

ANABAPTIST FINANCIAL

*Business & Employee*  
**SEMINARS**



LEARN · CONNECT · NETWORK

**BUSINESS SEMINAR Tuesday, March 15, 2022**

**EMPLOYEE SEMINAR Wednesday, March 16, 2022**

**Heritage Community Center**

3558 US-62, Millersburg, OH 44654



**Stewardship  
Resources**

Stewardship Connections with Integrity

## SPEAKERS

### **Larry Troyer, Sugarcreek, OH**

*CFO of ProVia Door, AF Business Advisor*

### **David Bower, Glade Hill, VA**

*Partner, Seven Oaks Landscaping, AF Business Advisor*

### **Greg Wolf, Sawyer, KS**

*Owner, Family Food Store, AF Business Advisor*

### **Roy Herr, Myerstown, PA**

*Marketing Consultant and Co-founder, Rosewood Marketing*

### **Joseph Shrock, Loudonville, OH**

*Owner, Shrock Premier Custom Construction*

### **Daryl Weaver, Ephrata, PA**

*Partner, IMPAC Communications*

### **Anthony Miller, Dundee, OH**

*Partner, Trailway*

### **Robert Shetler, Charm, OH**

*Partner, Charm Engine*

## LOCAL COMMITTEE MEMBERS

**Paul A. Miller**

*AF Executive Officer*

**Wayne Wengerd**

*Pioneer Equipment*

**Atlee Raber**

*Berlin Gardens*

**Wayne Keim**

*Keim Electric*

**Ivan Hochstetler**

*Hochstetler Wood*

**Ivan Yoder**

*Walnut Valley Woodworking*

*Business & Employee*  
**SEMINARS**

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# BUSINESS SEMINAR

Develop. Connect. Network.

Anabaptist Financial presents business seminars from an Anabaptist perspective. Our seminars help you develop operational skills, implement best practices, work together in harmonious relationships, and plan for the next generation. Join us for a unique opportunity to:

- **Hear sound teaching** - that integrates Biblical values and spiritual truth with practical business counsel.
- **Advance your business education** - by attending year after year. Our systematic coverage of all aspects of business leads to well-rounded business training. Each year focuses on different areas of business operations and management.
- **Invest your time well** - by setting aside the tasks of one day to focus on your long-term business development. Time invested in personal growth has good returns.
- **Energize your vision** - with renewed inspiration for personal growth and renewed purpose in your business life.
- **Gain kingdom focus** - by learning and growing in kingdom-focused business theory and practice. Learn how others live out the Sermon on the Mount in daily business life.
- **Interact with other Anabaptist businessmen** - from our own circles who share their business experience. Gain insights and connections that you will not find at secular or non-Anabaptist seminars.

Anabaptist Financial's business seminars are not only for business owners, partners, and families. Anyone who provides products and services and interacts with the public will benefit. From beginners to old pros, everyone is welcome.

# BUSINESS SEMINAR PROGRAM

**Heritage Community Center**

**MILLERSBURG, OH • TUESDAY, MARCH 15, 2022**

**8:00 - 8:30 AM** REGISTRATION, COFFEE, AND SEATING

**8:30 - 8:45 AM** WELCOME AND SEMINAR DETAILS

**8:45 - 9:30 AM** GENERAL SESSION

## **A Vision for Business Planning | David Bower**

Except the Lord build the "business," they labor in vain. Every business needs a plan! While planning is a given for startups, many established businesses are missing the opportunity to raise the bar. You can plan, prioritize, and manage proactively, or you can let your business react to events. In this session, we will cast a vision for business planning and the reasons to develop an annual business plan.

**9:30 - 9:45 AM** STEWARDSHIP RESOURCES UPDATE

**9:45 - 10:05 AM** BREAK

**10:05 - 10:50 AM** GENERAL SESSION

## **The Business Planning Process | Greg Wolf**

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.

**10:50 - 11:05 AM** BREAK

**11:05 - 11:50 AM** BREAKOUT SESSIONS

## **Long-Term Strategy | Greg Wolf**

Many business plans fail for a lack of clarity regarding the long-term strategy of the organization. This aspect of planning involves a collaborative effort to establish a united vision regarding the culture of the company, its strategy for going to the marketplace successfully, and an overview of plans that characterize a long-term view of the company.

## **Planning Human Resources | David Bower**

Without people, nothing gets done. Planning for people is the most important part of any business plan and must be aligned with all aspects of the business plan. This session will focus on some of the annual processes around people that go with annual planning.

**11:50 - 12:00 PM** ANABAPTIST FINANCIAL/FOUNDATION UPDATE

**12:00 - 1:15 PM** LUNCH

**1:15 - 2:00 PM** BREAKOUT SESSIONS

## **Annual Strategic Plan | Greg Wolf**

This aspect of planning is the more common nuts and bolts work of developing and documenting plans for the next annual cycle in the primary business areas of people, finances, operations, and marketing. For success, the plan is built upon the long-term strategy and flows out into specific actions that will break it down for execution during the year.

## **Planning of Cost and Pricing | Larry Troyer**

Do you know your business's break-even point? Understanding the difference between fixed and variable expenses is a key component in finding your break-even points. Learn how to use the AF Financial Analyzer to understand how these expense categories can determine what investments and expenses are acceptable in your business, based on your sales.

**2:00 - 2:15 PM** BREAK

**2:15 - 3:00 PM** BREAKOUT SESSIONS

## **Action Plan | Greg Wolf**

Business plans also fail for lack of action in following the planning process. The action plan flows out of the annual strategic plan, specifying who will do what and when to ensure a successful outcome. Successful planning involves discipline, and the action plan provides that discipline by breaking the annual strategic plan down into quarterly or monthly, weekly, and daily steps.

## **Building a Budget | Larry Troyer**

Creating a budget does not need to be tough, but it does need to be done! Without it, how will you determine if you are on track to achieve the result you desire? Budgeting needs to focus on both profitability and cash flow requirements to be successful. Learn how to build your business budget while properly accounting for oft-forgotten categories, as well as planned improvements that allow greater future profitability.

**3:00 - 3:15 PM** BREAK

**3:15 - 4:00 PM** BREAKOUT SESSIONS

## **Planning Sales and Marketing | Roy Herr**

How much should we budget for marketing? What type of advertising works the best? We need more sales but nothing seems to work very well. How do you get people to open their wallets? We need to improve our marketing this year, but where do we start? How do we hire a good salesman? If any of these statements sound like you, bring your questions and problems to this interactive session and take home real world common sense that you can put into your annual plan.

## **Making It Work: A Business Planning Case Study | David Bower**

The effort of business planning should produce an annual business plan that guides the business through a period of one year. This session will show how a real business plan guided a business to reach its goals.

# Business Seminar Registration form Millersburg, OH

*Please list each person so we can prepare name tags.  
Attach an additional sheet if needed.*

Name(s) \_\_\_\_\_

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Company \_\_\_\_\_

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Phone \_\_\_\_\_

Email \_\_\_\_\_

# Business Seminar Registration form Millersburg, OH

## Contact Directory

Check this box if you would like your contact information added to the business directory that is printed in the seminar handout. You may also provide a brief description of the goods and services you provide (maximum 15 words). Note: For printing purposes, we must have your registration and contact information by February 28.

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### **Please include payment with your registration.**

**If registered on or before February 28**, \$99 for the first person.

Additional attendees, \$89 if from the same family or business.

**If registered after February 28**, first person \$109.

Additional attendees, \$99 if from the same family or business.

To register online, visit: [afweb.org/resources/business-seminars](http://afweb.org/resources/business-seminars)

*If registering by mail, return this form with a check payable to:*



Stewardship  
Resources

55 Whisper Creek Drive, Lewisburg, PA 17837

seminars@afweb.org

800-653-9817 (AF office)

570-468-1268 (Sierra)

866-230-6253 (fax)

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*All are welcome — business owners, spouses, key employees, and other interested persons. Please tell your friends and business associates about this seminar.*

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## Seminar Information

- **Early Registration Fee:** If registered on or before February 28, \$99 for the first person. Additional attendees, \$89 if from the same family or business.
  - *For early registration rate, payment is due by February 28.*
- **Seminar Fee:** If registered after February 28, first person \$109. Additional attendees, \$99 if from the same family or business.
  - *Please include payment with your registration.*
- **Registration covers lunch, facility, and other expenses. For more seminar information or if you need special accommodations due to a handicap, call Sierra at 800-653-9817.** In consideration of other attendees, no young children, please.
- Pick up your pre-printed name badges as you arrive.
- Call or email our office for extra brochures: Sierra at 800-653-9817 or 570-468-1268 or [seminars@afweb.org](mailto:seminars@afweb.org).

## Cancellation Policy

- Cancellations must be made 14 days prior to the seminar in order to receive a full refund.
- If you cancel within the 14 days leading up to the seminar or don't show up to the seminar, you will still be required to pay 50% of the registration fee.
- If cancellation is made within 14 days of the seminar due to a death, sickness, or a family emergency, a full refund will be extended.

## EMPLOYEE SEMINAR

Develop. Connect. Energize.

Anabaptist Financial presents employee seminars from an Anabaptist perspective. Our seminars help you develop operational skills, implement best practices, and work together in harmonious relationships. Join us for a unique opportunity to:

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- **Advance your career education** - by attending year after year. Our systematic teaching of various aspects of employee work leads to well-rounded business training. Each seminar focuses on different areas of business operations and workplace issues.
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- **Energize your vision** - with renewed inspiration for personal growth and renewed purpose in your employment.
- **Gain kingdom focus** - by learning and growing in kingdom focused workplace theory and practice. Learn how others live out the Sermon on the Mount at work.
- **Interact with other Anabaptist employees** - from our own circles who share their employment experience. Gain insights and connections that you will not find at secular or non-Anabaptist employee seminars.

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# EMPLOYEE SEMINAR PROGRAM

**Heritage Community Center**

**Millersburg, OH ▪ Wednesday, March 16, 2022**

**8:00 - 8:30 AM** REGISTRATION, COFFEE, AND SEATING

**8:30 - 8:45 AM** WELCOME AND SEMINAR DETAILS

**8:45 - 9:30 AM** GENERAL SESSION

## **Relating to Your Leader | Joseph Shrock**

As Christian employees, we are called to honor and respect our leaders, work for the common good, and serve with humility. How do our traditional work ethics and beliefs aid employees in building strong relationship with leaders? How do we serve in the workplace where humility, servanthood, and respect are a central part of the landscape?

**9:30 - 9:40 AM** ANABAPTIST FINANCIAL UPDATES

**9:40 - 10:00 AM** BREAK

**10:05 - 10:45 AM** GENERAL SESSION

## **Behaviours That Build Trust | Daryl Weaver**

The culture of the workplace directly affects the performance of the team. A key ingredient of quality relationships is trust. Every employee has the power to contribute to their workplace culture in a way that makes their culture attractive. In this session, we will discuss behaviors that build a culture of trust.

**10:45 - 11:30 AM** GENERAL SESSION

## **Organizing for Productivity | Anthony Miller**

“Value” is what customers pay for. A key insight for operational success is learning to see which business activities add value and which ones don't. The goal of organizing is to make the value-adding activities easier and to reduce activity that doesn't add value. We will look at several basic techniques for organizing: work-area layout, the 5 S's, and visual controls.

**11:30 - 12:45 PM** LUNCH

**12:45 - 1:30 PM** BREAKOUT SESSIONS

### **Finding Your Niche | Daryl Weaver**

Just as companies need to find their niche in the market, employees need to find their niche in the workplace. While all the jobs of the workplace are important, not just any role is a fit for you. Finding your niche at work can be challenging, but well worth the trouble to find it. More importantly, it's a matter of reaching your full potential and delivering the most value.

### **Leading the Crew (Part 1) | Shrock Premier Construction**

Leading a team or crew is challenging. Often decisions need to be made in the moment that impact the customer and represent the company. If you're a crew leader or desire to become one, this session is for you. We will teach you how to lead the team or make the transition to a team leader.

**1:30 - 1:45 PM** BREAK

**1:45 - 2:30 PM** BREAKOUT SESSIONS

### **Are You Happy? | David Bower**

King Solomon was known far and wide for his wisdom and wealth—and one more thing. When the Queen of Sheba visited Solomon, she stated that the “half that was not told her.” Solomon's wealth and wisdom were beyond her expectations, but what also surprised her was that Solomon's servants were happy. Are you happy? If not, why not?

### **Leading the Crew (Part 2) | Shrock Premier Construction**

Leading a team or crew is challenging. Your skills and craftsmanship will take you a long way. But mix it with people skills and intentional problem solving, and the sky's the limit. Whether you are a crew leader or an employee, you will learn tips that can help you do your part in making the workplace a pleasant, professional, and productive environment.

**2:30 - 2:40 PM** STRETCH BREAK

**2:40 - 3:10 PM** GENERAL SESSION

### **Living the Culture | Robert Shetler**

Every business has its own unique culture. Attitudes, values, and conversations shape the culture. Be a positive employee and do your part to create a Christian culture.

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Stewardship  
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55 Whisper Creek Drive  
Lewisburg, PA 17837

\*\* Address service requested \*\*

**REGISTER  
TODAY!**

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[seminars@afweb.org](mailto:seminars@afweb.org)

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