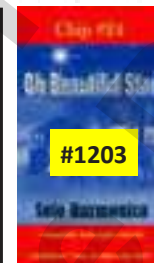
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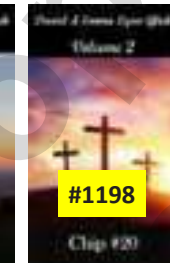
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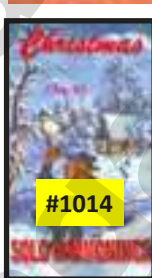
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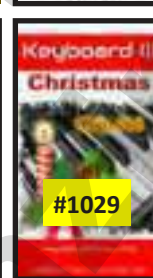
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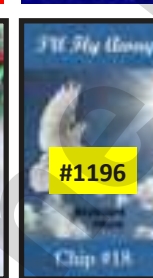
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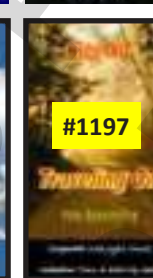
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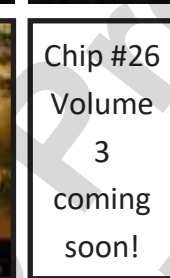
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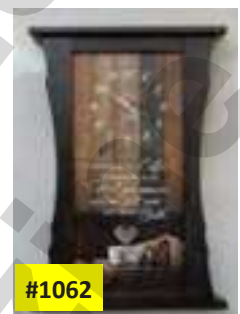


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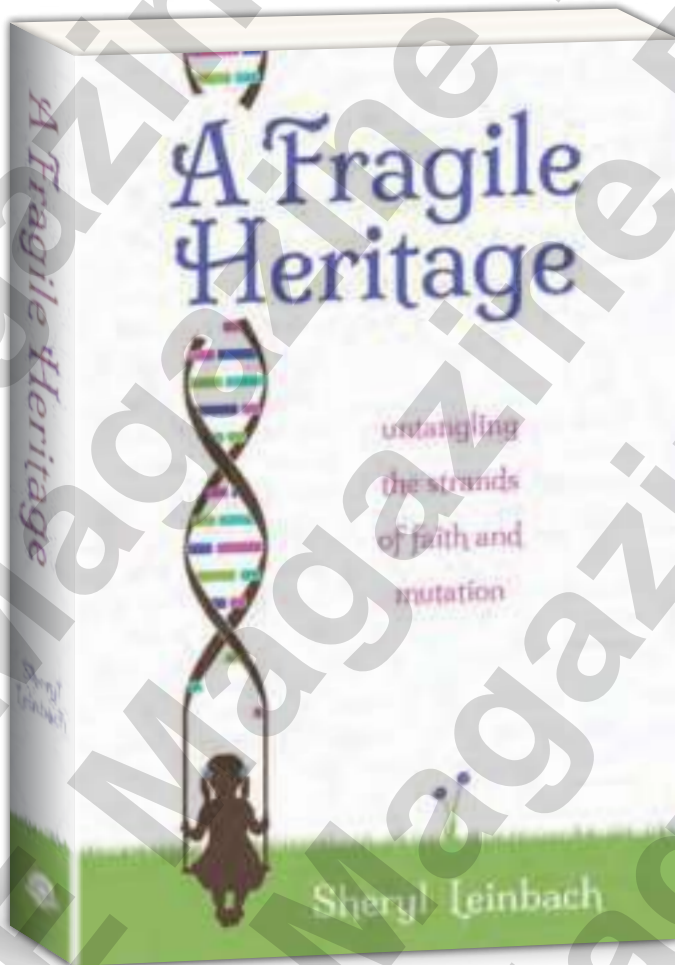



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NEW

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The doctor spoke sympathetically, but his words were devastating. “Yes, it is genetic. This mutation happened because you are Mennonites.”

Wesley and Sheryl were stunned. Their perfect new daughter had been hospitalized five days after birth with mysterious symptoms. Between episodes of shrill, spasmodic crying, Louisa was mostly comatose, refusing to eat. The doctor’s words felt like an indictment of their heritage of faith and the God who had preserved it.

The diagnosis of MSUD (maple syrup urine disease) changed everything for the Leinbach family. Louisa’s restrictive diet was measured in grams, and ordinary viruses sent her to the hospital. Her parents faced endlessly circling questions. Should Wesley and Sheryl risk having more children, knowing they could also inherit the mutation? Should they pursue a liver transplant for Louisa? What would keep their children from marrying carriers of the mutation and beginning a new generation of suffering?

Combining one family’s story with fascinating research on genetic disease, *A Fragile Heritage* traces the strands of heritage, faith, and mutation through generations and addresses questions about genetic mutations resulting from the overlapping ancestry of many Mennonites and Amish today. It also answers a deeper question: In a world of imperfection, how can we believe in a perfect God? Foreword by Kevin A. Strauss, M.D.

**\$14.95** 476 pages



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# Two New Titles Released!

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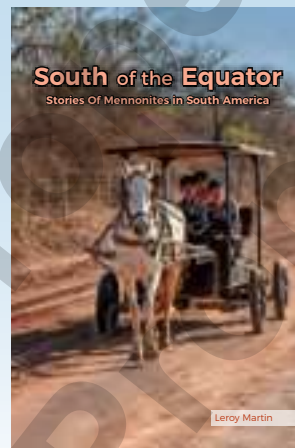
## Mennonites of South America



Leroy Martin

## Mennonites of South America

1,000-plus photographs of more than 55 Mennonite colonies as well as the Naranjito Amish community in Bolivia. Photos contain captions detailing in which colonies the photos were taken. Meet the Mennonites as you page through this hardcover, full color photo book.



Leroy Martin

## South of the Equator

This book contains many stories about Mennonites living in South America. Leroy collected this array of fascinating accounts from folks in more than 25 colonies. Learn about the Mennonites' struggles in their recently established colony at the edge of Peru's Amazon jungle, plus much more.



LEROY MARTIN

## A Journey Afar

This sturdy, 560 page hardcover book is packed with more than 600 color photographs from 17 countries including descriptions and captions, as well as basic information and fun facts about each country.



LEROY MARTIN

## Reaching Patagonia

This beautiful softcover book contains more than 300 pages, including more than 100 color photos with captions. Learn all about the trials and triumphs, sorrows and joys that Leroy and Lavern Martin experienced while traveling overland through Latin America to Ushuaia, the Southernmost city in the world—and back home!

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Leroy travels solo to various countries in Europe. Visiting the Colosseum and enjoying an icy dogsled ride in the Arctic Circle are highlights.



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<input type="checkbox"/> Mennonites of South America	\$48.00	\$5.00
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<input type="checkbox"/> Reaching Patagonia	\$23.00	\$2.50
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More Great Titles	Price	Shipping
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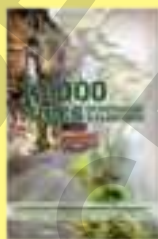
Books by Other Authors	Price	Shipping
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<input type="checkbox"/> Leroy's Lively Days	\$8.95	\$1.00
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Lost a loved one recently? Know someone who has? This hardcover grief book contains soothing, full color scenes by 7 artists, touching personal accounts, and comforting thoughts.



### Down Janet's Hill by Frieda Brubacker

Four year old Janet learns who needs to obey Aunt Joanna, what a shark's tooth looks like, where to catch moles, why a bee stings, and how Lillie's ears got fixed.



### Leroy's Lively Days by Ethan Brubacker

Join Leroy as he and his brother Caleb learn to fish and trap on their own, learn about safety on the way home from school, and much more.



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we are  
Dad'  
mean,

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- How Come The Sky Is Blue
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- Madam Lycosa
- Milton Hershey
- Peril Among The Pearls
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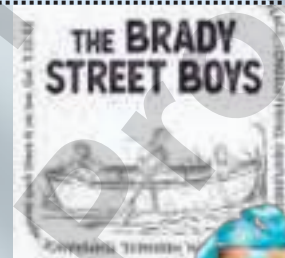
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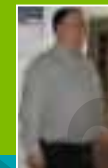
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Software	2022 Cabinet Vision software		\$8,000 OBO	4-Ever Poly, Steven Troyer 14150 Hubbard Rd, Burton, OH 44021 Phone: 440-834-4709 Fax: 440-834-0554 Email: 4everpoly@ibyfax.com
Post Driver	Mechanical Rock and Pinion design for wooden post, powered with 9 hp Honda	New	\$12,950	A&M Machine 9013 S Funk Rd, Shreve, OH 44676 No Phone
Mill/Drill	Pratt & Whitney No. 1 1/2 B, needs a little work	Fair	\$500	
Metal Shaper	Gould & Eberhart, 20 in stroke, Industrial	Good	\$1,000	
Metal Shaper	J. Steptoe, 18 in stroke	Fair	\$450	
Lathe	24 in x 60 in, Reiden lathe, taper attachment, 3 and 4 jaw chuck, lineshaft ready	Good	\$3,500	
Turret Lathe	Warner & Swasey No. 6, collet chuck, easy lineshaft setup	Good	\$3,000	
Surface Grinder	Delta Milwaukee Toolmaker, 2 available, 1 good, 1 fair	Fair/Good	\$250-\$1,000	A&A Machine Shop, Andy Hostetler 1437 Onsbay Lane, Randolph, MS 38864
Bandsaw	Walker-Turner, 16 in, geared for metal or wood	Fair	\$500	no phone
Shaper	Woodtek, 3 spindle, power feed on 1 spindle, 3 phase	Good	\$3,500	
Dovetailer	Hoffman, 4 spindle, for picture frames, etc	Good	\$1,000	
Saw	Pistorious, double 45 degree cut saw	Good	\$1,200	
Electric Motor	Weinig, came off of 2012 Weinig moulder, 6 available	Don't know	\$150 OBO	
Hydraulic Pump	FAC brand, w/electric motor, 700 psi, 10 gal capacity, power feeder hooked to it	Don't know	\$600 OBO	
Upcut	18 in Crosscut Solutions, all mechanical, line shaft ready, 2 groove disc clutch	Very Good	\$8,750	
Shaper Head	DIT, 1.25 in bore, 1 each of 101 hd, 103 hd, no inserts	Good	\$225 ea	
Shaper Head	DIT, 1.25 in bore, MP05-30, inserts for back cut on flat panel doors	Good	\$375	A&K Custom Doors 4100 State Rte 417, Woodhull, NY 14898 Write
Shaper Head	DIT, 1.25 in bore, MP05-60, takes stock up to 1 .75 in, no inserts	Like New	\$350	
Sander	Oscillating spindle, belt drive	Fair	\$450	
Table Saw	10 in Powermatic, electric motor, model 66 with Delta uni-fence guide	Good	\$1,500	
Planer/Moulder	Williams & Hussey Co, model W75 moulder planer	Good	\$1,000	Aaron E Troyer 2679 S Kansas Rd, Apple Creek, OH 44606 Phone: 330-601-3499
Metal Bandsaw	Ellis model 1800 metal bandsaw with electric motor	Excellent	\$3,800	
Bale Chopper	Badger small square bale chopper with 13 hp Honda	Excellent	\$1,800	
Tractor	CT1025 Bobcat Compact tractor, 50 hrs, with front loader, diesel, 24.5 hp	Like New	\$13,000 OBO	Adonia Hostetler 7555 S Kansas Rd, Apple Creek, OH 44606 Ph: 330-600-9013 Fax: 330-695-2038
Miter Saw	Omega 1P300 12 in miter saw, 3 phase electric	Decent	\$275	
Pin Router	Onsrud 3025 inverted pin router, single phase electric	Excellent	\$4,650	Alvin Shirk 1470 Kilmer Ln, Denver, PA 17517 Phone: 717-484-0017 Fax: 717-484-4947
Shaper	Jet 3 hp, 3/4 in spindle, single phase electric, new bearings	Good	\$975	
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Diesel	Deutz F3L912 48 HP with clutch & panel & engine house older engine	Runs Good	\$3,250	Anderson Diesel Barn 877 Mercer Wilmington Rd, New Wilmington, PA 16142
Diesel	Deutz F4L912 61 HP - clutch & safety panel	Runs Great	\$4,700	Phone: 724-967-3612 Fax: 724-748-5580
Diesel	Deutz D2011L04 64 HP with clutch & fancy panel	As New	\$6,400	
Diesel	Detroit 4-71 155 HP with clutch & control panel a fine Detroit	Fine	\$5,500	
Diesel	Other HP engines available call & see what we can do for you			
Dust Collector	Shop Fox 3 HP, 2 Bag Dust Collector	Like New	\$450	
Dust Collector	King 3 HP, Barrel Dust Collector W/ Pleated Filters And Remote Start	Good	\$800	
Shaper	Laguna 5 HP, 1 PH, 1 1/4" Spindle, Digital Readout	Good	\$2,900	Andrew Horning 164 N Shirk Rd, New Holland, PA 17557
Chop Saw	Omega T 53-370, 14" Blade, Tilting Chop Saw	Good	\$1,500	Phone: 717-354-9323 Fax: 717-354-0024
Drill Press	Powermatic 1500	Good	\$700	
Drawer Clamp	Ritter R875	Good	\$1,500	
Genset	22 KW Perkins diesel, 13,500 hours	Good	\$4,500	Andrew Hostetler 69388 SR 13, Millersburg, IN 46543 Phone: 574-642-0048 Fax: 574-330-9899
Edge Sander	Ekstrom-Carlson No 112, oscillating, 165 in belt	Great	\$4,300	
Diesel	LTA Cummins, starts good, runs great	Good	\$4,000 OBO	Backyard Produce, Perry Yoder 14332 Irish Ridge Rd, Burlington, IA 52601
Stoves	Large greenhouse stoves, wood fired, multiple sizes, custom options	New	Call	Phone: 319-752-0589
Stoves	Top fired and front fired, great for houses, shops, office, dog kennels, etc	New	Call	
Pellet Stove	Liberator Rocket, none electric pellet stove heats smaller area	New	\$1,645	
Trackloader	2018 Kubota SVL75-2 track skidsteer, 1,560 hours, new tracks	Good	\$43,000	Ben Stoltzfus, 5878 N Mineral Springs Rd, Greens Fork, IN 47345 Phone: 765-238-9572



# Machinery Trader

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Mast	Fits forklift: Mitsubishi FBC25EN, no forks	Good	\$600	
Roller Conveyer	48 in x 120 in split in center, adjustable legs	Good	\$500	
Garage Doors	(2) 9 x 7 hardware included	Fair	Make Offer	Brandy Run Welding 681 Brandy Run Rd, Newville, PA 17241 Phone: 717-423-6444 Fax: 717-423-6442
Chain Link	6 ft high, approx 50 ft long, 6 pieces	Used	Make Offer	
I Beam	w12 X 72#, 12 in x 12 in x 34 ft long, painted yellow	Good	\$700	
Water Jet	2000 Flow Master 50IS-55, ready to ship, professionally removed	Good	\$12,500	Burkholder Equipment LLC 107 Hammond Rd, Shippensburg, PA 17257 Phone: 717-532-7435
Gun	Savage Markii cal .17 mach 2 only, ss bull barrel, laminate stock, "new"	New	\$475	Email: burkholderequipment@ibifax.com
KMC	Complete KMC parting out with new cast iron road wheels		Call	
Press	KMC track bushing press, works great	Excellent	Call	
Diesel	V6-53 Detroit, 190 hp, non turbo, 200 hours	Rebuilt	\$6,000	Phone: 717-517-6883
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Pressure Washer	3000 psi Briggs engine, new pump	Good	\$215	C & S Small Engine E8422 Rognstad Ridge Rd, Cashton, WI 54619
Hedge Trimmer	Poulan Pro PR322	New	\$150	Phone: Write
Auger	DR Auger Power heads, augers available	New	\$229.99	
Tiller	Senix 4 cycle, 15 in front tine tiller	New	\$299.99	
Tiller	DR Premier Fat front tine, 11 in to 21 in	New	\$549.99	
Anti Freeze	50/50 premix 4 season green anti freeze, quantity discount, write for more info		\$6.50 @ gal	
Rafter Saw	30 HP rafter component saw with waste conveyer, in a single pass it will cut angles, rafter tails, and seat cuts on 3 boards, 10 ft working length, upgraded and refurbished	Refurbished	\$62,500	Capital Forest Products, Tabitha Momenee 9 Vose Farm Rd, Peterborough, NH 3458 Ph: 603-567-7983 Email: tmomenee@capitalforest.com
Dust Collector	Grizzly Go601, Airlock/Oneida filters, 3 ph	Nice	\$3,850	
Line Boring	Ritter single row, 23 bits, 3 phase	Good	\$1,400	Celesta Cabinetry, Roy Weaver 1692 Troxelville Rd, Middleburg, PA 17842
Mortising	Shop Fox tabletop mortiser and miscellaneous bits	Like New	\$350	Phone: 570-837-1932
Ironworkers	Unihydro ironworkers, 1 or 3 phase, easily converts to hydraulic, engine, or lineshaft. 14 in or 24 in bar shears, 6 in to 24 in brakes, round, square, oval and hexagon punches, angle, channel and rod shears, square, coper and pipe notchers.		Call	City Hill Fabricating/Marvin Nolt 1064 City Hill Rd, Penn Yan, NY 14527
		New	Call	Phone: 315-759-3049 Fax: 315-531-8325
Skidloader	Bobcat 7753 4 cylinder Kubota powered, 1,700 lb rating, 635 hrs	Great	\$12,900	
Tractor	JD2630 80 hp, 2 wd, 540 pto, 1 hyd remote, 5,735 hrs	Good	\$10,900	
Manure Tanker	Badger 3000 gallon tandem axle, flotation tires, over the top spread	Fair	\$4,500	
Cultivator	IH hydraulic lift & rear outlets, packer hitch, choice 12 ft or 20 ft	Fair	\$900	Clair Burkholder 135 Linden Grove Rd, New Holland, PA 17557 Phone: 717-354-5021 Fax: 717-354-5021
Feed Cart	Weaverline 430, new batteries	Good	\$3,000	
Mixer	Stainless steel milk replacer mixer, 200 gal w/agitator, thermometer, 1.5 in valve	Great	\$700	
Shipping	Shipping Available! Call!!!			
Gang Rip	SCMI-M3 Hyd. motors	Used	\$4,000	
St Line Rip	404 Master Rip Hyd. motors	Rebuilt	\$15,000	
Clamp Carrier	20 section 32" clamps Pneumatic Tightener	Like New	\$15,000	Country Value Woodworks/Jonas Esh 2302 Beaver Valley Pike, New Providence, PA 17560
Planer	2 sided Whitney Planer 36" Straight knife Electric		\$7,500	Phone: (717) 786-7949 x 1 Fax: 717-786-3626
Upcut Saw	Crosscut Solution Inc. 18-R	Good	\$5,000	
Diesel	6D24T 270 HP at 1800 RPM	Rebuilt	\$35,000	
Tractor	1930 John Deer model D, on rubber, repainted	Excellent	\$6,000 OBO	Country View Locker, Elmer Miller 1288 Grant Rd, Waukon, IA 52172 Phone: 563-217-9598
Tumble Mixer	1 - 2 ton SS drum, rebuilt, new bearings and chain	Very Good	\$4,000	Countryside Feeds/Alvin M Miller E5449 County Rd S, Tigerton, WI 54486 Phone: 715-754-2970
Power Unit	Hydraulic skid 85 hp John Deere with 3 hydraulic pumps and Big Quincy air compressor 150 gallon reservoir, fully serviced and runs good	Great	\$10,500	County Line Truss 3353 Garden Rd, Seymour, IA 52590 Phone: 641-895-7448
Truss Press	Mechanical truss press, Hershberger Manufacturing	Good	\$9,500	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Wanted	Wanted Old style Senco ¼ inch Crown stapler, model SLS20	Call	Call	Crist Miller 17090 Jug St , Burton, OH 44021 Phone: 440-834-1540
Pine T&G	Yellow Pine 2 x 8s for horse stalls and barn floors, we also stock	New	\$1.00 @ In ft	Crist S Miller 5171 Heyl Rd, Wooster, OH 44691 Phone: n/a
Pine T&G	White Pine 1 x 8s, 2 x 6s, 2 x 8s, for cabins and pavilions, large quantity discounts	New	Write	
Air Compressor	Ingersoll Rand P90, screw with 3 cylinder Isuzu, 856 hours	Good	\$8,500	
Pump	Air operated Versamatic, 3 inch diaphragm	Fair	\$950	D&M Enterprises W2895 Cty Rd R, Durand, WI 54736 Phone: 715-672-4025
Pump	Air operated Versamatic, 2 inch diaphragm type	Fair	\$750	
Pump	Wacker 3 inch diaphragm with Honda engine	New	\$1,500	
Mini Skidsteer	Ditch Witch SK800, 2019 model, 1975 hrs, 48 in bucket, new tracks	Good	\$22,500	Decks R Us, Chester Lapp 8957 Manning Rd, Economy, IN 47339 Phone: 765-238-2864
Tractor	John Deere 4020 gas with front end loader and 6 ft tiller	Good	\$12,500 OBO	
Shaper	Model 2700 Powermatic digital read out	Good	\$3,500	6870 S 1000 W, Topeka, IN 46571 Phone: 260-593-0759
Door Clamp	Model # 79K-8 JLT clamps, 8 ft pneumatic double door clamps	Very Good	\$5,400	
Stroke Sander	Beach, 3 hp, 3 phase, new in crate	New	\$3,000	Diehl Brothers Furniture, Bill Diehl 377 Hwy 532, Mt Olive, MS 39119 Phone: n/a
Creeper Gear	Complete creeper gear set for Case IH 5130	Excellent	\$2,500 OBO	Earl Ray Martin 4345 160th St, Elma, IA 50628 Phone: 641-393-2521
Lathe	Mattison, 66 wood lathe, hopper fed, electric	Good	\$2,900	Elam Kauffman 315 N Hollander Rd, Gordonville, PA 17529 Phone: 717-768-7382
Sander	Nash spindle sander, N-150-70 hydraulic	Good	\$1,900	
Green Giant Forklift	6000 LB Capacity, 120" Rise, 50" str, Honda or Brilliant Powered, Mech. Dr., w/ poly or steel wheels		\$10,319	
Green Giant Forklift	10,000 LB Capacity, 120" Rise, 50" str, Honda or Brilliant Powered, Mech. Dr., w/ poly or steel wheels		\$13,154	Eli D Schrock For brochures or to place an order write to: 4250 S. Funk Road, Wooster, OH 44691 No Phone
Green Giant Forklift	3000 LB Capacity, 120" Rise, 42" str, Honda or Brilliant Powered, Mech. Dr., w/ poly or steel wheels		\$8,164	
Green Giant Forklift	3000 LB Capacity, 60" Rise, 42" str, Honda or Brilliant Powered, Mech. Dr., w/ poly or steel wheels		\$7,414	
Horse Drawn	New for 2023! The 3,000 lb with tilt attachment for horse drawn	New!	Write	
Tractor	Kubota L4610 40 hp, 4 wd, GST, 3,000 hrs	Good	\$9,500	
Track Loader	2015 Bobcat T590, 66 hp, hand and foot controls, cab, hi-flo, 1,300 hrs	Excellent	\$36,500	
Track Loader	2014 Takeuchi TL10 90 hp, pilot controls, CHA, 2 speed, 2,600 hrs	Good	\$35,500	
Track Loader	2019 Bobcat T595 74 hp, pilot controls, CHA, 2,000 hrs	Good	\$38,000	
Track Loader	CAT 259 B3 71 hp, cab, joystick, 2 speed, 4,000 hrs	Good	\$25,000	
Skidloader	CAT 236 63 hp, cab, joystick, 5,100 hrs	Good	\$13,500	Eli Shirk Repair 360 W Metzler Rd, Ephrata, PA 17522 Phone: 717-859-2419 Fax: 717-859-1183 Email: elishirk@bifax.com
Mini Trackloader	2015 Vermeer 5800TX, 35 hp, gas, 700 hrs	Good	\$25,000	
Mini Trackloader	2014 Ditch Witch SK750, 25 hp, diesel, 2,100 hrs	Good	\$19,500	
Mini Trackloader	2021 Kubota SCL1000, 25 hp, 300 hrs	Very Good	\$34,000	
Attachments	Skidsteer buckets, Pallet forks, grapples	New	Call	
Attachments	Mini skidsteer Dingo & MT forks, buckets, grapples, mowers	New	Call	
Parts Skidsteer	New aftermarket and used parts		Call	
Rental	Trackloader, Mini Excavators, Mini Trackloaders		Call	
CNC Plasma	6 x 12 CNC Plasma table, downdraft, no plasma power supply, has Oxyfuel torch lifter	Good	\$5,500	Elvin Sauder 202 Martin Rd, New Holland, PA 17557 Phone: 717-354-2412 Work Ph: (717) 351-3922
Engine	Cummins 8.3, bare engine or on frame	Good	Call	Ervin King 362 Cty Hwy 30, Jordanville, NY 13361 Phone: 607-264-3784
Engine	International DT466, bare engine or on frame	Good	Call	
Plow	John Deere 2 x 16 rollover plow	Used	\$950	
Tank	1000 gallon stainless steel tank, last used for diesel	Used	\$900	Eugene Martin 1030 Lincoln Rd, Lititz, PA 17543 Phone: 717-466-0349
Zero Turn	Exmark Lazer 2, 60 in deck, new engine, tires and mower clutch	Used	\$4,500	
Zero Turn	Hustler Super Z, 72 in deck, new drive pump and motor	Used	\$3,750	
CNC Brake	Roper Whitney 21 ft CNC metal trim brake. Bought new 2020. Still in use. downsizing	Like New	\$155,000	
CNC Plasma	Hypertherm hi definition CNC plasma cutter. HPR 260. 6x20 water table. Cuts up to 2.5 inch steel. Can see in operation		\$78,000	
Laser Cutter	Trumpf 3030, Dual table system. Scrap conveyors. Dust collect system. Everything incl, Motivated to sell		\$13,900	Exit 89 Roofing Phone: 484-706-0690
Roller Trailer	24 foot roller trailer for hauling metal roofing packs. Can haul 2 packs side by side. Hydraulic tilt with electric winch for delivery or retrieval		\$18,500	
Truss Trailer	40 foot tilting truss trailer with roller bed. Hooks up to semi truck		\$7,900	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Breaker Panel	General Electric by ABB, 400 Amp, 480/277 Volt, 3 Phase, full of breakers, never used	Brand New	\$5,500	Extend Cylinder Products 14331 Clearspring Rd, Williamsport, MD 21795 Ph: 240-707-8239 E: devon@extendcylinderproducts.net
Breaker Panel	General Electric by ABB, 300 Amp, 208/120 Volt, 3 Phase, full of breakers, never used	Brand New	\$4,000	
Laminator	9 inch and 12 inch hand crank cold laminator	New	\$82 - \$298	
White Boards	White boards with magnetic porcelain surface, up to 4 ft x 16 ft	New	Write or Call	
Chipper	Precision Husky Chippers & Vibra conveyors, equipment & parts	New	Write or Call	Fisher Sales 3225 Kennard Rd, Atlantic, PA 16111 Phone: 814-425-2500 ext 228 contact VM
Miscellaneous	Air Compressor N Lube - scissor lift tables - self dumping hoppers-belt and roller conveyers	New	Write or Call	
Blowers	36 in Industrial Air Tech, 1 right - 1 left available	Used	\$500 OBO	
Generator	Marelli belt drive, volts 240/460 amps 562/277	Good	\$1,500 OBO	
Power Unit	John Deere 4039T on skid, radiator to clutch, control panel, 120 hp	Rebuilt	\$7,900	Forest View Repair, David 45 N Forrest Rd, Mertztown, PA 19539 Ph: 610-641-9581 F: 484-648-1612
Tank	400 gallon, 3 compartment oil storage tank	Good	\$700	
Plate Rolls	Webb 3/8 in x 8 ft, all 3 rolls are 9 in diameter	Good	\$22,000	Fountain Fabricating Co 1657 E Main St, Hegins, PA 17938 Ph: 570-682-9018 E: office@fountfab.com
Ironworker	Hill Acme # 6-90 ton, some used tooling	Fair	\$4,500	
Tractor	1997 John Deere 5210, 55 hp, 2 x 2 loader, LED, recent engine overhaul	Good	\$13,500	Fox Farm N14439 Dickerson Ave, Thorp, WI 54771 Phone: 715-669-3971
Diesel	350 Cummins power unit, NT 855, 300 hp with clutch	Excellent	\$7,000 OBO	Gideon J Yoder 9 Dye Rd, Summertown, TN 38483 no phone
Diesel	466 International power unit on frame, no clutch	For Parts	\$500	
Diesel	Kubota 1105 turbo, 32 hp, 2,225 hrs, radiator to flywheel	Good	\$3,800	
Diesel	Kubota V1505 turbo, 44 hp, fan to flywheel	Runs Good	\$3,950	
Diesel	Kubota V2203, 39 hp, runs good	Good	\$2,750	Gingerich Machine Shop 18739 Impala Trl, Drakesville, IA 52552 Phone: 641-208-4097
Diesel	Isuzu BV-4LE2NYGV-01, 34 hp @ 1800 rpm	Like New	\$4,950	
Diesel	John Deere 4045 DF150, 80 hp @ 2500 rpm	Call	Call	
Engine	21 hp Kohler, EFI engine with hydraulic pump,	New	\$1,950	
Diesel	V1505 Kubota, 28 hp, stub shaft, power unit	Rebuilt	\$3,300	Hershberger Diesel, Daniel Hershberger 48055 Co Rd 11, Aldrich, MN 56434 Ph n/a
Diesel	F2L511 Deutz 24 hp, stub shaft or clutch option	Excellent	\$2,800	
Uni Punch	Large selection of Unipunch, Unitool, Stripet, tooling & holders, used	Good	Call	Hickory Acres Metalworking 641 Buchland Rd, Narvon, PA 17555 Phone: 717-537-5175
Edgebanding	Wood edgebanding, 500 ft rolls, 10 or more for free shipping	New	\$40	Hickory Grove Woodworking Phone: 717-768-8489 Fax: 717-768-0287
Lumber	Walnut lumber from Peru, 205 board foot, wide boards		\$850	
Slitter	Laminate slitter, Miller-Moorehead, model 310, 110 v, 31 in	Good	\$2,150	
Dust Collector	Nederman S-1000 indoor dust collector, 5000 cfm	Good	\$7,000	
Dust Dump	Dump bin for Nederman S-1000 dust collector	Fair	\$1,500	
Radial Arm Saw	Dewalt Industrial radial arm saw, 24 in cut	Fair	\$1,000	High Point Designs LLC, Marion Petersheim 290 Industrial Pkwy, Lagrange, IN 46761 Phone: 260-499-5500 Fax: 260-499-5501
Edge Sander	Vega edge sander 6 in x 48 in Platen	Fair	\$2,000	
Case Clamp	Uhling case clamp HP-3000 for frameless cabinets	Good	\$6,500	
Boring Machine	Griggio GF27 horizontal/vertical boring machine	Good	\$7,500	
Forklift	Komatsu #30 propane, 3 stage mast, side shift	Good	\$8,500	
Brake	12 ft Cincinnatti, approximately 250 ton	Decent	\$8,000	
Die	12 ft, 4 way die	Good	\$2,500	Hillclimbing Mfg 122 Windy Hill Ln, Spring Mills, PA 16875 Phone: 814-349-5976
Forklift	TCM 3 stage mast, side shift, 4300 lb capacity	New	\$5,000	
Lift Platform	Foldable, unfolds to 5 feet wide x 21 feet long	New	\$7,500	
Baghouse	57 in x 11 ft, 198 bags, 5 in diameter x 80 in long, elec drive on shakers, needs new bags	Fair	\$3,000	
Bandsaw	14 inch rebuilt, 2 available	Good	\$750	
Bandsaw	Centeauro Classico 900, 36 inch band wheels, up to 1 1/2 inch bands	Good	\$2,500	
Bandsaw	Cresant 20 in bandsaw, lineshaft ready, new tires	Excellent	\$1,950	Hiowa Machine Sales Menno Hostetler 9029 Twp Rd 659, Dundee, OH 44624 Phone: 330-275-5249
Belt Sander	Rockwell 31-520, 3 phase, 1 hp, 6 in x 48 in belt	Very Good	\$900	
Blower	36 in x 8 in, 15 in inlet, 40 hp electric motor	Good	\$2,000	
Clamps	JLT approx 20 - 40 in and 120 - 32 in capacity, call for detail	Good	\$65 - \$80	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Conveyer	Lewco Motorized belt conveyer, 48 in x 152 in long, 3/4 hp motor, adj ht legs	Very Good	\$1,500	
Conveyer	Lewco 1 hp motorized belt conveyer, 33 in wide x 304 in long, adj ht legs	Very Good	\$2,000	
Dock Plate	84 in 48 in, 20,000 lb capacity, designed with flip up handles to move w/forklift	New	\$1,000	
Doweler	Newton 2 spindle, air hold down, air stroke, 1.5 hp, 3 phase, same as horizontal borer	Good	\$1,000	
Drill Press	Westward 15 in, crank to move table up and down	Good	\$500	
Drum Sander	Jet 22-44 open end sander, lineshaft ready	Good	\$900	
Dust Collector	Blower/Cyclone 8 in inlet, 24 in x 7 in blower, 5 hp, 3 phase	Like New	\$1,250	
Dust Collectors	Typhoon 6 bag indoor dust collector, 25 hp, 3 phase, 18 in inlet	Like New	\$4,000	
Edge Sander	Whirlwind model 855 double side, 8 in x 56 in platen, 7.5 hp, 3 ph	Excellent	\$4,800	
Edge Sander	ACME 4 in x 82 in belts, does not oscilate	Good	\$450	
Embosser	PAO Macc Heat Embosser, 4 in wide capacity, feed thru design, electric heat	Good	\$2,500	
Embossing Machine	Renzo with several dies, this machine will imprint designs on trim moulding	Good	\$4,000	
Exhaust Blower	42 in diameter, 7500 cfm, New York blower, designed for smoke or fumes	Like New	\$2,800	
Horizontal Borer	Ritter 4 spindles, adjustable from 1 in to 15 in, 110 volt	Very Good	\$1,800	
Infeed	Omga programmable infeed fence system for gang rip saw	Good	\$4,000	
Inverted Pin Router	Onsrud model 36210, 10 hp, 3 phase, 36 in throat,	Excellent	\$4,800	
Jointer	Cresant 12 in x 82 in straightknife, lineshaft with air clutch	Good	\$1,500	
Jointer	Griggio 12 x 84, new spiral head, made in Italy	Excellent	\$3,750	
Jointer	Oliver 12 in x 99 in bed, spiral head	Very Good	\$4,500	
Lathe	Rockwell , model 46-450, 36 in x 12 in capacity, 3 ph, variable speed	Good	\$1,200	
Line Borer	Castle model LB-30 hyd powered,30 spindle lineboring machine	Good	\$2,250	
Line Borer	Ritter R150, 2 row 75 spindles per row, do base on one end, tops on other, 32 mm spacing, 3 phase	Good	\$5,000	
Mortizer	Balistrini 2, 2 head oscillating slot mortizer, complete rebuild	Very Good	\$8,500	Hiowa Machine Sales Menno Hostetler 9029 Twp Rd 659, Dundee, OH 44624 Phone: 330-275-5249
Notcher	Morso model DK8900, manual or hydraulic, designed for beaded face frames	Good	\$1,500	
Planer	Extrema XP610, 24 in heavy duty, 2014, 10 hp, 3 phase, spiral head	Good	\$8,500	
Planer	Northwood 24 inch planer, straightkife, 7.5 hp, 3 phase	Good	\$4,250	
Planer	Newman 600, 24 in spiral head, rebuilt, very heavy duty, section infeed roller	Good	\$8,000	
Planer	Foley Belsaw 12 in new spiral head & new rollers	Very Good	\$1,800	
Planer	Buss 36 in spiral head, complete rebuilt, lineshaft, heavy duty	Very Good	\$13,500	
Planer	Powermatic 16 in straightknife, heavy duty, line shaft or 3 phase	Good	\$1,600	
Planer	Rockwell model 13 variable speed feed, straightknife, 13 in capacity	Good	\$1,000	
Planer/Jointer	Hitachi 12 in planer & 6 in jointer, 110 volt, unique combo machine	Good	\$800	
Planetary Sander	Cammam Brevettat, 3 3/4 in opening, to sand round objects	Good	\$7,500	
Pockethole Machine	Castle TSM35, 3 phase	Good	\$4,000	
Pockethole Machine	Unique Machine model 73, 2 spindles, 1 1/2 hp, 1 phase, production machine	Like New	\$4,500	
Pole sander	Lobo model SD-220, 2 belts, single pass for a fine finish	Excellent	\$3,500	
Power Feeders	Lots of rebuilt power feeders, 3 roll, 4 roll, 1 hp	Good	\$750 - \$1100	
Power Unit	International UDT-817, 325 hp, new clutch, 3 1/2 shaft	Excellent	\$7,500	
Radial Arm Saw	Omga 12 in blade model RN600, 28 in length of cut, 4 hp, 3 phase	Good	\$1,500	
Return Table	Cantek staightline rip return system, model RC-12	Good	\$2,500	
Roll Former	36 in ag panel, Master Metal USA, all manual, lineshaft ready, no shears	Good	\$22,500	
Sanding Booth	8 ft x 10 ft x 8 ft, brand new, comes withlights and fan	New	\$3,000	
Shape and Sand	Northtec, 1 shape head, 2 sand heads, hydraulic powered, 2002,	Very Good	\$20,000	
Shape and Sand	Voorwwood A178, 2 shape heads, 4 sanding heads, set up for lineshaft, w/ cable clutches, conversion price \$8,000	Good	\$25,000	
Shaper	Grizzly model G1026 28 x 30 table, size 3/4 spindle	Good	\$1,100	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Shaper	Powermatic model 26, new spindle, 3 sizes, up to 1", single phase	Very Good	\$1,750	
Shaper	Reliant, 1 1/2 hp, 1 phase, 3/4 in spindle, table size 20 in x 18 in, 2 speed	Good	\$800	
Shaper	SAC TS-120, 1 1/4 spindle, very heavy duty, made in Italy, 7.5 hp	Very Good	\$4,250	
Shaper	Unique model 250, hydraulic powered, designed for cabinet doors	Good	\$6,000	
Shaper	Weaver model 1313, table size 20 x 38, rebuilt spindle w/power feed, 3 phase	Good	\$2,500	
Shaper	SCMI Mini Max 1 in spindle, sliding table, 4 hp, 3 phase	Good	\$2,250	
Shaper	Powermatic PM 2700, 1 1/4 spindle, new bearings, 30 in x 40 in table, 3 hp, 1 phase,	Very Good	\$3,500	
Shaper	3/4 in spindle, homemade, lineshaft ready, nice large top	Good	\$600	
Skate Rollers	28 in x 10 roller conveyers, 2 in dia, 4.5 in spacing, w/3 adjstble hght legs, 6 available	Like New		
Sliding Table Saw	Robland Z 320, Belgium made, 3 phase, scoring blade	Very Good	\$5,000	
Sliding Table Saw	SCMI SI 16 SW 5 ft slider, 16 in blade and scoring blade	Very Good	\$4,000	
Spindle Sand	Linmac heavy duty, completely rebuilt, hyd power, easy to convert to lineshaft	Excellent	\$1,200	
Stake Pointer	Keystone model 972, new in 2012, set up electric, could be converted	Good	\$3,000	
Table Leaf Drill	Northtec NT-HBM-4, up to 6 spindles, 60 in capacity, 4 hp, 3 phase, MFG 2006	Excellent	\$5,500	
Table Saw	10 American Machine & Tool, 2 hp, 1 ph, 52 in rip capacity, Biesemeyer style fence	Good	\$1,700	
Table Saw	10 inch contractor style, Jet, 1 phase, 30 inch fence	Very Good	\$1,000	
Table Saw	Delta 10 in Unisaw w/32 in rip, Delta unifence	Good	\$1,100	
Table Saw	Delta unisaw 10 in right tilt, 5 hp, 3 phase, 17 in rip capacity, was set up w/powerfeed	Good	\$1,000	Hiowa Machine Sales Menno Hostetler 9029 Twp Rd 659, Dundee, OH 44624 Phone: 330-275-5249
Table Saw	Grizzly G0715P 10 in blade, 24 in rip capacity, no drive	Like New	\$1,100	
Table Saw	Delta/Milwaukee 12/14 in, rebuilt with Biesemeyer fence & rail, 52 in rip, 3 phase	Very Good	\$2,000	
Tablesaw	Contractor style 10 in blade, Ridgid, 24 in fence, 110 v, 1 phase	Very good	\$700	
Tablesaw	Jet 10 in, 52 in rip capacity, right tilt, hyd motor	Excellent	\$2,100	
Tablesaw	Ridgid contractor style table saw, 110 volt, nice fence			
Tenoner	Saomad UT-4 single end tenoner, max thick 2 5/8th in, 3 horizontal spindles, 1 vertical	Very Good	\$3,500	
Trackloader	New Holland 238, 3,100 hrs, 3,400 lb, cab, heat, AC, radio, good tracks	Excellent	\$41,500	
Upcut Saw	Grizzly 18 in blade, new spindle and bearings, electric motor intact but not complete	Good	\$2,750	
Upcut Saw	Whirlwind model 212 18 in blade, 4 available, 1 lineshaft ready, 2 hyd ready	Good	\$2500-\$3000	
Wide Belt Sander	Cantek model A-3760, hyd powered, Platen head, 37 in x 60 in belt,	Good	\$6,000	
Widebelt Sander	J.Boere 24 in hydraulic powered, air tracking	Very Good	\$5,500	
Widebelt Sander	Silver 3 head, 53 in, 2005 machine, heavy duty machine, built like a DMC, 103 in belt	Excellent	\$24,000	
Widebelt Sander	Timesaver 252-3, 75 inch belts, vacuum table, 3 head	Good	\$14,000	
Widebelt Sander	Timesaver 3 head, 37 in capacity, model 237-3, has been tested and runs good	Good	\$8,500	
Widebelt Sander	Timesaver model 137, single head 37 in platen, 20 hp, 3 phase	Good	\$7,000	
Widebelt Sander	AEM 43 in single head, platen head, good drums, needs to be converted	Good	\$9,500	
Information	See photo ads on page 226		Call	
Slab Conveyer	20 in x 33 ft pvc rough top with roof on conveyer, line shaft ready	New	\$5,500	Hostetler Machining and Fabrication 2417 Layton St Rd, Lyons, NY 14489 Phone: n/a
Conveyers	We also build coveyers to your specs, Write with number, I'll call		Write	
Forklift	Toyota 8FBCU 25-Comp forklift, 36 volt battery, serial 69832		\$12,500	Irvin Weaver 443 Roger Q Mill Rd, Pembroke, KY 42266 Phone: 270-886-4344
Trim Saw	Elumatec double head trim saw, 240/480 v, 28.6/14.3 amp	Good	\$5,100	
Engines	1011F - 2011 rebuilt Deutz 2011 73 hp	Rebuilt	\$5,800	
Engine	F3L912, 50 hp	Rebuilt	\$4,000	Irwin M Nolt 1250 Weaverland Rd, East Earl, PA 17519 Phone: 717-354-7267
Engine	F4M 1011F, 50 hp	Rebuilt	\$3,700	Email: irwinmolt@ibifax.com
Parts	New and used Deutz engine		Call	
Wood Lathe	Grizzly model No G1495, 36 in x 12 in capacity, 3 ph variable speed, extra bits and parts	Excellent	\$1,700 OBO	Isaac Fisher 2850 Memory Lane, Hopkinsville, KY 42240 Phone: 270-350-0965 ask for Isaac
Resaw	6 in single head Procut Band resaw, lineshaft ready	New	\$15,750	Ivan H Byler 1040 Hamilton Rd, Marion Center, PA 15759 Phone: n/a

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Printing Press	Syn-Tac Super Inker, belt drive, needs minor parts	Used	\$600	Jerry Martin 418 Knight Rd, Cerulean, KY 42215 Ph: n/a
Diesel	D914L04, 74 hp Deutz, fully serviced, clutch, control panel, new starter, 4,954 hrs	Good	\$4,200	Jesse Beiler 310 Tyrone School Rd, Crab Orchard, KY 40419 Phone: 606-510-1827
Trackloader	2015 Bobcat T450, new injectors, rails, pump, joystick controls, 2 spd, CAH, 1,260 hrs	Excellent	\$36,000	John Gingerich 11928 Annaton Rd, Stitzer, WI 53825 Phone: 608-943-6700
Moulder	6 head (JIC) moulder, line shaft ready, 1 of the newer brands	Excellent	\$16,000	John Miller 31823 Co Rt 20, Philadelphia, NY 13673
Diesel	3 cylinder Deutz with clutch, needs some work	Fair	\$2,000	Phone: n/a
Skytrak	644 Lull Highlander II, homeowner machine, most hyd cylinders just repacked, JD diesel, tires fair		\$98,000 OBO	John Weaver 10496 E 725 N, Montgomery, IN 47558 Phone: 812-636-0450
Bandmill	2018 Woodmizer LT70, 55 hp Yanmar diesel, 1,090 hrs	Excellent	\$85,000 OBO	John Yoder 5787 County Road 49, Huntsville, OH 43324
Edger	2018 Woodmizer EG200 edger, 825 hrs, 24 hp Yanmar diesel	Excellent	\$20,000 OBO	Phone: 937-464-2577
Wanted	Commercial cider press, call with details	Call	Call	Jonathan Schwartz 7584 W 950 N, Nappanee, IN 46550 Phone: 574-304-7086
Dovetail	16 1/2 dovetail machine, Grizzly GO611X, plus 3 bits dovetail	Excellent	\$3,500	Joshua Martin 2944 Cove Mountain Rd, Martinsburg, PA 16662 Ph: 814-793-0294
Tractor	JD 7405, canopy, 4 WD, rebuilt PQ, 9314 hrs, field ready	Excellent	\$28,900	JZ Tractor Sales & Service, Joshua Zimmerman 2159 Welker Rd, Penn Yan, NY 14527 Ph: 315-531-9170 House: (607) 243-0023 Fax: 315-531-8230
Tractor	JD 6420, cab, 4 WD, 16 spd, PQ Plus, R&P axles, 8574 hrs	Excellent	Call	
Air Hoist	JD Neuhaus, 1/2 ton, pendant controlled, 16 ft lift, with trolley	Like New	Call	
Hydraulic	Custom built power units with high quality components	New	Call	Keim Hydraulics, Aaron Keim 18748 200th St, Bloomfield, IA 52537
Grease	Industry leading grease and oil in stock, highest rating in industry	New	Call	Phone: 641-208-5346
Service	We install air and hydraulic systems, hydraulic tubing and Fastpipe in stock	New	call	
Rip Saw	Diehl ESL 20, good chain and race	Good	\$11,000 OBO	
Planer	Northtec NT-660-20 HCUS, 26 inch	Fair	\$6,500 OBO	
Pull Hole	Drill, Horst pull hole drill	Good	\$500 OBO	Kemp Cabinets, Delbert Kemp 3590 N 700 E, Montgomery, IN 47558
Genset	60 series Detroit, 400 KW Marelle generator	Fair	Call	Phone: 812-486-3325 Fax: 812-486-2405 Email: marvin@kempcabinets.com
Paint Carousel	Superfici Overhead Carousel, 25 trays, call for photos and pricing	Good	Call	
Table Saw	Tablesaw Powermatic heavy duty with 3ph motor	Good	\$1,000 OBO	
Wanted	Vintage tinsmith tools, machines & equipment, will consider entire shop buyout - send list	Any	Call	Kevin Riddle PO Box 40, Eagle Rock, VA 24085 Phone: 540-884-2197
Skidloader	01 NH LS170 cab, heat, 3800 hrs, new tires & bucket, 52 hp, LR 1700 lb	Good	\$15,900	
Mini Excavator	2015 Kubota KX91-352, 2000 hrs, angle blade, coupler, 28 hp, 7.5 K, lb	Good	\$23,500	
Tractor	2014 Kubota, M8560 w/loader, C/H/A, 4 wd, dual remotes, 1500 hr, 85 hp	Good	\$32,500	
Tractor	2021 Kubota, M5-111, 4 wd, dual remote, warranty, 10 hrs, 105 hp	New	\$41,500	Kevin Shirk 221 Turtle Hill Rd, Ephrata, PA 17522
Tractor	2023 Kubota L3902 w/loader, 4 wd, HST, full warranty, 5 hrs, 39 hp	New	\$27,500	Phone: 717-859-5776
Tractor	2018 Kubota MX4800 w/loader, 4 Wd, gear drive, 72 hrs, 48 hp	Like New	Call	
Tractor	Kubota L5450 w/loader, 4 wd, rear aux, quick attach bucket, 60 hp, 3 K hrs	Good	\$11,500	
Attachments	Buckets and forks for John Deere 3, 4, and 500 series loaders	New	Call	
Diesel	275 hp Cat C7 power unit with clutch, new, 2 hrs deleted and tuned	New	\$25,000 OBO	
Dozer	JD650K, 2,800 hours, cab, heat and hour, good undercarriage	Excellent	\$92,500	Kiine Tractor 9208 County Rd 235, Fredericksburg, OH 44627 Phone: 330-600-0413
Skid Loader	Cat 236 D3, 2020 yr, 4,900 hours, joystick, OROPS,	Excellent	\$28,750	
Track Loader	Bobcat T595, new bucket, hand and foot controls, cab	Good	\$29,500	
Culvert	1 black 36 in diameter x 20 ft long road tile culvert, like new condition	New	\$830	
Culvert	2 black 24 x 20	New	\$400 ea	Lester Kramer 3105 Pine Grove Rd, Crab Orchard, KY 40419 Phone: 606-879-1314
I Beams	6 in x 12in tall steel I beams, up to 30 ft length, also have 9 ft I beam posts	Good	\$.40 @ lb	
Diesel	6D22-T Mitsubishi 280 hp power unit, rebuilt	Excellent	\$10,500	Levi E Beiler 5918 Rte 414, Romulus, NY 14541 Phone: 315-620-0797
Track Scissor Lift	29.5 ft track scissors lift, 48 v electric, 3.5 x 7 ft platform, 3.5 ft platform extension	New	\$26,500	
Flail Mower	4.5 ft, 5 ft flail mower with extended offset, tilt	New	\$4,250	Liberty Equipment, Kurt Heisey 102 E Railroad Ave, Knoxville, PA 16928
Siding Machine	Board & batton steel siding machine with optional wood grain embossing	New	\$36,900	Phone: 814-326-4121 Fax: 814-326-4113 Email: kurt@libertyseamless.com
Backhoe	Kubota compatible backhoe attachment, 5 ft, 7 ft, 9 ft, models, LB7 fits L2501, L2502 etc	New	\$5,600	
Diesels	Yanmar L70 single cylinder, 6.7 hp, very good, excellent cond, several available	Very Good	\$1,000	Limestone Valley Repair 789 Phillips Rd, Milton, PA 17847
Air Compressor	Ingersoll compressor unit w/14 hp Kohler engine on 30 gallon tank	New	\$2,750	Phone: 570-713-5975

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Furnace	LPG non electric, removed from Sbbg Church, ss stovepipe & 10 " heating pipes, made in VA	Good	\$1,500	Lloyd Burkholder 94 Foltz Rd, Shippensburg, PA 17257 Phone: 717-532-3360 Fax: 717-532-7018
Press Brake	8 ft 90 ton Chicago, all mechanical	Excellent	\$11,000	
Press Brake	16 ft 175 ton Cincinnati, all mechanical, not in stock, selling on site	Excellent	\$10,000	
Milling Machine	Kearney and Trecker, with power feed, horizontal and vertical heads, lots of tooling	Excellent	\$6,500	
Sanders	3 heavy duty belt sander for metal, each comes with Torit dust collector	Excellent	\$1,500 ea	
Planer	24 in Extrema straightknife, lineshaft ready	Good	\$5,250	
Widebelt Sander	SCMI 37 in double head mechanical tracking, extra belts included, lineshaft ready	Good	\$18,500	
Straightline Rip	Lobo with extra blades, lineshaft ready	Good	\$6,500	
Edge Sander	Accura non oscillating, 6 in x 89 in belt, lineshaft ready	Good	\$1,050	
Table Saw	10 in Delta with sliding table, 52 in fence system, lineshaft ready	Good	\$2,800	Manchester Machine W3986 County Rd X, Markesan, WI 53946 Write
Dust Collector	Northtec 10 in, lineshaft ready	Excellent	\$4,100	
Power Feeders	3 wheel power feeder, wheels like new, lineshaft ready	Excellent	\$1,150	
Pin Router	Over arm pin router, older model,	Good	\$1,750	
Diesel	49 hp Deutz diesel FL912, uses a little oil, runs nice	Good	\$5,600	
Widebelt Sander	37 in Sanding Master, elec w/air tracking, easily converts to lineshaft w/air tracking	Excellent	\$4,500	
Metalworking Equip	We sell Ellis Products, Bandsaws, drill presses, sanders, etc	New	Right!	
Shop Tools	We sell Accura bandsaws, circular cold saws, planers and Table saws, etc	New	Right!	
Bandsaws	Accura 60 degree swivel, 1 inch blade, lineshaft or electric, Write for more info	New	Right!	
Welder	Miller Trailblazer, 126 hrs since rebuild with Haun Service Center	Excellent	\$7,500 OBO	Marengo Metalworks 8 Clyde Marengo Rd, Clyde, NY 14433 Phone: n/a
Welding Helmet	Jackson BH3 auto darkening, supplied air, 2 batteries and charger	Good	\$400	Martin's Engine and Equipment 1513 McNess Rd, Port Trevorton, PA 17864 Write
Tool Holders	Quick-change 4 piece 500 (DA), (3) 1 1/4 cap (1) 1 5/8 cap, no post	Good	\$150 OBO	
Accumulator	Ten bale flat skidsteer hookup, push type	New	\$2,500	
Grapple	Ten bale flat skidsteer hookup, tested and tried	New	\$3,200	Martins Fab, Jadon Martin 595 White Cemetery Rd, Cedar Grove, TN 38321 Phone: 731-608-8560 Fax: 731-967-7696
Coating	Sandblasted, powder coated, your color choice			
Hay Spears	Heavy duty 1/4 in steel, any style hookup	New	\$750	
John Deere	5030 HT011 electronic, bare engine	Rebuilt	\$6,000	
Riveters	3 to choose from, upright	Fair	\$395 OBO	
Leveler/Feeder	1 - Little, 12 in wide, 1 - Rowe 15 in wide, .030 - .125 capacity		Make Offer	Martins Maintenance, Marvin Martin 745 Lack Rd, Elkton, KY 42220 Phone: 270-265-5040 Fax: 270-265-5044
Loader	Leon fits 7120 Deutz or 10-0 hp plus tractor	Good	\$3,500	
Parts	Willmar/Wrangler loaders, Deutz engine parts, Hayes couplings	v	Call	
Diesel	3 cylinder John Deere, 45 hp, low hrs, clutch, radiator, Murphy panel,	Very Good	\$6,200	
Generator	75 KW, 4-71 Detroit diesel, very low hrs	Very Good	\$8,500	Marvin Fox 13412 Hwy 172, West Liberty, KY 41472 Phone: (606) 495-0598
Power Unit	4-53 Detroit power unit, 90 hp, good runner,	Good	\$5,800	
WANTED	Complete or partial head for a Brewco Elite resaw	Any		Matthew Diller 109 Oak Grove Rd, Smithville, TN 37166 Phone: 931-261-3369
Diesel	John Deere 4045 model 4045TF275, NACD clutch, Hr 14690, meter control panel	Good	\$6,500	
Air Compressor	Quincy 20 hp air compressor on slide	Good	\$7,500	Mayslick Metal Sales, Sam Kemp 5957 US 68, Mayslick, KY 41055 Phone: 606-407-3558
Hydraulic Unit	30 in x 60 in 18 in tank, dual pumps, cooling unit, hyd valves lines	Good	\$3,500	
Diesel	Deutz TCD914L06 175 hp, @ 2300 rpm, new with 253 actual hrs, new WPT 2-11 pilotless clutch	New	\$15,500	Mel's Diesel 12856 70th Ave, Milaca, MN 56353 Phone: 320-983-6543
Diesel	Cummins 6BTA 5.9 Industrial, complete rebuild, 180 hp, new WPT clutch, Murphy controls	Rebuilt	\$8,500	
Planer-Sander	37 inch Semco 6000 series planer sander with Newman Quiet Kut planing head, Lineshaft hookup, 2-4 groove cable clutches, mechanical tracking, good working condition		\$15,000	Melvin D Miller 25957 Cty Rd U, Norwalt, WI 54648 no phone
Forklift	Nissan LP, 4,000 lb lift, 2 tanks, 2 stage mast, 1,720 hrs	Excellent	\$6,500	
Forklift	Clark LP, 6,000 lb lift, 3 stage mast, hrs unknown	Good	\$7,500	Melvin Weaver 7751 Maple Grove Rd, Nashville, MI 49073 Phone: 517-852-9376
Forklift	Clark gas, 4,000 lb lift, 2 stage mast, hrs unknown	Good	\$4,500	
Conveyer	36 ft x 18 in belt, adjustable legs, electric motor	Excellent	\$1,200	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Hemmer	Lockformer machine, revamped to single sided hemmer, 24 in x 58 in foot print	Good	\$2,500	Metal Master Trim 18927 6 Mile Road, Stanwood, MI 49346
Slitter	Accuform, by Controlled Motion Industries, 3 sets of cutters	Good	\$4,500	Phone: n/a
Diesel	470 hp 60 series 12.7 L Detroit power unit	Very Good	Call	
Diesel	300 hp 6081H John Deere Mechanical power unit	Rebuilt	Call	
Diesel	177 hp 6BT 5.9C Cummins power unit	Very Good	\$7,500	
Diesel	150 hp 6BT 5.9 Cummins power unit	Rebuilt	\$7,500	
Diesel	130 hp 4045H John Deere electronic common rail power unit	Very Good	\$8,000	Midwest Power Units 675 N 1400 St, Shobonier, IL 62885 Phone: 618-846-2011 Fax: 618-846-2003
Diesel	115 hp 4045T John Deere mechanical power unit	Very Good	\$7,800	
Diesel	110 hp 4039T John Deere power unit, new radiator	Very Good	\$7,500	
Diesel	100 hp 453 Detroit 3200 hrs on rebuilt	Very Good	\$4,000	
Info	Truck Freight Shipping, Call for quote		Call	
Turret Lathe	No 3 Warner & Swasey, includes 10 in 3 jaw chuck, and 4 jaw chuck, quick change tool post	Very Nice	\$3,500 OBO	Mill Creek Repair 12883 Dachenbach Ln, Mill Creek, PA 17060 Phone: n/a
Panel Saw	Striebig panel saw	Good	\$18,000	
Pocket Machine	TSM-22 Castle pocket machine	Like New	\$2,100	
Dust Collector	2 bag dust collector	Good	\$750	Miller Equipment, Maynard Miller 6945 S 1000 W, Topeka, IN 46571
Welder	Plastic welder	Good	\$2,500	Phone: 260-383-2500 Fax: 260-383-2501
Air Compressor	2 hp 29 gallon air compressor	Good	\$500	Email: millerequipment@ibifax.com
Track Machine	2018 Gehl RT215 track machine, deleted 2,100 hrs with bucket forks	Excellent	\$47,500	
Mustang	2016 Mustang 1900R, open cab, single speed, joystick, 1,700 hours	Good	\$31,800	
Engine	Doosan Natural gas, 8.1 liter, 182 hp with clutch, exhaust pipe, 20,000 hrs, working great when taken out of production, new price = \$65,000	Good	\$20,000	Miller Forestry, Wayne Miller 6753 Saltcreek Rd, Fredericksburg, OH 44627 Write
Wanted	Linde Forklift, H30 and H32 model	Call	Call	Miller Lumber 3030 W 100 N, Lagrange, IN 46761 Phone: 260-463-3461
Generator	Honda Eu3000 with new engine	Good	\$1,350	
Generator	Honda EU2000, completely rebuilt	Good	\$695	
Generator	Honda EU7000, fuel injected, electric start	New	\$4,800	
Generator	EU2200	New	\$1,099	
Engines	Honda Engines, New and Used, Call for options	CALL	CALL	
Generator	Northstar generator, 8000 watt, Honda engine, completely rebuilt	Good	\$1,250	Miller Power LLC, Floyd Miller 6735 W 100 S, Topeka, IN 46571 Phone: 260-768-7002 Fax: 260-768-8002
Engines	Honda engine, 5.5 hp with LP kit and auto start, low hours!	Excellent	\$1,300 OMO	
Mini Tillers	Mantis Mini-Tillers, scratch-n-dent units with Honda engines	Good	\$199	
Tiller	Huskee with Honda engine, 18 inch tilling width	Fair	\$650	
Skidloader	Gehl 4625SX, tuned up, works great, new tires	Good	\$19,995	
Cat Pump	Belt Drive, 4.5 gpm, 3500 psi, 1645 rpm, new seals	Good	\$490 OMO	
Trackloader	2022 Bobcat T76, 74 hp, 2 speed, regular flow, 1,900 hrs	Excellent	\$50,000	
Sawmill	Meadow portable, 2 hydraulic dog, 2 hydraulic kickers, hydraulic networks	Good	\$35,000	MK Hardwoods, Robert Miller 386 W Main St, West Farmington, OH 44491 Phone: 440-632-5719
Edger	Minor 2 blade with blower on steel skids	Fair	\$5,000	
Log Deck	3 strand live deck on solid wheels	Very Good	\$10,000	
Skidsteer	2005 Bobcat S130, 46 hp, foot controls, Kubota diesel, 1850 hours	Good	\$16,000 OBO	MNM Builders, Nevin Wengerd 7161 Priceville Rd, Munfordville, KY 42765 Phone: 270-528-7722
Rip Saw	Cantek 3035, 10 hp, has original blade	Almost New	\$10,500	Myron Yoder 5388 W 1050 N, Milford, IN 46542 Phone: 574-221-1525
Wanted	Choreboy, Classic Choreboy or Choreboy mini word processor, working or non-working	Any	Call	Nevin Zimmerman W7365 Popple River Rd, Greenwood, WI 54437 Ph: 715-267-1471 F: 715-267-3133
Wheel Loader	2004 Volvo L20B 2 spd, aux hydraulics, power coupler, 5,500 lb lift	Good	\$15,500	
Forklift	2014 Mitsubishi FG40NI 3 stage, SS, 8000 lb lift, reman motor	Good	\$18,500	
Forklift	Yale 3 stage, rotating attachment, 4500 lb lift, 17,000 hrs	Good	\$6,700	Noble Repair LLC, James Bontrager 8777 N 600 W, Ligonier, IN 46767 Phone: 260-215-3863
Milling Machine	Bridgeport 9 x 45, no tooling, 3 phase	Excellent	\$1,900	
Skidloader	2014 CAT 299D, CHA, 2 spd, 4000 lb lift, new bucket, 4550 hrs	Good	\$37,000	
Skidloader	2007 Bobcat T300 CHA, Kubota diesel, new sprockets and bucket, 3950 hrs	Good	\$28,000	



# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Sharpener	Winslomatic automatic drill bit grinder with lots of tooling and collets to 1.5 in	Excellent	\$10,500	Northwood Sharpening W8008 Cloverdale Rd, Greenwood, WI 54437
Sharpener	Moons tool and cutter grinder with workhead	Good	\$2,000	Phone: 715-669-5147 Fax: 715-669-5148
Diesel	85 hp 4045D John deere, panel, new clutch, 3,615 hrs, open side enclosure	Very Good	\$5,850	Oak Ridge Sales 689 Hwy Y, Clark, MO 65243 Phone: n/a
Genset	55 KW with John Deere diesel, selectable phase and voltage, 254 hrs	Good	\$8,500	Over Lapp LLC, Alvin Lapp 11939 Robinson Rd, Hagerstown, IN 47346 Phone: 765-238-9883
Tractor	2005 New Holland TS115A, 2380 hrs, comes with Alamo ditch bank mower	Good	\$27,000	
Forklift	2017 Boss FY25, 5,500 lb capacity, 3 stage, sideshift, low hrs, dual fuel	Good	\$15,000	
Gensets	6KW Kohler Diesel. Electric or Pull start, Fuel Tank and roll cage	Like New	\$2,250	Ozark Ag Repair, Andrew Zimmerman 14766 Hwy 52, Versailles, MO 65084 Phone: 573-378-6965
Skid Steer	Bobcat T750 cab, A?C, joysticks, 2 speed, steel clips on tracks	Good	\$45,000	
Hoist	Shaw Box, 10 ton wire rope hoist, for parts repair	Needs Work	Make Offer	
Dough Depositer	Cookie Dough Depositer - Rhodes Cookie King, nice, save your wrists!	Nice	\$3,500 OBO	Paul's Country Market, Paul Hess 6384 Nunnery Rd, Waynesboro, PA 17268
Punch Press	Cincinnati punch press 5 x 8, 135 t, 24 in x 120 in bed lineshaft ready with air clutch, air motor ram adjust	Good	\$9,000	
Brake Press	Verson Brake press mdl 2078, 45t, 8 ft bed, lineshaft ready still has electric motor, manual back gauge	Good	\$5,000	Pioneer Stoves 1055 Choncie Lee Rd, Caneyville, KY 42721 Phone: 212-696-6820
Drill Press	2 head drill press 24 in x 42 in T slot bed, 10 in throat with flexshaft	Fair	\$750	
Cardboard Baler	Piqua cardboard baler, converted to hydraulic controls	Good	\$800 OBO	
Forklift	Mitsubishi, 2,000 lb lift, 3 stage mast, gas pump needs some work	Runs	\$3,000 OBO	
Lock Miter	Home made router, 2 Makita routers, set up for lock miter		\$750 OBO	Prairie Creek Woodworking 9580 E 800 N, Montgomery, IN 47558 Phone: 812-636-0395 Fax: 812-636-0152 Email: allenpcww@ibyfax.com
Dust Collector	Shop Fox cyclone dust collector with shaker and clean out		\$1,000 OBO	
Planer	Grizzly 20 in planer, pictures available for all items		\$1,500 OBO	
Forklift	2014 H40D, 15,700 hours, 2 stage mast, new paint	Good	\$15,000 OBO	Presto Cutstock LLC, Lamar Schmucker 17798 80th Ave, Marion, MI 49665 Phone: 231-743-2938
Lift Truck	2004 Raymond EASI R30TT Stand-on reach lift truck. 3000 lb capacity New battery installed 2023. 220V Battery charger included. Photos available	Used	\$9,495	Progressive Dairy Systems 3390 State Route 14 Columbiana, OH 44408 Ph: 330-482-1522 F: 330-482-2861 E: parts@progressivedairysystems.com
Jenkins 5104	2 Shape and 2 Sand, CNC arch capable HSK arbors 480V, 3 Phase	Good	\$12,500	
Unique 336-4	2 Shape and 2 Sand, Jump cope, 240v 3 Phase, control needs work	Fair	\$15,000	
Doucet	2 Station Miter Door Clamp	Good	\$5,500	
Grizzly	220v table saw, Biesemeyer Fence, Excaliber Sliding Table Shop Fox Mobile Base	Good	\$1,000	Quaker Valley Specialties 2383 Quaker Run Rd, Richfield, PA 17086 Phone: 717-694-3999 Fax: 717-694-3228 Email: qvsdoors@gmail.com
CR Onsrud	Inverted pin router, 10HP Model 24210	Fair	\$4,100	
Bridgewood	4 roll power feeder	Good	\$500	
Grizzly	Stroke sander model CT-1500B, 3 hp, 220 v, 6 x 186 belts, spare belts	Good	\$1,100	
Call	Make Offer, Equipment Needs To Go!!!!	Call		
20" bandsaw	Delta 28-640, 2 hp 1 ph, fence, foot brake, mobile base, new urethane bandsaw tires!	Very Good	\$1,750	Quality Lawn Furniture/Philip 536 Stapleton Rd, Metter, GA 30439 Ph: 912-682-8820 E: qlf@emypeople.net
Forklift	586-D Case, 2 wd, metal wheels with rubber, brakes need attention	Fair	\$11,500 OBO	Renno's Bandmill, David Renno 137 Ringneck Lane, Tyrone, PA 16686 Phone: n/a
Forklift	Allis Chalmers P50X, LP gas, air tires	Good	\$6,000	
Upcut Saw	Grutter LH 16 in, 5 hp, 480 v, 3 phase	Fair	\$1,200	Rolling Acres Woodworking 3885 S 125 W, Lagrange, IN 46761 Phone: 260-463-8754 Fax: 260-535-0958
Radial Arm Saw	Dewalt 16 in, 7.5 hp, 480 v, 3 ph	Good	\$1,600	
Shop Lights	9 - 6 bulb fluorescent shop lights complete with bulbs, 120/270 volts	Good	\$100 each	
Diesel	471 Detroit, 7935 hrs, Works Good!	Fair	\$4,200 OBO	Rudy J Byler 2820 Byers Rd, Mahaffey, PA 15757 Phone: n/a
Furnace	Glenwood outdoor furnace, model 7050 with accessories	Like New	\$10,000	S Kauffman 531Woleber Rd, Myerstown, PA 17067 Phone: 717-925-4009
Kennel	14 ft x 34 ft kennel, floor heat, AC, water nipples, hot water with 8 runs	Like New	Call	
Loader Tractor	New Holland T2310 55 hp, cab, 4 x 4, skidloader quick attach, 527 hrs, warranty	Very Good	Call	Satisfactory Sales & Services, Glendon Hertzler 37137 RT 35 N, Richfield, PA 17086 Phone: 717-314-4974 Fax: 717-631-1106
Loader Tractor	John Deere 5065E 65 hp, 4 x 4, LH reverser, 2 remotes, wheel weights, 620 hrs, warranty	Like New	\$23,900	
Information	Many other Tractors 20 - 150 hp, "All" colors, Priced to Sell Fast!		Call	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Hit & Miss	1.5 hp JD engine on cart, (all original)	Rebuilt	\$2,490	Scenic View Engine LLC 5673 County Rd 59, Millersburg, OH 44654 Phone: 330-674-2450
Hit & Miss	1.5 hp JD engine on cart, with 8 qt ice cream freezer	New	\$4,490	
Hit & Miss	1.5 hp JD engine on cart, with 20 qt ice cream freezer	Good	\$5,800	
	Ice Cream Freezer	See Our Photo Ad On Page 557		
Stone Mill	Meadows Stone mill 26 inch	Good	\$675	
Genset	2002 Cat Natural gas, 570 KW, enclosed sound absorption unit, quiet, rare find	Good	Call	
Milling Machine	Millwright Powermatic milling machine	Excellent	\$3,500	
Welder	Vinyl automatic welder	Excellent	\$2,000	Schrock's Feed & Harness 8375 W 300 S, Topeka, IN 46571 Phone: 260-593-2713 Fax: 260-593-3790
Polisher	metal polisher	Good	\$1,100	
Shiver	Leather shiver, Randall, heavy duty	Good	\$1,800	
Sewing Machine	Union Lockstitch sewing machine	Good	\$750	
Shaper	Steel City MS-15, 3 hp	Good	\$850	Schwartz Creation LLC, David Miller 5654 N SR 5, Shipshewana, IN 44062 Ph: 260-768-7478 ext 3 E: david.schwartzcreations@gmail.com
Pin Router	CR Onsrud Inverted pin router, M 2003, 3/4 hp	Good	\$1,250	
Chipper	54 in rebuilt, 6 knife but 3 are blocked	Excellent	\$12,000	
Edger	Custom made Cook's style, lineshaft ready	Good	\$5,000	Schwartz Sawmill, David Schwartz 4494 Jackpot Ave, Sparta, WI 54656 Phone: 608-486-1538
Summit	Auto slab saw made by Hershberger Manufacturing, NY, used very little	Excellent	\$13,000	
Diesel	Iveco 120 hp, needs some work, still a good runner, has 11,000 hours	Fair	\$1,500	
Pulley	MASKA 6B18.4, 6 groove	New	\$120	Sensenig Diesel Service LLC 1806 Troup Valley Rd, Mt Pleasant Mills, PA 17853 Phone: 570-539-4804 Email:sensenigdieselllc@gmail.com
Pulley	AMEK 10B15.2, 10 groove	Like New	\$221	
Pulley	MASKA 5V11.8, 6 groove	Good	\$85	
Pulley	TBW 5V13.2, 6 groove	Like New	\$95	
Pulley	5V9.0 10 groove	Good	\$45	
Hub	MASKA EX 1, hub/bushing	New	\$30	
Hub	MASKA EX 1 3/4 hub/bushing	New	\$30	
Hub	MASKA EX 2 3/4 hub/bushing	New	\$50	
Hubs	Lots of new MASKA hubs/bushings, selling at 50% off	New	Call	
Pulleys	New MASKA pulleys selling at 50% off	New	CALL/Write	
Press Brake	Wysong, MTH100-120, 8 ft hyd, 100 ton, back guage, 3 phase elec, various tooling included	Nice	\$16,000	Sinking Valley Buggy Shop, Louie Swarey 5745 Kettle Rd, Tyrone, PA 16686 Phone: n/a
Shear	Cincinnati, 10 ft, 10 guage, mechanical, back guage, 3 phase	Nice	\$9,500	
Widebelt Sander	37 in Timesaver with Platen, hydraulic, air tracking	Good	\$6,000	SK Woodworking, 450 Beaver Dam Rd, Honey Brook, PA 19344 Phone: 610-273-7979 Fax: 610-273-7394
Diesel	120 hp Iveco with clutch and control panel	Good	\$3,500 OBO	
Multi Router	Mortise and tenon machine	Good	\$2,000	
Bandsaw	Rockwell, 14 inch, lineshaft ready	Good	\$525	
Bandsaw	Grizzly G1073, 16 in cast iron wheels, 110 electric, has fence	Good	\$1,000	
Blower	Phelps, 26 in heavy duty, stand with motor mount, no motor	Good	\$1,200	
Blower	18 in direct drive electric motor, 8 in inlet	Good	\$750	
Chair Leveler	Unknown Brand, to trim chair leg bottoms, electric	Good	\$1,200	
Drill Press	Delta, 16.5 in model 17-965, 110 electric with vice	Good	\$550	Southern Iowa Machine/Gideon Hostetler 25417 110th Street, Unionville, MO 63565 Phone: 641-895-2633 Fax: 641-658-9450
Dust Collector	Grizzly model GO441, 3 hp Cyclone dust collector with stand	Very Good	\$1,700	
Dust Collector	Grizzly, single bag, 2 hp, various ones available	Good	\$400	
Edge Sander	Ritter, 168 in belt, oscillating, 2 sided, new laminated maple beds	Very Good	\$2,800	
Hinge Drill	Blum, 220 volt single phase, 45 mm spacing, Largest model, has stand	Very Good	\$1,900	
Hinge Drill	Grass, 42 mm spacing, hinges are available, also has 7 spindle linebore head	Older/Works	\$400	
Horizontal Drill	Ritter R800, 2 head, air, 3 phase electric	Good	\$1,500	
Hydraulic Pack	10 hp electric, several available	Good	\$900	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Line Bore	Vitcap, 35 spindle, 3 phase, drills from bottom	Very Good	\$2,800	
Phase Converter	15 hp, Shop Built	Works Good	\$1,000	
Pin Router	CR Onsrud, inverted, model 3025, electric	Good	\$5,000	
Planer	Woodtec 20 in, model 1170, heavy duty production machine, helical head, electric	Near New	\$3,900	
Planer	Green Powermatic 16 in, heavy duty, bed rollers, American machine, spiral head	Good	\$2,800	
Planer	Grizzly, 20 in, 4 post, rebuilt, new spiral head	Good	\$2,600	
Planer Moulder	7 in Shop Fox, similar to William Hussey, 1 head for base trim, etc	Like New	\$1,700	
Power Feeders	Grizzly 1/4 hp size with air motors, 2 available, electric also available	Good	\$400	
Radial Arm Saw	Dewalt 16 in blade, electric, older solid unit	Good	\$500	
Shaper	Grizzly G7214Z, 1 1/4 in spindle, 7.5 hp, electric, industrial duty	Good	\$2,500	Southern Iowa Machine/Gideon Hostetler 25417 110th Street, Unionville, MO 63565 Phone: 641-895-2633 Fax: 641-658-9450
Shaper	Jet, model WSS 3-1, 3 hp single phase, 220 volt, 3/4 in and 1 in spindle	Good	\$950	
Spray Booth	Grizzly model GO533, 3 hp, 3 stage filters, complete	Very Good	\$2,000	
Table Saw	Powermatic 12 inch model 68, electric, Gold American Machine	Very Good	\$2,500	
Upcut Saw	Whirlwind, 212R, 18 in right hand, electric power	Good	\$4,000	
Upcut Saw	Grizzly 18 in, rebuilt, electric	Good	\$3,250	
Upcut Saw	14 in left hand, Industrial, hydraulic power, 2 available	Very Good	\$1,900	
Wire Welder	Hobart Iron Man 230, includes leads, clamp, and gauges, no tank	Works Good	\$1,000	
Wood Lathe	Grizzly model GO694 20 in by 43 in industrial, disc sander on end	Like New	\$3,200	
	All machines are gone thru, tested, and ready for production, Shipping is always available		Call	
Power Unit	75 hp 6BA 5.9 Cummins, clutch, murphy controls, radiator	Good	\$5,500	Southside Sawmill, Marvin Beachy 3011 Clays Mill Rd, Halifax, VA 24558 Phone: 434-476-6599
Square Cut Ice Saws	Offset, reversible guide runner, advanced trigger technology for easy hookup, dealer inquiries welcome, See photo ad on page 394		\$480 + shipping	Square Cut Ice Saws 5675 Pringle Rd, Decker, MI 48426 Write for brochures or to place an order
Egg Washer	PowerScrub II, 220-240 volt, stainless steel, packing table, drying fans, candler	Very Good	\$6,800	Stanley VanPelt 4069 Unity Line Rd, New Waterford, OH 44445
Air Compressors	Sales, service and parts for all major brands	New, Used, Rebuilt		Stoltzfus Compressor Service 2196 Long Pond Rd, Pembroke, KY 42266 Ph: 270-475-4004 7:00 - 7:15 PM CT 270-881-7968 for messages
Air Compressor	Quincy QGD-20 screw compressor with dryer, new 20 hp electric motor, fully serviced	Good	\$8,500 OBO	
Yanmar	4TNV94 CHT-NJSL complete engine out of John deere 328E skidateer, 2,312 hrs	Good	\$5,750	
Engine Parts	Block, crankshaft, rods, etc for Yanmar 4TNV94HT & 4TNV98CT	Used	Call	Sunset Machine & Repair, Adin Hoover 3775 Fayette Rd, Kinmundy, IL 62854
Dozer Parts	2015 Deere 700K LGP dozer, being parted out now, lots of good parts	Used	Call	Phone: 618-349-6599 Fax: 618-349-6599
Forklift	2021 Toyota 8FBE20V, 135 hrs, 36 V battery, 23 ft Quad mast, sideshift	Like New	\$26,500	
Heat Exchanger	Exhaust to water Heat Exchanger, see our ad on page 187	NEW		Superior Metalworks, Ervin S673 Cty Rd 59, Millersburg, OH 44654 Ph: 330-674-3358 F: 330-674-3359 E: superiormetalworks@upwardmail.com
Bed Mill	CNC bed mill, 10 x 50 table with CNC control, lots of tooling	Fair	\$15,000 OBO	Sycamore Hollow Welding 4389 Bowman Rd, Dayton, VA 22821 Phone: 540-879-2266
Moulder	Cantek, C230-6, 6 head moulder, 9 in wide x 5 in tall working capacity	Good	\$20,000	Tallgrass Woodworks, Aston Shuck 1238 N 712 Rd, Lawrence, KS 66046 Ph: 785-615-8119
Bandsaw	Northfield 36 in, hydraulic or electric, 1962 yr	Good	\$2,500	
Hyd Pump	Electric hydraulic 20 hp, 3 phase pump with tank on skid	Used	\$1,000	
Hyd Tank	80 gallon hydraulic tank	Used	\$400	Tangle Wood Specialties, Steven Beiler 1222 Lancaster Pike, Quarryville, PA 17566 Phone: 717-874-8915
Mortise	Powermatic hydraulic hollow chisel mortiser	Good	\$800	
Fence	Beisemyer 42 inch fence	Good	\$150	
Table	Reclaimed Oak table with custom metal base 42" x 75"	New	\$1,500	
Baghouse	36 bag Mikro-Pulsaire® Pulse Jet baghouse w/blower hyd or elect drive, see photo ad on page 259	Currently in use	\$6,500 OBO	Timber Buddy 5571 Sate Route 414, Romulas, NY 14541 Phone: 607-882-3010
Whirlwind Blowers	Dust blowers and pipe accessories	New	Call	Timberview Sales, 16853 Eagle Blvd, Drakesville, IA 52552 Ph: 641-722-3100 or 641-242-2363
Widebelt Sander	SCMI - 36" wide belt sander-(2 stations)-contact drum and drum/platen combination	Very Good	\$7,500	
Straightline Rip	IMC- straight line rip saw- (compact foot print 4'x5') -cast iron-heavy duty-- feed thru	Very Good	\$6,500	
Jointer	16" -heavy duty- V. good	Very Good	Call	TJ 3892 Coomer Rd, Newfane, NY 14108 Phone: 716-201-2483
Moulder	SCMI - (5) heads moulder - 5"x9" maximum capacity -sound enclosure	Very Good	\$12,900	
Gang Rip	Gang rip saw - feed thru - 12" top rollers - easy conversion	Very Good	Call	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Welder	Lincoln Ranger 8, 225 amp, gas, 10 in wheels	Good	\$1,800	Toby Miller 21664 Maries Rd 635, Dixon, MO 65459 no phone
Widebelt Sander	Timesaver 137 2 head, 100 amp, 3 phase electric, spring loaded hold down rollers	Used	\$3,500	Toddler Tuff Toys, Lavern Zimmerman 17050 CR 512, Memphis, MO 63555
Drum Sander	Grizzly 24 inch dual drum sander, pictures on Plain Direct.com	Good	\$950	Phone: 660-342-0315 Fax: 666-883-5369
Panel Saw	10 ft Saw Trax with Makita saw, needs new arbor, call for details	Good	\$2,000 OBO	Trackside Woodworking, David Miller 3470 W 700 S, Topeka, IN 46571
Chop Saw	12 inch Bosch with laser, knuckle arm	Fair	\$350 OBO	Phone: 260-593-0490 Fax: 260-593-0851
Elec Motor	Lincoln electric motor, 20 hp, 3 phase, 230/460 volts	Unknown	\$350	Triple M Truss LLC 125 Stuart Rd, Burke, NY 12917 Phone: 518-497-3339
Stroke Sander	SCM L55 strke sander with 20 new 180 grit surf prep belts	Good	\$2,975	Troyer Design Co, Matt Troyer 1611 3rd Rd, Bremen, IN 46506
Wanted/ Sander	Wanted, Woodmaster drum sander	Good		Troyer Feeds 22 Collins Hill Rd, Ulysses, PA 16948 Phone: n/a
Pallet Machine	Bronco pallet machine, working condition, 330 - 350 pallets per man per day	Good	\$5,500 OBO	Ura Schlabach 1077 15th St, Smithshire, IL 61478 Phone: 309-215-8520 Fax: 309-536-2635
Heat Exchanger	17 inch diameter x 8 ft long, Heat Pro stainless steel exhaust heat exchanger with 15 ft 4 in exhaust pipe, air activated blast gate	Very Good	\$6,500	Valley Furniture, David Yoder 2707 CR 114, Baltic, OH 43804 Phone: 330-897-0152 Fax: 330-897-6530 Email: david@valleyfurniturellc.com
Hydraulic Pump	Dura Double hyd pump, drive plate hole centers, 11.5 in, butterfly drive, plateholes 15 in	Fair	\$118	Wayne Miller 5760 State Rte 39, Millersburg, OH 44654 Phone: 330-674-0608
Track Skid Steer	2016 Bobcat T590, 66 HP, Cab, Joystick Controls, 2 Spd, 1,860 Hours.	Excellent	\$39,500	
Track Skid Steer	2019 Bobcat T590, 66 HP, Cab, Joystick Controls, 2 Spd., 1,780 Hours.	Excellent	\$42,500	
Track Skid Steer	2021 Bobcat T66, 74 HP, Cab, Foot Controls, 2 Speed, 2,140 Hours	Excellent	\$44,500	
Track Skid Steer	2018 Bobcat T650, 74 HP, Open ROPS, Foot Controls, 1 Speed, 1,950 Hours.	Excellent	\$32,500	
Track Skid Steer	2019 Bobcat T650, 74 HP, Open ROPS, Joystick Controls, 1 Speed, 1,650 Hours.	Excellent	\$37,500	
Track Skid Steer	2020 Bobcat T76, 74 HP, Cab, Joysticks, Hi Flow, 2 Speed, 1,990 Hours.	Excellent	\$49,500	
Track Skid Steer	2021 Bobcat T770, 92 HP, Cab, Joysticks, Hi Flow, 2 Speed, 620 Hours, WARRANTY	Excellent	\$64,500	
Track Skid Steer	2023 Bobcat MT100, 24 HP Kubota, 1,000 LB Lift, STAND ON UNIT, 3 HRS! NEW!!	Excellent	\$37,500	
Track Skid Steer	2022 CAT 259D3, 74 HP, Cab, Joysticks, Hi Flow, 2 Speed, 20 Hours, SAME AS NEW!	Excellent	\$84,500	
Track Skid Steer	2018 CAT 299D2 XHP, 100 HP, Cab, Joysticks, 2 Speed, High Flow, 2,900 Hours.	Excellent	\$52,500	
Track Skid Steer	2016 DEERE 333G, 100 HP, Cab, Joysticks, High Flow, 2 Speed, 1,850 Hours.	Excellent	\$49,500	
Track Skid Steer	2021 Kubota SVL65-2, 68 HP, Cab, Joysticks, Regular Flow, 2 Speed, 300 Hours.	Excellent	\$52,500	
Track Skid Steer	2019 Kubota SVL 75-2, 74 HP, Cab, Joysticks, High Flow, 2 Speed, Only 125 HOURS!	Excellent	\$62,500	
Track Skid Steer	2017 Kubota SVL 75-2, 74 HP, Cab, Joysticks, 2 Speed, Regular Flow, 2,700 Hours.	Excellent	\$37,500	Wendell Shertzer 1082 Letort Road, Conestoga, PA 17516 Phone: 717-341-9514
Track Skid Steer	2011 Kubota SVL 75, 74 HP Pre-emission, Cab, Joysticks, 2 Spd., Reg. Flow, 1890 Hours.	Excellent	\$39,500	Email: shertzerequipmentgroup@gmail.com
Track Skid Steer	2013 Mustang 1750RT, 68 HP, Cab(Heat Only), Joysticks, 2 Spd., 1,830 Hours., Pre-emissions!	Excellent	\$32,500	
Track Skid Steer	2017 Takeuchi TL12V2, 111 HP, Cab, 2 Spd., Joysticks, Hi Flow, 3,310 Hrs.	Excellent	\$42,500	
Track Skid Steer	2019 Takeuchi TL10V2, 74 HP, Cab, 2 Spd., Joysticks, Regualr Flow, 710 Hours.	Excellent	\$52,500	
Mini Excavator	2010 Bobcat E32, 33 HP Pre-emissions, Cab, Long Arm, Hyd. Thumb, Straight Blade, 770 HOURS.	Excellent	\$43,500	
Mini Excavator	2020 Bobcat E42, 42 HP, Canopy, Long Arm, Hyd. Thumb, Straight Blade, 1,140 Hours.	Excellent	\$39,500	
Mini Excavator	2018 Bobcat E42, 42 HP, Cab, Long Arm, Hyd. Thumb, Straight Blade, 950 Hours.	Excellent	\$52,500	
Mini Excavator	2019 Bobcat E50, Canopy, 49 HP, Long Arm, Hyd. Thumb, Straight Blade, 850 Hours.	Excellent	\$49,500	
Mini Excavator	2020 Bobcat E50, Canopy, 49 HP, Hyd. Thumb, 11,500 LB, Long Arm, 1,560 Hours.	Excellent	\$47,500	
Mini Excavator	2013 Bobcat E50, Cab, 49 HP, Hyd. Thumb, 11,500 LB, Long Arm, 1,300 Hrs., PRE-EMISSION!	Excellent	\$54,500	
Mini Excavator	2015 CAT 304E2 CR, 40 HP, Canopy, Hydraulic Thumb, 1,760 Hrs., 8.5K LB.	Excellent	\$42,500	
Mini Excavator	2018 CAT 304E2 CR, 40 HP, Cab, Hydraulic Thumb, 1,530 Hrs, 9K LB.	Excellent	\$52,500	
Mini Excavator	2016 Kubota KX 040-4, 40 HP, Canopy, Hyd. Thumb, Straight Blade, 2,280 Hours, 9.5K LB.	Excellent	\$34,500	
Mini Excavator	2015 Takeuchi TB260, Cab, 48 HP, Hyd. Thumb, 12.5K LB, 3 AVAILABLE!! 1,700 - 2,800 Hours.	Excellent	\$45,000	
Diesel	60 hp Deutz F4L1011F, rebuilt power unit	Rebuilt	Write	
Diesel	32 hp Deutz F2L912 with stub shaft	Rebuilt	Write	William Sensenig 330 Akron Rd, Ephrata, PA 17522
Diesel	25 hp Yanmar 3TNV76 power unit	New	Write	Phone: n/a
Freight	<i>Truck Freight Available</i>		Write	
Resaw	6 inch single head Baker band resaw with return, line shaft ready	Good	\$12,500	Willis Hochstetler 137 Monson Rd, Edmeston, NY 13335 no phone
Planer	Powermatic 221, 20 in straightknife, lineshaft ready w/clutch, extra knife set	Excellent	\$5,500 OBO	Woodside Woodworking, Samuel Kempf 6610 Pringle Rd, Cass City, MI 48726 no phone
Tablesaw	Green Powermatic 72, 14 in, 53 in Biesemeyer fence, no motor, lineshaft setup available	Good	\$2,500	
Planer	Planer/Sander, two sanding heads, 24 inch wide	Good	\$6,500	Wow Wood 2770 W 600 N, Rochester, IN 46975 Phone: 574-223-3999
Diesel	275 hp John Deere 6081T with clutch, 600 hrs, radiator and Murphy panel	Excellent	\$17,000	Valley View Forest Products W1273 Highway 10, Granton, WI 54436 Phone: 715-819-2797
Diesel	John Deere 6068T, 175 hp with clutch, 5500 hrs, radiator and Murphy panel	Good	\$9,700	

# Machinery Trader

ITEM	AD DETAILS	CONDITION	PRICE	CONTACT
Line Borer	Delta 13 spindle line boring machine	Good	\$1,450	Yoders Sales 1805 270th St, Redding, IA 50860 Phone: n/a
Table Saws	Powermatic and Delta, 10 in blade,	Good	Write	
Tablesaw	Belt drive SCMI sliding table saw	Good	Write	
Jointers	Powermatic 8 inch with new spiral head	Reconditioned	\$1,750	
Spiral Heads	New spiral heads for jointers, shapers, and planers	New	Write	
Mini Skidsteer	Baumalight, Mfg in North America, Kubota diesel, 1225 # lift capacity, "In Stock"	New	Call	Zeco, Abner Zimmerman 1097 Britmart Rd, Elkton, KY 42220 Phone: 270-886-1097 Fax: 270-881-4224
Attachments	Skidsteer attachments.....In Stock....	New	Call	
Attachments	Grapples, buckets, pallet forks, hay spears, tillers, driveway graders and more	New	Call	
Lawsen	Post drivers, concrete breakers, augers	New	Call	
Limb Blazer	24 in carbide tipped blade, 12 and 14 ft, delivery option	New	Call	
Rubber Tracks	Free shipping on rubber tracks, rollers and sprockets available	New	Call	
Attachments	Buckets, pallet forks, and tillers for mini skidsteers	New	Call	

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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

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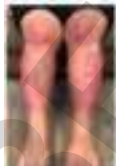
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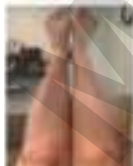


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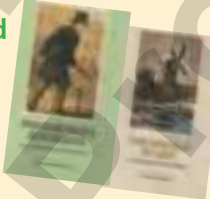
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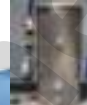
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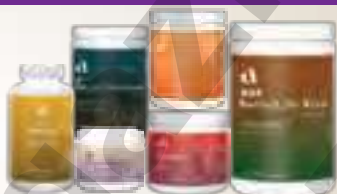
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Dear Friend,

Imagine a life free of the feeling you get when you're unable to completely empty your bowels. A life free of fatigue and finally losing those extra pounds you've been carrying for years. You might be thinking, this just sounds too good to be true.

After helping hundreds of people with constipation and related issues over the past 21 years, we commonly hear statements like, "my mental alertness has improved," "my candida cleared up," "I don't awaken with toxic headaches anymore," and "I have twice as much energy!"

Maybe you've heard others say, eat more fiber, or you just need to eat healthier. But what does that really mean? What does that look like in real life?

We take a simple, educational approach to good bowel health.

Discover health secrets revealed by an Italian immigrant who amazed doctors around the world.

Claim your copy of the best-selling book "How to Cleanse the Body and the Colon." \$8 value! Yours **FREE** when you mention code **PCBE1**.

Call Joy Thompson or Charlotte Thompson today for your **FREE** consultation at 614-209-6324 or 330-852-2967 or write to us at 10174 Pleasant Hill Rd. NW Dundee, OH 44624

Best hours: Monday-Thursdays, 8:30am-4:00pm

## HAVING SPINE OR JOINT PAIN?

**CALL TODAY FOR A FREE IMAGING REVIEW**  
**662-803-3389**

Travis Clegg, MD — Board Certified Orthopedic Surgeon  
S.Allison Feider, ANP-BC — Orthopedic Surgery

**MINIMALLY INVASIVE JOINT REPLACEMENTS**

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**MINIMALLY INVASIVE SPINE SURGERY**

**LOCATED IN: Louisville, Kentucky and New Albany, Indiana**



# Can you Spot the 7 Differences?



## BIG this Holiday Season

Find and circle the 7 (or as many as you can find) differences between the pictures and mail it back to our office along with the form below. \_\_\_\_\_ send you a prize packet which includes:

- **s Health Epidemic Report (value of \$19.99)**
- **A SURPRISE BONUS GIFT (Value of \$20)**

Please only send this form in if you have not already participated!

**Completing the spot the difference game is optional! You can still request your prize bundle and more information about our program by**

calling us at:

**1-800-222-3610 & mention "Spot the Differences—PCBE"**



Mail in the following:

Mail to: Nutrition Wellness Center 3665 Bee Ridge Road, Suite 200, Sarasota, FL 34233

**\*All information must be included to win your prize!\***

\*Name: \_\_\_\_\_

**\*LIST YOUR TOP 3 HEALTH SYMPTOMS:**

\*Date of Birth: \_\_\_\_\_

1. \_\_\_\_\_

\*Address: \_\_\_\_\_

2. \_\_\_\_\_

\*Phone: \_\_\_\_\_

3. \_\_\_\_\_

**\*Signature (Parent or Guardian if under 18):** \_\_\_\_\_

Mail to: Nutrition Wellness Center  
3665 Bee Ridge Road, Suite 200,  
Sarasota, FL 34233

**DEADLINE: January 5th, 2024**  
**Call or Mail in this form to win!**

Disclaimer: For educational purposes only. We do not claim to treat, cure, diagnose, or prevent disease. These statements have not been approved by the Food and Drug Administration. Only one prize bundle will be awarded per person. Must be signed by a parent or guardian to receive prize bundle if completed by anyone under the age of 18.

**Call for New Wholesale Prices!**

The Very ORIGINAL...

# Oprechte Haarlemmeroile

For Horses, (all animals) and people

Manufactured according to the original recipe from 1696 by the inventor Claes Tilly.

Ingredients: 86% Pine Oil extract, 14% Sulfur

- Stimulates liver and bile functions • Improves kidneys and urinary tract
- Guards against rapid reproduction of intestinal parasites and eliminates them. Parasites are a major cause of colic.
- Fights inflammation and arthritis. • Known to cure thrush and scratches.
- Very beneficial in healing wounds; in fact, Oprechte Haarlem Oil may even be used externally. Rub on the wound, in the same way as an antiseptic, it will accelerate the healing process. Soreness can be healed in a similar way, applying Oprechte Haarlem Oil to the affected area.

1-11 bottles (200mL) ..... \$40.00 each  
 12 bottles (200mL) ..... \$34.00 each  
 Gel Caps for people 1 box (120 caps) ..... \$40.00 each



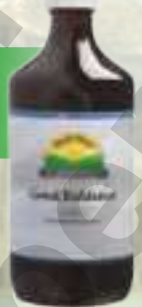
**Wholesale Inquiries Welcome**



## GOOD RIDDANCE ADULT'S

(PARASITE/WORM CLEANSE)

(DOSAGE CAN BE ADJUSTED FOR CHILDREN AS WELL)



1 bottle (16 oz.)  
**\$53.50**

## SUPER BIOTIC - NATURAL ANTIBIOTIC



1 bottle (16 oz.)  
**\$53.50**

## Blackseed Oil

100% Organic – it has more than 2500 years of history as a diversely beneficial herb. For over hundreds of years, people have used **Blackseed Oil** to support numerous ailments and to maintain and improve general health.

Use **Blackseed Oil** on horses that have stomach issues, ulcers, sluggishness, or are simply "off their feed" after you have done a Haarlem Oil cleanse on them. It is also used on other animals including small pets. Dosage instructions come with each order.

**Blackseed Oil** is used for great immune support and is advised to be used after the Haarlem Oil/Good Riddance cleanse is finished. **Always drink lots of water with this!** It can also be used without doing the above-mentioned cleanses, but we have found it to work faster after the toxins and parasites have been targeted first.

**Blackseed Oil** supports the following human complaints... Immune System, Asthma, Bronchitis, Respiratory, Poison Ivy, Infection, Inflammation, Bleeding Gums, Fetid Breath, Kidney and Bladder Infection, Dry and cracked skin, Itching, Acne, Sunburn, Constipation, Indigestion, Flatulence, Hemorrhoids, Jaundice, Cancer, Toxins, General Tiredness.

**Blackseed Oil 1-11 bottles (200mL) ..... \$40.00 each**  
**Blackseed Oil (120 gel caps) ..... \$40.00 each**

Please call to place your order to be better able to get an accurate shipping amount for each order.

Please call to place your order to be better able to get an accurate shipping amount for each order.

## Alcedonia

Alcedonia supports many different functions throughout the body. It contains Vitamins B-6 and B-12 that work together to help control homocysteine levels in the body supporting a healthy immune system. Within the proprietary support blend is GABA, known for its calming properties. Alcedonia has been developed and perfected to have a number of benefits such as:

- Helping support emotional stability
- Supports proper sleep function
- Calming effect to the Nervous System
- Supports neurotransmitter production
- Supports hormone ability
- Supports inhibiting Peripheral Nervous System
- Aids amino acid building blocks

SUPPLEMENT FACTS	Amount Per Serving	% Daily Value
Vitamin B-6 (as pyridoxal 5 phosphate)	12 mg	600%
Vitamin B-12 (as methylcobalamin)	80 mcg	1333%
Magnesium (from magnesium oxide)	80 mcg	1333%
Proprietary Support Blend (L-Taurine, GABA (Gamma Amino Butyric Acid), L-Theanine, Passion Flower Extract, and 5-HTP (L-5-Hydroxytryptophan))	1900 mg	**

Other Ingredients: Vegetable capsule (Vegetable cellulose and water), Silica. Does not contain GMV's, yeast, gluten, sucrose, soy, salt, dairy, animal products, artificial flavors, colors, or preservatives.

**1 bottle, 90 capsules \$38.00 ea.**

## Kava

Kava (Piper methysticum), often called kava kava, is an herbal plant native to the South Pacific area of Polynesia, Micronesia, and Macronesia. The Wellness Way receives its Kava from the island of Vanuatu. Kava root is well studied around the world and has been used as a medicinal herb for its anxiolytic, parasympathomimetic, sedative, antispasmodic, mood enhancing, anti-depressant and analgesic capabilities. Kava root contains resin containing 6-styryl-4-methoxy-alpha-pyrone derivatives, known as kava pyrones or kava lactones (5% to 9%, depending on geographical location), including kavain (or kawain), dihydrokavain (DHK), methysticin, dihydromethysticin (DHM), yangonin and desmethoxyyangonin. It also contains flavonoids (flavokavains). These constituents have been shown to help:

- Improve mood
- Ease anxiety
- Induce deep restful sleep
- Reduce migraine headaches
- Promote wound healing
- General pain reliever
- Muscle relaxant
- Boosts sociability
- Influences GABA receptors
- Stimulates dopamine receptors
- Reduce hyperactivity
- Boosts immunity

SUPPLEMENT FACTS	Amount Per Serving	% Daily Value
Calories 7		
Kava (Piper methysticum 1:2 Extract from 1.25 g Root)	2.5 mL	**

Other Ingredients: Pure Alcohol (55-65% by volume), Purified Water. Directions: Take 2.5 mL once in the morning and take 2.5 mL in the evening, both with water, juice, or as directed by your health care professional.

**1 bottle, 177 mL \$53.00 ea.**

## Chamomile

Chamomile has been used for thousands of years as traditional medicine to calm anxiety and settle stomachs. It can ease an upset stomach, heartburn, nausea, and vomiting. Chamomile contains a-bisabol and chamazulene, flavonoids, and coumarins among its many other constituents. Chamomile has been used for thousands of years as traditional medicine and is best known to calm anxiety and settle stomachs.

Other uses include gastrointestinal tract inflammation, easing spasm of digestive tissue, and protection against ulcers. Chamomile can be used topically to promote wound healing. Made with ORGANIC HERBS! • The phytochemicals in Chamomile work together to:

- Reduce gas buildup in the intestines
- Encourage relaxation and support a healthy nervous system response
- Support normal intestinal motility
- Support the integrity of the intestinal mucosa
- Support healthy digestion and appetite
- Stimulate the body's normal tissue restoration functions

SUPPLEMENT FACTS	Amount Per Serving	% Daily Value
Calories 5		
Chamomile 1:2 extract from (Chamomilla recutita) Flower	2.5 mL	**

Other Ingredients: Purified water, alcohol. Directions: Take 2.5 mL once in the morning and take 2.5 mL once in the evening, both with water, juice, or as directed by your health care professional.

**1 bottle, 177 mL \$43.00 ea.**

## Wellness B Complex

B-Vitamins are essential nutrients required for optimal health and functioning of numerous systems and biochemical reactions in the body including energy production, brain, liver and nerve cell function, and muscle tone within the GI tract.

SUPPLEMENT FACTS	Amount Per Serving	% Daily Value
Thiamine (as thiamine HCl USP)	15 mg	1000%
Riboflavin USP	17 mg	1000%
Niacin (as niacinamide USP)	200 mg	1000%
Vitamin B5 (as pyridoxine HCl USP)	20 mg	1000%
Folate (as Methionine L-5-methyltetrahydrofolate)	400 mcg	100%
Vitamin B12 (50% as methylcobalamin and 50% as 5-deoxyadenosylcobalamin)	6 mcg	100%
Biotin USP	300 mcg	100%
Pantothenic Acid (as d-calcium pantothenate USP)	100 mg	1000%
Inositol	40 mcg	-
Choline (as choline bitartrate)	25 mcg	-
para-Aminobenzoic Acid USP	25 mcg	-

Other Ingredients: Vegetarian capsule (hydroxypropyl methylcellulose, water), L-leucine, L-valine, and cellulose. —Metformin is a registered trademark of Merck KGaA, Darmstadt, Germany

**1 bottle, 100 capsules \$26.00 ea.**



James Detweiler



Megan Rangel

Phone number for audio recordings

of these health issues...

Call 641-715-3800, ACCESS CODE: 302540#

You will be able to listen for the extensions of each one and choose the extension you want

- Autoimmune
- Hormones
- PCOS
- Menopause
- Adrenal Fatigue
- Celiac
- Virus vs. Flu Season
- Constipation
- Healthy Skin
- Swiss Watch Analogy
- Immune System
- Gastrointestinal
- Fatty Liver Disease
- Thyroid Disorders
- Insulin Resistance
- ADHD & Autism
- Flu
- Anemia
- Acne
- Personal Stories

# South River Health & Nutrition, PMA

64177 Rommel Rd. Sturgis MI 49091. Phone: (269) 651-6868. Fax: (269) 651-8185.

Email: office@southernriverhealth.net

Hours: 8:00 AM to 4:00 PM Daily, Monday through Friday

*"I've got to quit eating so many dog biscuits, Cleo."*

*"What's wrong, Moe?"*



## Sound familiar?

Many have:

- Lost extra pounds
- Gained ENERGY and
- Improved their health

**with Purple Tiger!**

**Formulated by a  
Naturopathic Doctor**



Tell pounds to **BUZZ OFF** with Purple Tiger!

COMBO SWAP! YOU Pick the Purple Tiger formula that YOU want on either Combo!

**BURN** **GOING-GREEN** **CLASSIC** **GONE-WILD**

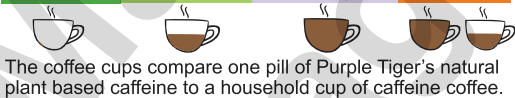


**Caffeine FREE!**  
Converts Stored Fat into ENERGY!

MILD Energy with EXTRA Fat Burning Power!

**BEST SELLER**  
✓ Burns Fat  
✓ Energy "Lift"  
✓ Cuts Appetite

Higher Energy & Appetite Control



The coffee cups compare one pill of Purple Tiger's natural plant based caffeine to a household cup of caffeine coffee.

Ladies do you have bloating, cramping or fatigue? Are you **Singing the Blues?**

**Balance Act** could help with:  
• Hot flashes  
• Night sweats  
• Irregular cycles  
• Mood swings  
Increase your libido & balance your hormones with Balance Act!

60 ct. **\$36**

Immune building, Gut strengthening & Brain firing ingredients!

**NEW! SHARK BITE**

Reduces fat Cuts appetite 25 Packets Boosts metabolism & much more! **\$54**

Disclaimer: These products and statements have not been evaluated by the Food and Drug Administration and are not intended to diagnose, treat, cure or prevent any disease.

## TOP SELLING WEIGHT LOSS COMBO

**HIGH Fat Burning Power & appetite control!**



Classic **\$50**

+ BURN **\$50**

+ THYROID COMPLEX **\$34**

**3 Bottle Combo: \$134**

Caffeine Free BURN can be taken with any of the other Purple Tiger formulas.

**Thyroid Complex**  
• Balances thyroid  
• Promotes weight loss  
• Increases energy  
• Helps hair loss

## CLEANSING WEIGHT LOSS COMBO



COMBO SWAP!

**GONE WILD**

60 ct. **\$50**  
Get BOTH products for **\$87**

Extra pounds could be HIDING in your colon.

**TRY** ColonGo Daily for:  
✓ Fatigue  
✓ Weight loss  
✓ Constipation 60 ct. **\$37**

Buy any COMBO & get 1 FREE Shark Bite Packet!

**FLAT \$5 SHIPPING ON ALL ORDERS: The more you order, the more you SAVE!**

**TO ORDER, send check to:**  
Joan Farmwald  
2229 Johnson Springs Rd  
Munfordville, KY 42765

## SHAKE IT & GO!

**Meal Replacement SHAKE**

Loaded with nutrition for: Energy, weight loss & appetite  
**28 Servings (FREE Shake Recipes with order)**  
Flavors: Chocolate, Vanilla or Pina Colada

**\$45**

Buy wholesale or place credit card orders:

**CALL NOW! 270-524-2563**

## DAILY SPECTRUM



**Retail**

**\$43**

**Autoship**

**\$29**

Daily Spectrum is comprised of over 100 nutrients that you need on a daily basis to be more productive, play harder, promote longevity, and allow you to feel good while you're living life to the fullest.

## VISTA VIBE



**Vista Vibe:**

**Retail: \$52**  
**Autoship: \$38**

**Vista Vibe Concentrate**  
**Retail: \$51**  
**Autoship: \$37**

**VISTA VIBE & VISTA VIBE CONCENTRATE**  
The ingredients of Vista Vibe have had over 3,000 clinical studies, by 1,200 scientists, on over half a million people over a 45-year period. Our specialty adaptogen blend allows the body to 'adapt' to stress while enhancing the immune system and maintaining normal cell function.

# Coffy Brake quiz



Mail your answer to: PCBE Coffy Brake - P.O. Box 520, Millersburg, PA 17061 | Your answer must be received by January 6, 2024

To submit Coffy Brake Riddles, Send To: PCBE / Coffy Brake Riddles - P.O. Box 520, Millersburg, PA 17061 | (All riddles sent to us by our readers and printed in PCBE will receive a PCBE Rain Gauge).



# Give Your Body What It Needs to Fight Back

## COMPREHENSIVE IMMUNE SYSTEM SUPPORT

### Advanced Immune Support

Serving Size: 6 Capsules

Your immune system is your insurance policy for maintaining good health, fighting infections, and maintaining high performance. With our Advanced Immune Support product, you'll give your body: Clinically Studied ingredients proven to support healthy immune response including ResistAid®, BFG-Immune®, and BerryShield® Elderberry Concentrate. High-potency, Non-GMO Vitamin C & Powerful Bioflavonoids. Elderberry concentrate providing superior, full-spectrum Haschberg Elderberry Actives. Reishi Mushroom Fruiting Body Extract provides Active Compounds including highly concentrated Beta-Glucan to support Immune System Response.



MEL1025 (180 Caps) 30 Servings ..... Reg ~~\$47.55~~

Use code "PCBE1223" for 10% off\* **\$42.80**

\* Must mention code to receive discount. Offer ends 12/31/2023

### Why Advanced Immune Support?

Every day, infectious threats put your immune system under fire. Stress, bacteria, viruses, and more can weaken your immune system and leave your body vulnerable.

#### Weak immune support can lead to:

- Higher risk of frequent infections & severe symptoms.
- More frequent pneumonia, common cold & other infections.
- Infections that keep coming back.
- Infections that don't respond to medications.
- Severe sickness from a common cold.
- Sinus & lung infections.

But now, you can fight back! Advanced Immune Support may help reinforce both the innate and adaptive immune response in the body.



REQUEST A FREE CATALOG

P.O. Box 80 • Elliottsburg, PA 17024  
Call / Fax / Text: 717-692-3500



*These statements have not been evaluated by the FDA. These products are not intended to diagnose, treat, cure, or prevent any disease.*

# Are you ready to reach your Weight Loss Goals or Even just to feel better?

**FREE**  
monthly drawing for a  
**Fire & Ice or Sport** if you place  
a \$100.00 order.  
**Winner for October,**  
Edna Miller (Marion WI)



**P.C. Price: \$83.00**  
**Dist. Price: \$75.00**

## Turn & Burn™

### Lose Weight Fast and Keep It Off

If you struggle to lose weight and keep it off, you're not alone. You may have thought there was no way to lose those stubborn pounds no matter how much you diet and exercise, or what weight loss plan you tried. You may have even thought that continual weight gain was impossible to avoid. But you've probably never thought about the color of your fat as a contributor to gaining and retaining weight. The body is made up of two types of fat cells: white fat cells and brown fat cells. White fat cells are made up of a single, large lipid droplet and have fewer mitochondria, which are the energy-producing organelles inside the cell. Brown fat cells contain multiple small lipid droplets and many energy-producing mitochondria.

As white fat cells accumulate and store fat, weight gain occurs. Conversely, high amounts of brown fat have been proven in scientific studies to increase calorie and fat burning, as well as energy levels.

Turning white fat cells into energy for brown fat cells significantly increases the body's ability to burn fat, lose weight, and maintain a healthy weight. Now, science and nature have provided the answer to turning stubborn fat

storage into a fat burning engine.

Turn&Burn™ is a revolutionary, one-of-a-kind weight loss system, comprised of a daytime and nighttime formula, only available through Sisel. Numerous scientific studies confirm that our proprietary blend of unique natural ingredients combine to convert white fat stores into brown fat energy, moving the body into a thermogenic state for weight loss. Turn&Burn, along with a clean diet and regular exercise program, supports your weight loss goals and healthy lifestyle. Be a part of our weight loss revolution as you Turn and Burn your way to a slimmer, healthier you!

TURN white fat cells that store calories into energy for brown fat cells that BURN calories.

## Turn & Burn & Thin Pack

Available for  
**P.C. Price**  
**\$104.00**  
**Dist. Price**  
**\$95.00**



## Order Your Sisel FITNESS PACK Today!

**\$368.00**  
plus \$15.00  
shipping  
plus tax



### How do I get started?

Its Easy just complete this form & mail to Address below

- I would like to order the Fitness Pack & Start a wholesale Customer account there is no obligation to purchase again & I'm ready to feel better
- Send \$6.00 for catalog

Name \_\_\_\_\_ Ph. \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

Social S. \_\_\_\_\_ (Required when Ordering the pk)

BD \_\_\_\_\_ (Required to place any orders)

Make check payable to Wayne & Becky Hershberger

Mail in this form with a check & Receive a **Free Gift** (1<sup>st</sup> time orders)

**Phone Orders Welcome:** All 1st time Orders

**Over \$250.00** will receive a **Free Gift**

*(we accept debit credit or check by mail or phone)*

For all orders add **\$15.00 shipping + tax**

Try this for  
Extra Energy



### Testimony's

Turn & Burn helps lose inches and weight S.D., Turn & Burn make me feel so good I dont want to be without R.Y., I lost 50 pounds from January to June K.M.

## We also carry the full line of Sisel Products

### Starter Pack And The Starter Pack Plus

We welcome  
questions &  
Request for  
Samples



**STARTER PACK  
PRICES**

**P.C. Price \$226.00**  
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- Wholesale Cust. Account benefits
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Ph: 330-889-2111

# YOU Could Feel Great!

## THIS IS FOR YOU...!!!

This is for you if you're feeling sad, tense, anxious, stressed, irritable, impatient, impulsive, having blocked or scattered thoughts, short attention span, trouble sleeping or too much sleep, "fly off the handle", feel tired, old, weighed down with concerns and worries, constantly distracted with troubling thoughts, can't get started doing things or giving up too soon, discouraged-everything is a struggle, can't relax, feel misunderstood and lonely or that a dark cloud hangs over you.

**We have many happy Amish and Mennonite customers  
we have served for more than 15 years.  
Here is what your friends and neighbors have to say  
about our products!**

**GREATastic!** is helping me in so many different ways. It's an excellent pill for the brain. Just what I needed for years already, during all of those health problems is what really affected the brain from functioning. It takes care of stress and I feel well a lot. It pretty much does what I read in the paper what it is for. Yes, I feel it's a God send. This is all in one pill. I am so thankful for it. It took me off of expensive liquids and pills that you cannot imagine. Yes, and at last I feel great, too. Not feeling so tired and old. Feeling total good and feel like a 21 year old. Yes, even my friends notice that I'm a different person and I want to thank you again. Yes, God can do miracles and please send another bottle. PA

We are so happy to see such a drastic change in our son after taking GREATastic!. He feels so much better and is so calm and relaxed. We are so pleased with the results of GREATastic! for our 16 year old son. He was so hyper, rebellious and so difficult to handle and he has made a drastic change, & I thank God for your products. PA

We would appreciate having these pills as soon as possible. Our school teacher has been out for a week and not able to continue. We did not realize how much they were doing good. Thank you. WI

Please send me a bottle of GREATastic!. I have only a few left. I have been on (a prescription medication) but wanted to get off of them so I have stopped taking them and my doctor said I can switch over to your pills. OH

My wife had a stroke a year ago and started using GREATastic! a month or so ago and seems to really get great help in keeping her smiling and happier. So could you please send them soon. Thank you. WI

Thought I would better order 2 bottles of GREATastic!. My husband took 1 bottle and got excellent results. Nothing helped him like that did. Could you rush this order as he was out a while already. Please don't delay. NY

GREATastic! has helped my daughter the most. Being happier - not getting upset as easy - clearer thinking, being able to carry conversation easier. OH

Could you please rush me 2 bottles of GREATastic!. I have about 5 days left. I went to a medical doctor and she put me on (a prescription medication). After 5 days on that, I decided to go back on GREATastic! as I felt horrible with the (prescription medication). KY

I need 3 GREATastic!. My husband can't seem to do without. He can handle stress better and is happier. PA

I want to order 3 more bottles GREATastic!. Must say I don't know how I would of managed there (wedding) if I wouldn't of had those pills as they helped my nerves. MN

I can't be without GREATastic! for long. I can get more done and feel to get up in the mornings. Same for my husband. We feel happier, too. Thanks.

I want 2 bottles of GREATastic!. Really is helping my husband. Am gonna take them myself. PA

Please rush. My sister is almost out and she says she does NOT want to be out. So I'm sending for some for me, too. Thanks. WI

# - TESTIMONIES -

Two of our teenage children were taking them and they could feel a difference right away, and so did I see a difference in our daughter. Her mood was stress for me. So please sent me 4 more bottles of GREATastic!. PA

My mother-in-law got us started on this product She is taking it with great results. My husband is taking it, too. OH

Want to let you know I would hate to do without GREATastic!. I also have started our married daughter on them and when she quits taking them as so doesn't get send for them her husband notices it soon and tells her to send for more. Thank you. PA

It may interest you to know -when my husband is out of the GREATastic! his shoulder muscle pain invariably flares up! They work well for his nerves, this is just a bonus "side effect". NY

Please send me 5 bottles of GREATastic!. I am through with my first bottle. I think it helped me a lot, am planning on trying it on one of my boys and one daughter. OH

Please send 4 bottles. The first thing I took that I can feel a difference. OH

Please send me 2 more bottles of GREATastic! can't do without. I feel much better. OH

Made me feel over all more happy & better able to handle stress. Easy to take & fast service. You have a fine line of products. WI

Please send them before this weekend. They really help my nerves. Thanks. NY

I'm looking forward to having these pills again. I thought I have another bottle somewhere. Now I can't find one after all and I took my last one (pill) this morning. These pills seem to help my mind so much. Mentally I can handle things so much better, and seems it keeps my thoughts to be brighter. Thanks a lot for what you're doing! IN

Your products are good and very helpful. Please send GREATastic! Soon! Thank you. NY

Keep on advertising GREATastic!. It is a wonderful product It got me on my feet again. Thank you. PA

These products are Mood Support (REGULAR strength mood support), Super Mood Support (MAXIMUM strength mood support) and Sleep Support (mood support and sleep support). Each bottle contains 60 capsules of VERY POWERFUL, ALL NATURAL INGREDIENTS. Because they are PHARMACEUTICAL GRADE (the same purity as pharmacy ingredients), HYPOALLERGENIC, GLUTEN FREE, NOT ADDICTIVE, NOT HABIT FORMING and WORK WITHIN AN HOUR they can be used every day or only on days that are especially difficult.

Do not use if you are pregnant, nursing, using any prescription drugs, taking an SSRI, MAO inhibitor or tricyclic antidepressant, have PKU, kidney or liver disease, melanoma or hormone cancer or have a medical condition without checking with your doctor. For informational purposes only. No medical claims made. These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure or prevent any disease.

GREATastic! Mood Support..... (60 capsules) \$29.99  
 GREATastic! Super Mood Support ..... (60 capsules) \$49.99  
 GREATastic! Sleep Support..... (60 capsules) \$29.99  
 SHIPS to USA — SHIPPING on any size order ONLY \$5.95

**DECEMBER SALE!**  
 MOOD SUPPORT \$29.99 ONLY \$26.99!  
 SUPER MOOD \$49.99 ONLY \$44.99!  
 SHIPPING ONLY \$5.95 | CALL US AT 989-573-2739

We are MAIL ORDER and mail all orders to the USA

Please send payment Add carefully. Orders are shipped when paid in full. (Check, Money Order, Cash, Credit Cards) to:

## Natural Health Products and More

6350 Township Road 346, Millersburg, OH 44654

### FAST AND EASY ORDER LINE

989-573-2739 for credit cards or checks by phone orders.

Include your name, street address, city, state and ZIP.

Have your information ready. Spell and speak slowly with:

Name on card, card number, expiration date, number on back of card.

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Your phone number will help us reach you if there is a question about your order.

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**Hey birders! Feathers and Friends** is a great magazine. Try it now for only \$18.00 a year. Feathers and Friends, 3475 Rte 364, Penn Yan, NY 14527. Phone 315-536-3647

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Please send completed submission form with payment to —

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Millersburg, PA 17061

Fax to: 717-427-1602  
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**CALL AFTER THE 17th  
TO MAKE ARRANGEMENTS  
717-362-1118 ext. 2**

					\$20.00
\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00
\$35.50	\$36.00	\$36.50	\$37.00	\$37.50	\$38.00

1 column width only = 2 3/8 wide. \$20.00 per month for the first 24 words and \$.50 for each additional word. Boxed ad is \$25 per column inch (1 column width only by 3 inches max height). Please print legibly, one word to a box. No refunds for classified ads.

<b>CONTACT INFORMATION NEEDS TO BE INCLUDED IN WORD COUNT ABOVE</b>		Total per Month	_____
<input type="checkbox"/> Business Name (optional)		Number of Months	X _____
<input type="checkbox"/> Name		<b>TOTAL DUE</b>	_____
<input type="checkbox"/> Address	<b>CREDIT CARD INFORMATION</b>		
	Credit Card (please mark one) <input type="checkbox"/> VISA <input type="checkbox"/> MASTER CARD <input type="checkbox"/> DISCOVER		
<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: _____

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# Classified Ads

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Topics, Roundtable, etc.

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**Atlas, 16232 Soltis Rd, Garrettsville, OH 44231**

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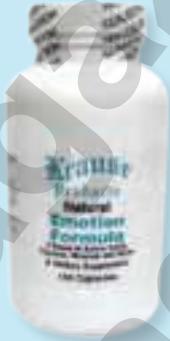
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Qty	ITEM/DESCRIPTION	Cost/Bottle	Total
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	B-50 (Complex) 100 ct.	\$12.50	
	B-6 100 mg., 100 ct.	\$8.50	
	Bedwetting Formula, 4 oz.	\$19.50	
	C-1000 mg. w/Rose Hips 100 ct.	\$13.50	
	C-250 mg. Chewable 100 ct.	\$8.95	
	C-250 mg. Liquid, 4 oz.	\$11.95	
	C-500 mg. w/Rose Hips 100 ct.	\$11.50	
	Calcium Complete 400 mg. 100 ct.	\$14.95	
	Calcium Lactate w/Vit. D 100 ct.	\$10.95	
	Calcium Liquid 16 oz.	\$17.95	
	Co. Q10 60 mg. Chewable 60 ct.	\$15.95	
	Cod Liver Oil 100 Softgel	\$9.50	
	Colostrum + Chewable 90 ct.	\$17.95	
	Colostrum Natural Liquid 16 oz.	\$17.95	
	D-3 1000 IU 100 ct.	\$8.50	
	E-400 IU Natural Vit. 60 Softgel	\$11.50	
	Emotion Formula 150 ct.	\$20.00	
	Geri Formula 120 ct.	\$12.50	
	Healing Ointment, 2 oz.	\$12.95	
	Hospital Powder, 7 oz.	\$16.95	
	Iron (Fumerate) 29 mg., 100 ct.	\$6.95	
	Joint Formula (Improved w/NEM) 120 ct.	\$21.95	
	Mitchella Plus, 100 caps	\$17.50	

Qty	ITEM/DESCRIPTION	Cost/Bottle	Total
	Multi-Vit., Chewable 100 ct.	\$12.95	
	Multi-Vit., Liquid, 16 oz.	\$17.95	
	Multi-Vit., w/Iron, Chewable 100 ct.	\$12.95	
	Muscle Aide Liquid 8 oz.	\$13.95	
	Muscle ease, 4oz.	\$13.95	
	Olive Leaf Ext. 500 mg. Plus 60 ct.	\$14.50	
	Para-Blend Capsules 90 ct.	\$12.50	
	Potassium 100 ct.	\$7.50	
	Pre-Natal - 120 ct.	\$15.95	
	Probiotic Complex 100 ct.	\$16.95	
	Save The Baby Salve, 1.75 oz.	\$10.50	
	Save The Baby Salve, 1.75 oz. "New"	\$11.50	
	Stomach Eze, Chewable 100 ct.	\$8.95	
	Stress/Iron 60 ct.	\$12.50	
	Stress/Zinc 60 ct.	\$12.50	
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	FREE PRODUCTS		
	FREE PRODUCTS		
	FREE PRODUCTS		
	Sub Total		

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Grape Flavor (30 stick packs per canister)	<input type="checkbox"/> Buy 6 Canisters for \$270 Get 3 FREE	<input type="checkbox"/> Buy 8 Canisters for \$360 Get 4 FREE

NAME:	STATE:	ZIP:	PHONE #:	SHIPPING	FREE
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NAME:	SHIPPING	FREE
ADDRESS:	TOTAL	

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_ PHONE #: \_\_\_\_\_

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## KAFFÉ Latte Christmas

StockKAFFÉ™ Premium Instant Latte is this season's star. This smooth cup of coffee, enhanced with a soft and velvety foam from organic coconut water and oat milk, is an ideal way to sip and savor the holiday season. Together with StockKAFFÉ™ Premium Instant Latte, which is the perfect and healthier coffee to be in the land, these two StockKAFFÉ blends will be your favorite gift. Each blend includes our natural perfection Puropana® Organic Sacha coffee blend combined with a health-promoting blend of Citrus, Cola Kola, Barista, and Organic Guarandima, to provide a nutritious and delicious cup of coffee.

Easily blend a variety of ingredients into your StockKAFFÉ™ Premium Instant or StockKAFFÉ™ Premium Instant Latte with the StockKAFFÉ™ Protein Milk in milk, yogurt, and even possesses the Collagen® for a foamy froth.

**\$12 SAVINGS**

<b>KAFFÉ Latte Christmas</b>	<b>F14236-10-01</b>
Distributor \$22 • CV 22 • PV 22	Preferred Customer \$24 • CV 24 • PV 24

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## KAFFÉ Coco Christmas

Smother your nibbles with StockKAFFÉ™ Hot Chocolate. With a delicious blend of pure cocoa and natural sweeteners, and a nutritious blend of organic mushrooms, Colostrum, Vitamin C, and Zinc, StockKAFFÉ™ Hot Chocolate Immune Blend warms you up and adds extra support during your immune system during the long winter season. This clean, wholesome cocoa warms with its health-promoting formula, while satisfying your chocolate cravings with a rich, creamy taste.

Only enjoy warm during outdoor events and activities with this one cup fit of social sipping fun. Made from a light fill of cocoa, this hot and cold will keep you cozy and comfy during cold winter days and nights.

**\$20 SAVINGS**

<b>KAFFÉ Coco Christmas</b>	<b>F14237-10-01</b>
Distributor \$22 • CV 22 • PV 22	Preferred Customer \$24 • CV 24 • PV 24

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## Season of Sharing

A wonderful way of sharing love with friends and family on the Season of Sharing offering includes four of our finest sodas and stick pack products. Create your own packs with complete and thoughtful gifts to give out to loved ones and loved ones to all experience the health and wellness benefits of Sisel.

**\$39 SAVINGS**

<b>Season of Sharing</b>	<b>F141934</b>
Distributor \$122 • CV 122 • PV 122	Preferred Customer \$139 • CV 139 • PV 139

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## Sparkle and Shine Washing Wish List

Welcome the season by enhancing your holiday spread with Sparkle and Shine AcceptClean™ Dish Soap ensures simply spotless dishes and utensils, and OrganoClean™ First and Vegetable Wash safeguards your harvest before your bounty reaches your table. Spend this season in a happy and healthy holiday home.

Our Washing Wish List will have you dashing through the soap in preparation for every Christmas party. Follow "Bath and Shower Gel and Coconut AHA" Hand and Body Wash make the perfect "Sisel Care" skin and shower gel for all your clean up activities. This personal care collection will surely be at the top of everyone's wish list.

Fill our Sisel scrub brush with AcceptClean and conveniently dispense onto soft but sturdy nylon bristles to scrub every pot, pan, and platter to perfection. Blastier dry quickly to avoid growth and spread of harmful bacteria.

Lather up and uplift your cleansing routine with the natural cotton and plant-based loofah. Scrub away your cares with gentle exfoliation and buff your skin for every holiday event. Here for you after each use, and this loofah will be a long-lasting shower friend.

**\$14 SAVINGS**

**\$9 SAVINGS**

<b>Sparkle and Shine</b>	<b>F14239-10-01</b>
Distributor \$24 • CV 24 • PV 24	Preferred Customer \$29 • CV 29 • PV 29

<b>Washing Wish List</b>	<b>F14238-10-01</b>
Distributor \$24 • CV 24 • PV 24	Preferred Customer \$29 • CV 29 • PV 29

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## SiselSeasons™ MERRY MINT

Delight in the excitement of the season with our winter edition SiselSeasons Merry Mint Foaming Hand Soap and Hand Lotion. With a delectable vanilla mint fragrance and a blend of essential oils, ideally suited for the winter season, these sweet-as-leaves cleanser and lotion are ideal for gift giving and will be featured front and center of every sink in your home. Merry Mint Foaming Hand Soap naturally cleans with a non-drying formula that hydrates, soothes, and conditions the skin. And Merry Mint Hand Lotion provides wholesome hydration and a healthy glow. Celebrate the season with our SiselSeasons scented skin care set.

**\$15 SAVINGS**

<b>SiselSeasons Merry Mint</b>	<b>F14126-10-01</b>
Distributor \$22 • CV 22 • PV 22	Preferred Customer \$24 • CV 24 • PV 24

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## SiselLIPS™ Lip Balm Collection

Treat your Lips to the A-B-C's through the holiday season and beyond. Our 100% natural, essential lip balms are formulated to soften, hydrate, and nourish - day and night.

**A** - soothing Aloe  
**B** - calming Beeswax  
**C** - conditioning Candella

SiselLIPS Lip Balms are also formulated with active Propolis. This natural resin produced by bees creates a protective barrier, supporting healthy-looking lips and keeping harmful substances out. Give your lips what they crave and keep them looking healthy and nourished with defense from cold air outside and heated air inside.

With a few packs of fabulous flavors, your favorite will be easy to find:  
 Classic Candy Cane  
 Enchanted Egg Nog  
 Cozy Caramel  
 Cherry Mint Chocolate

**\$16 SAVINGS**

<b>SiselLIPS Lip Balm Collection</b>	<b>F14207-10-01</b>
Distributor \$12 • CV 12 • PV 12	Preferred Customer \$14 • CV 14 • PV 14

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## Triangle of Life®

Start by supporting traditions or to start over in the Triangle of Life.™ Together, these three products bring traditional purification for empty and routine support. Unleash your inner strength, bring in the new year, and start your new year with the Triangle of Life.™. Sisel's Healthy and Strong MAO/PS-100 is formulated in a beautiful display for that you'll happily exhibit throughout the festive and beyond.

**\$16 SAVINGS**

<b>Triangle of Life</b>	<b>F141305-10-01</b>
Distributor \$176 • CV 176 • PV 176	Preferred Customer \$184 • CV 184 • PV 184

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## Fire&Ice™ Pineapple Flavor

A brand new pineapple flavor sparks renewed passion for a long-standing Sisel favorite. Combined with healthy honey and an essential, non-toxic fragrance through the season, Fire&Ice brings a unique blend of bold natural for berries and energy recovery. These two vital support processes stain this bio-organic, therapeutic formula an ideal taste or energy drink replacement for health-conscious consumers during the hectic holiday rush.

**\$15 SAVINGS**

<b>Fire&amp;Ice Pineapple Flavor</b>	<b>F14238-10-01</b>
Distributor \$24 • CV 24 • PV 24	Preferred Customer \$29 • CV 29 • PV 29

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## SiselSCENTS™ Essential Oil Blends

Our SiselSCENTS Essential Oil Blends are 100% therapeutic, natural, and pure. Insurance availability benefits, with low exposure to allergens, formulated to bring Comfort and Joy, our signature blends are the perfect synthesis of nature and science.

SiselSCENTS Essential Oil Blends follow our Sisel ANMS Promise:

- N = No Natural
- R = Republic Sourcing Standards
- O = Origin
- M = Method of Extraction
- A = Authentic
- S = Safe Taste

Dispense several drops of essential oil onto our handcrafted passive diffusers. Created from ethically sourced, sustainably grown, and sustainably harvested essential oils, these passive diffusers naturally release essential oils into the air through absorption and evaporation. Disperse the aromas of Comfort and Joy throughout all your special spaces.

**\$15 SAVINGS**

<b>SiselSCENTS Essential Oil Blends</b>	<b>F14230-10-01</b>
Distributor \$24 • CV 24 • PV 24	Preferred Customer \$29 • CV 29 • PV 29

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## WIPPI CLEAN

WIPPI CLEAN is a powerful, natural, and safe cleaning solution for your home. It's made from natural ingredients and is safe for you and your family. It's the perfect solution for all your cleaning needs.

**\$15 SAVINGS**

<b>WIPPI CLEAN</b>	<b>F14230-10-01</b>
Distributor \$24 • CV 24 • PV 24	Preferred Customer \$29 • CV 29 • PV 29

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### THE DENTIST VISIT TURNED OUT GREAT... THANK YOU SISEL!

My Dad visited the dentist and was told that he has some teeth that need to be pulled, plus he has a few cavities. Dad started using the Sisel mouthwash, Terminator, and Sisel Toothpaste. Within 2 weeks his mouth no longer hurt. 6 weeks after his first appointment, he had another check up. The dentist did not say anything about pulling teeth and was no longer worried about his cavities. The best part is... I have a happy dad, saving hundreds of dollars just by going toxin free!

### TO LIVE BETTER, YOU'VE GOT TO CHOOSE BETTER

The health and happiness of your family is your top priority. You care about the food they eat, the air they breathe, and the environment they live in. But did you know that some of the threats to their health could be in your own home, found in the very products you use every day? The truth is, dozens of products inside your home right now could seriously harm a member of your family if used improperly. Sadly, some of them could cause harm even if used properly. Have you ever noticed the poison warning on your fluoride toothpaste?

The packaging these products come in is at times more harmful than the product. Some plastic containers leech potentially harmful chemicals, like Bisphenol-A (BPA) and phthalates, into the products inside them. How do you protect your family's health and safety without sacrificing comfort and convenience? And at what cost?

Sisel realizes the unknown threats your family faces daily and works to eliminate them by manufacturing safe and effective products. We research, formulate, and then produce products that not only save you time and money, but are safe for the environment, too. This is our Sisel Safe philosophy, so when you see it stamped on any Sisel product, you can rest assured that no dangerous chemicals or toxins were used in its production.

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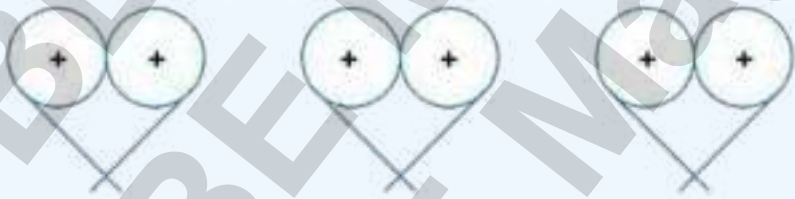
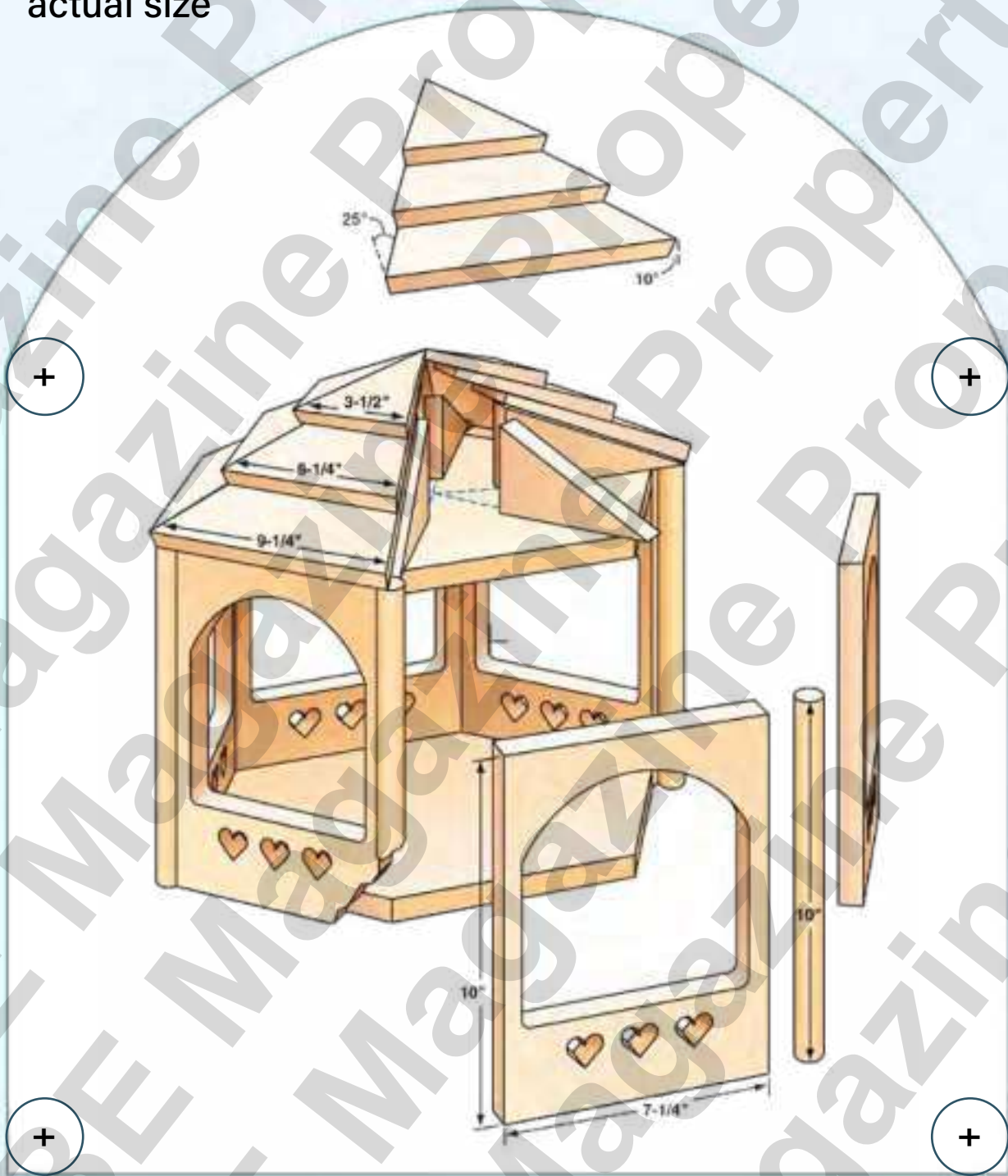
# DIY WOODEN BIRD FEEDER: A GAZEBO FOR THE BIRDS



**This DIY wooden bird feeder is simple for people to build  
And easy for their feathered friends to love.**

The materials for the gazebo for the birds cost under \$20, and all of them are available at local home centers. It only takes part of an afternoon to build, without any fancy tools. If you want, you can build several assembly-line style.

**(Figure A)**  
actual size





## 1 Cut Out Gazebo Pieces

Start by cutting the top and bottom panels and six walls. First cut two 12-1/2 in. by 14-1/2-in. rectangles out of 3/4-in. plywood. Most home centers will cut the plywood to size for you. Mark, then cut off the corners as shown in the photo with step 1 and Figure A (in Project PDFs below). Save six of the triangles, which will become the roof rafters a few minutes down the road. Use a jigsaw (or a circular saw) to cut six 10-in. wall sections from a 1x8 cedar board (actual width, 7-1/4 in.).

## 2 Make a Template

Next, make a template for the wall cutouts out of 1/2-in. plywood. It took a few minutes, but once it was finished it made cutting out the rest of the wall sections easy. To make your wall template, photocopy the pattern in Figure A and glue it onto a thin piece of plywood (or trace it on using carbon paper). Then use a 1/2-in. bit to drill pilot holes and the tops of the hearts, and a jigsaw to cut out the window opening and the tips of the hearts. Use two small nails to tack your template to one of the wall sections. Trace the window opening and use the template as a guide to drill the window pilot holes and the top-of-heart holes.

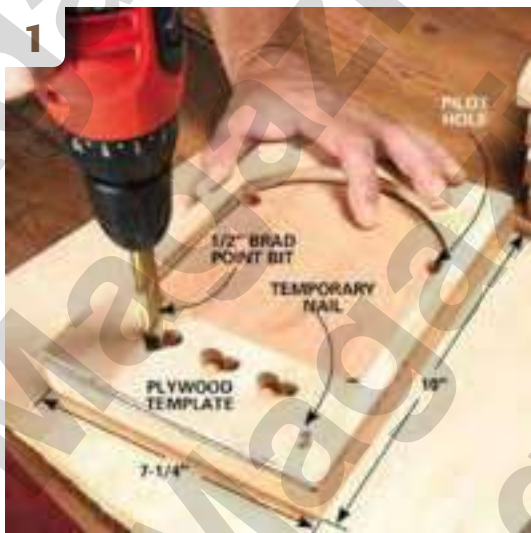
\*Tip: Use a brad point or Forstner bit to drill the holes for the window corners and hearts. They'll create a cleaner cut and stay on course better than a standard twist drill bit.

## 3 Draw the Hearts and Cut

Remove the template, mark the 45-degree angle heart tips with an angle square (they're hard to mark accurately through the template). Finish cutting out the window openings and hearts with a jigsaw. Repeat this five more times!

## 4 Assemble Gazebo Walls

Since each side of the hexagonal top and bottom is 7-1/4 in. long and the 1x8 cedar sides are also 7-1/4 in. wide, the pieces fit like a glove. Use 6d (2-in.-long) galvanized nails to secure each wall section to the top and bottom panels.



## 5 Assemble the Rafters

Take the six triangular corner cutoffs you made earlier and glue and nail them to the top hexagon to serve as rafters. Center each triangle on the layout lines and make sure the outer tips meet the outer corners of the cedar walls.

## 6 Cut Shingles

Use three overlapping layers of 1×6 cedar lap siding for the shingles. Use a protractor to draw the 65-degree angle on the siding, then a jigsaw with the bevel angle set at 10 degrees to cut the first six roof panels.

## 7 Shingle the Roof

Set the first row of siding in place, but don't nail anything quite yet. Adjust the panels so they all hang over the walls the same distance and fit pretty uniformly on the rafters. Don't worry too much about an exact fit since the plywood top will keep the water out. And with an open-air design, some wind-blown rain is bound to creep in anyway.

Use a \$20 electric brad nailer to install the roof panels; 1-in. hand-driven brads work fine, too. Then cut, fit and nail on the second and third rows the same way.

## 8 Add Trim and Hardware

Cut 7/8-in. dowels and nail them on the corners. Use galvanized screws to mount a pipe flange to the center of the base. Drill two more 1/2-in. holes about 3 in. apart and cut out the space between them to create a clean out slot. Make the flap for the clean out slot from a piece of scrap siding and secure it with one screw. Add a few 3/16-in. holes in the base for drainage.

Finally, bury a length of threaded pipe 16 in. into the ground, screw the pipe flange and bird feeder onto it and fill it up with birdseed. Dinner is served!

*“DIY Wooden Bird Feeder: A Gazebo for the Birds” by DIY experts of The Family Handyman Magazine originally published on familyhandyman.com. Copyright © 2023 by Trusted Media Brands, Inc. Used by permission. All rights reserved.*



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THIS IS A PAID ADVERTISEMENT

**Are seemingly gluten-related digestive problems making your life miserable?**

# Destroying the Gluten-Free Myth

Not long ago we went out to dinner with another couple and while I didn't initially "get" what was going on, I soon figured it out. You see the wife in the couple we went out with begged off of the side of pasta with her entrée. She didn't help herself to any of the delicious breads on the table. And then when it came to desert she avoided the cakes and pies and settled with ice cream. I asked her, "An issue with Gluten?" She answered "I'm gluten sensitive."

**It's estimated that one in three people is now avoiding gluten.** This has been a windfall for food companies and stores around country in that they can charge premium prices for products that are "gluten free".

A gluten-free loaf of bread can cost 3 to 5 times that of a loaf of bread containing gluten. Similar things are happening with many other foods like pasta, cereals and desserts. Someone with a gluten problem will spend far more money than someone who can eat foods that contain gluten. **And did I mention taste?**

Anyone that's tried gluten-free foods knows there's a difference. Many times the taste of the gluten-free product isn't nearly as good. Many times the texture is off-putting. Obviously there's a big price to be paid in both money and taste when one has to avoid gluten. The sad thing is that for many gluten sufferers it doesn't have to be that way. Let me explain...

**Today many that are gluten intolerant believe their issues are tied to a "Celiac disorder" or "Celiac disease". But some experts are saying that only 1% of the population truly suffers from celiac, which in turn makes the digestive system incapable of processing products that contain gluten.**

So if only 1% of the population truly suffers with celiac, what's causing the digestive problems for the other 32% of the population that is actively avoiding gluten?

Over a decade ago we began working with many people who came to us because they had problems with diar-

rhea and digestive problems after eating certain foods.

What we found is many people that suffered after eating foods containing wheat could get relief with one product—"The Yellow Bottle" Probiotic. "The Yellow Bottle" Probiotic contains 3 unique strains of friendly bacteria that can help bring the body back into balance. It was only through careful research and testing that it was found the 3 strains of good bacteria in "The Yellow Bottle" Probiotic were very effective at helping provide relief.

But there's even MORE! "The Yellow Bottle" Probiotic also contains a special "food" for good bacteria. What does this mean? It means that not only are you adding good bacteria to your body, you're also feeding the good bacteria that already exists within your body, helping that good bacteria to grow, reproduce and help crowd out the "bad guys".

**The result is a powerful one-two in getting your digestive system back up to strength!**

The ingredient list found in "The Yellow Bottle" Probiotic has helped thousands of suffering individuals over the past 15 years and now it can help you too!

"The Yellow Bottle" Probiotic comes with a full 30 day money back guarantee. If for any reason you're unhappy with the product you can send it back for a full refund – even if the bottle is totally empty! Simply send \$39.95 (OR buy 2 bottles and get the third FREE) by sending your payment to MWSB Inc, 834 South Union St, Olean, NY 14760-3917 Or when paying with a credit or debit card call us at 1-888-762-5477.

So if you're looking to end your misery from eating food that contains gluten or simply want the freedom to start enjoying gluten-foods then consider The Yellow Bottle Probiotic today. You could save money from not having to buy those gluten-free foods and potentially be able to enjoy all those breads, cereals, pastas and desserts that you use to!

These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, cure or prevent any disease. Results may vary.

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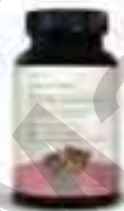
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**Disclaimer:** This story should not be considered medical advice. Your personal results will vary based on your body condition and diet. Don't expect to treat, cure, prevent, or diagnose any disease; let your body do that.

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### Need more nutrients? low in ENERGY? Have you Tried NINGXIA RED...

Energize • Fortify • Revitalize

Can you eat 100 oranges, 814 blueberries, 22 carrots, 10.85 lbs of spinach, 59 broccoli florets, 73 strawberries & 93 apples?  
Then just drink 1 ounce of NingXia Red!

- Strengthens cardiovascular system
- Boosts immunity
- Reduces cholesterol
- Normalizes blood pressure
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- Improves digestive tract health
- Promotes vision health
- Boosts metabolic efficiency
- Promotes deep, restful sleep
- Improves mood
- Naturally boosts energy
- Increases strength and stamina
- Reduces pain and inflammation
- Regenerates liver, kidney and spleen
- Improves memory function
- Promotes active healthy joints

**\$210.00**

THE ULTIMATE SUPER FOOD

NINGXIA RED LOYALTY REWARDS KIT

\*Statements have not been evaluated by the FDA



# Bid Farewell to Severe Neck, Back, and Spinal Disc Pain Quickly and Build Your Spine Strong Again !

Introducing the Legacy Chiropractic Clinic/Midwest Disc Clinic's ground-breaking " **Non-surgical Spine Rejuvenating Program.**" Specifically designed for those suffering from crippling neck, back, and spinal disc pain. Our program is designed to get you out of pain as quick as possible and then rehabilitate your spine so you can enjoy every moment, every day, pain-free.

- **Prompt Relief** - We aim to alleviate your intense neck or back pain as swiftly as possible.
- **Cost efficient** - We assist you in making your travel, food, and lodging expenses as minimal as possible.
- **Quick Return to Work** - We help you recover rapidly; so you can regain your capacity to earn and support your family.
- **Resume Your Routine** - We bring you back to your everyday chores swiftly and painlessly, ensuring you can manage your family, home, and chores like before.

## "Five Transformative Benefits of the " Non-Surgical Spine Rejuvenation Program"

1. **Providing Again:** Quick return to work to provide for your family.
2. **Homemaker's Delight:** Resume taking care of your family's needs.
3. **Playtime Restored:** Enjoy playing with your kids again, playing with your horses again or just enjoy taking a normal walk again.
4. **Back to normal:** Feel normal, hopeful, and energetic again.
5. **Peaceful Sleep:** Enjoy a full nights's sleep for a renewed outlook on life.

**Free Information Kit:** To learn more about our "Non-Surgical Spine Rejuvenating Program" and how it can help you get out of pain and rejuvenate your spine non-surgically call **260-370-8032** and ask for your **Free Information Kit** to be sent right to your door.



Dr. Mat an Advanced trained non-surgical spine and disc specialist and chiropractor

*"I had 2 herniated discs and tears in my neck when I came to the Midwest Disc Clinic. I want to say they made a believer out of me with their DOSAE treatments, my pain is 98% GONE!  
H Mast Whittemore, MI."*

Call **260-370-8032** for your Free Information Kit Today!  
2180N 700W Shipshewana, IN 46565  
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# Healthier

LIVING



Merry Christmas



## PRENATAL BUNDLE

Encompass 360, Supra Omegas, Calcium K2, Balanced D and Collagen B3

This pack has your vitamins, minerals, omegas, calcium, etc. and can support your body to have a healthy pregnancy and delivery and vibrant healthy babies.

**\$195.00**

ORDER THIS BUNDLE, RECEIVE A FREE PREGNANCY BOOKLET

DECEMBER DRAWING

**FREE**

Sisel Season's Merry Mint from the holiday catalog



**\$130.00**

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Does your child...

- » Get frustrated and struggle with getting there lessons done?
- » Work really hard and still make bad grades?
- » Get really hyper and have problems with focus?
- » Have low self-esteem or problems getting along with other children? It doesn't have to be this way!

The Brain Vitality and Body Shield has helped our son with concentration and learning problems in school. He would get very frustrated and hard to deal with. His reading was really bad. Now he sits still and reads a book and can tell you about the story that he was reading. He is also very pleasant to have around. He is now an A and B student. He also does not wet the bed anymore. We are very thankful for the results we have seen.

-Mast, KY

**Try this dynamic duo! Also great for teachers, ministers, foreman, & busy mothers!**

## MEGA IMMUNE PACK

Support your immune system with this pack this winter to keep the bug away



**\$210.00**

## PROTEIN BUNDLE

Siselean & Collegan B3



**\$129.00**

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From Unhealthy and Toxic Products to Healthy and Sisel Safe

- |   |   |
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| <input type="checkbox"/> Wellness Pack <b>\$347.00</b> + <b>\$15.00</b> Shipping plus tax   | <input type="checkbox"/> Brain Clarity Bundle <b>\$130.00</b> + <b>\$15.00</b> plus tax |
| <input type="checkbox"/> Prenatal Bundle <b>\$195.00</b> + <b>\$15.00</b> Shipping plus tax | <input type="checkbox"/> I'd like to be on newsletter mailing list                      |
| <input type="checkbox"/> Protein Bundle <b>\$129.00</b> + <b>\$15.00</b> plus tax           | <input type="checkbox"/> Send <b>\$5.00</b> for Pregnancy Booklet                       |
| <input type="checkbox"/> Mega Immune Pack <b>\$210.00</b> + <b>\$15.00</b> plus tax         | <input type="checkbox"/> Send <b>\$6.00</b> for catalog                                 |

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We welcome questions & request for samples

## Testimony's

We now have many babies born after the Mother was using Sisel Toxin Free products & Encompass 360, Supra Omega, and CalciumK2 as a prenatal program. The health and vitality of these little ones are amazing. Their IQ, their progression in rolling crawling and walking the overall health of the Mother, the placenta and the babies is an absolute blessing. Go Sisel Safe and use only pure wholesome vitamins from Sisel!

**The proof is in the next generation.**

We also carry the full line of Sisel Products



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We're not selling pills, potions, powders, and lotions.
3. We provide a biblical perspective.  
We educate through a biblical worldview.  
A flourishing family starts with God.
4. We offer comprehensive education.  
We explore topics ranging from babies to grandparents and from nutrition to sleep and much more.
5. We cover the primary dimensions of health.  
Spiritual health, mental and emotional health, physical health, relational and cultural health — they all matter.
6. We are reader focused.  
Answering reader questions is a large part of our magazine.

## ARTICLE TOPICS IN EVERY ISSUE

- Homesteading-Grow Your Own Food
- Healthy Babies
- Tips for Seniors (Health Concerns of the Older & Wiser)
- Obesity (Causes, Helps, & Myths)
- Healthy Habits for Children
- Spiritual Wellbeing
- How to Save Money on Family Healthcare
- Book Review (Health-Related Books)
- Our Microbes & Gut Health
- Critical Thinking (Helps for Sound, Logical Thinking)
- Herbs & Health
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- Sleep
- Q & A with Healthcare Providers
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\*Introductory price is valid until December 31<sup>st</sup> 2023  
make checks payable to Anabaptist Health Ministries

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# Have you the Blues with the Holiday flues?

Young Living has your back.

**BUY 1 GET 1 FREE + 10% OFF**

CALL FOR MORE INFORMATION

## BUY 1 OF THESE BUNDLES...

### 1. Premium Starter Kit with Desert Mist Diffuser



Regular \$165.00 + tax  
**Our Sale Price: \$148.50 + Tax**  
 Basically your first aid kit!

- Product Guide
- Desert Mist Diffuser
- Frankincense
- Lavender
- Lemon
- Peppermint
- Citrus Fresh
- DiGize
- Thieves
- PanAway
- Peace & Calming
- Raven
- Stress Away
- Wallor
- 2 AromaGlide™ Roller Fitments
- Thieves Spray
- 10 Thieves Waterless Hand Sanitizer Sachets
- 2 NingXia Red® Singles
- Essential Oils Magazine

### 2. Premier Aroma Collection



- Contain 125 bottles of essential oils
- Backpack carrying case for all the oils
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- Free 993 Desk Reference
- \$252 credit to use for free oils + Pick one of our free bundles

Regular \$2,428.50  
**Our Sale Price: \$2,185.65**  
 Retail Price: \$3,195.00

### 3. Ningxia Red Starter Kit



- 2 pk (750 ml) Ningxia Red
- 14 pk Ningxia Nitro
- 30 Ningxia Red Singles
- Free \$35 book

Regular \$145.00 + tax  
**Our Sale Price: \$130.50**  
 Retail Price: \$295.00

### 4. Ningxia Red Loyalty Bundle



- 4pk (750ml) Ningxia Red
- 30 Ningxia Red Singles
- Free \$35 book
- 2 free YL products

Regular \$210.00 + tax  
**Our Sale Price: \$189.00**  
 Retail Price: \$322.00

Or

### 5. Teeth Care Bundle



- Thieves Essential Oil
- Clove Essential Oil
- 2 – Thieves Toothpaste
- 2 – Thieves Mouthwash
- Product Guide

Regular \$106.50 + tax  
**Our Sale Price: \$95.85**  
 Retail Price: \$140.00

**GOT CAVITIES?** Use Young Living toothpaste that doesn't contain toxic fluoride which is the sole ingredient in some rat poisons! Fluoride causes a whole host of health problems, mottled teeth, brittle bones, Kidney stones, ect...

### 6. Parasite Cleanse Bundle

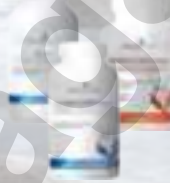


- Product Guide
- 1 Bottle of ParaFree
- Pricelist

Regular \$104.00 + tax  
**Our Sale Price: \$93.60**  
 Retail Price: \$136.84

Dr. LeAnne Deardeuff says this is the best remedy she has ever used for parasite and is effective wherever they may in the body. Plus in an experiment ParaFree worked much quicker than an herbal tincture

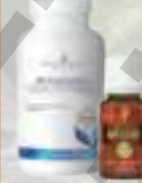
### 7. Colon Cleansing Trio Kit



- Product Guide
- ICP
- Comfortone
- Essentialzyme

Regular \$101.25 + tax  
**Our Sale Price: \$91.12**  
 Retail Price: Over \$133.00

### 8. Liver Cleanse Bundle



- Product Guide
- Juvatone
- Juva Cleanse Oil
- Empty Capsules

Regular \$173.00+ tax  
**Our Sale Price: \$155.70**  
 Retail Price: Over \$227.00

## GET 1 OF THESE BUNDLES FREE!

### A. WE PAY YOUR TAX AND SHIPPING

B. 1<sup>st</sup> edition (993 Page) Desk Reference Book (Out of Print)

**Tip**

*This is your best and most expensive option!  
 Double the price of the other one!*

#### Out of Print Essential Oils Desk Reference

A must-have book for YL users! Lots of great info about each oil and how to use them. This book is no longer available to buy. BUT- We still have some, and anyone who gets a new customer account will be able to buy this from us for a very special price or get it as a free bundle!

**FREE \$35 BOOK + NO SIGN UP FEE, EVER!**  
**DON'T NEED TO ORDER MONTHLY**  
**ORDER 2 OR MORE BUNDLES AND RECEIVE**  
**BETWEEN \$50 - \$75 WORTH OF FREE OILS**  
**HELP 1 OR MORE PEOPLE GET A KIT WITH YOU**  
**AND GET \$75 BACK!**

#### QUOTE OF THE MONTH

*It's the same each time with progress. First they ignore you, then they say you're mad, then dangerous, then there's a pause, and then you can't find anyone who disagrees with you.*  
 – Tony Benn

October winner: Anthony Zimmerman, OH



**To place an order or learn more, contact:**  
 Maria Schwartz  
 260-238-4625 - VM  
 Best time to reach us is between 8 and 9 AM EST.  
 17501 Campbell Rd.  
 Spencerville, IN 46788

# ...cozy up and use young living and have a happy healthy Christmas Giving !!

Young Living  
Essential Oils

## Is there REALLY a difference in Essential Oils brands?

When it comes to Essential Oils, there are no labeling laws. As long as 5% oil is in a bottle, you can label it 100% pure! That's why if you smell different brands of lavender oil, they may all smell different - yet are labeled 100% pure. On top of that, they may contain fillers, synthetics etc. Young Living's oils are 100% pure. We have had people say they don't use essential oils as they break out in a rash when using them. After using YL oils, they never had a single reaction, which told them the oils they were using contained junk that was causing a reaction. Young Living has their own farms where they grow and distill their own plants. They don't strip constituents to make oils smell better and they don't spray weed killers, pesticides, herbicides, or use genetically modified seeds. Young Living crops are hand weeded and no solvents are used to distill the oils. Like everything else, you get what you pay for when it comes to Essential Oils. For example, you can find frankincense at the grocery store for \$7. However, it costs more than that just to distill, which is a red flag that has been altered. The Frankincense tree must be tapped like maple syrup and the resin will come out, but quickly turns into a hard resin. It is a long process, so it must be distilled at proper temperatures for days to pull the best oil out. The labor it takes to properly distill is what makes it so costly. The alternative, which many companies do, is to distill with solvents (many of which are linked to cancer) and they have the oil quicker and cheaper but it now contains solvents. Young Living doesn't do that. Switch and see the difference!

## NINGXIA RED:

*An Antioxidant Powerhouse*

### The Top Reasons You Need *NingXia Red DAILY*

- Antioxidants play a huge role in aging, memory, arthritis, inflammation, and so much more. Ningxia has an antioxidant count or ORAC score of 27,300. The next highest food, the blueberry, has only around 3,000.
- Because of what it does to the gut, converting acid to alkaline. What creates disease? Acid. It breeds viruses, bacteria, and fungus. When you keep your PH neutral, you inhibit the growth of things you don't want in your body. Ningxia Wolfberry goes in the stomach and starts to break down an acid, but it immediately converts back to alkaline.
- Vitamin - Mineral pairs: Minerals have to be- balanced correctly. Too much calcium will result in a zinc deficiency. Too much zinc suppresses immunity and leads to anemia. The Ningxia Wolfberry has the right proportions.
- Free Radicals: Like from the air, stuff we're eating etc. Ningxia Red is an antioxidant powerhouse to fight the free radicals.
- It's a macronutrient. You're getting whole nutrition from a plant, not a synthetic source.
- It's infused with essential oils, which greatly increases the absorption rate of Ningxia.
- It has the right sugar and enzymes. The right sugars open the doors to your cells so they can communicate. It has every essential amino acid and has 13% protein. It has trace minerals, B vitamins, more vitamin C than oranges, more beta carotene than carrots, and it's loaded with fiber.
- Normalizes Blood sugar levels
- Increases energy levels
- Supports immune system
- After starting on Ningxia we have been sick very little all winter, plus so much more! Get yours today!

## Benefits of Becoming a New Customer\* with us

Your own wholesale account

24% off future orders

No obligation to order again

Get up to an additional 25% off

Freebies with your orders

Welcome Package

2 free books

16+ pg. monthly newsletter

**PLUS receive a \$35 Book teaching you 25 classes on oils, thieves products, Ningxia Red, Hormones, Raindrop, Emotions, Teeth, Kids and More**

## THE LIVER: Your Body's Chemical Plant

The liver is an extremely important organ, and if it is not working properly it can give rise to a wide range of physical AND mental problems. It handles over 50,000 chemical functions. It cleans, filters blood and clears toxins from the body. It breaks down drugs and other chemicals. It produces enzymes to help digest food. It produces and regulates cholesterol. It balances sugar. Anyone with sugar issues, including diabetes, should look first to the liver as the liver is a major sugar handler for the body. Anyone with a hormonal imbalance should look to the liver as a major hormone balancer. Anyone with allergies, especially spring and fall hay fever would be well advised to do a liver cleanse. As much as 90% of allergies will begin to clear up after a colon and liver cleanse.

Before attempting a liver cleanse you need to clean your colon, so the toxins released from the liver will be able to exit the body and not get stuck. The liver cleanse we recommend it with are Juvatone tablets and Juva Cleanse oil. Juva Cleanse oil contains Ledum oil which acts as an enzyme, digesting toxic waste in the liver and breaking down fat molecules where toxic substances have been stored. It contains Carrot Seed oil and Helichrysum, which dilate the bile ducts to allow all the toxicity to exit. It contains celery seed, which purges the liver as a natural diuretic and helps transport away the toxins. Ledum and Helichrysum work together to break down and let go of toxins. See bundle #8

# ALL DIS-EASE BEGINS IN YOUR GUT!

The Gut Health Triad addresses leaky gut syndrome. This rarely diagnosed condition can be the root cause of many common syndromes:

Hormone Problems  
Thyroid Issues  
Lack of Energy  
Food Allergies  
Brain Fog  
Bad Breath  
Bad Body/Feet Odor



Chronic Fatigue  
Indigestion  
Constipation  
IBS  
Sugar Cravings  
Chronic Pain  
Poor Immunity

## The Gut Health Triad

This is not just a band-aid. Let us help you get to the root cause of your problems.

REMOVE~ REPAIR ~ REBUILD ~ RESTORE YOUR GUT!

### What our customers are saying:

I Have More Energy In The Morning  
I canceled My Surgery (Has Diverticulitis)  
I no longer need Thyroid Replacement  
My Allergies Are Better  
My Gut Feels Much Better  
My Stomach Issues, Fatigue etc Have Greatly Improved  
I Don't Get Sick As Easily Anymore  
I Can Handle Stress A Lot Better

I have Less Cramps With My Cycle  
I'm Losing More Inches Than lbs.  
Love The Coffee  
No More Headaches or Migraines  
Feels Like My Inflammation Is Gone  
No More Starving Between Meals  
This Is Life Changing For Me

My bloating & inflammation went away. My cycle lasts 3 days instead of 7 now. I'm down 5 lbs. but the inches gone is the best part. I was able to decrease my thyroid medication after taking for 1 month. I feel less bloated & not near as sore. My wife really likes the new version of me when I drink healthy coffee. The CellTides is the first nutritional product my whole family can take. I simply don't know what I would do without these products. I can eat dairy, and gluten without getting sick. I have a better bowel movement than I've had for years. I'm feeling more energized like I'm 20 years younger. In just 90 days my life completely changed with the Triad. I had a stomach ache right under my ribs for over 2 years and multiple doctors said everything looks good but it still hurt. After taking the Triad for 5 months, I don't have any pain anymore.

**FOR MORE INFORMATION OR TO ORDER PRODUCTS  
PLEASE CALL (570) 917-4884**

Live your life to the fullest. Now there is a way to do it without medication & naturally!



A NATURAL APPROACH FOR THE RELIEF  
OF ANXIETY, DEPRESSION AND INSOMNIA

## Here's what some who tried Nexalin had to say:

*"Having heard of the results of Nexalin from a brother in law, I was convinced to have my wife take the treatments. She has always had post partum depression and problems during pregnancy. All five of the babies were extremely fussy when they were born. I called and set up treatments at our home. At first we felt like it was a waste of money. My wife was four months from delivering, and she never felt like she had results from the treatments. I, however, could tell that her attitude was gradually getting better, but I didn't say anything to her. Just before Christmas she delivered a boy, which was the largest baby we have had. It has been the calmest baby that I have ever seen. Once my wife delivered, she realized that the post partum depression was gone. This is best time that we have ever experienced with a newborn. It has been a pleasure. My wife was back to her regular chores in no time at all. What a blessing. My wife can now say that she has never felt better mentally in her life."*

*"My son Raymond had left the Amish and chose a worldly life which broke our hearts. Worse, he became addicted to some very dangerous drugs. His lifestyle was self-destructive and he had a very serious car accident. When he recovered, the addiction of the drugs pulled him back to a worldly life. Soon after, he came home for a visit, and we treated him with the Nexalin. We had heard it was good for drug addiction. Immediately after the treatments, he left home again. I was very discouraged. Three weeks later, I heard from my other son that Raymond had not touched a single drug since he had gone back to the city and that he was working very hard at his job. A week after that, Raymond called and said what a fool he had been and that he was not using any drugs. His thoughts were so clear that he could simply choose to not use drugs. Then a huge surprise, he showed up at the door. He said he was not English, but Amish and wanted to come back to the Amish. He's been home for two months. We have hunted together and laughed together and I have never seen him so happy."*

*"In July 2007 I was diagnosed with stage IV ovarian cancer. I had a hysterectomy in August of 2007, but they couldn't get all of the cancer. I started chemo in September 2007 and continued until 2009. My active cancer number fluctuated around 125, and I became too sick to continue chemo. I was given 3 to 6 months to live. In 2009 I was introduced to the Cellulife Cell Recovery and Capstone Spray. These worked to regenerate my white blood cells and body. My active cancer number then went to around 50 to 60. In the fall of 2013 I learned about Nexalin therapy through an ad and did 37 sessions. Through 2014 all my tumors left and my active cancer score dropped to 15, which is a normal cancer score for a healthy cancer-free adult. My anxiety is gone, and I feel great!"*

- Kay Byers, PA



## Nexalin Transcranial Electrical Stimulation is an Advanced and Safe Solution in Treatment for Mild to Severe Mental Illnesses and Neurological Disorders

Nexalin is an FDA cleared medical device that creates an undetectable electrical waveform that stimulates the hypothalamus and surrounding deep centers of the brain. This area of the brain helps to control and normalize levels of neurochemicals that regulate your body's homeostasis.

Nexalin has been found to be very successful in treating people with many different health conditions including:

Anxiety • Depression • Insomnia  
Attention Deficit Disorder (ADD)  
Alcohol & Substance Addiction  
Arthritis • Chronic Pain • Parkinson's  
Post Traumatic Stress Disorder (PTSD)

After using Nexalin, people have reported being able to return to work, resume household duties, improvement of family relationships and returning to a full and normal life.

Nexalin is non-invasive technology with no serious side effects or discomfort and is completely unlike the medications typically used to treat illness.

*\*Individual results may vary.*

[www.nexalintechology.com](http://www.nexalintechology.com)

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## MAXMotion™



Full-Spectrum Joint Support  
 Equine Formula

### Essential Active Ingredients

**Glucosamine Hydrochloride HCl** is a naturally occurring, naturally occurring compound that is found in animal cartilage. Glucosamine is a natural amino sugar that is the backbone of chondroitin. It is a natural component of cartilage, and is important for the structure and function of joints.

**Methylsulfonylmethane (MSM)** is a naturally occurring sulfur-containing compound that is found in many plants and animals. It is a natural component of cartilage, and is important for the structure and function of joints.

**Collagen Peptides** are made from animal skin and bones. They are a natural component of cartilage, and are important for the structure and function of joints.

**Collagen Type II** is a major structural component of cartilage and joint tissue. It is a natural component of cartilage, and is important for the structure and function of joints.

**Ascorbic Acid (Vitamin C)** is essential for the synthesis of collagen. It provides antioxidant support to joints, and is important for the structure and function of joints.





# MAGNAWAVE

PRICES STARTING AT \$5,950 | 10 YEAR WARRANTY

1-3 Month Trial Available!



USED MACHINES AVAILABLE

FOR USE ON HUMAN AND EQUINE. FROM PERSONAL, PROFESSIONAL, HORSE OWNER, OR TRAINER, WE'VE GOT THE MACHINE YOU NEED!

### MagnaWave Works To Increase:

- Circulation
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- Immune System
- Bone Density
- Lean Muscle Mass
- Range Of Motion
- Stamina
- Strength
- Endurance
- Neuromuscular Response
- Cellular Metabolism
- Utilization Of Nutrients
- Tendon & Ligament Repair

### MagnaWave Works To Decrease:

- Pain
- Stiffness
- Inflammation
- Stress
- Bruises
- Toxins & Cellular Waste
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- Recovery Time
- Anxiety
- Colic Symptoms
- Arthritis
- Hoof Abscess Recovery Time

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# Interesting Observation

## ABOUT

## ORANGE OIL & CANCER

We have heard of numerous people who were diagnosed by various types of cancer. After using Orange Essential Oil at high doses for at least 30 days were found to be free of cancer.

Now we aren't saying orange oil will cure cancer. But it would certainly be worth trying. Twenty bottles of Orange cost \$250, this

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# Monthly Commodity Report

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## General Comments

I've been trading commodities for 34 years. Based on my experience, the gold market is one of the best indicators for forecasting the future direction of interest rates and inflation. Why is gold such a reliable forecasting tool? Because it is the only "true" form of money. The US Dollar and other nations' currencies are nothing more than "paper money." These currencies can be printed on a whim out of thin air.

Each country has its own central bank, which is responsible for maintaining stable prices by controlling the supply of money. For example, the central bank of the United States is known as the Federal Reserve, more commonly referred to as the "Fed." The Fed's main job is to maintain full employment while keeping inflation under control. They accomplish this objective by trying to preserve the purchasing power of the US Dollar.

Chart A is a pictorial view of the purchasing power of the US Dollar from 1913 to 2022. By the way, 1913 was the year that the Federal Reserve was created. As you can see from the chart, the Fed has failed in its attempt to maintain the purchasing power of the US Dollar. According to the US Bureau of Labor Statistics, the US Dollar has lost approximately 96% of its

purchasing power since 1913. In layman's terms, this simply means that inflation has eroded the value of the US Dollar over the course of the past 100 years.

Why has inflation destroyed the value of the US Dollar during the past century? Because the Federal Reserve, along with the US Treasury Department, has printed trillions of US Dollars. As you can see from Chart B, the majority of the money printing has occurred since 2020. Based on data provided by the St Louis Federal Reserve, our nation's money supply increased \$16 trillion during the past three years. This massive money printing was unleashed in an effort to prevent the US economy from collapsing following the global pandemic.

Excessive money printing always leads to increased levels of inflation. Therefore, the most likely scenario is that the United States will experience high rates of inflation for next 10+ years. As I mentioned at the beginning of this article, gold is the best indicator for forecasting the future direction of inflation. Since 1972, the value of gold has increased 3,800% in response to our nation's excessive money printing. Most likely, we can expect much higher gold prices during the next decade, as investors search for ways to maintain the purchasing power of the money in their bank accounts.

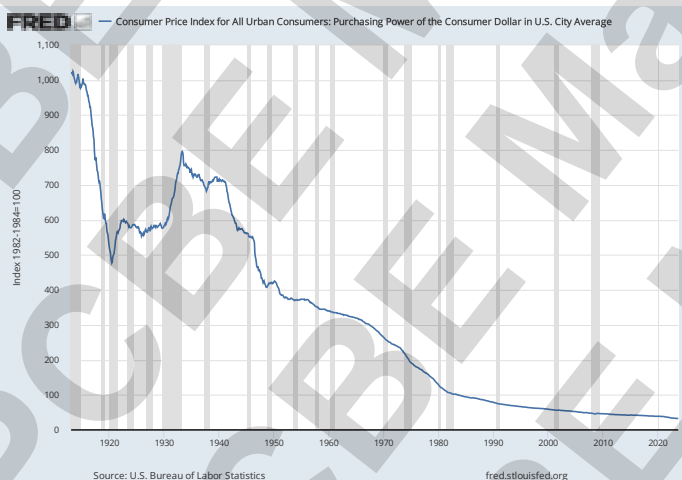


Chart A

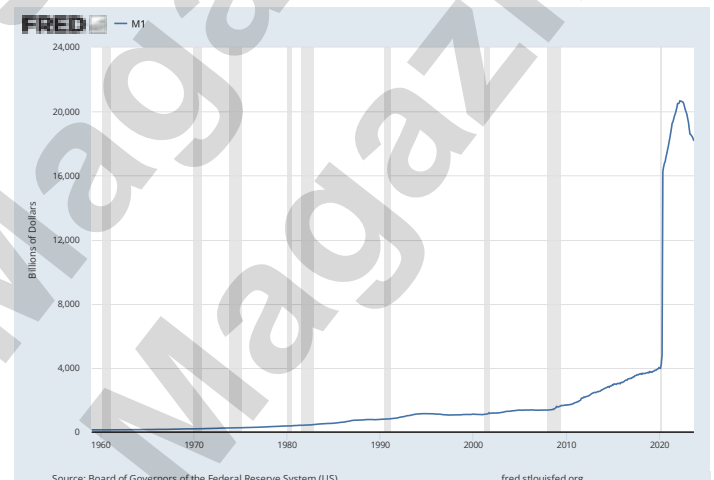


Chart B

## Corn

### Short-term analysis

The corn market has been locked in a boring trading range during the past 3 months (Chart #1). This is the type of price action that occurs just prior to a big price move. Most likely, the next big move in corn will be to the upside.



### Long-term analysis

Despite the recent decline, corn is in a long-term bull market. Based on my analysis, corn will generate a new all-time high above \$8.49 per bushel by the mid-2020s (Chart #2).



## Hogs

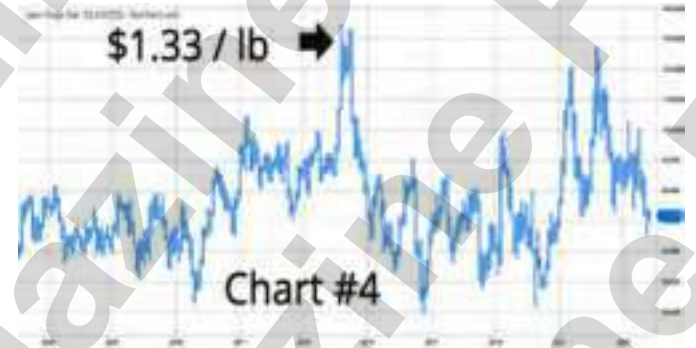
### Short-term analysis

Essentially, hog prices have been drifting lower throughout most of 2023. It does appear that the market recorded an important bottom in October @ 65 cents per lb. This could mark the beginning of a sustainable rally (Chart #3).



### Long-term analysis

Chart #4 contains 20 years of price activity. The United States is in the early stages of a new inflation cycle, very similar to the 1970s. The recent decline in hog prices is only temporary. Eventually, inflationary pressures will push the market above the old high from 2014. Please review Chart #4.



## Milk

### Short-term analysis

As I mentioned in last month's report, Class III milk has been stuck between \$16.50 and \$19.50 for the past several months. Nothing has changed. The trading range continues (Chart #5). Eventually, this market will break out of the trading range. The most likely scenario is a breakout to the upside.



### Long-term analysis

Chart #6 displays 20 years of milk prices. The market has traded between \$10 and \$25 during the past two decades. Eventually, high rates of inflation will drive the price of milk above \$25.



## Lumber

### Short-term analysis

It appears that lumber recorded an important bottom @ \$478 per mbf. This market could be in the early stages of a new bullish advance (Chart #7). Traders are speculating that the Federal Reserve will begin lowering interest rates in 2024. This is bullish for new home construction.



### Long-term analysis

In 2020, a new interest rate cycle began. Most likely, interest rates will move steadily higher for the next 2 decades. This is not a good environment for rising lumber prices. It will be difficult for lumber to generate a long-term sustainable rally. The next important resistance level for lumber is \$597 (Chart #8).



## Crude Oil

### Short-term analysis

Crude oil has declined \$21 per barrel during the past 6 weeks, as the global economy appears to be slowing down (Chart #9). All industrial commodities are being repriced for a global recession in 2024, including crude oil.



### Long-term analysis

Crude oil recorded an all-time high in July 2008 @ \$147 per barrel. The next wave of inflation in the mid-2020s will cause energy prices to move substantially higher. This includes crude oil. It is my assumption that the price will eventually exceed \$147 (Chart #10).



## Copper

### Short-term analysis

Along with crude oil, copper is another industrial commodity that is drifting lower in anticipation of an economic slowdown in 2024. The next major support level is \$3.13 per lb (Chart #11).



### Long-term analysis

Despite the recent decline, copper is trading at historically high levels. There continues to be a global shortage of copper. If the economy begins to improve in 2025, the price will likely exceed \$5.00 per lb (Chart #12).



**Disclosure Statement:** Commodity trading is extremely risky and not suitable for most investors. Past performance is not indicative of future results.

**About the author:** Dave Reiter is a proprietary commodities trader and owner of Fax Solutions LLC. His phone number is 940-759-2192.



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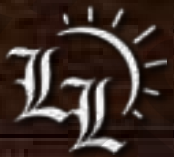
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EN92	AAA	24	6	144	.48	.42	.39	.36	.34
E 96	AAAA	Bulk		Bulk	1.06	.92	.86	.84	.81
EN93	C	12	6	72	.87	.81	.76	.73	.71
EN95	D	12	6	72	1.29	1.16	1.13	1.09	1.06
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Prices listed above do not include freight. Must be ordered in full case quantities, mix or match.

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# field Notes & Emerging Trends

## December Edition

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### Golden Trash

United Kingdom – Remember the old saying, “Someone’s trash is another person’s treasure?” The UK Royal Mint in South Wales, United Kingdom has taken this old saying to a whole new level. The Royal Mint is famously known for acting as the official coin producer for more than 30 nations. Unlike the United States, many countries don’t have the ability to mint their own coins. Therefore, they use the Royal Mint to produce coins for their country. Recently, the UK Royal Mint has been working on a new project. A small group of scientists have teamed up with the Royal Mint in an effort to extract gold from electronic products such as laptop computers, circuit boards and mobile phones. This type of trash is known as e-waste because it originates from electronic products. According to the World Economic Forum, annual e-waste will reach 150 million tons by 2050. Therefore, the Royal Mint has an endless supply of waste for the purpose of extracting gold. This is not the first time people have attempted to extract gold from strange places. For the past decade, scientists have attempted to find a cost-effective way to remove gold deposits from the bottom of the ocean. So far, their efforts have been met with mixed results.

### Unwanted Insects

Illinois – Insects have always been a major concern for farmers. If left untreated, many insects have the potential to completely destroy a farmer’s crop. This explains why farmers are always on the lookout for a new migration of insects. Recently, the Illinois Department of Agriculture has reported an increase in the number of sightings of the spotted lanternfly. This winged insect has been slowly spreading across the eastern United States throughout the past decade. The lanternfly is particularly harmful to plants, trees and various crops. It creates a two-pronged attack by aggressively feeding on its prey and also excreting a sugary waste called honeydew. Other insects follow in the footsteps of the lanternfly because they are attracted to the honeydew. In addition to Illinois, the lanternfly has been spotted in Indiana, Michigan and Ohio. The lanternfly is native to eastern Asia, where it has been known to cause widespread plant and tree death. According to the Illinois Department of Agriculture, the lanternfly is currently not a chronic problem in the United States. However, if left untreated, it could become a more serious problem. The public is asked to report any sightings of the lanternfly to their state agriculture department.

### Expensive Parking

Canada – In response to the global pandemic in 2020, the annual rate of inflation in the United States spiked to its highest level in 40+ years, peaking at 9.6%, causing a sharp increase in the price of food, energy and other basic necessities. However, this is a drop in the bucket compared to prices being paid for prime parking spaces in the Canadian province of Whistler, British Columbia. Whistler is a beautiful ski resort village, which became

widely known in 2010, when it hosted several events during the 2010 Winter Olympics. The most sought after parking in this picturesque ski village is located underneath the Pan Pacific Hotel, which is a beautiful 5-star hotel situated in the middle of Whistler village. Recently, parking stall #45 was placed on the market by Shauna O’Callaghan, a real estate agent for Macdonald Realty in Whistler. According to O’Callaghan, the parking stall was sold for a record \$195,000. This price shattered the old record of \$110,000. O’Callaghan noted that the previous owner paid \$95,000 for parking stall #45 in 2017, which represents an increase of 105% in six years. O’Callaghan mentioned that parking stalls are rarely available for sale in Whistler, which explains why prices are so high.

### Indoor Farming

Texas – Many people believe that indoor farming is a relatively new concept. This isn’t necessarily accurate. According to agriculture researchers, indoor farming dates all the way back to “The Hanging Gardens of Babylon” in 605 BC. Even though indoor farming has been in existence for 2,000+ years, it has exploded in popularity during the past 20 years, particularly in Texas. Indoor farming, also known as vertical farming, is a relatively simple concept whereby fruits and vegetables are grown year-round in a controlled environment, typically indoors. Despite the fact that indoor farming continues to remain quite popular, the industry has fallen on hard times during the past few years. Tom Kimmerer, a plant physiologist, has tracked the indoor farming industry for several years. Kimmerer has long argued that indoor farming will most likely never generate any type of sustained profitability due to the high cost of energy. Indoor farmers are heavily dependent on artificial light for growing their crops. Kimmerer says that until indoor farmers find a way to reduce the cost of artificial light, the industry will struggle to become profitable.

### The Pumpkin Canoe

Missouri – Steve Kueny has a passion for growing giant pumpkins and canoeing. Kueny, who resides in Napoleon, MO, decided to combine his two favorite hobbies in an attempt to be listed in the Guinness Book of World Records. Kueny has been canoeing since he was a teenager. However, pumpkin farming is a relatively new experience for Kueny. Like many people, Kueny had a lot of free time on his hands during the global pandemic. Therefore, he began growing giant pumpkins in 2020. According to Kueny, 2023 was an exceptionally good growing season for his pumpkin patch. In fact, one of his pumpkins tipped the scales at 1,208 lbs. Kueny became intrigued with the idea of breaking the world record for paddling a hollowed-out pumpkin down a river. Therefore he carved out his 1,208-pound pumpkin into a makeshift canoe. Kueny selected October 9 as his day to make an attempt to break the pumpkin canoe record. Kueny, along with a small group of friends, entered the Missouri River near Kansas City at 7:30 AM. He arrived in his



hometown of Napoleon at 6:18 PM. Kueny paddled 38.4 miles in 10 hours, 48 minutes. Kueny's friends documented the entire journey in an effort to be recognized by the Guinness Book of World Records.

### **Fast Food Workers**

California – Fast food restaurants exploded in popularity beginning in the 1950s, which coincided with the “urbanization of America” following the end of World War II. As soldiers returned home from the war and started their own families, they left the city and moved to the suburbs. Fast food restaurants soon followed. For several decades, the majority of fast food establishments were essentially operated by teenagers who worked for minimum wage. However, these days, most fast food workers are adults who have a family to support. In an effort to provide financial assistance to this new generation of fast food workers, state congressional leaders in California recently passed a minimum wage for the state’s 550,000 fast food workers. The new minimum wage will be \$20 per hour, which goes into effect on April 1, 2024. According to California governor Gavin Newsom, 80% of fast food workers in the state are minorities and two-thirds are women.

### **Global Drought**

Brazil – According to the National Oceanic and Atmospheric Administration (NOAA), 2023 will go down in the record books as one of the hottest and driest years in recorded history. The dry weather stretches all across the globe, including Europe, Asia, Africa and the Americas. When people think of Brazil’s Amazon rainforest, it usually invokes images of lush green vegetation and plenty of rainfall. However, thanks to the El Niño weather patterns during the past 12 months, several river ports along the Amazon river have reported little to no rainfall. The small villages located along these river ports depend on boat traffic as their main source of income. However, the port activity has completely disappeared because the river has dried up, thus preventing boats from traveling. In fact, several boats have been stranded along the river, unable to move due to low water levels. These small villages have turned into ghost towns. Based on data provided by NOAA, several ports along the Amazon river are experiencing the lowest water level in 120 years. According to Reuters news service, the 2023 El Niño weather patterns have negatively impacted approximately 400,000 people.

### **Locked In A Vault**


New York – New York City is the home of several famous jewelry establishments. The majority of these businesses store their diamonds inside a giant vault at the World Diamond Tower on Fifth Avenue. The World Diamond Tower also leases several small safe deposit boxes to individual customers. Recently, a New York City man decided to make a quick trip to his safe deposit box. Unfortunately, his quick trip turned into an overnight stay. Upon entering the giant walk-in vault, he became trapped inside when the vault door was locked. NY Fire Department arrived at the scene in an attempt to free the man from the locked vault. According to Assistant Fire Chief John Sarrocco, the fire department decided the best course of action was to cut through the side wall of the vault in an attempt to free the trapped man. After working for nearly 10 hours, the fire department was able to

breach the 30-inch concrete wall. The final step involved cutting through the steel plate. However, Sarrocco stated that cutting the steel plate would require a blow torch, which would probably burn the man inside the vault. Therefore, the fire department decided to abandon its rescue effort. Thankfully, this story has a happy ending. The vault door was linked to an automatic timer, which unlocked the door the following morning at 7:00 AM. After a long night inside the vault, the man was free to go home.

### **Grand Canyon Hiker**

Arizona – Arizona’s Grand Canyon is among the most popular tourist destinations on the planet. Each year, approximately five million people visit this giant rock formation. Most people travel to the Grand Canyon for the purpose of hiking along the thousands of man-made trails that are dispersed throughout the canyon. One of the most popular hikes involves the 24-mile rim-to-rim trail that surrounds the outer layer of the canyon. Recently, a tourist from Berlin, Germany traveled to the Grand Canyon in an attempt to hike the 24-mile trail. Alfredo Aliaga is no stranger to the Grand Canyon. Aliaga has visited the canyon on several occasions. However, his most recent trip to the Grand Canyon was extra special because Aliaga was attempting to become the oldest person in the world to hike the rim-to-rim trail. Along with his daughter and son-in-law, Aliaga successfully navigated the 24-mile trail over a span of two days. At the age of 92, Aliaga is now the oldest person in the world to hike the outer layer of the Grand Canyon. During his interview with a local journalist, Aliaga said, “It’s never too late in life to do something big, even in your 90s.”

### **Flaming Hot Pepper**

South Carolina – Many people love the taste of hot peppers. The most common hot pepper is the jalapeño pepper, which is considered fairly hot by the majority of pepper lovers. Jalapeño peppers typically measure 2,000 to 8,000 Scoville Heat Units (SHU), which is a measuring calculation used to determine the heat of hot peppers. Ed Currie, a South Carolina farmer, is a breeder and grower of hot peppers. Currie has a reputation for producing extremely hot peppers. Recently, he cultivated the world’s hottest pepper. Simply known as “Pepper X,” this hybrid pepper measures a staggering 2.69 million SHU, which is 538 times hotter than the average jalapeño pepper. Currie is one of only five known people on the planet who has been able to successfully consume an entire Pepper X. Currie says he has no intention of releasing Pepper X to the general public. Instead, it will be included as an ingredient in various hot sauces. For those of you who may be interested, the SHU for the popular bell pepper is 0. 

### **SOURCES**

Golden Trash – BBC  
Unwanted Insects – Associated Press  
Expensive Parking – CTV News  
Indoor Farming – Associated Press  
The Pumpkin Canoe – Plain News

Fast Food Workers – Reuters  
Global Drought – Forbes  
Locked In A Vault – Associated Press  
Grand Canyon Hiker – USA Today  
Flaming Hot Pepper – BBC

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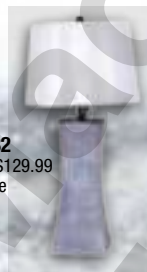
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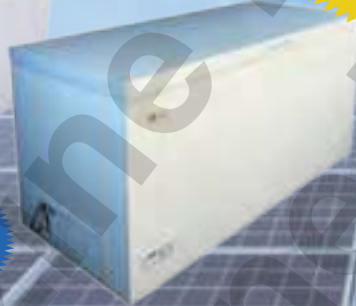


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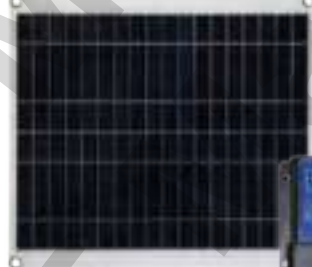


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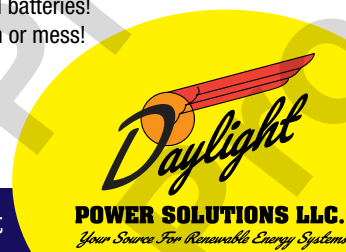
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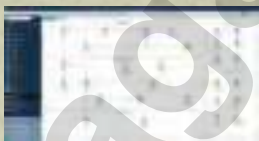
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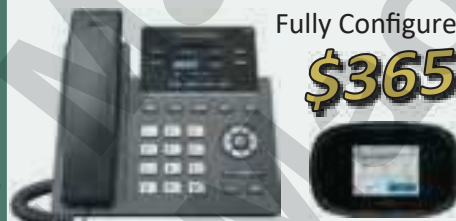
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### Jetpacks

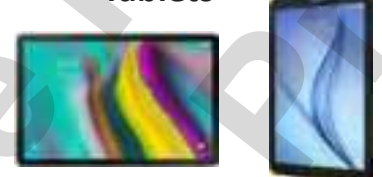
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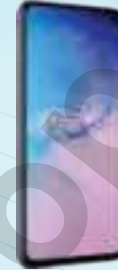
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**Phones with no internet browser!**

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- TALK, TEXT, CAMERA, MAPS & WEATHER  
- BOTH WITH TALK TO TEXT FEATURE



- F30**  
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- EMAIL, MAPS & WEATHER APPS AVAILABLE  
- TOUCHSCREEN  
- TALK TO TEXT FEATURE



- KYOCERA**  
- TALK, TEXT NO CAMERA  
- TALK, TEXT AND CAMERA  
- MAPS & WEATHER AVAILABLE  
- DUST, WATER & SHOCK RESISTANT

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**Wireless Phone Ringer**

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- Wireless range up to 500'
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## BLACKBOX

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- Extra large tilt display
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- Runs on 4 AA batteries and price **\$48.50**



# PORTABLE PHONE KIT/BLACKBOX

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**CHOOSE YOUR CASE**



Model # 1293



Model # 11105

**2**

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5" x 2" x .80"

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- vibrate feature
- keypad lock
- small compact phone
- bluetooth capable
- speakerphone on handset



**NEW**

**R700 HANDSET**  
6.25" x 2" x 1"

- 500 contact storage
- vibrate feature
- keypad lock
- bluetooth capable
- speakerphone on handset
- built in flashlight on handset
- very durable phone



**E630 HANDSET**  
6" x 2" x 1"

- 200 contact storage
- speakerphone on handset
- good durable phone
- keypad lock
- vibrate feature
- built in flashlight on handset



**520 HANDSET**  
6.25" x 1.80" x .80"

- 200 contact storage
- speakerphone on handset
- keypad lock



## Standard Features

- All kits come standard with built in 10 AMP Hr Lithium Millertech Battery.
- kits can be recharged with 12 volt or electric.
- on/off switch.
- improved battery run time.
- All cordless phones can be made corded.

# Tankless Water Heaters



## FOR A VARIETY OF NEEDS

**FREE SHIPPING ON ALL WATER HEATERS**

### EZ Deluxe-

Direct Vent tankless water heater designed for 1-2 Bathroom Homes  
 • 4.4 GPM at 35f Temperature Rise  
 • Concentric Direct Vent Kit (included with purchase) MUST be used horizontally  
 • 82,000 BTU  
 • 31 lbs.  
 • 25.6" x 13.6" x 6.5"  
 • 110V  
 • 1/2" Water and Gas connections

**\$575.00**

### EZ UltraHE-

Condensing tankless water heater designed for 1-2 Bathroom Homes  
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 • Condensing Technology raises efficiency  
 • Can be vented vertically or horizontally up to 30 feet using 2" schedule-40 PVC  
 • 70,000 BTU  
 • 31 lbs. • 27" x 14.5" x 6.5" • 110V  
 • 1/2" Water and Gas connections

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Direct Vent tankless water heater designed for 1-3 Bathroom Homes  
 • 8 GPM at 35f Temperature Rise  
 • Concentric Direct Vent Kit (included with purchase) MUST be used horizontally  
 • 165,000 BTU  
 • 47 lbs.  
 • 25.6" x 14.5" x 7.5"  
 • 110V  
 • 3/4" Water and Gas connections

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### EZ202-

• 4.0 GPM at 35 degree Temperature rise  
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 • 1/2" water & gas connection  
 • D Battery Ignition  
 • 27.5" x 14.5" x 5.5"  
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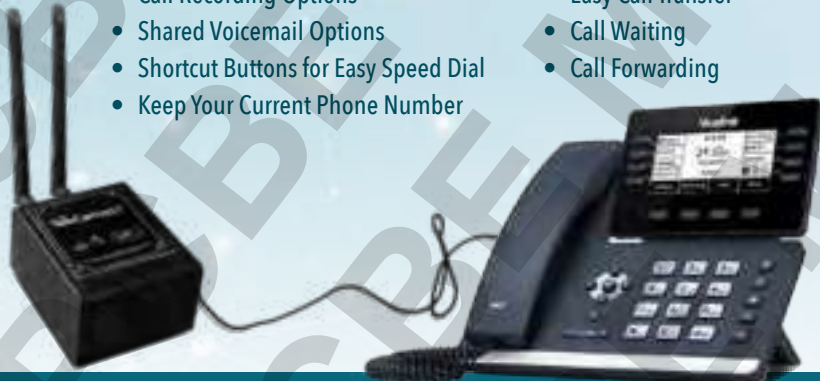


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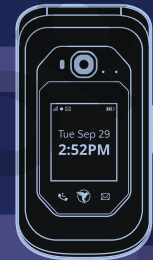
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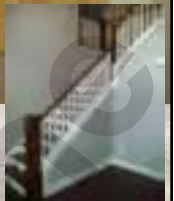
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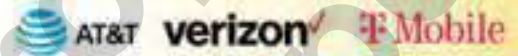
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• Built as it will battery pack with more than one day of storage.  
• Charge the unit with 12 volt or electric (both are included).  
• Mounted in 10" x 8" x 5" Plastic Workstation Case.



#### G800PCDE

This handset is very durable and has features such as: 500 contacts, LED charging port, Bluetooth, keypad lock, alarm, alarm clock and more. Handset size is 3.32" x 7" x 0.7".  
• Use your favorite cell battery to power the kit.  
• Kit Battery has about 24-30 hr. reserve.  
• Mounted in 10" x 11" x 5" Plastic Workstation Case.



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• Charge the unit with 12 volt or electric (both are included).  
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• The Kit can also be made custom.



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• Use your favorite cell battery to power the kit.  
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• Built as it will battery pack with more than one day of storage.  
• Charge the unit with 12 volt or electric (both are included).  
• Mounted in 10" x 8" x 5" Plastic Workstation Case.  
• The Kit can also be made custom.



#### G630PCDE

This handset is very durable and has features such as: 200 contacts, keypad lock, alarm, alarm clock and more. Handset size is 6" x 7" x 1".  
• Use your favorite cell battery to power the kit.  
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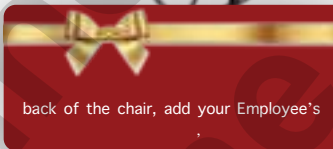


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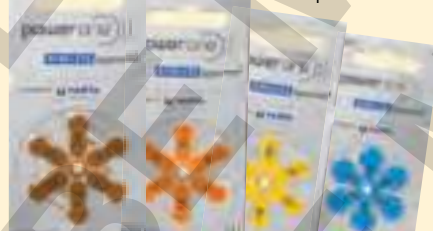
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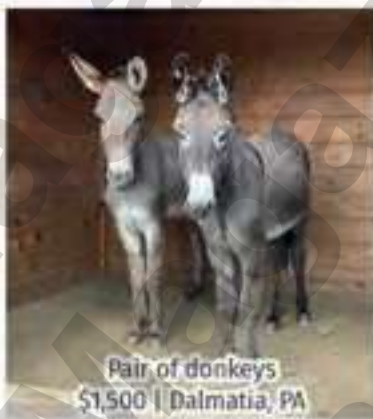
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## What The Surgeon May Not Be Telling You!

Have you been dealing with ongoing knee pain?

Is being on your feet for extended periods making your knee miserable?

Have you tried joint supplements and they stopped working... or never helped in the first place?

Maybe your chiropractor or doctor said you need a knee replacement?

If any of these sound like you, keep reading until you get to the end. This may be the most important article you read all year!

You see, roughly a million knee replacements are done every year in the United States alone. And that's a lot frankly.

But did you know a large Canadian study found that only about half of those surgeries were satisfactory??? While nearly half DIDN'T get the good results that they expected!

Now keep in mind many of those who undergo the procedure have been raised in the medical world and would never think to do much else than take an aspirin to get a shot before giving up and going under the knife.

However of the countless knee cases we have met and helped, most of them think naturally first. They will have gone to the chiropractor and nutritionist and taken some herbs and vitamins, or even changed their diet before resorting surgery.

Many in the early stages of knee arthritis will even get help from this.

When the damage is caught later or the knee pain sufferer waits too long, then often times they are confronted with an Xray or doctor that indicates they may "need" knee surgery.

(And frankly, even a small percentage of the time we see Xrays that are best served by surgery.)

But *most* cases we see ARE good candidates for our non-surgical CTX Program that we have used for over a decade to help avoid knee surgery!

Cases like this:

I called Dr. Russ and it did seem he knew what he was talking about, but he was in [The United States] and me in Ontario Canada. It just did not make sense to drive all the way, but I was sick of having pain every step I took. So in December of 2022 we went all the way down. After that 1 treatment when I walked out of his office my knee seemed to be relieved already. So after 21 treatments I am VERY impressed with the results and ... I rejoice with much happiness and would

recommend Dr. Russ and his team to anyone who wants relief from pain. Also my wife Brenda did also have a sore knee and she also got treatment and has very good results. – Paul & Brenda Gerber



I'm 86 years old and was having pain in my knees and couldn't be on my feet a lot. At my age I was afraid of doing surgery. I decided to go see Dr. Russ. These treatments do not hurt. I had 18 treatments not and - I don't have any pain. He also helped my back. I'd recommend this treatment to anyone that doesn't want to do surgery. Thank You! – A. Yoder

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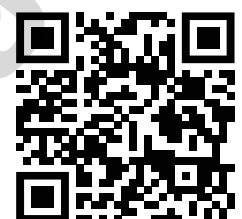
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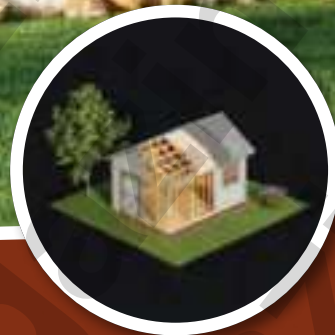
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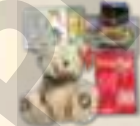


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III John 5



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What is it

**Armor of Light** is a Conservative Anabaptist Ministry that is focused on helping individuals break sinful bondages through providing a quiet place, and Biblical discipleship, with the mission being to reconnect with God.

We offer a short or long-term program for men and boys who are able to hold a full-time job. By having them work at local Christian based work places each morning, we strive to maintain a real-life setting.

**Armor of Light opened their doors in April and would like to add to their list of mentors. We need single boys that are willing to walk alongside our residents.**

If you feel led to serve or if you have questions, you can call Armor of Light at 717-670-9969



*Therefore let us cast off the works of darkness, and let us put on the armor of light.*  
Romans 13:12

Armor of Light is humbly asking for your support by:

- Praying for this ministry that God can use us all for His Glory, and together we can be overcomers and fruitful for His Kingdom.
- Making a monetary donation. Checks can be made payable to Armor of Light and sent to: 1339 Sucker Street Herndon, PA 17830  
Please specify if you do not want a receipt. If you wish to make an anonymous contribution to Armor of Light, you may contact Anabaptist Foundation at: 800-653-9817 or giftfund@afweb.org



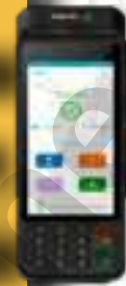


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# BANK OF Bird-in-Hand

a full service community bank

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**MINIMUM PURCHASE: 1,000 SHARES  
MAXIMUM PURCHASE: 150,000 SHARES**

Bank of Bird-in-Hand is a community bank serving Lancaster County, western Chester County, upper Dauphin County, southern Lebanon County, and northwest Berks County with a strong focus on agriculture, small business and consumer banking.

Bank of Bird-in-Hand will be conducting a common stock offering of between \$15,000,000 and \$30,000,000 at \$28.00 per share. Proceeds from the common stock offering will be used for the Bank's continuing growth, including additional, yet currently unidentified, branch locations, both fixed and mobile.

The common stock is being offered only by a written Offering Circular which may be obtained by completing and mailing the coupon below.

**This advertisement does not constitute an offer to sell or a solicitation of an offer to buy any of the common stock. The offering is being made only by the written Offering Circular. The common stock is neither insured nor approved by the FDIC.**

I am interested in purchasing Common Stock being offered by Bank of Bird-in-Hand.  
Please send a copy of the Offering Circular to:

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Approximate number of shares interested in purchasing \_\_\_\_\_

Send coupon to: Lori Maley, CPA, President and CEO, Bank of Bird-in-Hand, 309 North Ronks Road, Bird-in-Hand, PA 17505.

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**WeCare Clinic**  
Medical Care for Special Needs



The Board of Directors want to express our gratitude for the support provided for the operation of WeCare Clinic. The support provided to WeCare Clinic has benefited over 450 patients with complex medical conditions during the first two years of operation of the clinic. The clinic has patients from 11 states with the expectation of serving patients from additional states in 2023.

By diagnosing children and adults suffering with rare diseases, we can identify and treat the root cause of symptoms. We are improving the quality of life for patients and their families through diagnosis, treatment, and management of care at WeCare Clinic.

Donations allow the staff to provide care for individuals with rare, complex medical conditions. Will you consider a tax-deductible donation to WeCare Clinic?

**WeCare Clinic Mission Statement:** "To improve the quality of life for families with genetic disorders through medical care, education, and research."

Make your check payable to: WeCare Clinic  
Mail to: WeCare Clinic, 775 Pembroke Fairview Rd,  
Pembroke, KY 42266

*For any questions,  
please call 270-962-7383 or 270-202-6603*



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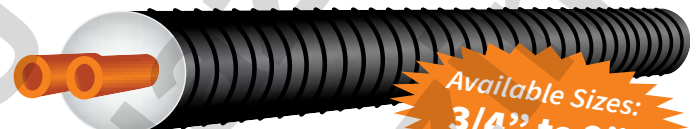


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# BRIGHTER DAWN

## Retreat & Clinic

### CLINIC EXPANSION PROJECT

The Clinic and its functions are used for resident & outpatient programs. We serve plain community residents from many states.



**Brighter Dawn Retreat & Clinic is a Non-Profit Organization and we are Thankful for the generous support we have received from our Plain Communities so far...**

Our statement of purpose for this upcoming expansion project is:  
"To make provisions for expanding and enriching our healthcare services within our Communities".

Due to the generosity of our supporters we have been able to pay all of our operational and mortgage debt down to zero. A building committee has been formed to organize and manage the permitting and construction phases for the planned expansion of the new Brighter Dawn Clinic Facility. We are grateful for all the support shown so far, both monetary and otherwise. Thank You to all who are making this possible, to God be all the Honor and Glory!

Brighter Dawn Clinic is envisioning being able to offer a more comprehensive scope of services, procedures, and therapies along with a Professional staff to direct and administer these services. While we have made significant progress financially over the past year, our funding needs are ongoing. At this time, we are asking if you would consider a sizable contribution to our cause by contributing either \$500.00, \$1,000.00, \$5,000.00, \$10,000.00 or any amount that you feel led to give.

Please call Brighter Dawn Clinic directly at (717) 447-2910 with any questions concerning treatments or supplements needed for your personal health needs.

Mail Donations to **Brighter Dawn Retreat: 108 Roadcap Rd, Millersburg, PA 17061**

**THANK YOU FOR YOUR PRAYERS AND SUPPORT!**

Yes, I would like to donate for the expansion project at Brighter Dawn Clinic.

\$100    \$250    \$500    \$1,000    \$5,000    \$10,000   \$ \_\_\_\_\_ Other

***Are you interested in making monthly recurring donations?***

\$100 per month    \$200 per month    \$300 per month   \$ \_\_\_\_\_ Other

Credit Card #: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Name on Card : \_\_\_\_\_ CVV: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

Check box if you want a receipt mailed to you

Name: \_\_\_\_\_ Phone # (Optional) ( \_\_\_\_\_ ) - \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Larger donations may also be given anonymously by contacting any donor advised giving foundation and establishing a charitable gift fund account.

**WHY** | We've Outgrown our Current Clinic Building. We Recognize Needs & Opportunities for Added Services.

**WHERE** | At current address: 108 Roadcap Rd. Millersburg, PA 17061.

**WHAT** | Planning for, a new 12,096 sq ft building, Adding More Outpatient Programs & Services such as Family Medical Doctor, Pediatric Care, Daytime Emergency Care, Health Food Store, Etc.

**FUNDRAISING COMMITTEE:** Samuel Stoltzfus 570-259-3751 | Joel Stoltzfus 717-692-3728

**OPPORTUNITIES TO DONATE:** Monetary Funds, Monetary Pledges, Building Material Pledges (Contact Fundraising Committee to Make a Pledge).



## ESTIMATED NEW CONSTRUCTION COSTS AND TARGETS

Total amounts shown includes value of donated labor and materials.



**\$1,160,000**  
**58%**  
Funded as of  
**OCTOBER 31st 2023**

**\$ 2,000,000**  
**100%**  
TARGET  
**MARCH**  
**31st 2024**

**\$ 1,750,000**  
**87.5%**  
TARGET  
**DEC. 31st 2023**

## PROGRESS REPORT NOVEMBER 8TH 2023

The exterior is almost complete except for some stone veneer and a few other items.

### UPPER FLOOR:

We still need to install, and paint the interior doors. Install cabinets and counter tops. Install the flooring in the corridors. And a few other minor items. They are working on the rough in mechanicals for the lower floor.

A heart-felt Thank You for all the support shown so far, both monetary and otherwise! While monetary donations continue to be a large part of what makes this project possible, we are truly blessed by all the time and donated labor that has been pledged for this endeavor.

There are still opportunities to assist as this project moves forward towards completion. All are welcome, small crews, individuals and anyone who is interested. To pledge a donation of materials or labor in your line of expertise contact Dan Esch-Project Coordinator 717-648-7324

**BRIGHTER DAWN**  
Retreat & Clinic

### STATEMENT OF PURPOSE

*"To make provisions for expanding and enriching our healthcare services within our communities"*



*But thanks be to God, who in Christ always leads us in triumphal Procession, and through us spreads the fragrance of the knowledge of him everywhere.*

2 Corinthians 2:14

This is a place where local people, especially the elderly, can gather to donate time and help with preparing and packaging kits for missions like CAM, MCC, and Samaritan's Purse.

**White Horse Relief Center**  
DBA: Gifts-for-Relief  
a 501(c)(3) non-profit organization  
Future Location, Gap, PA

**We're building a new facility and would like to share our vision with you.**

**Call: 717-442-5262 for relief kits.**

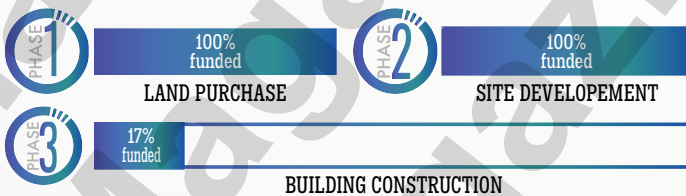


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**SOAP MAKING**

**BUILDING PROJECT PROGRESS**



**MANY HANDS MAKE LIGHT WORK**

Would you consider being a monthly donor?



Number of Donors	Monthly Commitment \$ per Donor	Total Annual Donation \$ per Donor	Total Annual Donation \$ for Mission
500	\$250	\$3,000	\$1.5 Million
1,000	\$125	\$1,500	\$1.5 Million
2,000	\$62.50	\$750	\$1.5 Million

**White Horse Relief Center exists to provide:**

- relief-kit supplies for CAM, MCC, Samaritan's Purse, and other similar organizations. a center for quilting, sewing, soap-making, and relief-kit packing.
- a warehouse for distribution of relief supplies.
- a place for the local plain community to volunteer their time for relief and missions projects.
- an opportunity for the local elderly to volunteer as desired, possibly on a scheduled weekly basis.
- a local channel for monetary and volunteer resources to be utilized for missions abroad.
- a planned location for MCC meat canning,
- office space for Old Order Amish hospital aid.
- sorting, inspecting, packing, and shipping of area-produced relief kits

**Ministerial Committee**  
Mose Fisher (OOA); Gap, PA  
Omar J Stoltzfus (OOA); Gap, PA  
James Stoltzfus (OOA); Gap, PA  
Allen Stoltzfus (OOA); Gap, PA  
Sam Lapp (OOA); New Holland, PA  
**WHRC / GFR Board Members**  
Daniel F Stoltzfus (OOA); Gap, PA

Chester Stoltzfus (AM); Honey Brook, PA  
Omar F Stoltzfus (OOA); Coatesville, PA  
J Omar Stoltzfus (AM); Christiana, PA  
Daniel S Stoltzfus (OOA); Gap, PA  
Michael F Stoltzfus (OOA); Narvon, PA  
**Financial Committee**  
Mervin K Stoltzfus (OOA); 717-324-5725  
Sam King (OOA); 717-442-8416

Isaac M Blank (OOA); 717-768-0920  
Peter Martin (OOM); 717-354-4408  
Lee Stoltzfus (OOA); 484-630-7755  
**Building Committee**  
Christ Stoltzfus (OOA); 717-768-0665  
Ezra H Beiler Jr (OOA); 717-629-5898  
Elam R Stoltzfus (OOA); 717-629-3159

**HELP US HELP OTHERS!**  
Prayerfully consider a monthly, quarterly or annual pledge, or a one-time gift.

**FAQ**

**Is this a community center?**  
No. Our vision is a community relief aid facility. It will not be used for fundraisers or social/sporting events.

**Is this a new organization?**  
No. "White Horse Relief Center" has been in operation as "Gifts For Relief" since 2012. Our previous location is running out of room!

Please complete and include this form with your gift.

Name (First & last): \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email (if applicable): \_\_\_\_\_

Please mail me a receipt     Please add me to your mail list

**Make checks payable to: White Relief Center**  
Mail your donation to: PO Box 218, Narvon, PA 17555

**To Make an anonymous donation, make check payable and mail to:**  
Anabaptist Foundation, 55 Whisper Creek Dr., Lewisburg, PA 17837

**DONATION AMOUNT**  
 \$25    \$100    \$1,000   Other: \_\_\_\_\_

**I WANT TO CONTINUE SUPPORTING WHRC!**  
 Monthly    Quarterly    Annually    One-Time  
 I would like to use ACH Automatic-Monthly-Deposit

**I PREFER MY FUNDS TO BE USED FOR:**  
 Building Project  
 Current Mission Needs



# Eastbrook



## Well Spring Care

Understanding is a wellspring of life unto him that hath it.  
- Proverbs 16:22

### Staff

Dr. Theodore (Ted) Federoff, DO  
Medical Director/Physician

Clay Butterworth  
Director of Operations

Dr. Jeffery Brand, DO  
Family Physician

Dr. Dave Porcaro, DC  
Functional Physician/Chiro

Dr. Christa Whiteman, DC  
Chiro, Funtional Physician

Jackie Schultz, PA-C  
Walk-in/Integrative Provider

Allison Shehan, RN  
IV Nurse

Caitlin Heckman, RN  
IV Nurse, Cranial Sacral Therapy, Massage

Emily Burkholder, CNA  
Patient Care Coordinator

Michelle Evans  
Patient Care Coordinator

Jaymie Markley  
Phlebotomist

Jennifer Plank  
Patient Care Coordinator

### Services

Some of the planned service offerings at Eastbrook Well Spring Care include, but are not limited to:

- Walk-in Clinic
- Functional Medicine
- Family Medicine
- Chiropractic
- IV Therapy
- Hyperbaric Chamber
- Craniosacral Therapy
- Massage Therapy
- Nutrition Counseling
- Supplements
- Phlebotomy / Lab Testing

Functional Medicine can be used for testing chronic issues like autoimmune, Lyme disease, and more.

# Opening December 2023!

Call 717-299-0380 if you want to make an appointment

*The Open House was a huge success with approximately 600 people attending! Thank you to all who attended. A lot of appointments have already been made! Call 717-299-0380 for scheduling. Only through the communities utilization of the services will the clinic be successful.*



### Vision

- Provide a place that offers a pleasant, comfortable, loving, Christian atmosphere to care for the sick and suffering, using an efficient, affordable, and common sense approach.
- Provide options available at all hours, for burns and wounds, broken bones, minor surgeries, and more.
- Create options for situations that cannot be handled at home, but are not serious enough that a hospital is needed. (We are not trying to replace the hospitals. Emergencies do happen, and many times, a hospital is needed.)
- Inspire our community to support a healthcare center "owned by the community, for the community", but under the direction of professional doctors and nurses to ensure that clients receive professional care.
- Encourage a brother-helping-brother relationship, by engaging in charitable and educational services, natural, alternative, and/or medical methods under a professional doctor or nurse's guidance.

### Building Update

Painting is completed and cabinets are being installed. Some of the equipment has arrived and is being moved into the rooms. Our goal of being open and operating before the end of the year remains on schedule and is only possible because of the vision and faithful generosity of the community. We currently have an active phone line and answering service, so feel free to call 717-299-0380 with comments, questions, ideas, and scheduling. Thank you for supporting our clinic.

### Phase 2

Phase 2 planning is underway. There are ongoing conversations taking place with an adult cardiologist and biological dentist for the next phase of our project in 2024.

### SEND DONATIONS TO:

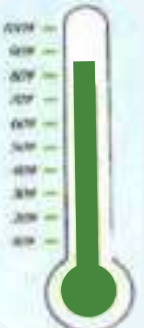
**PO Box 149, Paradise, PA 17562**

Or if you prefer to gift anonymously, make check payable and mail to: Anabaptist Foundation – 55 Whisper Circle Dr., Lewisburg PA 17897

Write "Well Spring Care" on your check's memo line. Let us give all the honor to our Lord. Thank you!

### Donations are up to 85% of Goal For Phase 1

As of December 2023, we've raised roughly 85% of the needed 1.5 million. Thank you for continuing to support us! Your financial support brings us closer to becoming a self-supporting entity once we're up and running. The cost of care received at our facility will pay for licensed providers and business operations then any profit will be re-invested back into the clinic. Eastbrook Well Spring Care is a non-profit organization.



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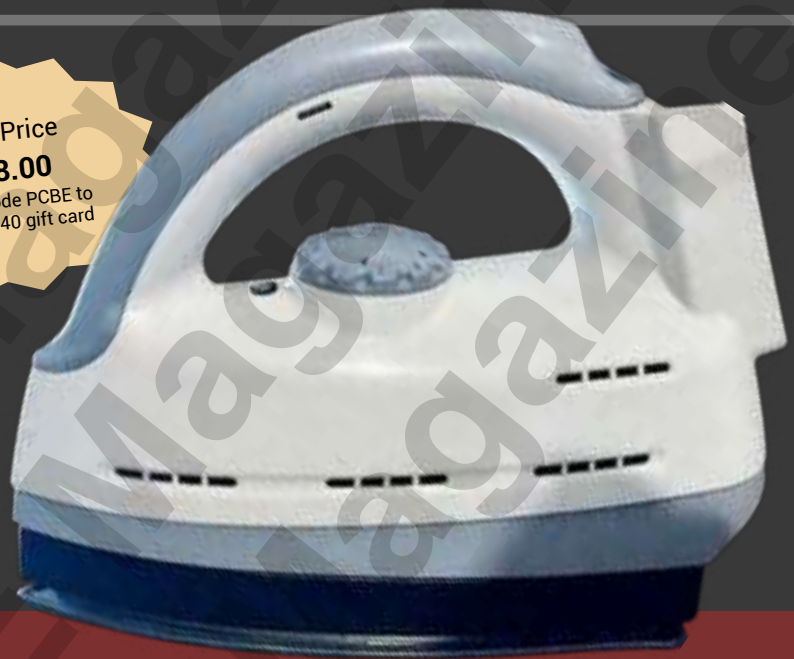
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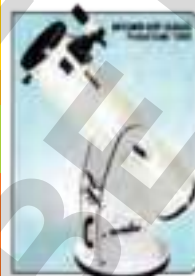
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# PENNSYLVANIA HUNTERS: WE NEED YOU FILL AN ANTLERLESS TAG FOR THE FUTURE

*The Pennsylvania Game Commission is proud to serve as the state's wildlife agency. It's responsible for managing and protecting wildlife and their habitats while promoting hunting and trapping for current and future generations.*

Pennsylvania deer are facing several challenges.

## **PENNSYLVANIA HUNTERS: WE NEED YOU TO HELP BY HUNTING, HARVESTING, AND REPORTING DEER DURING THE UPCOMING SEASONS.**

From slowing the continual spread of Chronic Wasting Disease (CWD) to new areas of the state, to preventing high deer populations to cause future damage to young successional forests, we face considerable challenges. We need hunters to fill a tag for the future to help manage deer populations in Pennsylvania.

### **HUNTING IS CONSERVATION**

Hunters are among the largest and most dedicated group of wildlife conservationists. Not only do hunters largely fund wildlife conservation efforts in our state, through license sales, but when it comes to managing deer, hunters are on the front lines in Pennsylvania's woods and fields.

If you have already purchased your 2023-24 Pennsylvania hunting license, THANK YOU for supporting wildlife conservation efforts here in our state. Now we encourage you to prioritize time in the woods to fill a tag for the future — particularly antlerless tags.

### **ANTLERLESS HARVEST IMPACTS DEER MANAGEMENT**

Why is it important to fill antlerless tags? Our Pennsylvania Game Commission deer biologists use antlerless harvest to adjust populations to achieve deer management goals.

Antlerless hunting is controlled by an annual allocation of antlerless licenses for each wildlife management unit (WMU), which is set based on several data-supported factors, including antlerless harvests, antlerless success rates, deer population trends, and deer population objectives.

Unfilled tags and unreported harvests can skew the data and have a negative impact on all deer management.

Good news for hunters: With an increased amount of Deer Management Assistance Program (DMAP) permits allocated, which includes select state game lands for the first time, and an extended statewide archery season that runs through the rut, opportunities to hunt deer in Pennsylvania have never been better.

## **2022-23 ANTLERLESS HARVEST RATES**

**85%** of hunters harvest 0-1 deer.

**35%** of hunters harvest 1-2 deer.

**67%** of hunters don't fill antlerless licenses.

**4% OF HUNTERS TAKE  
24% OF THE HARVEST.**

### **MANAGING FOR HEALTHY AND SUSTAINABLE DEER AND FORESTS**

Why do we want to increase our deer harvest? Reducing deer abundance can be critical to slowing the spread of CWD and preventing over-browsing of our forest habitats.

When it comes to deer management, Chronic Wasting Disease (CWD) has become the driving force for reduction efforts, as it can spread quickly and is always fatal to deer. If you live or hunt in an area where CWD has been detected, please be sure to review all regulations for your area in Pennsylvania's 2023-24 Hunting & Trapping Digest or online at [pgc.pa.gov](http://pgc.pa.gov).

In other areas, particularly the northern tier, the current levels of deer browsing has the potential to prevent future forest habitat regeneration, which is a threat to deer habitat, as well as the habitats of many other species of wildlife.

### **FOLLOW THE QR CODE TO LEARN MORE.**



Open your smartphone camera over this code for more information.

**THANK YOU FOR BEING A PENNSYLVANIA HUNTER.  
GOOD LUCK. HAVE FUN. HUNT SAFELY.**

**2023-24 HUNTING LICENSES ARE AVAILABLE ONLINE AT  
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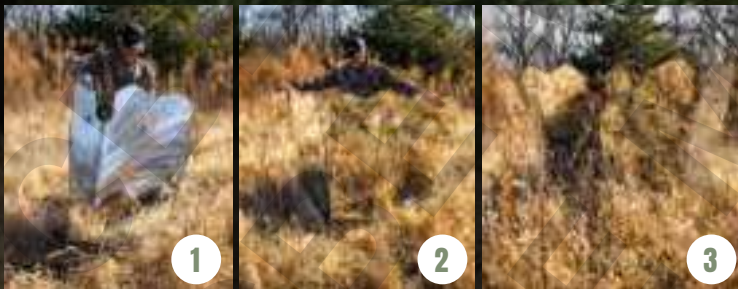
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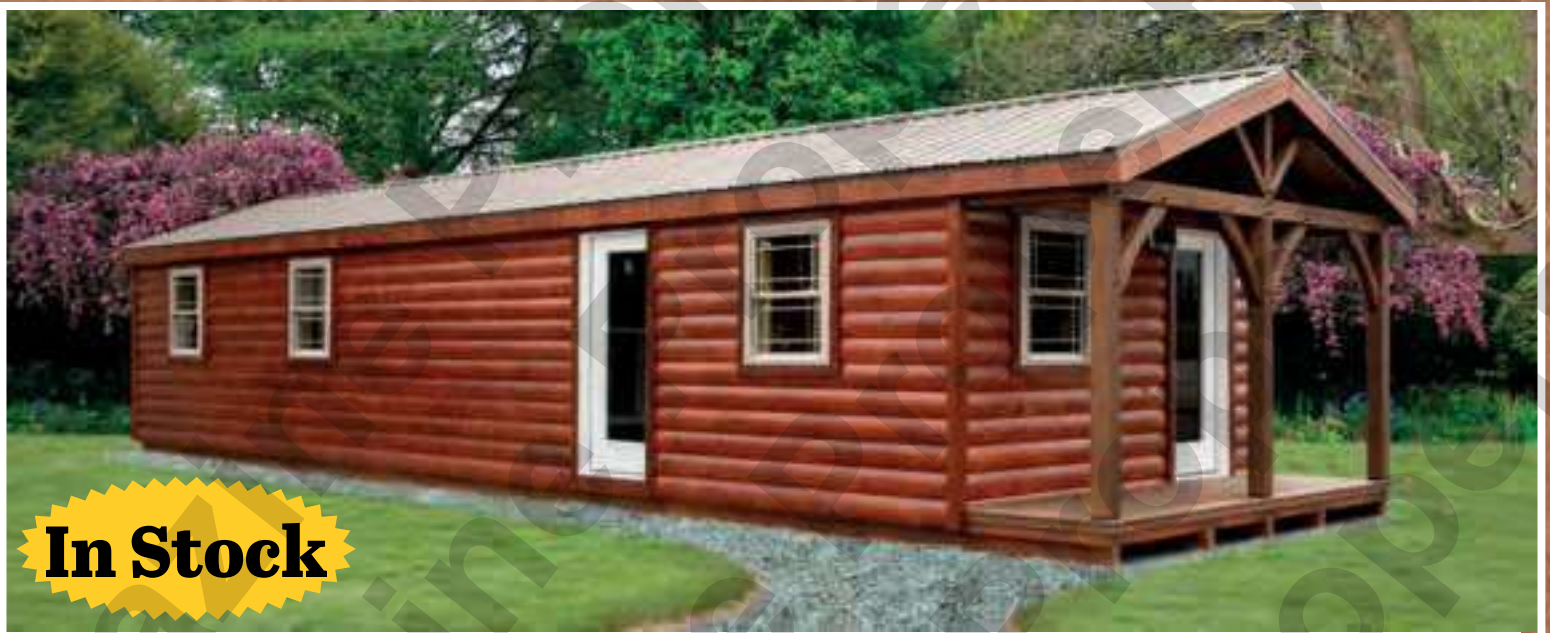


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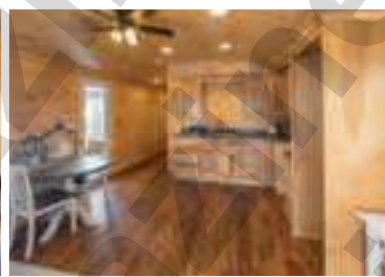
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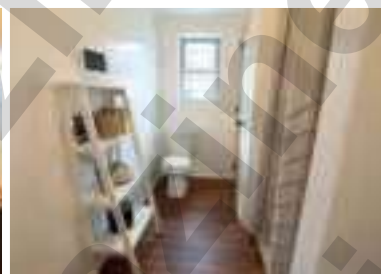
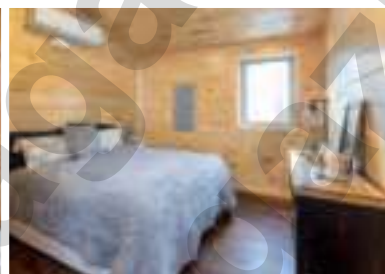


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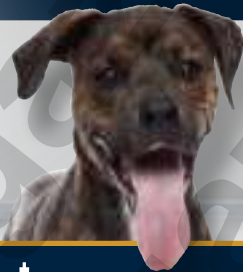
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**Driver of Compensation** · Philip Horst

**The Value of Communication** · Anthony Hurst

**Methods of Effective Communication** · Anthony Hurst

**Company Culture—A Deeper Look** · Philip Horst

**Dealing with Negative Feelings About Your Work** · Warren Bauman

**Reaching the World - Through the Marketplace** · Keith Burkholder

Local Seminar Committee: Earl Martin, Seneca Dairy Systems; Will Martin, Pine Creek Farm And Feed; Marlin Nolt, Sensenig Landscape And Supply

**Early registration fee: If registered on or before December 29,** \$99 for the first person. Additional attendees, \$89 if from the same family or business. For early registration rate, payment is due by December 29. **If registered after December 29,** first person \$109. Additional attendees, \$99 if from the same family or business.



**REGISTER TODAY!**

**Phone:** 267-368-4628

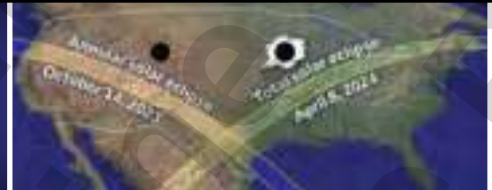
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**Events Program**

- ▶ **7:00 AM** Gates Open
- ▶ **7:00 – 9:30** Breakfast is available; Lunch from 10:30 – 2:00
- ▶ **9:00** Getting Started in Astronomy, Ivan Martin
- ▶ **9:30** Eclipse Superstitions & History, Irvin Shirk
- ▶ **10:00** PowerPoint; Through a Glass Darkly, Morris Yoder
- ▶ **11:00** Lunch Blessing by Local Ministry, followed by hymn-sing
- ▶ **12:30 PM** PowerPoint; The Brightened Glory..., Morris Yoder
- ▶ **1:30** Observing the Eclipse: Do's & Don'ts
- ▶ **2:07.22** Eclipse Begins
- ▶ **3:21.03 – 3:23.43 PM:** Eclipse Totality: 2 minutes, 40 seconds
- ▶ Eclipse Maximum: **3:22.23**
- ▶ **4:33.49** Eclipse Ends
- ▶ **5:00 – 6:30** Supper is available
- ▶ **6:30** Astronomy Eyepieces, Filters, etc., Ivan Martin
- ▶ **7:30 – 11:30 PM** Telescope Displays, Swap-Meet, and Viewing

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- ▶ Witness one of God's marvelous celestial events – unforgettable 2 minutes, 40 seconds of totality!
- ▶ Stay for the evening astronomy event. Enjoy observing the heavens with experienced astronomers, weather permitting.
- ▶ Reserve a camping spot and spend the weekend!
- ▶ Proceeds go to Haiti Benefit Auction to benefit needy families.
- ▶ Don't miss your last chance to witness a total solar eclipse in the lower 48 states for the next 20 years!

Black "X" Shows Location



**VENDOR TENT DISPLAYS**

**Sports Optics:** Binoculars, telescopes, spotting scopes, riflescopes, microscopes, thermal imaging, rangefinders, night vision, etc.

**Hunting:** Archery, ammunition, hunting gear, boots, etc.

**Books:** Adventure, history, creation, astronomy, nature guides, children's, juvenile storybooks, more

(This list is partial; we are taking vendor applications)

Mail Check or Money Order (Payable to NYHBA) and SASE to:  
4071 Rte. 14A, Geneva, NY 14456

**Non-Refundable Fees:** \$45 for all Motor Vehicles (\$60 Canadian)

**Camper Parking:** \$150 (\$200 Canadian) – No Services

(Please give estimated attendees per vehicle; Canadian cheques accepted)

**Camper Access:** April 6 & 7, 2:00 PM – 8:00 PM, April 9 to 11:00 AM

# MISTY MORNING RETREAT

## WHAT IS AN EATING DISORDER?

Eating disorders are illnesses in which someone eats too much or too little for a long period of time. Many people eat a little more one day and a little less the next; that's perfectly normal. People with eating disorders do this day after day and they do not stop, even though it is making them unwell. Different types of disorders include anorexia nervosa, bulimia nervosa and binge eating disorder.

## CONTRIBUTING FACTORS

- Low self-esteem
- Feelings of inadequacy
- Depression or anxiety
- Loneliness
- Troubled family
- Difficulty expressing emotions
- Bullied about size and weight
- Cultural pressures

## TREATMENT PLAN

### Ensure Resident is Stable

Blood work and weight monitoring will be conducted on sight to ensure patients' safety.

### Meal Plan

A specialized meal plan will be developed to assist the resident safely and effectively.

### Family Week & Interaction

After 6-8 weeks parents can interact with the resident through a 5-day course.

## Spiritual Counseling

### Parent Interaction

Parents come interact with residents before being cleared for release. A home education program will be provided to all discharged residents.

LICENSED PHYSICIANS (DR & RN) AVAILABLE AS NEEDED  
ON SITE

# MISTY MORNING RETREAT

*Serving Plain Communities Across North America*

## A YEAR-END GIVING OPPORTUNITY

Our goal is to create a Retreat that provides a Conservative Anabaptist setting with Family Based Treatment to aid Women and Girls struggling with eating disorders, while providing physical, emotional, and spiritual healing in a Christian setting. We are in the final stages of construction on this facility and need the continued support of faithful givers to make this a reality. With your help we can finish this facility and acquire the staff needed to open and begin providing these services to those desperately in need.

***You can make the difference today. May the Lord Bless you and your gifts.***

### BOARD MEMBERS

**Chairman:** Clarence Martin - 989-551-2501  
**Vice Chairman:** Franklin Heatwole - 989-553-5787  
**Secretary:** Kevin Heatwole - 989-872-3073  
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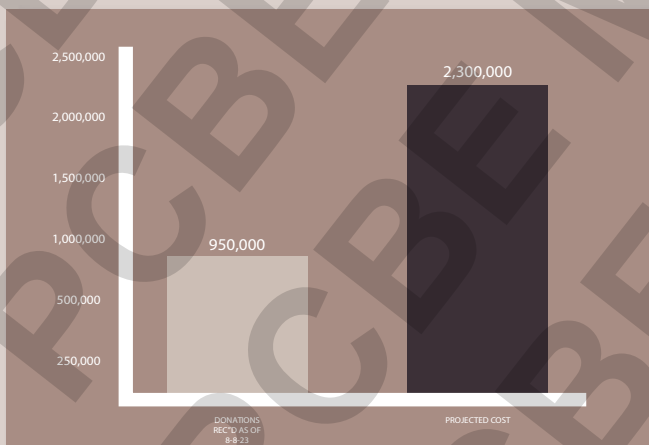
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Samuel Stutzman - 989-386-6539 ~ Titus Yoder - 989-826-3298

MAIL CONTRIBUTIONS TO:

**MISTY MORNING RETREAT**  
c/o Reuben Graber  
9705 Bass Lake Avenue  
Clare, MI 48617

*Misty Morning Retreat*  
CLARE, MICHIGAN



Thank you to everyone who has donated their time and labor



### CLINIC CONSTRUCTION PROGRESS

Thank you for all your contributions towards making this retreat available to those who need it. Your gifts are a blessing.

ALL CONTRIBUTIONS MADE TO MISTY MORNING RETREAT ARE TAX DEDUCTIBLE.

# ACCEPTING CONSIGNMENTS

for the 35th annual Air Works Consignment Auction!

Thursday, Feb. 15<sup>th</sup> 2024 at 9:00 AM

Friday, Feb. 16<sup>th</sup> 2024 at 8:30 AM

Saturday, Feb. 17<sup>th</sup> 2024 at 8:30 AM

Consign Today to Take Advantage of Early Advertising!

## AIR WORKS

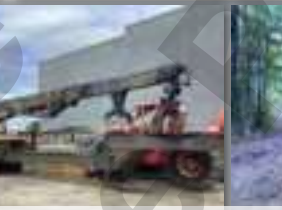
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Mt. Hope Auction Grounds, Mt. Hope OH | Auction & Showcase Location (GPS): 8076 SR 241, Millersburg, OH 44654

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## SHOWCASE

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Make plans to attend the 2024 Mt. Hope Showcase held alongside the auction!

The showcase will feature vendors offering Woodworking Equipment, Construction Equipment, Logging, Sawmill & Pallet Shop Equipment, Heavy Equipment, Diesels & Power Units and Lifts & Rolling Stock.

To advertise in the Showcase Catalog call: 330-749-4362

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All Admission & Proceeds Are Being Donated To:  
**Hawaii Wildfire Relief**

2024

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**January 24-25, 2024**

**Knoxville Convention Center,  
701 Henley St., Knoxville, TN**

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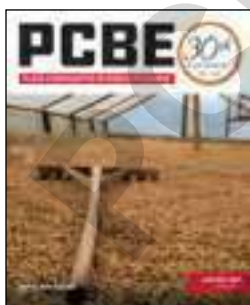
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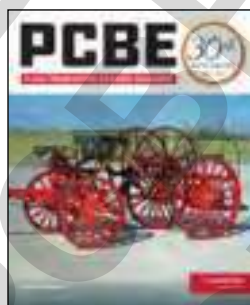
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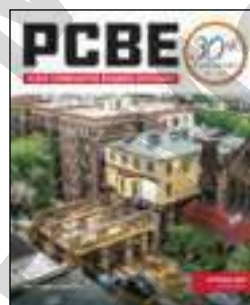
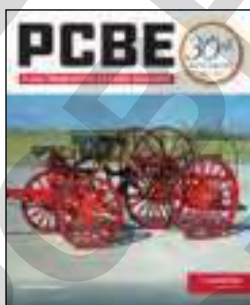


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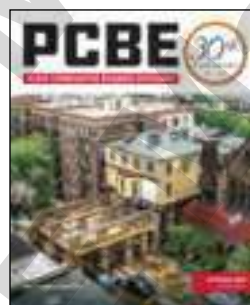
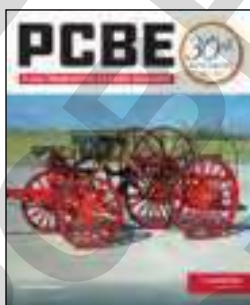
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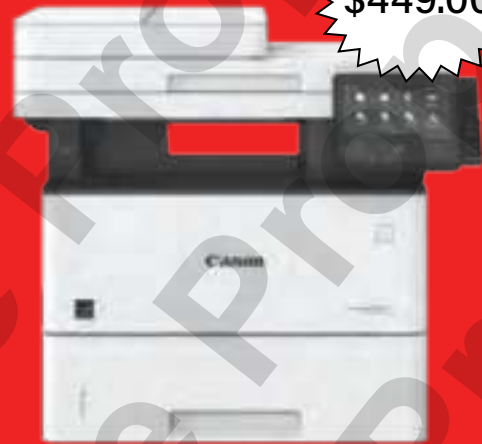
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