



Structured around Anabaptist Financial's Ten Blocks of Business Knowledge, our workshops provide a kingdom-focused, distinctly Anabaptist business training. Learn how to integrate faith into all business activity while gaining new business skills and knowledge. Join us for a unique opportunity to:

- Participate in a small-group, hands-on setting for maximum learning and practical application
- Gain new business skills and knowledge through peer learning, discussion, guided practice, and case studies
- Hear seasoned instructors teach from an Anabaptist, biblical worldview
- Work out and apply new business management tools, using your real business situations and challenges

We use multiple training approaches to fit various learning styles of students. Lecturing is limited to no more than 50 percent of workshop time. Workshops are independent of each other and may be taken in any order.

WORKSHOP INSTRUCTORS:

Gary Garber – Easton, OH
 Founder of Garber Electric,
 Anabaptist Financial Business Advisor

David Sauder – Mt. Joy, PA
 Anabaptist Financial Business Advisor

SEE INSIDE TO REGISTER
BUSINESS
SUCCESSION
WORKSHOP


 Anabaptist
 Financial
 55 Whisper Creek Drive
 Lewisburg, PA 17837

BUSINESS SUCCESSION WORKSHOP

April 15-16, 2021
 Show Me Auction Center
 17829 Shady Brook Drive, Versailles, MO 65084



The educational division of Anabaptist Financial

Workshop Schedule

April 15-16, 2021

Versailles, MO

Thursday, April 15, 2021

7:45 AM – 8:00 AM Registration, Coffee, Seating

Session 1 – 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.

Session 2 – 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.

Session 3 – 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.

Session 4 – Foundational Principles for Succession: In a kingdom-focused business, scriptural principles undergird the succession process. Family business buy/sell agreements 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.

Session 5 – 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.

Session 6 – 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.

Session 7 – 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.

4:00 PM Closing

Friday, April 16, 2021

7:45 am – 8:00 am Coffee, Seating

Session 8 – Payment Terms: Terms of payment 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?

Session 9 – 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.

Session 10 – 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.

Session 11 – 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.

Session 12 – Workshop Takeaway Discussion: How are you going to apply what you've learned in this workshop?

4:00 PM Closing

REGISTRATION

Business Planning Workshop, MO

Please list each person so we can prepare name tags. Limit three people per company. Thank you.

Name _____

Company _____

Address _____

Phone _____

Email _____

Name _____

Company _____

Address _____

Phone _____

Email _____

Name _____

Company _____

Address _____

Phone _____

Email _____

Please include payment with your registration. Registration due by March 30, 2021.

\$550 per attendee for two days. Includes:

- Lunch both days
- Pre-workshop reading materials
- Student workbook with instructional content and workshop activities
- Business Succession tools

To register, call 570.468.1268 or email workshops@afweb.org.

If registering by mail, return this form with a check payable to **Stewardship Resources** and mail to the address listed below.

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.



Address 55 Whisper Creek Drive, Lewisburg, PA 17837
Phone 800.653.9817 **Fax** 866.230.6253

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