



From Your NEW President...

Hello! I hope every one is having an amazing summer. Mine is coming to an end with the kids going back to school and the arrival of the fair animals. For anyone who doesn't know me, I'd like to officially introduce myself. I am Loni Stepniak the 4th generation owner of Stepniak Beef in Hop Bottom, PA. Here at Stepniaks, we custom butcher hogs and beef, process venison and sell retail products. I have attended the PAMP convention since I was about 5 years old, so many of you have known me for years and are now watching my little girl, Violet, grow.

I am honored to be President of such an amazing organization. I feel like we are like a big family who helps each other out. I have watched many changes to this organization over the years and I would love for it to keep growing. My own little personal goal is to make us the biggest state organization. On that note if you know of any new shops that have opened up in your area, please invite them to the convention. If feel like there is always something to learn. One little trick could save you time and money!!

Next years convention is May 11-14th and the board will be meeting is September, so if you are looking to learn about something specific or have an idea for the presenters please contact me. So Please, Save the Date And Join Us!!

Loni Stepniak



Bardine's and Holland Bros at AAMP

The annual AAMP convention was held July 14-16, 2022 in Des Moines, Iowa. During the AAMP convention we are proud to announce that there was BEST OF SHOW, 2 Grand Champions, 1 Reserve Champion and 3 Champions. More than 600 entries were entered into the country's largest nationwide cured meats competition. This year's winner of the Clarence Knebel Best of Show Memorial Award came from the Heavyweight Bacon category, from Bardine's Country Smokehouse, in Crabtree, PA. Holland Brothers, Inc from Duncansville was the other winner. They won the following:

Grand Champion – Bardine's – Bacon Heavyweight
Holland Brothers - Ham Semi- Boneless

Reserve Champion – Holland Brothers – Ham Bone-Lightweight

Champion – Holland Brothers – Ham Bone-in Heavyweight
Bardine's – Jerkey Restructured
Holland Brothers – Meat Snack Sticks Flavored



**Bardine's with their
AAMP Best of Show
Award**



PSU AT IFFA

IFFA:

The German Butchers Association (DFV, short for Deutscher Fleischer-Verband), the official representative of craft butchers in Germany, formed a partnership with AAMP to hold the DFV/AAMP IFFA Quality Competition for Sausage and Ham every three years in the United States.

The DFV-AAMP Competition took place January 15-22, 2022 in State College, Pennsylvania. The following are winners from our membership.

- Cup of Honour (Presented to companies that earn at least 5 gold medals)
 - The Country Butcher (19 Total Gold)
 - Penn State University (5 Total Gold)
 - McMullen's Market (10 Total Gold)

CONGRATULATIONS TO ALL OUR PAMP MEMBERS!!



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DEPARTMENT OF AGRICULTURE

Pennsylvania's Very Small Meat And Poultry Processor Reimbursement Grant Program Opens

The Pennsylvania Department of Agriculture has announced that its Very Small Meat and Poultry Processor Reimbursement Grant Program is now open. The Program's objective is to support the development and expansion of current or future very small meat and poultry processing operations in the Commonwealth by offering reimbursement grants to cover the cost associated with obtaining a grant of inspection from USDA Food Safety Inspection Service (FSIS), opening a new very small meat and poultry processing operation, expanding the capacity of a current very small meat and poultry processing operation, or a combination of those purposes.

The following costs are eligible for reimbursement:

1. Consulting or other technical support services that directly support the development and maintenance of programs required to operate under a grant of inspection.
2. Professional employee training and educational services and programs that support the development and maintenance of programs to operate under a grant of inspection. If a professional consultant is utilized, reasonable costs may be reimbursed, as determined by the department.
3. Up to 85% of the purchase of meat or poultry slaughter or processing equipment or supplies. This does not include reimbursement of the costs of planning, erecting, repair or modification of a structure or building or repair of installation of roofing or other physical structure improvements.
4. The purchase of equipment or supplies directly related to employee safety.

For more information: Pennsylvania Department of Agriculture

Grant applications must be submitted online through the PA Department of Community and Economic Development Electronic Single Application. Applications are due by at 5:00 PM on Monday, Sept. 26, 2022.

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Through videos, short readings, expert advice, and knowledge check questions, you will acquire workable strategies. Learn to search, respond to, and work effectively with public and private funding sources to answer requests for proposals (RFP's). You'll also gain valuable insights into how grants are awarded so you can better build relationships that will generate money for your organization.

There are four sections in this course and each has a quiz at the end. You will need to achieve a score greater than 80% on each quiz to pass this course and receive a certificate of completion.

WHO IS THIS FOR?

- Individuals that are new to grant writing
- Experienced grant writers looking to improve their skills
- Individuals that work for, volunteer for, or are involved with a non profit, an educational institution, or local government

WHAT WILL YOU LEARN?

You will learn how to:

- search for grant opportunities using varied/multiple methods
- write an effective grant proposal
- describe how a grant proposal is reviewed
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- work effectively with foundations
- understand how to match your mission to the funder's mission
- build relationships with funders

<https://extension.psu.edu/grant-writing-how-to-find-funds-and-write-a-winning-proposal>

NAMI NORTH AMERICAN MEAT INSTITUTE

North American Meat Institute Announces Animal Care & Handling Conference

From in-depth discussions on topics like biosecurity considerations and implications for animal welfare and auditing to regulatory and legislative updates and best practices in movement and stunning, the 2022 Animal Care and Handling Conference will provide expert instruction and information-sharing on a range of topics addressing key strategies for continuous improvement in animal care and handling.

This year's Stunning and Insensibility track—led by Chuck Bildstein and Dr. Temple Grandin—will offer attendees the opportunity to learn proper stunning techniques and appropriate tools based on species and age, correct anatomic locations, and indicators to assess insensibility.

Bunzl's Product Specialist, Chuck Bildstein is an expert trainer on captive bolt tools and electrical stunning systems at the packaging plant and farm to the producer customers throughout the United States.

**The Conference will be held: September 13-14, 2022
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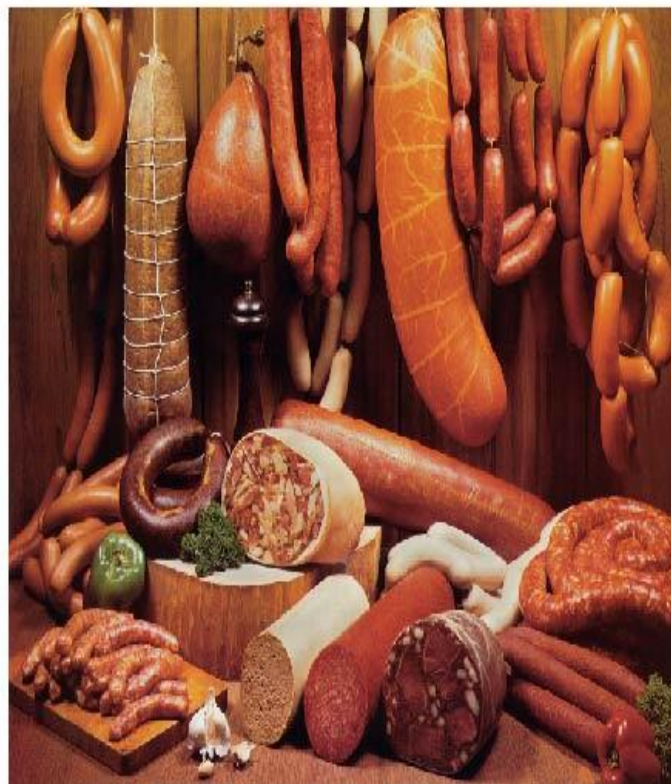
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We draw a pretty sharp line between editorial and advertising content here, but, of course, in the business of B2B publishing, the two worlds inevitably do collide. And so, for example, when a supplier the size of Middleby ac-

quires a company the size of CP Packaging, another pickup on an accelerating buying spree, we add it as regular news. It's good information to know for processors who buy their wares, and for us in publishing who sell them ad space.

At first blush, as a company that depends on advertising sales, the trend of big equipment and ingredient suppliers buying up smaller ones is concerning, given the logical scenario that there is, then, ostensibly fewer companies to buy ads. But then again, the CP Packagings of the supplier world weren't always big enough to be bought; that type of growth started at ground zero and took many years to achieve. There's nothing to say that more of such firms won't start out the same way, and with similar ambition for years to come.

As a parallel, we've written at length about consolidation in the meat industry at large. And in blogs/editorials, I've expressed skepticism about the government's infusion of billions in funding to small processors and the ability of those efforts to restructure an industry dominated by four multinational packing companies, given their proven economies of size. But maybe, as with the thinking above, it doesn't have to be all or nothing or one versus the other.

Perhaps they're parallel industries, and perhaps they're cyclical, with new players popping up and growing where the others have been

plucked or existing players emboldened. Based on conversations we've come away with from conferences like that of the American Association of Meat Processors and related plant tours, the growth, investment and evolving business models has been staggering. Many smaller processors have business booked through next year, never slowing since the pandemic supply chain disruptions sent new customers their way.

As with consolidation on the supplier front, consolidation in the meat industry is a reality that comes with consequences, good and bad; it would be negligent to deny the loss of many family businesses and farms due to the economic market forces that changed the landscape in preceding decades. At the heart of these dynamics, though, is the indisputable demand for animal protein, and with that is a market — or markets — with room for new and sustained growth for years to come.

We can count on that demand to continue, but we all — whether we're selling meat, selling machines that process meat, or selling ad space to the manufacturers of those machines — can't stop working for that next customer and accounting for changes in how they want our products.

As a small fish in a big publishers' pond, we're acutely aware of this game of survival in our own consolidating industry. We're somewhat of an outlier in that we happen to serve an audience that still largely values a printed product, for example. However, we can't be certain, as generational preferences change, how long that will last. And so, we work aggressively to diversify our products, formats and revenue sources, while trying to align with customers who are scratching and clawing in the same spirit.

Doom and gloom — and my own skepticism — aside, there is opportunity if we keep our heads up and continue to look for it.

Reprinted from Tom Johnston's Blog
"Writer's Block" from meatingplace.com



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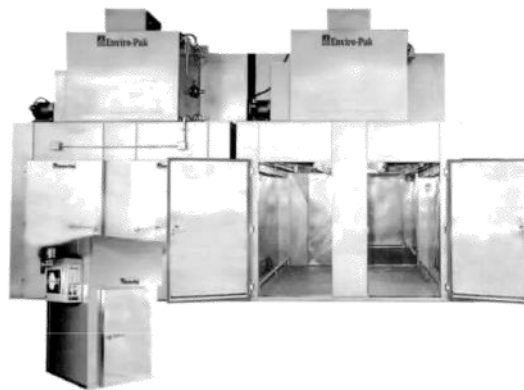
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WHAT COSTS MORE THAN AN UNQUALIFIED FOOD SAFETY MANAGER?

In the food industry, many companies view the food safety department as an annoying and irritating cost center. They also perceive, mistakenly, that these cost centers drain critical funds from the company's bottom line. While this is a short-sighted view which, in large part, ignores the critical need, purpose, and daily accomplishments of the food safety team, the attitude is nevertheless present in some companies.

As a result, there are some companies who will look to hire a food safety manager for as cheap as they can find. And, when filled, these positions are typically occupied by someone with very little real-world food safety education and experience, and/or who are not provided with sufficient support from the company. What these companies do not realize, however, is that a high-quality food safety professional is not simply a luxury to be enjoyed only by the largest companies, it's a critical need for all companies, regardless of size.

So, what's more expensive than an unqualified food safety manager? Hmmm, let's see. How about a \$5,000,000 recall for the presence of a pathogen caused by the absence of an adequate food safety program.

Responding to an FDA Warning Letter, or USDA Notice of Intended Enforcement, threatening to shut a company down, is also often more expensive than an unqualified food safety manager. This could also include the loss in revenue which can occur when customers learn about the existence of a Warning Letter or NOIE.

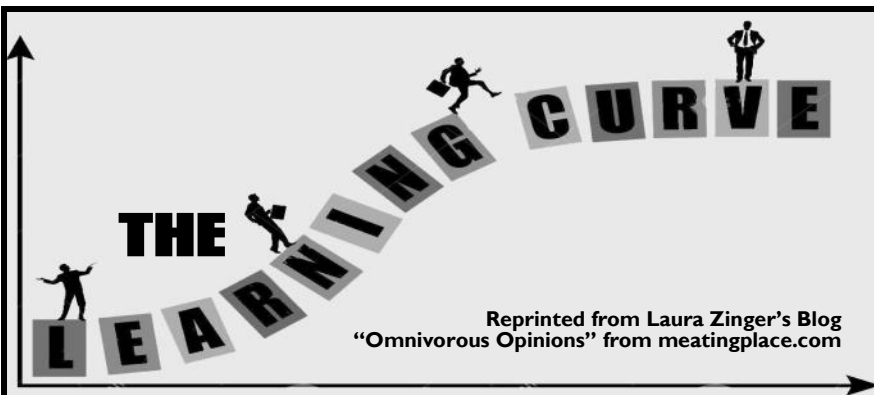
Other things that could cost more than an unqualified food safety manager might include the increase in annual insurance premiums following a food safety event, as well as the annual cost of dialysis and medical treatment for a child with degraded kidney function proven to be caused by a foodborne illness.

Definitively more expensive than the cost of a food safety manager would be the hundreds of thousands in legal fees which would be required to be spent to defend a potential federal criminal prosecution in the event the company was investigated by the Department of Justice for selling a product that made people sick.

The point here is that if a company thinks that it may be in its best interest to hire an unqualified food safety manager for as cheap as it can find, that company is almost guaranteed to have long term food safety problems which, in some cases, could eventually cost millions. The key to food safety is to have well educated and well experienced food safety professionals. And, then, to pay them what they deserve.

Let's hope more companies begin paying a little more for their food safety managers. If they do, they will increase their chances of avoiding an outbreak, a recall, a Warning Letter, and/or a NOIE. They will also, at the end of the day, likely have saved a whole lot more money than they have spent.

Reprinted from Shawn Steven's Blog
"Legally Speaking" from meatingplace.com



Have you ever been tasked with training someone new, only to realize the incredible amount of nuance you've picked up over the years? All the little things that someone told you that you've collected as knowledge that helped you along the way are suddenly coming up with your trainee, and it kind of just hits you. How am I going to find time to teach this person every little thing? And what about the next five new hires? I don't have the time for this. It doesn't matter how young or old your company is; it's time to change that. Training for every role is just like onboarding a customer; it can make or break whether they stay with you. Churn is expensive and best to be avoided. And if a portion of that can be alleviated by providing resources with an upfront investment, why not do it?

I have been in sales for many years. I have worked in places where my CRM was a spreadsheet. I have worked in places where the training was a directory and a phone. I have sat in front of a computer clicking through hours of corporate training and compliance videos and then shot out of a cannon to sell to customers. I've done it all. And those experiences are exactly what drives the constant improvement to what I offer my team.

At first, creating a system to onboard, educate, and coach people is overwhelming and exhausting. Often, leaders look to outside vendors and find that they fall short because of the complexity of our industry. The thing is, our people need us to put together programs that may not be perfect, but always get better.

It may start with an outside vendor that creates a custom training for your business that becomes standardized over years. It may start with gathering feedback from existing staff about what would have helped them the most in their early days to learn the job better. It may start with creating a mentor program to help guide new hires through their ramp-up period without feeling isolated. But if you are busy or low on budget, it may start even smaller than that.

When it occurs to you that something you have just done or said might be helpful to someone new, write down the tidbits or record them in a voice note. Make a library of helpful knowledge. Record your highest-performing sales rep's presentations and save the best practices as video clips. Make case studies about when experienced procurement personnel saved a boat load of money when volatility hit and how they did it. Put the voice memos, paragraphs, videos, and case studies in a shared drive until you can find time to formalize them into a formatted resource. The point is, put the knowledge somewhere.

And please, don't forget to create space in our calendar for your people. I know, you're too busy for more meetings. But having a regular cadence with the people on your team will drive dialogue. Create trust. Pursue communication. Ask questions. Gain understanding. Not only will this throttle your workforce toward cohesion and success, but it will also provide you with insight into more ways to write down the solutions you found for others in the future.

Some of you may think that your secret sauce is the key to being valuable. But I have a secret for you, it isn't. Creating a new generation of winners as a result of sharing your success is the key. If you think your company will take your winning recipe and toss you to the side like Plankton would, run because that sounds toxic and no Krabby Patty is worth the stress.

Save yourself time by pointing people to resources you've created. Save your company money by investing in the spread of pertinent and helpful information that will retain employees. Make more money by empowering your staff to win more consistently. Don't leave room for error; no one can afford too much of it in today's climate. Feeling fired up? Good — get to work.

NO GAS, NO SQUEEGEE



The TV commercial referenced in the title for a hybrid car from Hyundai could be a great metaphor for our meat industry. How so? It represents a time passing. The gas station attendant/owner tells the customer that if gas isn't bought then the squeegee cannot be used. Even at \$5.00 per gallon, very little gas is needed by the customer because the car is a hybrid electric/gas vehicle and uses little if any gas for propulsion. The attendant's insistence on tying use of what his customer does need, a squeegee, to something he doesn't, gas, portends his station's demise. Are we in the meat industry the gas station attendant or the car company?

Is the meat industry not recognizing that a subtle change is occurring, what with plant and cell-based "meats" becoming realities? One could construct arguments on both sides of that question, but suffice it to say that people are still eating and enjoying animal protein. Witness the pent up demand for all things beef and poultry as we emerged from the COVID lockdowns. It seems any prognostications of our industry's demise may be premature.

But how we market meat may need some changes. The consumer is our final arbiter and what we in the meat industry must respond to are the needs of those who buy our products. Why they continue to buy them is the question we must constantly ask, as those purchase motivations have changed and will continue to do so. In the final analysis, our consumers want great tasting, nutritious and reasonably priced meat and poultry. So, to lecture them that our products, whether they be beef or chicken, is what's for dinner is a strategy that just isn't relevant to their fast paced, social networking, nutrition first and don't forget about protecting the environment needs. How our industry uses the inputs of land, water and human resources has begun to enter the minds of consumers and influence their purchase decisions.

Some may pooh-pooh the idea that consumers are concerned about climate change and environmental aspects of raising cattle for food, or how perceived "factory farming" affects the future of land viability. It might be said that folks just want good, old fashioned beef or maybe a boneless, skinless, chicken breast or two, leaving the rest of the cattle and chicken parts to the hamburger joints and fast food chicken emporiums. And, to a degree they are right. Our consumers may have environmental concerns lying dormant in their minds that are latent but decision impactful. These thoughts are assuaged with fact-based arguments from us that our industry has made monumental strides in environmental enhancement and protection and will do more as we continue to raise and supply a needed and valuable food. While climate change may be argued ad nauseum, to deny it is foolish. We should embrace it as fact and contribute to its reversal.

By the way, today is my birthday and as I close in on the later part of my 70s, I am still excited about the future of our industry. Sure, I have lamented some of our past indiscretions and petulant decisions about future courses of action, but, we are an important and necessary part of a free and open society that values honest, human interaction and needs. We provide a food product of which we all can be proud. I know I am.

But, resting on laurels is a fool's game; let's avoid that trap.

Reprinted from Mack Grave's Blog
"Meat Your Markets" from meatingplace.com



FOOD SECURITY It's our problem to help solve!

You've probably heard about it, but just what is it? In its backward logic, the USDA defines food Insecurity as meaning "consistent access to adequate food limited by lack of money and other resources at times of the year." Say What? They go on to say that food insecurity is the most broadly-used measure of food deprivation in the U.S.

The Food and Agriculture Organization of the United Nations defines food security as, "A situation that exists when all people, at all times, have physical, social and economic access to sufficient, safe and nutritious food that meets their dietary needs and food preferences for an active and healthy life." Don't we wish that were true for the world's 8 billion and growing population?

Think about it, though. Food security means everyone, everywhere has access to adequate food, etc., etc. In my opinion, that just ain't going to happen any time soon. But enough of this gustatory frivolity.

Food security is a problem for not just the developing countries of the world, but also right here in the good, old U.S. A. Its cause according to some experts, is our old friend, global warming, and its handmaiden, climate change. How is it possible for "experts" to make such a dramatic conclusive leap from food security or insecurity to global warming?

The reasoning seems to be that global warming is causing the atmosphere to heat up. Agriculture is using more H₂O, exacerbating the depletion of lakes and aquifers, etc., further exacerbating global warming. Cattle raising is often viewed as a global warming culprit with its use of 2 gallons of water for every 100 pounds of the animal's body weight every day of its life. That's 1,847 gallons of water, give or take, to produce one pound of edible beef. Of course, we can argue until the cows come home about just how much water is really used to produce one pound of beef. Suffice it to say that it's a lot and it bends the arc of credible animal agriculture sustainability.

If it isn't sustainable, does that mean animal agriculturalists like us will go out of business? I suppose the animal activists would applaud such a result, but in reality, less animal protein for the world's hungry to consume is a disaster waiting to happen. Remember that as countries move up the food chain, animal protein becomes a larger and larger part of their diet. We simply cannot replace animal protein with a vegan diet, not to mention substituting a plant-based protein diet in quantities sufficient to satiate the world's inhabitants.

But why is food security or insecurity our problem to solve?

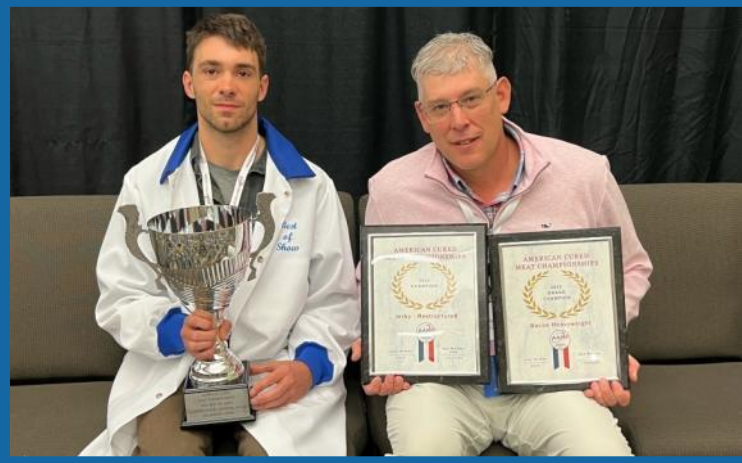
Because we in the meat and poultry industry cannot let ourselves be forced out of business by something we can change and correct. That's right, we can make a difference for the better to stem a deteriorating climate with its resultant global warming. How so? What about things like a seaweed derivative that when consumed by ruminant animals, dampens their belching of methane. And, as you know methane on a short term basis is worse for our protective atmosphere than carbon dioxide. While ruminant consumption of seaweed may not solve global warming, for us it can be a significant game changer. And, there so much more we can do. We simply have to marshal our resources and collective will to find more global warming remedies. I don't know what they are, but scientists do or will if we encourage them to do so. And, by encourage I mean monetarily incentivize them to do so.

My point is that food security is real right now for us and for others around the world and our industry can do something about it. Human beings cannot access enough food to satisfy their needs in many parts of the world. And that, my friends, is food insecurity.

Our incentive to help solve this problem is that we stay in business and contribute to an improving environment. Are there any better reasons to do so?

Reprinted from Mack Grave's Blog
"Meat Your Markets" from meatingplace.com

MORE FROM 2022 AAMP CONVENTION



Cort McCurdy and Gary Bardine of Bardine's Country Smokehouse, which has now won the Best of Show Award three times (2012, 2015, 2022).

came from the Heavyweight Bacon category, from Bardine's Country Smokehouse, in Crabtree, PA. Additionally, Dewig Meats of Haubstadt, Ind., won the Cured Meats Excellence Award. That award goes to the processor with the best overall performance in the ACMC.

Each year, the ACMC attracts top meat processors from across the country. Processors bring their best sausages, bacon, hams, snack sticks and other cured meat specialties to the convention, and those products are judged by meat science professors and fellow processors. There was a Grand Champion awarded in each of the 29 categories; depending on the amount of entries in a given category, awards were presented for Reserve Grand Champion, Champion, and Reserve Champion.

Bardine's Country Smokehouse has now won the Best of Show Award three times. The company took home the honor in 2012 with its Lightweight Bone-In Ham entry, and again in 2015 for its Country Bacon. Gary Bardine, owner/operator of the Pennsylvania retailer, said that participating in the competition can pay dividends in increased sales.

"I think the customers like to see it. I think it's validation that they feel like they're in the right place when they see things like this trophy on our counter," he said.

Bardine said that this year, one of his employees, Cort McCurdy, took an interest in working on the ACMC entries, so he was put in charge of selecting the products and making sure the exterior appearance would please the judges. McCurdy, who cures and smokes many of Bardine's award-winning products, attended the Convention for the first time but said he hopes to return.

"The awards are amazing, but more than anything, it's been such a learning experience. The amount of knowledge that these guys have is incredible," McCurdy said of his fellow attendees.

Dewig Meats won the Cured Meats Excellence Award for the fifth time overall and third consecutive ACMC, going back to 2019 (there was no AAMP Convention in 2020 due to the COVID-19 pandemic). This year, the company won three Grand Champions, five Reserve Grand Champions, and three Champions. During the AAMP Convention, Darla Kiesel, a third-generation member of Dewig Meats, was elected to the position of president of the association. Her husband, Aaron Kiesel, oversees Dewig's sausage kitchen and is a member of AAMP's Cured Meats Hall of Fame.

Last week, at the annual American Association of Meat Processors (AAMP) Convention in Des Moines, Iowa, more than 600 products were entered into the country's largest nationwide cured meats competition. The American Cured Meat Championships (ACMC) awarded prizes to small meat processors across the country in nearly 30 different cured meats categories.

This year in Des Moines, a total of 623 products were entered into the ACMC. Forty-five volunteers, as well as AAMP staff members and ACMC coordinators, gave nearly 300 hours to select the winners of this year's competition. This year's winner of the Clarence Knebel Best of Show Memorial Award

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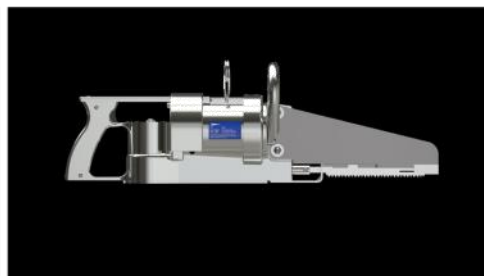
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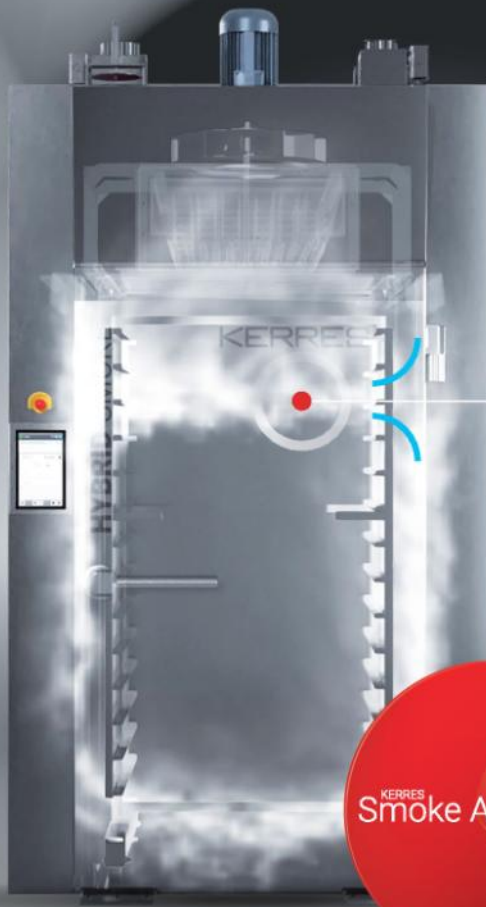
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HOW OLD IS TOO OLD?

The Federal Aviation Administration (FAA) is considering raising the mandatory pilot retirement age from 65 to 67. Why? Well, if you have flown recently you may have noticed the plethora of canceled flights which the airlines have said is due in part by not having enough pilots to fly the planes.

The two years of an advanced age limit would eliminate the forced retirement of over 14,000 pilots over the next four years according to Senator Lindsey Graham, (R) South Carolina, who is sponsoring legislation raising the mandatory retirement age. Interestingly, the Airline Pilots Association (ALPA), the pilot's union, has said it is opposed to any attempts to increase the retirement age, stating "doing so would only increase costs for airlines and introduce unnecessary risks to passengers and crew alike."

Age should not be used as a barrier to future success. Skills are learned over time as we surely know in our meat and poultry industry and such skills are foundational to learning valuable leadership lessons. Just like the airline industry, our industry's finest future hours will involve meat and poultry professional's leadership steeped in a career of experiences and unbowed by an arbitrary age limit.

As an example, you may remember the January 2009, "Miracle on the Hudson" when the pilot of U S Air flight 1549 guided a crippled and doomed airbus to a successful ditching in New York's Hudson river enabling all passengers and crew to escape unharmed. The pilot, Chesley Sullenberger (Sully) born Jan. 23, 1951, said at the time: "One way of looking at this might be that for 42 years, I've been making small, regular deposits in this bank of experience, education and training. And on Jan. 15, 2009, the balance was sufficient so that I could make a very large withdrawal."

For comparison purposes, I did some limited research on the ages of the leaders of some of the largest and successful US meat and poultry companies. The ten companies that I looked at had CEOs or Presidents ranging in age from a low of 45 (Smithfield) to a high of 72 (Wayne Farms/Continental Grain/Cargill née Sanderson Farms) with an average of 58.7, which is about the same age as Sully when he averted a potential disaster. BTW none of those companies had a female in the top position, but that's another story and one on which I have opined in past blogs.

In my view, precursors to future success are the learned leadership skills that can be applied to a new challenges and imparted to today's aspiring dragon slayers, if they will listen. As Sully suggests, leadership cannot be truly taught but must be practiced and nurtured over the years to be successfully learned.

Old tricks for new dogs? Maybe if the old dogs are not so steeped in the past they cannot translate past success methods into today's lingo. It's kind of like that old codger trying to dance the funky chicken when everyone else is bouncing to a rap rendition. He/She thinks they are topical, mouthing the words, playing an air guitar while "dancing." The old codgers think they're right in tune with today, but they aren't. Successful leaders, however, do learn both the "funky chicken" and rap and use both to teach the up and comers. So, I ask you, how are your dancing skills?

As further evidence that experience is the crucible for learning leadership are the studies that have shown the average age of entrepreneurs successfully starting and building new companies is 45 not 22



ala Jobs, Zuckerberg or Bezos. (Sources: Forbes, "Does Age Matter For Entrepreneurial Success?" 4-16-2015 & Harvard Business Review, "Research: The Average Age of a Successful Startup Founder is 45," July 11, 2018) To me, this suggests that successful managers who are a bit "longer in the tooth" have spent the time to learn success skills tempered by their failures.

Our meat and poultry industry has changed and will change further and faster in the coming years. These changes will be in part led by the successful and "older" leaders willing to teach newcomers. Potentially stifling those who are poised to impart such leadership skills are mandatory retirement ages. Does your company have such policies that could dampen the collective leadership wisdom gained from the learning crucible?

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MUSINGS ON CHICKEN

Over the past couple of weeks, I have been having random visions of chicken and other food preparations. And yes, this really happens, often. I wanted to share some flavor combinations that might help jump start your taste buds. I encourage you to try something slightly different from your normal chicken menu rotations. I don't think you will be disappointed.

Garlic, lemon, Dijon mustard, cilantro, chive (herbs can be fresh or dried, but remember dried will be stronger, fresh will give you brighter, more vibrant notes)

- Spinach, artichoke, kalamata olives, goat cheese, coriander, nutmeg, capers, Calabrese peppers, aged/grated parmesan
- Cream cheese, crispy bacon bits, pimento peppers, Worcestershire, mustard, garlic, onion powder, jalapeño peppers, cracked black pepper, extra sharp cheddar (great for stuffing chicken breast, or pound out breast place blanched spinach leaves and spread mixture. Roll and tie with twine – pan sear and finish in the oven (till 168F internal temperature)
- Paprika, thyme, coriander, basil, fresh cherry tomatoes, hot and sweet vinegar cherry peppers, shiitake mushrooms, bay leaf
- Onions, crushed tomato, garlic, chives, rice vinegar, espresso coffee, agave syrup, nuda
- Coconut milk, agave, lemongrass, kafir leaf, yellow curry paste, fish sauce, Thai basil, coriander, black vinegar, toasted coconut flakes
- Chorizo, red onion, garlic, chives, red and yellow peppers, lime, cilantro, parsley, Tobasco, Worcestershire, bourbon
- Mayonnaise, buttermilk, ground cashews, tahini, soy sauce, roasted garlic, siracha, panko
- Apple cider vinegar, brown sugar, vanilla, rum, mango, chili powder, onion powder
- Onions, sherry pepper vinegar, cubanelle peppers, cilantro, sofrito, peas, yucca
- Red onions, fresh citrus – orange lemon, lime, garlic, scalions, tequila (blanco or anejo)

Instead of giving you recipes, I think it would be more fun for you to experiment and broaden your culinary palette. We all have different likes and dislikes; some like it hot, some don't, so tweak accordingly. When you get stuck cooking and eating the same thing over and over, you know it is time to break out.

Reprinted from Michael Formichella's Blog
"Chef's Table" from meatingplace.com

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The origin of Warrington Farm Meats begins in 1992, when Gerald and Marjorie Jones purchased Cabin Hollow Butcher Shop in Dillsburg, PA. Both Gerald and Marjorie were born and raised in farming families and have been in the farming business since purchasing their first dairy farm in 1979. Cabin Hollow Butcher Shop was a natural extension to the family's already expanding agricultural business, and for over twenty years the family operated Cabin Hollow Butcher Shop providing fresh butchered meats to the greater Dillsburg area.

In 2006, with the Cabin Hollow Butcher Shop business growing, the family purchased a second butcher shop: Warrington Farm Meats. Adding this business provided the family a direct established retail outlet for their own farm raised and fed beef with no growth hormones (a growing demand in today's economy). The Jones family can truly say "from our farm, to your freezer—we have you covered!"

Currently, Warrington Farm Meats is run by Gerald and eldest son, Darryl. The family business includes the other five Jones sons: Keith, Wayne, Joshua, Jerry, and Travis, as well as several other family relatives, who all collaborate to lend their unique agricultural knowledge and experience to the family's multi-faceted operations. It is three generations of family at the core of everything they do.

In 2017, the family further consolidated its operations by building a brand new retail store and delicatessen at the site of the original Cabin Hollow Butcher Shop operation. The new facility expanded their processing space, freezer space, and adds a new smokehouse, retail store, and a delicatessen. With the increased capacity they will continue to share with their customers the fine traditions, recipes, and fresh butchered meats that have long been associated with the Warrington Farm Meats name. The home of Warrington Farm Meats also includes a USDA Inspected Plant, wholesale distributor, the retail store, our delicatessen, and custom butcher!

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Q. Why did the E. coli O157:H7 decide to take up residence in the cow's intestine?

A. Because there was 'room-in-it'

Q. What do you call a plate of overly spoiled sausage?

A. A bunch of brats.

Q. How did the doctor respond when his patient asked if it was true that eating more than 2 lbs of bacon per day could relieve a heart break?

A. Doctor – well, if you eat enough bacon, you certainly will be 'cured'.

Q. What is the worst kind of bear meat sausage?

A. One made from a 'gristly' bear

Q. Did you hear the story about the extra nice auditor who, not only gave the food company a perfect score, but then also discounted the audit price by 50%

A. No? Me neither.

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