



1245 Old Route 15
New Columbia, PA 17856

** Address service requested **

Register Today!

Return the enclosed form or register online at afweb.org/register or seminars@afweb.org

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.

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Seminar Information

Seminar Fee: If registered on or before September 6, \$89 for the first person. Additional attendees \$79, if from the same family or business. If registered after September 6, \$99 for the first person. Additional attendees \$89.

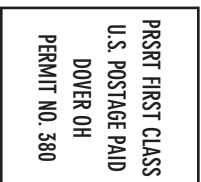
In consideration of other attendees, no babies or young children, please. Registration covers lunch, facility, and other expenses. For more seminar information or if you need special accommodations due to a handicap or special diet, call 800-653-9817 ext. 214.

Pick up your pre-printed name badges as you arrive.

All are Welcome — Business owners, spouses, key employees, and other interested persons.

Please tell your friends and business associates about this seminar.

Call or email our office for extra programs:
800-653-9817 ext. 214 or seminars@afweb.org



Speakers

Gary Miller — Caldwell, IA
Christian Aid Ministries S.A.L.T. program

Roger Zimmerman — Denver, PA
CFO at Paul B. Zimmerman, Inc.

Leonard Meador — Rossville, IN
Business Management Consultant

Kevin J. McClarigan — Paradise, PA
Principal, Kevin J. McClarigan, CPA

David Sauder — Mount Joy, PA
Business Advising Administrator

Ken Nisly — Due West, S.C.
Business Mentor at Gehman Accounting

Rodger Weaver — Denver, PA
CEO at Paul B. Zimmerman, Inc.

Panelists

Nathan Rutt — Reading, PA
VP of Human Resources at Paul B. Zimmerman, Inc.

Ernest Zimmerman — Stevens, PA
Research and Development at Paul B. Zimmerman, Inc.

Mark Zimmerman — Lititz, PA
Board Chairman/Outside Sales at Paul B. Zimmerman, Inc.

Nelson Zimmerman — Ephrata, PA
Research and Development at Paul B. Zimmerman, Inc.

Warren Zimmerman — Denver, PA
Paul B. Lititz/Customer Service Supervisor at Paul B. Zimmerman, Inc.

You are invited to attend an

Anabaptist Financial

BUSINESS SEMINAR



LEARN · CONNECT · NETWORK

September 20, 2016
Shady Maple Banquet Center
129 Toddy Drive
East Earl, PA 17519

September 22, 2016
Antrim Brethren In Christ Church
24 Kauffman Road East
Chambersburg, PA 17202



SEMINAR PROGRAM Pennsylvania

Tuesday, September 20, 2016 • Thursday, September 22, 2016

7:45 – 8:30 AM Sign-In and Seating

8:30 – 8:45 AM Welcome and Seminar Details

8:45 – 9:30 AM General Session

Business as Mission – Gary Miller

Of course, God intends that our businesses provide income for our families and employees. But how much thought have you given to the great potential, within your business, to reach out to the world? This session will explore ways that a business owner can intentionally use his business as a platform to demonstrate kingdom Christianity to the public.

9:30 – 9:40 AM Stewardship Resources Update

9:40 – 10:00 AM Break

10:00 – 10:50 AM Breakout Sessions

Organizational Structure – Roger Zimmerman

The need for clear family-business governance may seem a bit unnecessary. However, effective governance is essential to a healthy and enduring business. While form and structure change, the goals of effective decision making, cohesive teamwork, and a lasting legacy remain the same as a business grows. This session will explore how the spheres of family, ownership, and management interact.

Creating and Negotiating Contracts and Memos of Understanding – Leonard Meador

This session explains the importance of documented price proposals and project contracts, and writing clear MOUs (Memos of Understanding). Learn when verbal or written agreements are appropriate, and which documents need to be legal contracts. Any agreement contains the possibility for conflict. This session will evaluate principles and methods of negotiating effective business agreements, and resolving contractual conflicts peacefully.

10:50 – 11:05 AM Break

11:05 – 11:55 AM General Session

Business and Brotherhood: Rethinking the Relationship – Gary Miller

Many feel that the local church should have little involvement in a believer's business. Just let business be business and keep it separate from the brotherhood. But is this correct? Should the local church have no input into decisions regarding business debt, size, or operations? Or is it possible we should we revisit the purpose of both our businesses and churches, and reconsider the relationship between them?

11:55 – 12:10 PM Anabaptist Financial/Foundation Update

12:10 – 1:30 PM Lunch

1:30 – 2:20 PM Breakout Sessions

Business Valuation – Kevin J. McClarigan, CPA

A business valuation is a process of establishing a standard measure of value in order to determine the business worth. Business valuation can lead to different conclusions depending on how the value is determined. This session will explain the reasons when and why a business valuation should be prepared. In addition, we will teach the various business valuation approaches, and the valuation methods employed.

Business Transition: Part 1 (Leadership Dynamics) – David Sauder

Planning the transition leadership to the next generation must begin long before the actual event. The importance of leadership is often overlooked in the transition process. Various considerations include developing and identifying a qualified successor and restructuring the leadership team. This session will explore aspects of leadership as it relates to the successor and succession plan.

2:20 – 2:45 PM Break

2:45 – 3:35 PM Breakout Sessions

Buy-Sell Agreements – Leonard Meador

Family business relationships are the most important part of business structure. Maintaining good relationships must be a planned process. When family members own businesses together, entering and exiting the ownership or management role needs to be detailed and defined. All too often these changes in business structure put unnecessary economic and emotional stress on families. Learn how to minimize this stress with clear, predefined buy-sell agreements.

Business Transition: Part 2 (Family Dynamics) – Rodger Weaver

Open, honest, and clear communication is essential when relating to each other, especially in a family business. It is important for family members to discover their God-given talents and to use them to fulfill the business mission statement and vision. This session will explore how to identify various family dynamics and offer suggestions for effective integration.

3:35 – 3:50 PM Break

3:50 – 4:40 PM Breakout Sessions

The Paul B. Zimmerman, Inc. Story – Panel

Four of the second generation brothers from Paul B. Zimmerman, Inc. family of companies will discuss the joys and challenges of maintaining the family business through four generations.

Developing Employees into Leaders – Ken Nisly

Developing employees can seem like a huge undertaking when you are already busy as the owner/manager of your business. Growing people does require time to walk alongside and offer feedback and coaching. It can seem inefficient, but in the end be one of the most rewarding privileges given to you as the steward of your business.

4:40 – 4:45 PM Closing

SEMINAR LOCATIONS AND DATES:

September 20, 2016

Shady Maple Banquet Center

129 Toddy Drive
East Earl, PA 17519

September 22, 2016

Antrim Brethren In Christ Church

24 Kauffman Road East
Chambersburg, PA 17202

Registration Form Pennsylvania

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 registered before September 6 and would like your contact information to be listed in the directory printed in the seminar handout. You may also provide a brief description of the goods and services that you provide (maximum of 15 words).

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

Place a check mark next to the seminar you will be attending:

- Shady Maple Banquet Center on Tuesday, September 20, 2016
 Antrim Brethren in Christ Church on Thursday, September 22, 2016

Please include payment with your registration

If registered on or before September 6, \$89 for the first person.
Additional attendees \$79, if from the same family or business.

If registered after September 6, \$99 for the first person.
Additional attendees \$89

Please make your check payable to Stewardship Resources.

****NOTE:** We do not accept credit card payments.

You may also register online at afweb.org/register

Return registration to:

Stewardship Resources seminars@afweb.org
1245 Old Route 15 800-653-9817 ext. 214 (phone)
New Columbia, PA 17856 866-230-6253 (fax)