



pork industry update

The pork industry is investing \$5 million in two new programs to address some of the environmental challenges of pork production. They're just the latest efforts to assure environmentally sound operations while providing a wholesome, nutritious product.

Benefit Auction

Manheim Christian Day School

Friday Evening ♦ April 28

Chicken Bar-B-Que Dinner 3-7:30 P.M.
Friday Night Auction Starts at 6:00 P.M.
Winross, NASCAR & Collectibles ♦ Children's Auction

Saturday Morning ♦ April 29

Country Breakfast 7:00-10:00 A.M. (Only \$3.75)
Auction—9:00 A.M. Sharp ♦ Quilt Auction 1:00 P.M.
686 Lebanon Rd. ♦ Manheim, PA ♦ (717) 665-4300
1 mile n. of Manheim Route 72 5 miles s. of PA Turnpike Exit 20 Parking at Church
♦ WE ACCEPT VISA & MASTER CHARGE ♦

Sponsored by
Kratz Surveying
664 3864

Certificates—10:45 a.m.—Restaurants, golfing, Bed & Breakfast, dinner theatre, Hershey Bears, portraits. **Art Auction—11:45 a.m.**—Fine collection limited and open edition, including: *Quiet Evening* by Thomas Kinkade, *Best Friends* by Terry Redlin, *Winter Quarters*, *Evening in St. Michael* by Richard Bollinger, *House of Prayer*, *The Country Store* by P. Buckley Moss, *Bear, loon and deer prints* by Dan Christ as well as *Tracks of the Past (tram)*, *Byerland Mennonite Church* by Jean Ginder. Many more, including artists Debra Smith, Diane Stewart, Julia Swartz, Andy Smith, Erma Wenger, Myrtle Tremblay, Walter Patschorke, and Deborah Watson. **Special Features—12:30 p.m.**—Equestrian Estates B&B, Dinner for 30 "Garden Party," Embossed lamb skin jacket, comprehensive Orthodontic package (\$3985 value), Retired TY Beanie Babies, 12-apartment Birdhouse Tower, Steeple Mantle Clock, Oak Corner Curio Cabinet, Longaberger "Century Basket," and 43" wooden Peterbilt & trailer, handmade by J. Earl Horst. **Quilt Auction—1:00 p.m.**—25 full size quilts, plus wall hangings and afghans, including: *I Promised You a Rose Garden*, *Lancaster Treasure*, *Heart of Roses*, *Hearts Bouquet*, *Spring Fling*, *Color Splash*, *White Diamonds*, and *Dresden Plate*. **Furniture, Antiques, & Collectibles**—Small bucket cupboard, marble top plant stand, doll bed w/bedding, cherry marble top table, swivel claw-foot piano stool, Foltz redware, Gingrich basket, oak rocker, small hay wagon, oak coat rack, footed glass bowl, 4 ft. bench table, Tiffany lamp. **Nov & Miscellaneous**—Green wrought iron birdbath and fernery, copper weather vane, Oliver 70 pedal tractor, garden bench w/birdhouse, PSC Compound bow, Octagon birdhouse, John Deere pedal tractor w/wagon, baseball cards, lots of bedding plants, shrubbery, Makita weed eater, child's express wagon, porch rockers.

Farm Management

STRATEGIES FOR KEEPING YOUR MOST VALUED EMPLOYEES

John Berry
Agricultural Marketing Agent
Lehigh County

While it is true that higher salaries offered by other organizations may be a threat to your employee retention efforts, research shows that traditional pay programs are ineffective for motivating high-performing, committed employees.

Companies will lose their most valued employees if they fail to offer them the intangible intrinsic rewards that money cannot buy. In fact, studies have shown that what tends to stimulate and encourage top performance, growth, and loyalty is praise and recognition.

Providing employees with opportunities to learn pays dividends for both the organization and the employees. The employer gains workers who are better skilled, more versatile in their work assignments, and motivated because they are challenged and encouraged to grow. Employees get the opportunity to learn new skills, gain new ways of viewing things, and network with co-workers.

A key part of any retention strategy should include adopting flexible work arrangements — it is the benefit employees want most. A recent survey by an employee placement company found that 76 percent of workers polled would leave the career fast-track in exchange for a more flexible schedule. And, almost 66 percent say they would take a pay cut in exchange for more flexibility.

change for more flexibility.

Exploring the child care needs of your employees will help you determine what types of assistance would be most meaningful and widely used. Sit down and talk with your employees. Ask questions and listen. You might be surprised how much useful information you will uncover.

Retaining employees today is harder than ever. Skilled workers are — and will continue to be

— the most important asset of any organization. Successful organizations realize this and create a culture that fosters a sense of trust, loyalty, and commitment. Employees must know that if they work hard and are loyal they will be appreciated and valued.

It's on this belief that successful companies were founded — and it is on this belief that they will survive.



Dr. Robert Weber, Mechanicsburg, left, was honored recently at the 2000 Extension Annual Meeting for his outstanding leadership and service to the county. Shown with Weber is Samuel Simmons, Mechanicsburg, vice president of the board of directors and recipient of a framed certificate recognizing his six years of service to the Penn State Cooperative Extension Association. Weber was also recognized by the Pennsylvania House of Representatives for his efforts in the past 50 years.

GOSPEL EXPRESS BENEFIT AUCTIONS



Gospel Express Evangelistic Team

The Gospel Express Evangelistic Team travels nearly 40-50,000 miles each year across the country sharing the Gospel in prisons, churches and communities, and 3rd world countries. Proceeds from the benefit auction will enable the team to continue to travel and share the "Good News" wherever God opens the door.

Besides Prisons and Church Services, Gospel Express Evangelistic Team is also involved in Community Tent Crusades, Support Chaplaincy Programs, a rather comprehensive Bible Study Course Correspondence and New Testament Ministry to prisoners throughout the US and Canada, Daily Radio Commentary, and Recording & Tape Ministry. The most recent project is an International Crusade Ministry in the countries of Ghana, Uganda, and Kenya, Africa. This includes village evangelism, medical aid, and assisting with an orphanage.

MEL'S STABLES

Hill Road, New Holland

Take Route 340 to New Holland Road (East of Intercourse)... or... Route 23 to South Brimmer Avenue (New Holland). Follow New Holland Road to Hill Road. Watch for signs.

DAIRY & BEEF CATTLE AUCTION

THURSDAY, APRIL 27 7:30 PM

Mel's Stables • New Holland, PA 40 Head in All - Registered and Grades- All Sizes



6 year old gelding.
Kid broke to ride and drive



3-D Pictures

17th Annual

BENEFIT AUCTION

Saturday, April 29, 2000

Mel's Stables, New Holland

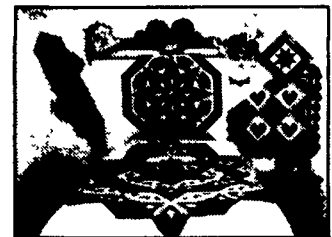
Breakfast 7:00 AM

Auction 9:00 AM

• Quilts • Solid Oak Furniture •

Other Items Include:

Miniature "Gospel Express" Pillows and Matching Tote Bags, Gas BBQ Grill, Glider Chairs, Corner Cupboard, 12'x24' Single Car Garage w/Overhead Door, Dozens of Quilts, Lots of Crafts, Flowers, Trees & Shrubs, BOSCH Kitchen Machine, and much more!



Quality Quilts and Crafts



Trailers

SUPPER & SING Friday, April 28, 5:00PM - Pig Roast

Singspiration - 6:30 P.M. - Gospel Express Team

• The Antrim Chorus

Full Meal

Carry Out Available

For More Information Call Gospel Express Office:

(717) 768-7115

This Ad Sponsored By:

KING CONSTRUCTION CO.

601 Overly Grove Rd., New Holland, PA 17557

717-354-4740

Custom Design & Construction of Dairy & Horse Facilities

PRECISE CONCRETE WALLS, INC.

531 Hollander Rd., New Holland, PA 17557

717-355-2469