

# SEMINAR PROGRAM



Tuesday, September 14, 2021 – Martindale Reception Center, Ephrata, PA

Wednesday, September 15, 2021 – Martindale Reception Center, Ephrata, PA

Thursday, September 16, 2021 – Antrim Brethren in Christ Church, Chambersburg, PA

**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

## **Growing Others Through Equipping and Mentoring | Manny Zook**

Life is short, and growing from selfishness to mature servant leadership requires time, life lessons, and God's grace. Manny will share his journey of receiving mercy and salvation at the ripe age of forty-four. Leading as a servant is God's call for every leader. This includes serving, equipping, and mentoring others to produce a ripple effect for the kingdom of God. *Only one life, 'twill soon be past; only what's done for Christ will last.*

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

**9:45 – 10:05 AM** BREAK

**10:05 – 10:50 AM** GENERAL SESSION

## **Creating a Culture of Trust | Daryl Weaver**

The foundation for company culture is significantly determined by the behavior of the leader. Your workplace culture impacts the performance of the employees. A key ingredient of strong company culture and quality relationships is trust. As employers and company leaders, you have the power to create and develop workplace culture. In this session, we will discuss behaviors that build a culture of trust and contribute to the success of your company.

**10:50 – 11:05 AM** BREAK

**11:05 – 11:50 AM** GENERAL SESSION

## **Casting a Compelling Vision | TBD**

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

**12:00 – 1:15 PM** LUNCH

**1:15 – 2:00 PM** BREAKOUT SESSIONS

BREAKOUT A:

### **Compensation Plans That Encourage Leadership, Participation, and Trust | Gary Garber**

Every business needs great employees, and every employee needs to earn a good income. When labor is in short supply and prices are rising quickly there can be friction between employers wanting to save money and employees desiring higher wages, better benefits, and higher bonuses. Is "more" the best way to achieve satisfaction? Can both owner and employee needs be satisfied? This session will explore options of salary, bonuses, benefits, and profit sharing that support the goals of both employers and employees.

BREAKOUT B:

### **Business Management Software—Beyond Accounting | Clyde Zimmerman**

When is the last time you knew exactly what every hour of payroll was attributed to? Is unbillable time properly accounted for in overhead? Access to future projections and real-time information is essential for business owners to make the best decisions. A business management software package can meet these needs and more. However, researching, piloting, and implementing such software is not a trivial task! Clyde will share industry best practices as well as pros/cons of selecting off-the-shelf packages or using custom-developed software.

**2:00 – 2:15 PM** BREAK

**2:15 – 3:00 PM** BREAKOUT SESSIONS

BREAKOUT A:

### **Building A Solid Business Foundation Clyde Zimmerman**

Is your business today where you thought it would be when you started it 10 years ago? The Anabaptist community is blessed with a high percentage of entrepreneurs and business owners. Many of us started as skilled practitioners but never spent time developing godly goals and adequate management structure. Years later, we find ourselves in business situations based on external factors versus intentionally using our businesses to be effective in God's kingdom. Clyde will share his story and best practices from his 30 years in business, especially the first 10 years of establishing a godly business foundation.

BREAKOUT B:

### **Leading As A Servant Through Succession Gary Garber**

It's easy to put off the inevitable transition to the next generation because it's one of the hardest bridges for a business owner to cross successfully! Failing to plan 5-10 years ahead of time often creates family problems, limits options, and costs money. The business owner who carefully plans and communicates his succession plan can be a real blessing. This session provides insight into AF's Business Succession Workshop, which covers the phases of successor development, business valuation, affordably funding the purchase, and property transfer.

**3:00 – 3:15 PM** BREAK

**3:15 – 4:00 PM** GENERAL SESSION

### **Being a Consecrated Servant | Manny Zook**

Webster's dictionary defines the word consecrated as: "to devote solemnly for a purpose." Being a consecrated servant leader requires operating business as a calling and not as a career. It calls for a servant leader to humbly practice being a living sacrifice and to count it as a privilege to be allowed to suffer for Christ.

You are invited to attend an

Anabaptist Financial

# BUSINESS SEMINAR

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## Speakers

Manny Zook, Paradise, PA – Administrator, Free Indeed Ministries, Former Owner, EZ Milking Equipment

Daryl Weaver, Ephrata, PA – Partner, IMPAC Communications,

Gary Garber, Eaton, OH – Former owner, Garber Electrical Contractors, AF Business Advisor

Clyde Zimmerman, Altoona, PA – Former owner, United Datacom Networks, AF Business Advisor

### SEMINAR DATES AND LOCATIONS\*

**Tuesday, September 14, 2021 & Wednesday, September 15, 2021**

**Martindale Reception Center** 352 Martindale Road, Ephrata, PA 17522

**Thursday, September 16, 2021**

**Antrim Brethren in Christ Church** 24 Kauffman Road East, Chambersburg, PA 17202

**THEME: Business Leadership—Leading As A Servant**

*\*The same seminar will be held each day.*

## Registration Form PA Business Seminar

----- Cut out or copy this form and mail to the Stewardship Resources address given below. -----

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

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

\_\_\_\_\_

\_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

### Contact Directory

Check this box if you would like your contact information added to the contact directory that is printed in the seminar handout. You may also provide a brief description of the goods and services that you provide (maximum 15 words).

Note: For printing purposes we must have your registration by August 31.

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### Please include payment with your registration.

If registered on or before August 31, \$99 for the first person.  
Additional attendees, \$89 if from the same family or business.

If registered after August 31, 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)