



Anabaptist  
Financial

Stewardship Connections with Integrity

BEYOND OUR SEMINARS

2  
DAY

WORKSHOPS

A FOCUSED APPROACH TO LEARNING



FALL SERIES 2024

# BUSINESS WORKSHOPS

RESERVE YOUR SEAT TODAY! CALL 267-368-4628



## BEYOND OUR SEMINARS

*The two-day business workshops go beyond our one-day business seminars by focusing on a single area of business content with two seasoned instructors. Instead of lectures and a large audience, workshops utilize the classroom approach, limiting the size to 30 students. Below are the workshops offered:*

- *Human Resources*
- *Business Planning*
- *Business Succession*
- *Marketing*
- *Sales*
- *Accounting*



**PARTICIPATE** in a small-group, hands-on setting for maximum learning and practical application

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**GAIN** new business skills and knowledge through peer learning, discussion, guided practice, and case studies

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**HEAR** seasoned instructors teach from an Anabaptist, Biblical worldview

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**APPLY** proven business management tools, using your real business situations and challenges

# FALL 2024 WORKSHOP SCHEDULE

*Each day begins at 8:00 a.m. and ends at 4:00 p.m. Lunch included.*

## **HUMAN RESOURCES WORKSHOP**

**October 8-9, 2024**

Seneca Falls, NY, *Finger Lakes Fellowship Center*  
3403 NY 414, Seneca Falls, NY 13148

## **BUSINESS SUCCESSION WORKSHOP**

**September 10-11, 2024**

New Holland, PA *Yoder's Restaurant and Buffet*  
14 Tower Road, New Holland, PA 17557

**October 1-2, 2024**

Millersburg, OH *AF Community Center*  
6834 County Road 672, Millersburg, OH 44654

## **ACCOUNTING WORKSHOP**

**September 24-25, 2024**

Millersburg, OH *AF Community Center*  
6834 County Road 672, Millersburg, OH 44654

**October 8-9, 2024**

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

## COMMENTS FROM WORKSHOP ATTENDEES

I came here sort of a defeated man in the area of HR. Been told by a few employees that I'm not doing my job and others leaving as well. Now, I have hope! Maybe with the right tools and love for everyone and knowing that relationships are messy, I can become better. Pray for me.

—*Human Resources workshop*

I would **highly recommend** this to any business owners, especially first time new beginners.

The group discussions were very helpful to understand everyone also has similar struggles.

—*Business Succession workshop*

I greatly appreciated the instructor's knowledge of the material. I think this information was vital in deciding whether business ownership is for us as a couple.

**I liked the enthusiasm and curriculum.**

—*Business Planning workshop*

.....

Enjoyed the stories and the real life experiences. Appreciate learning how to handle business from an Anabaptist viewpoint. So good to hear from others and how they have related. Good to hear of others' mistakes so we could learn from them without needing to make them myself!

—*Business Succession workshop*

# HUMAN RESOURCES WORKSHOP

## **THIS WORKSHOP IS FOR YOU IF YOU FIND YOURSELF IN A PLACE LIKE THIS:**

- It seems that we face more special challenges with employees as our business has grown.
  - I'd like to know if there is a right way that's been proven to work, when relating to people problems.
  - It would mean a lot if our people had more of a sense of purpose and sincere satisfaction in their work.
- 

## WORKSHOP OVERVIEW

### **Envision an ideal business culture**

What does an ideal business culture look like? Learn how you can build culture and community in your business.

### **Understand the basics of business**

What are the characteristics of a kingdom-focused business? How can you teach these guiding principles and core values to your company and its personnel?

### **Clarify your mission statement**

A company's mission statement directly impacts personal relations, hiring, development, and evaluation. Bring your company's mission statement for evaluation and feedback.

### **Help employees establish identity and belonging**

Your employees are created in the image of God for work, relationship, development, and purpose. They want to be part of a team and the deeper meaning of your work.

### **Recognize employees as whole people**

Ministering to the whole person will make employees, and ultimately you, more successful. Seek to understand and know your people in the appropriate context of work.

### **Write clear job descriptions**

A job description is more than telling employees what to do. It has critical functions in hiring, evaluating, and training employees. Learn valuable tools to craft effective job descriptions.

# HUMAN RESOURCES WORKSHOP

## **Attract the right employees for the job**

Learn proven interviewing techniques to identify which candidates will most likely succeed in your business. Practice a job interview process in class.

## **Orient and initiate employees**

Be prepared for the day your new employee starts. From preparing their workstation to training current staff to interacting with the new employee, you can successfully integrate them.

## **Give clear job instruction**

What should training include? Who should do it? Identify the people in your company who can serve as quality trainers and learn how to develop and support them.

## **Provide performance feedback and coaching**

How do your employees know if they are successful and effective? Offer low-threat informal feedback to develop your employees.

## **Have one-on-one conversations**

Regular one-on-one conversations are key to building strong relationships, loyalty, leadership, and kingdom disciples in the workplace. Learn the skill of having one-on-ones and develop a plan to introduce them to your employees.

## **Develop annual employee reviews**

Learn how to use evaluation tools to promote improvement and strengthen your business.

## **Learn performance indicators and goal setting**

Annual evaluations are not only for looking back at the previous year, but also for creating a development plan for the future. Learn how to create a plan with goals for the next year.

## **Navigate difficult conversations with grace**

Difficult conversations are too often ignored or done incorrectly to the detriment of the business and employees. Learn the strategies of having a difficult conversation that ends well, with practice on your fellow classmates.

**AVAILABLE INSTRUCTORS:** David Bower, Leon Martin, David Whitaker, Dale Savage

## **FALL 2024 WORKSHOPS**

**October 8-9, 2024**

Seneca Falls, NY, *Finger Lakes Fellowship Center*  
3403 NY 414, Seneca Falls, NY 13148

# BUSINESS PLANNING WORKSHOP

## THIS WORKSHOP IS FOR YOU IF YOU FIND YOURSELF IN A PLACE LIKE THIS:

- Honestly, I have never thought much about the future of my business; I am just too busy for that.
  - I've wondered if intentionally planning for our business minimizes our trust in the Lord.
  - Our growing business needs help to stabilize it, but I truly do not even know where to begin.
- 

## WORKSHOP OVERVIEW

### Overview of the Business Plan

What is a business plan and why should you have one? What is the process for creating one? Business planning is a path of discovery, starting from where you are today and building on your intentions for the future. It should be guided by sound business principles, but even more importantly, by seeking God's will and the counsel of others.

### Company Culture

A company culture expresses who you are as a company and how you go about doing business. Developing and documenting such things as company history, mission, vision, and values helps to clarify, *Why does my business exist? Where do I intend for my business to go? What values guide my business both within and without?*

### Market Strategy

Evaluate the economics of your entire market area to decide which customers to target. Summarize what makes you stand out in the competition and define your unique corner of the market.

### Business Framework

This part of the planning includes long-term plans. For example, do you have a goal of becoming debt-free within five years? Or do you have profit margin goals you intend to maintain as your company grows? What have you established to guide future ownership of the company, such as who can potentially buy in and when and at what price?

### SWOT Analysis

A SWOT analysis is a popular business tool that helps business owners and managers assess the situation their business is in. This process helps guide decisions about where to best steer the business through future planning.



# BUSINESS PLANNING WORKSHOP

## **Annual Plan - People**

Every year a business should plan for the organization and care of its people. How solid is your employee support system? Are your people in their best places? Where does HR fit into the business plan? Planning for people is an important Biblical principle, and these plans should be organized here in your Annual Plan.

## **Annual Plan - Finance**

A vital component of annual planning is having a good budget. Other financial aspects include profitability and asset management. It is important that the financial dimension of the business aligns with other changes or improvements in your business plan.

## **Annual Plan - Operations**

Plan for the execution of business operations over the next year. Identify which key performance indicators (KPIs) and metrics you will use to evaluate the performance of your business operationally. Know your current operational efficiencies to know what changes and improvements are needed.

## **Annual Plan - Marketing**

Learn how marketing fits into your business plan. An annual plan for marketing lays out how the overall market strategy will be implemented in the next year. This includes planning advertising programs, coordinating marketing budgets with the financial plan, and making sure employees know how the company is attempting to grow.

## **Annual Plan - Sales**

Sales involves the conversion of marketing leads into sales agreements with customers. More than any other plan, sales relates to those outside the company. It is a vital part of how the business serves others and fulfills its stated mission. This requires careful planning each year.

## **Executive Summary**

An executive summary is the distilled version of the entire business plan. Written to quickly catch the attention of those interested in the business plan, it answers key questions as fully and quickly as possible. The Executive Summary is written last, but presented first, in any business plan.

**AVAILABLE INSTRUCTORS:** Larry Troyer, Greg Wolf, David Bower,  
Gary Garber, Leon Martin

**No Business Planning Workshops Scheduled for Fall 2024**

# BUSINESS SUCCESSION WORKSHOP

## **THIS WORKSHOP IS FOR YOU IF YOU FIND YOURSELF IN A PLACE LIKE THIS:**

- Looking to the future. I have a will, but I'm not sure how to evaluate or handle the business in relation to my family.
  - Since I am not sure how or where to start on business succession, it is a subject I tend to shy away from and avoid.
  - I really don't have a plan and am hoping my family will make those kinds of decisions when they need to.
- 

## WORKSHOP OVERVIEW

### **Setting the Stage**

Choosing a successor who will carry on your values is just one reason to transition while you are able. If you're the potential successor, explore whether you're the right person for the job and address your concerns about taking on the business.

### **Leadership Transition Phase**

Identify a possible leadership transition team and define duties, management, and authority. Participants will learn how to set up the transition so you can mentor the new successor over time.

### **Understanding Goals, Objectives, Visions, and Dreams**

Why were you in business? Why are you getting out? How can you use succession as an opportunity for charitable giving to kingdom-focused work? Define your visions and goals to clarify the direction and pathway of succession.

### **Foundational Principles for Succession**

In a kingdom-focused business, scriptural principles undergird the succession process. Buy/sell agreements in family businesses often include lifestyle values that determine who is eligible to buy. Learn to openly discuss important factors, such as church practices/fellowship and family considerations, especially if there are possible conflicts.

### **Professional Assistance**

Business successions must be done legally, not on the back of a napkin or by verbal agreement. Professionals must be consulted throughout the succession process to achieve the best conclusion for both seller and buyer.

# BUSINESS SUCCESSION WORKSHOP

## Identifying the Successor

Learn the steps and processes in identifying a potential successor whether one child, multiple children, key employees, or an outside buyer. Explore challenging situations, such as unrealistic value expectations, difficult personalities, and distributing according to participation.

## Valuation

Establishing a fair market value is very important, even when selling to family members. Learn valuation methods and define what is included in the sale. Discover the benefits of using professional, experienced help in a valuation.

## Payment Terms

Payment terms are often more important than the sale price since they address the concerns of the former owner. Will you sell assets, or percentage of ownership? Will you do a one-time payment or incremental payments? What about seller salary, benefits, and healthcare? Will inventory be sold in a lump sum, or as sold?

## Funding

Company profits can fund an owner-financed or a bank-financed purchase. This is a place where charitable giving can provide for the church or other kingdom-focused projects while reducing tax impact and cash needs and still be fair to other family members.

## Setting It All in Motion

Learn how to make a timeline to finish the sale and set it in motion. Transition shouldn't be a big event, but rather the next step in the continuation of your life experiences. Develop a plan for how to get the process done and announce the transition to key people.

## Pitfalls, Opportunities, and Possibilities (POPs)

Understand how ugly it can be if business owners don't plan for succession, how neutral it can be if they plan a little, but how good it can be if they plan properly—for themselves, their families, and for the kingdom.

## Workshop Takeaway Discussion

How are *you* going to apply what you've learned in this workshop?

## AVAILABLE INSTRUCTORS:

Gary Garber, David Sauder, David Bower, Leon Martin

\*For Business Succession Workshops ONLY: spouse of participant can attend for \$400 (\$235 discount)\*

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Millersburg, OH *AF Community Center*  
6834 County Road 672, Millersburg, OH 44654

# MARKETING WORKSHOP

## **THIS WORKSHOP IS FOR YOU IF YOU FIND YOURSELF IN A PLACE LIKE THIS:**

- I wonder if we should market any more when we have more than we can handle now.
  - If only there was a way to implement marketing that would fit the way we do business.
  - It seems hard to know how much to budget for marketing, or what results to expect.
- 

## WORKSHOP OVERVIEW

### **Biblical Foundations**

To make a difference, we must be different. In marketing, this difference begins with our Scriptural beliefs and practices.

### **Company Culture**

Our culture is an expression of who we are as a company today, the roots from which we've grown, and where we are going.

### **Niche Need**

This expresses our understanding of the hard and soft needs that customers have in our chosen niche of the marketplace.

### **Niche Solution**

This describes how our company uniquely meets those hard and soft needs with our products and services.

### **Brand Personality**

We must be intentional about the personality of our brand and what it communicates in the marketplace.

### **Core Message**

Our brand communicates our commitment to our customers in the marketplace, and we must always keep our message true.

# MARKETING WORKSHOP



## **Lead Generation**

The primary role of marketing is to generate leads from the marketplace that have strong potential to become good customers.

## **Lead Conversion**

This is the function of sales, but moves prospects through the marketing funnel to convert them into good customers.

## **Testing and Measuring**

A good marketing plan will have a mechanism for objectively measuring for results, leading to improved future planning.

## **Documenting the Plan**

Good thinking and theory have little value unless they lead to a tangible plan that can be shared.

**AVAILABLE INSTRUCTORS:** Roy Herr, Leon Wengerd, Leon Martin

**No Marketing Workshops Scheduled for Fall 2024**

# SALES WORKSHOP

## **THIS WORKSHOP IS FOR YOU IF YOU FIND YOURSELF IN A PLACE LIKE THIS:**

- I've never really liked the word "Sales" and am not really sure I want myself or my business associated with the word.
  - I don't really understand what an effective Sales process looks like or what makes sales different from our marketing program.
  - If it can be honorable to focus on Sales, then I would like to learn more about how to do it in a way that honors the Lord and serves people.
- 

## WORKSHOP OVERVIEW

### **Sales Foundations**

Selling has not always been conducted honorably, but we are called to a much higher standard. Sales can be done in a godly, scriptural manner that benefits the lives of others, is personable and genuine, and manifests patience and respect for others.

### **Sales Capabilities**

Certain people seem to excel at Sales, while others struggle. Yet all kinds of different people have enjoyed and been successful in it. We'll look at some of the characteristics, mindsets, and skillsets needed to be successful in Sales and how they can be cultivated and improved.

### **Sales Preparation**

Before attempting to begin the sales process for goods or services, sales people need to fully understand both the needs of the marketplace and the goals of the company. Success in Sales requires seeking to harmonize the reality of both.

### **Sales Process**

The role of Sales varies among different sizes and types of companies. The culture of sales also varies among different industries. Yet there is a common process that can be studied and adapted for successful selling in each individual business. This includes:

1. Prospecting
2. Qualifying leads
3. Discovering needs
4. Providing solutions
5. Overcoming objections
6. Closing the sale
7. Following up

# SALES WORKSHOP

*Access to seasoned business instructors*



## **Sales Toolsets**

While the basic process of sales remains the same, different companies and sales people utilize different tools to manage it. This section will look at the use of mapping, literature, CRM systems, and other tools to enhance the efficiency of the process.

## **Sales Management**

Many times the sales team starts with only the founder. Growing beyond one salesperson presents a significant challenge, especially for those who are managing the team. It calls for a new and different focus, as well as additional skillsets and tools.

**AVAILABLE INSTRUCTORS:** Kevin Weaver, Ivan Schrock, Abe Troyer, Roy Herr

**No Sales Workshops Scheduled for Fall 2024**

# ACCOUNTING WORKSHOP

## **THIS WORKSHOP IS FOR YOU IF YOU FIND YOURSELF IN A PLACE LIKE THIS:**

- Accounting feels like a necessary evil in my life and something I basically do for taxes.
  - I don't understand enough about accounting to use it to make a difference in my company.
  - Isn't accounting all about the past? I prefer to focus on what's ahead in my business.
- 

## WORKSHOP OVERVIEW

### **The Stewardship of Accounting**

- To see accounting as profoundly relevant to our calling as stewards
- To consider the benefits as well as the burdens of managing financial resources
- To grasp the role of accounting as a means of measurement and accountability

### **The Basis of Accounting**

- To learn to know accounting as the universal language of business
- To establish the history and theory of accounting systems
- To identify key areas of accounting theory that are foundational

### **The Practice of Accounting**

- To learn to use accounting as a practical tool to manage and measure money
- To identify and understand key decision points in the practice of accounting
- To develop a solid practice of accounting that leads to accuracy and integrity

### **The Reporting of Accounting**

- To value the reporting of an accounting system as meaningful and trustworthy
- To understand the key financial reports of accounting and how to read them
- To understand the different aspects of the business each illustrates



# ACCOUNTING WORKSHOP



*Group networking and collaboration*

## **The Impact of Accounting**

- Discover how reporting can shape your understanding of the business
- Learn the role of reporting in guiding more intentional business decisions
- Develop the story of your business financially - past, present and future

**AVAILABLE INSTRUCTORS:** Greg Wolf, Larry Troyer, Gary Garber, Leon Wengerd

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New Holland, PA Martindale Reception Center  
352 Martindale Rd, Ephrata, PA 17522



Classroom style learning

## MEET OUR INSTRUCTORS

### **DAVID BOWER** *Redwood, VA.*

*Seven Oaks Landscape and Hardscape. AF Business Advisor.*

Born and raised on a dairy farm, David has more than 30 years of experience as a third-generation dairy farmer. In his youth, he started Seven Oaks Landscape and later co-founded Homestead Creamery. His passion for walking with others comes out of others walking with him during his own business failures. David's strengths include employee motivation, conflict resolution, accounting and financial management, strategic planning, and leadership.

### **GARY GARBER** *Eaton, OH.*

*AF Business Advisor. Former owner Garber Electric.*

Gary founded Garber Electric in high school and then merged it with a fuel, lubricants, and HVAC company owned by his father and his partner. Later the corporation was split and Gary continued with Garber Electrical Contractors, Inc., which today has more than 220 employees. His son is now his successor of the business. Gary's business experiences have enabled him to develop in financial forecasting, estimating and pricing methodology, buying/selling businesses, and banking and cash management.

### **ROY HERR** *Myerstown, PA.*

*Rosewood Marketing.*

Roy Herr, co-founder of Rosewood Marketing, thrives in the challenge of leading a team. He loves to see team members honing their skills, building their character, and practicing leadership. He has over 25 years of experience helping Anabaptist-owned businesses solve marketing challenges. Roy's passion for bringing Biblical values and Christianity into the workplace is a driving motivator in all his business relationships.

### **LEON MARTIN** *Tenino, WA.*

*AutoTech Services. AF Business Advisor.*

Raised in southern Illinois, Leon decided to continue the family tradition of general automotive

repair and services his father started in Lancaster Co., PA in 1951. Today he coaches automotive shops and helps AF clients with daily challenges while maintaining a proper kingdom vision. His interest lies in helping owners look outside the box for the many potentials that usually lie untapped. He also has an understanding of financial management, strategic planning, and leadership.

**DAVID SAUDER** *Mount Joy, PA.*

*AF Business Advisor.*

David grew up in Lancaster, PA, in a family business. His experience lies in ownership of various businesses in manufacturing, marketing, transition, investment, and risk management. David became interested in business consulting while helping other businesses become sustainable and likes to see strategic plans that flow from a kingdom focus.

**IVAN SCHROCK** *Manassas, VA.*

*Choice Books.*

Ivan has worked in sales for Choice Books since 2001. He became Sales Manager in 2015 and today is the Director of Sales and Marketing. Ivan has experience in working with large accounts such as Walmart, Kroger, Walgreens, hospital gift shops, airport retailers, and more. Ivan believes that sales work done well is a great way to serve people, build long-term relationships, and honor God in our work.

**ABE TROYER** *Baltic, OH.*

Abe Troyer has collected deep sales experience in the lumber and building materials industry. He has served over 27 years at Keim Lumber in Charm, Ohio, most recently as Executive Director of Sales. Abe believes that the workplace creates opportunities to live out your faith; he is passionate about long-term relationships and win-win partnerships. Abe enjoys traveling and grilling. A member of the Old Order Amish church, he lives in Baltic, Ohio, with his wife Rosie. They have been blessed with seven children and five grandchildren.

**LARRY TROYER** *Dundee, OH.*

*ProVia. AF Business Advisor.*

Larry is Vice President of the administration and finance department at ProVia, a manufacturer of exterior building products, including entry doors, windows, vinyl siding, and manufactured stone. Most of his work involves analytics and investments, as well as providing leadership to staff who work in accounts receivable, accounts payable, cash management, invoicing, and taxes. He has worked in the accounting/finance arena most of his adult life. His experience also includes ownership transfers, separations of business entities, consolidations, and business valuations.

**KEVIN WEAVER** *Sugarcreek, OH.*

*Filtrexx International LLC.*

In 2001, Kevin and his brother founded Weaver Express LLC, an environmental and erosion control company. In 2014 they were acquired by Leucadia International (a publicly traded company) and Kevin served as a Regional Vice President until 2019 and then as a Business Development Manager until 2022 at which time the business was sold again. He currently focuses on growing his real estate business and enjoys his work as a business consultant. His business coaching toolbox

includes business development and sales, strategic planning, managing the business, teamwork, and buying/selling businesses.

**LEON WENGERD** *Dalton, OH.*

*Pioneer Corp. / Green Field Farms.*

Leon is a co-owner of Pioneer Corp, which is made up of various businesses and brands owned by the Wengerd family. Leon grew up in the family business and served in numerous facets during his 20+ years with the organization. He serves alongside his seven brothers and father with his primary roles being marketing consultant, financial overseer, and helping in business planning. He is currently serving as interim CEO at Green Field Farms™ - a farm cooperative that specializes in custom soil amendments and distribution of organic produce.

**DAVID WHITAKER** *Rochester, IN.*

*Ramco Metal Roofing and Buildings.*

David has spent the last 20 years in various roles at Ramco, including operations manager, purchaser, and HR director. His current role is to bring consistency in the areas of culture, quality, and safety to all three Ramco locations. His passion for helping others with their business journey comes from experiencing firsthand the value of having a trusted advisor who shares from a Biblical perspective. David's areas of strength are culture development, business planning, employee relations, and Human Resources.

**GREG WOLF** *Sawyer, KS.*

*Family Food Store. AF Business Advisor.*

Greg was born and raised on a farm in northwest Kansas. In the early 1980s, financial distress prepared him to redirect his life from farming to assisting families in similar distressed situations. He served fourteen years as an agricultural consultant within a CPA firm. In 2012, Greg and his wife Ruby started Family Food Store, which combines a deli, bakery, and specialty store. In addition, Greg works as an AF business advisor and workshop instructor. Since 2020 he has also served in the role of developing workshop curriculum, business articles, and other educational materials for AF.

# COMMENTS FROM WORKSHOP ATTENDEES

**Fun, educational, engaging!** I appreciated the experience of the instructors and the insights gleaned by networking. Emphasizes the power of community and the liked minded individuals. Thank you!

Excellent foundational fundamentals which we as Anabaptists can use.

I love the way you mixed up industries and cultures. **I was pushed beyond my comfort zone.** Love it!

Very well done. Good to interact with other business people that share similar values.

—*Sales workshop*

**I thoroughly enjoyed this class.** It was good mix of lecture and interaction. Setting was spot on.

Keeping it light and humorous definitely helped me to be more relaxed and learn better.

It was done with excellence. Thank you for creating these opportunities.

—*Marketing workshop*



It was over and beyond what I needed, which is great management by my employer.

—*Accounting workshop*

# IN-HOUSE BUSINESS WORKSHOP

*"It has transformed our company culture." -DYNA Products*

**PURPOSE: *To provide an in-house workshop customized and applied to a particular company.***

## **FEATURES:**

1. One instructor (instead of two) facilitates the workshop.
2. Workshop is limited to 25 or less people.
3. Training occurs on-site and is geared towards the mission and strategies of the company.
4. Company may invite participants from two other companies to join the in-house workshop to create an environment of collaborative learning or share the cost.
5. Company provides the following:
  - a. Facility to hold the workshop and set-up of tables and chairs
  - b. Lunch for the instructor and participants
  - c. List of participant names
6. Instructor provides the following:
  - a. Participant workbooks
  - b. PowerPoint slides, projector, and visual aids
  - c. Adaptation and application of workshop specific to company
7. Cost:
  - a. \$5,400 for two-day workshop
  - b. \$3,700 for one-day employee workshop. This on-site workshop is designed for employees to embrace the company's desired culture and performance expectations.

## **Anabaptist Financial held two in-house workshops at DYNA Products in 2022.**

### **Their response:**

*"At DYNA Products, we benefited greatly from the on-site Human Resources classes, and it has transformed our company culture. On-site workshops allowed us to send more supervisors and managers for training without the expense of travel, hotels, and time off work, not to mention being home with their families every night. The in-house workshops also allowed the instructor to become acquainted with our employee family and to better understand the company culture.*

*At DYNA, we put all our supervisors and managers through the HR Workshop, twice. The second time usually has the greatest impact and opportunity for lasting change. I highly recommend the on-site HR Workshop for any mid-to large-sized company."*



## Other Business Education Services

### Business and Employee Seminars

Each year, our seminars focus on different areas of business operations and management to provide a well-rounded business training from a kingdom perspective. We tap into the most knowledgeable speakers from across our Anabaptist communities. Seminars are held in more than a dozen Anabaptist communities for your convenience.

*To be notified of upcoming seminars, call 267-368-4628 or email [seminars@afweb.org](mailto:seminars@afweb.org).*

- *September 17, 2024 Business Seminar, East Earl, PA*
- *September 18, 2024 Employee Seminar, East Earl, PA*
- *September 19, 2024, Business Seminar, Chambersburg, PA*
- *October 22, 2024, Business Seminar, Eaton, OH*
- *November 12, 2024, Business Seminar, Halsey, OR*

### Business Advising

Our advisors are conservative Anabaptist businessmen with a wealth of real world experience. We serve businesses of all sizes. Expect to grow personally and become a fully equipped business leader as you learn how to apply business tools, procedures, and systems. Choose from more than 20 advisors.

*Call 800-653-9817 or email [edwardhershberger@afweb.org](mailto:edwardhershberger@afweb.org) for an application.*

### Business Resources

Anabaptist Financial distributes audio recordings of our business seminars at no cost to you digital by download, flashdrive, or phone conference line. We also publish written articles, many transcribed from our seminar topics, as well as other business management tools.

*Call or write to request a free catalog: Anabaptist Financial, 55 Whisper Creek Drive, Lewisburg, PA 17837; Phone: 570-800-2191. Or visit [www.afweb.org/resources](http://www.afweb.org/resources).*



# BUSINESS WORKSHOPS

A FOCUSED APPROACH  
TO LEARNING

## THREE WAYS TO REGISTER

**Phone:** 267-368-4628

**Email:** [workshops@afweb.org](mailto:workshops@afweb.org)

**Online:** [afweb.org](http://afweb.org)

Limit of 30 per workshop. Reserve early to ensure your seats. **Cost is \$635 per attendee for two days.** Includes lunch both days, and student workbook with instructional content and workshop activities

If cancellation is made within two weeks of workshop date, 50% of registration fee will be refunded.

Reservations will be held for only two weeks unless payment is received.

*See cost for an in-house workshop on page 22.*