

## From Where We Stand . . .

# Incentives To Do Better Work

Have you ever seen the sport of dog racing?

If you have, you've noticed that the dogs don't do much running until the rabbit is turned loose.

In the case of the greyhounds, it is just a mechanical rabbit, but at least there is an incentive for them to run. Without the rabbit it probably wouldn't be much of a race.

Many farmers have found it is profitable to place a "rabbit" in the form of incentive payments in front of their farm workers.

Incentive payments in many cases encourage employees to work harder and do a better job. As a reward they receive extra benefits — usually in the form of dollars. Although at first glance this appears to be a very expensive way to pay farm workers, usually the incentive payments are earned by the workers through increased productivity, better quality work, or lower production costs.

Incentives are a way of rewarding workers for superior performance — performance beyond the expectations of normal day labor.

But unlike the rabbit in the dog race, the incentives should be within the reach of the person who will reach for them. Also unlike the dog race, incentive payments are not always easy to manage. Often they create as many problems as they solve. Finding performance standards that are above the average but not out of reach may be difficult to establish.

It is a good idea to make the incentive payments separate from the usual wages so the worker won't confuse them with his pay. Spreading the payment out over the year is usually more desirable than making payments in one lump at the end of the year or the harvest season.

Usually, incentives based on added output are better than those based on net income because of the difficulty of arriving at a net income figure that is suitable to both parties.

While such payments are often made in cash, they can also be made in the form of livestock, crops, paid vacations, or other substitutes. The form of payment can usually be worked out to the satisfaction of all concerned.

Incentive payments are by no means a cure-all for the farm labor problem. While many plans have met with marked success for both farmer and worker, others have been dismal failures.

If the plan is properly set up, however, and carefully worked out and un-

derstood by both parties, incentive payments can be successful. If the hired man understands and appreciates the opportunity to improve his income by putting forth a little extra effort or assuming added responsibility, and the farmer sees the expenditure of the extra cash as an investment toward more efficient production, a happy arrangement is possible.

While not the complete answer, incentive payments do provide a way of getting and keeping good hired help, plus giving the farmer added return for his investment in farm labor.

We believe good hired labor is one of the most precious commodities on the farm today. If incentive payments help you keep your good workers, we believe you can well afford to make them attractive.

At least that's how it looks from where we stand



## Farm Safety

The number of farm-accident fatalities is not declining in proportion to the decline in farm population, according to a report issued recently by the U.S. Department of Agriculture.

One reason for the continuing high death rate in farm accidents is the increasing average age of people on farms. Another reason is the increased amount of powerful machinery and the absence of any organized supervision of the operators of the machines.

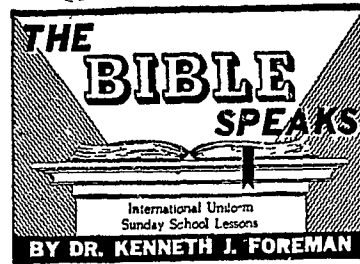
Rural traffic is usually less well controlled than the traffic in urban areas. Furthermore, with farms more isolated, the opportunity for the injured to receive first aid promptly is less abundant.

While falls are by far the most numerous causes of farm accidents, injuries on farm lands are usually associated with the use of machinery.

While many of the accidents to farm residents result in death, many are non-fatal. Researchers found last year that nearly one third of all farm workers in the United States were injured in some sort of accident. About 19 per cent of the farm population was injured seriously enough to lose time from their work, and about three per cent are disabled permanently each year.

We believe it is not too early in the new year for all farmers to begin a systematic, organized campaign to make all members of the farm family recognize the value of working safely. A hit-or-miss safety program is not enough. Safety on the farm is a full-time, all-year job for everyone.

At least that's how it looks from where we stand.



Bible Material: Mark 1:14-15  
Devotional Reading: Philippians 2:1-11

## Jesus Beginning

Lesson for January 13, 1963

JESUS of Nazareth always had grumblers or complainers in his audience. They could always find fault—though that was no discredit to him. God on high has many self-appointed critics, but he was never known to change his way on their account.



One can easily imagine what some of Jesus' listeners might have said when Jesus preached his first sermons. Neither Dr. Foreman nor Mark gives us a whole sermon, only a sketch of his general line. The reader who will compare Matthew 3:2 with Matt 4:17 can guess what the unfriendly listener might say. "There's nothing new here, I've heard this before." Word for word, the report of what John preached is just what Jesus preached. The Master added something, but it did not change the fact that—at first—what Jesus preached was so much like what John preached that you might be tempted to call it an echo.

### Carrying On

Mark connects Jesus' beginning to preach with the arrest of John the Baptist. As long as John was preaching, Jesus remained in silence. When John's brave voice was shut into the dungeon of Herod's castle, then Jesus came into Galilee and preached. It should not surprise us that Jesus had a message so much the same as John's. It was not that Jesus was an echo or that he had no mind of his own. Rather, he evidently felt that what John had proclaimed still needed saying. It was of the utmost importance that as many as possible should hear the news, should be faced with the demand. The Kingdom of God is at hand! Repent! Believe! This was no light matter. Human destinies depended on whether people were ready for the Kingdom, whether their wills and purposes were attuned to God's.

### Prayer and Planning

Jesus did not spend all his time preaching. When a woodsman has a hard day ahead of him, he does not rush out and start chopping. He spends some time in sharpening his axe.

So it was with Jesus. One of the first things we hear of his doing, was to call certain fishermen to be his followers. Some people think that the little scene by the lakeside, pictured in few words by Mark, was the whole story: Jesus just walked up to four total strangers and said, "Follow me." Other Bible students see this incident as part of a longer story, most of it untold, of gradual acquaintance, climaxing in this definite "call." However that may be, it is clear that Jesus was already planning ahead for the days when he would no longer be on this earth as he then was. To put it in one word, he was thinking ahead to the church. If the life of Jesus in Chapter One in the great story of Christianity, the rest of the chapters are the life and adventures of the Church. Jesus was already thinking into the distant future, when he began to choose his Twelve.

### Before everything else

Mark first mentions Jesus' prayers after all the healings at Capernaum, after the calling of some of his disciples and the casting out of a demon in the synagogue. But it is likely that Jesus would have put off praying till then? Mark, the shortest of the Gospels, does not try to tell us everything—and neither did the other three gospel-writers. Luke tells us that Jesus was praying at the time of his baptism; and we may be sure that that was not the first time. Along with planning, ahead of planning, goes prayer. Knowing what we do about Jesus, we can be sure he did not just make his plans first and then ask his Father to approve. The best planning is that which takes God in—not as a postscript, a formal last minute unnecessary bit of religious courtesy. The best planning is that which consults with God first, makes the plan step by step with prayerful listening to hear God's whisper. If Jesus found it so important to pray that he would rise before dawn to find time for it, surely the ordinary Christian needs to pray even more. For prayer is not only telling God what we want—he knows that already. It is listening for him to tell us what He wants.

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## Now Is The Time . . .

BY MAX SMITH

### To Buy Certified Seeds

One of the best ways of actually getting what you really want is to plant certified seed. In order to have some assurance of good germination, free from weeds, and the best yield ability of certain varieties, it is strongly recommended that the best seeds be used. In most cases with the buying of seeds, you get in proportion to what you pay.

### To Cut Down On Feed Waste

In many cases of livestock feeding where the self feeders are used, there is too much waste of valuable feed. In some research studies with hog feeding it was found that many feeding operations lost from 3 to 7 percent of the feed. This is not the way



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to make a net return on any feeding operation. Feed is expensive and one of the objectives should be to get a good feed conversion into meat or milk. Local feeders are urged to inspect their feed operations in order to reduce the waste of feed.

### To Prevent Wool Blindness

Experienced shepherds will trim the wool from around the eyes of their sheep at this time of the year. This is quite often necessary in some breeds such as Shropshires or Southdowns where there is a lot of wool about the head. In other breed such as Cheviots and Suffolks this will not be necessary. If the wool has grown tight around the eye opening, it is very difficult for the sheep to see where to go and to see feed and water. Some attention in these cases will produce more profit from the flock.

### To Prevent Snow Mold In Lawns

Snow mold is a fungus that thrives under conditions found under snow cover. Mold appears in gray or dirty white patches a few inches to a foot or more in diameter after the snow melts. This condition may be prevented by spraying with chemicals containing calomel, corrosive sublimate, or thiram-mercury compounds; the rate is 3 ounces in 3 to 5 gallons of water per 1000 square feet of lawn between snow covers.

## Neighbors Aid Family Who Suffered Fire Loss

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The traditional bountiful neighborliness of the people of Lancaster County went into full play this week to aid a family who lost all its possessions in a fire.

The family is that of Mr. and Mrs. Clarence Frankford, at Poplar Grove, Lititz R2, whose home was destroyed by fire last Sunday evening, leaving seven people homeless and causing more than \$9000 loss.

Within hours a vacant dwelling in Brickerville was made available to the family by its owner, Homer Kleinfelter, of near Brickerville.

Immediately the Brickerville Fire Company, of which Charles L. Adams is fire chief,

began collecting furniture and clothing for the family, and within a short time the work was taken over by Steigel Lions club of Brickerville, which has assisted many families in the past who have been burned out of their homes.

Offers of supplies from people over a wide area of the northern part of the county, and the Lancaster Water Street Mission also offered aid. Within a couple of days the family had received a stove, refrigerator, living room furniture, complete bedroom sets, rugs, two breakfast sets, silverware and dishes.

