



OPINION

When I Was A Kid!

When I was a kid
I used to think,
Coke was something
Made to drink.

Pot wasn't something
Puffed into your head,
We had a pot on the stove
And one under the bed.

And crack was found
In 'most every plate.
Speed was put on
When we were late.

Words like "getting a fix"
Were never spoken,
When we heard "fix"
Something was broken.

When we did wrong
Mom took no excuse,
We were punished with love
Now, it's child abuse.

I head of a crash on Wall
Street

When I was only six
I thought somewhere a wall
fell down
And the street was full of
bricks.

After that I think we were poor
But we kids didn't know it
No one ever said "You're poor."
And our parents didn't show it.

For video, we counted the stars
For audio, we sang a few bars
We had two dishwashers, my
sister and me
We never heard of allowance,
We did it for free.

We played hopscotch
With a piece of slate
And go down the street
On just one skate.

When we rode in our wagon
We felt every bump
It was made from old "stuff"
My brother found at the dump.

Sometimes I wish I could
go back
The old times I could save
And give up all the modern
things
Except my microwave!

Louella Weizand
(supplied by a friend)

**Now Is
The Time**
By John Schwartz
Lancaster County
Agricultural Agent

To Recruit Farm Labor

Alan Strock, extension farm management agent, reminds us recruiting farm labor is becoming more important.

Many farmers are finding that recruiting requires more time and effort. Recruitment is the process of searching for qualified candidates for a job and getting them interested enough to apply.

Recruiting is not simply getting numbers of people to fill out job applications. Instead it is recruiting qualified and quality people who will be an asset to the farm.

They need to bring complementary skills and experiences to the farm business's existing labor pool. The primary objective of the process should be to create a sufficient pool of qualified candidates from which to choose the best one to fill the job.

The key is getting enough applicants of the type you are looking for. It is in your best interest to be clear about what you want and reflect it in your recruiting efforts. Also, be sure to emphasize the advantages of working on your farm.

To Write Good Want Ads

The want ads approach to creating a sufficient pool of qualified candidates for a job has several advantages, according to Alan Strock, extension farm management agent. It is quick, relatively

Wednesday, December 13

Farm Employee Management Seminar, Carlisle Holiday Inn, also Dec. 20.

Berks/Lehigh Valley Milking Schools, Berks Ag Center, 9:45 a.m.-3 p.m., also Dec. 20.

Thursday, December 14

Farm Employee Management Seminar, Williamsport Sheraton Inn, also Dec. 21.

Winter Meeting of the Pa. Seedsmen's Association, Eden Resort Inn, Lancaster, 10 a.m. Berks/Lehigh Valley Milking Schools, Kutztown National Guard Armory, 9:45 a.m.-3 p.m., also Dec. 21.

Friday, December 15

Saturday, December 16

Sunday, December 17

Monday, December 18

"Nuisance Concerns With American Agriculture In the Community: The Case of Odors," Yoder's Restaurant, New Holland, 9 a.m.-3:45 p.m.

Tuesday, December 19

Ephrata Area Young Farmers Annual Christmas Celebration, Ephrata High School auditorium, 7:30 p.m.

inexpensive and it provides a way to reach a potentially large audience.

But newspaper ads may also have some drawbacks. Many farmers complain that these ads bring them many applicants, but none they would want to hire.

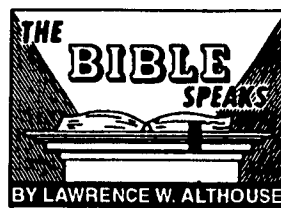
Perhaps the answer to this problem is how the ad is written. Be very specific in the qualifications you are looking for in the future employee. Be very specific in the job duties, salary range, and fringe benefits that the future employee will perform and earn.

Also in the ad, emphasize the advantages of working on the farm—that is, working outside, working flexible hours, working with animals and working in a neat, clean, modern facility that is family owned.

To Understand Forage Test Variations

A question which is frequently asked by many livestock feeders is how accurate are the lab analyses of my feed?

Often a farmer will submit multiple samples of the same feed to different labs for analysis and get different results from each lab.



**MORE TO FOLLOW
December 3, 1995**

Background Scripture:

Isaiah 40 1-11

Devotional Reading:

II Corinthians 7 2-7

When life is going well for us, we tend to forget that suffering and sorrow are also part of the human experience—for all of us. Seasons of prosperity and well-being are followed or even interrupted by seasons of pain and suffering. For some of us, it is when we are in the midst of such a season that we are most likely to encounter and recognize the reality of God and His grace.

This is the background to Isaiah 40:1-11. Fifty years before these words were first spoken, the people of Judah had been carried off into captivity by the Assyrians. Jerusalem and the kingdom were left destitute and in ruins. Those who survived the forced march were compelled to start life all over again in a strange land.

In the midst of this suffering and despair Isaiah brings a new message: "Comfort, comfort my people, says our God. Speak tenderly to Jerusalem and cry to her that her warfare is ended, that her iniquity is pardoned..." (40:1,2). It is a wonderful message of comfort that the prophet brings.

GOOD NEWS!

But after the message of comfort there is also one of challenge: "In the wilderness prepare the way of the Lord..." God is offering redemption, but if they are to receive it they must respond to the good news of his grace. If they do, then "the glory of the Lord shall be revealed and all flesh see it together..." (40:5).

The message of Isaiah 40 was written to a particular people at a particular time and place. But early Christians saw in it a prophecy of the Good News of Jesus Christ. So, to all of us, whether as nations or individuals, when we are hurting and despairing, this message is still relevant to our situations. That is why Isaiah 40:1-11 is read every year in Advent. As Advent is symbolic of the dark night of our human yearning for redemption, so the prophecy of Isaiah is linked with the incarnation of

According to Dr. Marvin Hall, Penn State agronomist, the accuracy of forage analysis is limited by the weakest link in the analytical procedure, which is sample collection. Research has shown that the highest level of accuracy a grower may expect due to testing procedure is plus or minus 1.58 units of crude protein, 2.48 units of acid detergent fiber, and 4.25 units of neutral detergent fiber.

With this in mind, a sample which is split and sent to three labs which report the crude protein in the sample as: Lab 1=18.3, Lab 2=19.4 and Lab 3=18.7 is well within the normal deviation due to sampling procedure.

So why do labs report different quality when sent the same sample?

More than likely the samples were not really the same. Accuracy of sample collection is the major cause of different test results.

To help improve accuracy, take multiple samples and mix them extremely well before taking a sub sample for analysis.

Feather Prof.'s Footnote: "The effort to reach beyond our grasp is what makes success a reality."

God's grace in the birth of Jesus Christ.

In the midst of whatever brokenness that has overcome us we are comforted with the promise of redemption, that his light will shine and prevail in our darkness, whatever it may be: personal or family crises, community strife, national danger. There is no misfortune or just desserts that we cannot see through if we are willing to accept the grace of God. As Eugene O'Neill has one of his characters say, "Man is born broken. He lives by mending. The grace of God is his glue!"

GLUE TO MEND

When we have fallen apart or been run over by adversity, the grace of God is the glue that fixes our brokenness. What a promise to remember whenever we are about to give up! God comes to us ultimately as a shepherd who tenderly carries his lost sheep. This is a promise that endures when all else—including other people—fails.

But, if we get the message, we need also to give the message. As the people of Judah were redeemed they were expected to pass on that message: "Get you up to a high mountain. O Zion, herald of good tidings; lift up your voice with strength..." (40:9). Advent comes upon us with the good news of God's grace and a call for us to share the good news: "Comfort, comfort my people."

An affluent man sent a sum of money to another man who had fallen on hard times. With the money was a simple note: "This is yours. Use it wisely. There is more to follow." Later, the destitute man got another envelope, more money, and a note that said, "More to follow." Again and again the money arrived with the same assurance. Dwight Moody comments on the story, saying, "So it is with the wonderful grace of God. There is always 'more to follow.'"

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FARM CALENDAR

Saturday, December 2

Northeast Lamb Pool, Troy Sales Barn, 9 a.m. grading, 3 p.m. sales.

Pennsylvania Quarterhorse Association annual meeting and awards banquet, State College.

Sunday, December 3

Monday, December 4

Agway regional annual meeting, Springfield, Mass. Sheraton.

Agronomy Ag Service School, Brynwood Inn, Lewisburg, 9 a.m.-3:30 p.m.

Penn State Income Tax Institute, Nittany Lion Inn, State College, thru Dec. 5.

Tobacco auction season opens, Paradise.

N.Y. Farm Bureau state annual meeting, Melville Marriott, thru Dec. 7.

Tuesday, December 5

Solanco Young Farmers' meeting, Cow Comfort, Solanco High School.

Mid-Atlantic Cooperative Extension meeting (MACE), University of Delaware, Newark, Del., 8 a.m.-4 p.m.

Agronomy Ag Service School, Sinbad's Restaurant, Wysox, 9 a.m.-3:30 p.m.

Southwest Pennsylvania Hay Auction, Westmoreland Fairgrounds, 11 a.m.

Beginning and Retiring Farmer Workshop, Bradford County Extension Office, Towanda, 9 a.m.-3 p.m.

Lancaster DHIA annual meeting and banquet, Good 'N Plenty Restaurant, Smoketown, 11:30 a.m.

Wednesday, December 6

Mid-Atlantic Tillage Teleconference, various extension sites, also Dec. 13.

Agronomy Ag Service School, Berks County Ag Center, Leesport, 9 a.m.-3:30 p.m.

Thursday, December 7

Managing Dairy Farms Symposium, Hershey Convention Center, Hershey, 1 p.m.-4:30 p.m. thru Dec. 8.

Agway regional annual meeting, Hershey Convention Center.

Agronomy Ag Service School, Lancaster Farm and Home Center, 9 a.m.-3:30 p.m.

Lancaster County Farmland Preservation Forum, Farm and Home Center, 7 p.m.

Westmoreland County Extension annual dinner meeting, Mountain View Inn, Greensburg, 6:45 p.m.

Friday, December 8

Agronomy Ag Service School, Quality Inn (Embers), Carlisle, 9 a.m.-3:30 p.m.

Western Pa. Vegetable and Berry Growers meeting, Days Inn, Butler, 8 a.m.-3:30 p.m.

Saturday, December 9

Maryland Pleasure Horse Seminar, South Carroll High School, Winfield, Md., 8 a.m.

Frederick County Ag Society stockholders meeting, Frederick Fairgrounds, 10 a.m.

Sunday, December 10

Monday, December 11

Tuesday, December 12
ADADC District 21 meeting, Timberwolf Restaurant, Darren, N.Y., noon.