

Network Connections

A Quarterly Newsletter
of the FPSA Networks

Spring 2020

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Matthew Hartman



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Visit www.fpsa.org/networks to join and volunteer for a Network.



Message from Networks Leadership Chairperson, Matthew Hartman

As I write this introduction, it is hard not to reflect on where we were at in Carlsbad in early March. The energy, the ideas, and the passion of the Networks to move the needle were simply amazing. But with all great stories, our heroes and heroines must encounter an obstacle to their goal. Our obstacle to our goals in 2020 goes without saying, Covid-19. Covid-19 will be something we talk about for years to come. An obstacle not just in front of us in our business goals, but in our very lives. With so much uncertainty, we must take care of our families first and do what is right not only for us, but our communities and our country.

In Good to Great, one of my favorite books, author Jim Collins wrote about the “The Stockdale Paradox”. This is where you face the brutal facts of the situation, yet maintain an unwavering faith that you will prevail. We will prevail over Covid-19 as this too shall pass!

Going forward, we are not wavering. The Network Leadership Team are holding monthly huddles to review three things:

- What are you working on?
- Where are you stuck?
- How can we help?

The goal of this huddle is for the Network Leadership, as a team, to understand what each individual Network is working on and how we can help one another. By knowing this, we can create collaboration across all the Networks and Councils. We have to get the flywheel spinning, just one rotation at a time.

I’m looking forward to making this a great year, where we end the story of how we prevailed against all our obstacles.

Stay safe, enjoy your time with your family, stay productive, and don’t forget, this too shall pass.

Networks Updates and 2020 Goals

Within two years of the program, the Networks are quickly evolving to be a one of FPSA's major member benefits. Seeing the impact the Networks have for the future of the industry and the business of FPSA, in their November 2019 meeting the Board of Directors approved the creation of the Networks Leadership Team (NLT) made up of the Chairs and Vice-Chairs of each of the Networks. They also approved appointing a Chairperson to represent the five Networks on the Board. Matthew Hartman of Blentech and Vice-Chair of the Technology Network was elected.

Since then, the Chairperson, the NLT, and FPSA staff have been busy creating structure for the Networks, but still allowing for each Network to maintain their individuality. Commonalities among the Networks include leadership (Chair and Vice-Chair), representatives to each of the six Councils (Bakery, Beverage, Dairy, Meat/MISA, Pet Food, and Prepared Foods), and the goal of providing substantive content for FPSA audiences. Member categories were also created to allow for greater participation within the Networks. These categories include:

- **Exclusive** - Must be an employee of an FPSA Member Company; Can serve on the Network for three years (with option to renew); and can serve as Chair, Vice-Chair, or Council representative for the Network;
- **Guest** - Subject matter experts not employed by an FPSA Member Company (government, academia, etc.);
- **Student** - Students who are studying and looking to be employed in the food and beverage industry; and
- **Transitional** - A seasoned professional who may be in-between jobs or recently retired and wants to continue to be involved in an FPSA Network.

For more details on the functions, structure, and responsibilities of the Networks visit <https://www.fpsa.org/networks/about/>.

The most important purpose of the NLT, however, is it allows for open and continuous communication and coordination among the Networks. Each Network has their own purpose, goals, and activities, but there are topics that are of mutual interest between the Networks such as mentoring, professional development, and innovation in food processing. On the first call of the NLT, the leaders even learned from one another of how best to manage and structure their own Network. These discussions helped prepare the Networks for their meetings at the Annual Conference, and each Network left California with direction and a plan of what to accomplish in 2020.



Networks meet at Annual Conference.



Each Network shares their plans for 2020.



Matthew Hartman, Networks Leadership Chairperson.



Chair: Darin Zehr, *Commercial Food Sanitation*
Vice-Chair: Nehemiah White, *Denville Technologies, Inc.*

Leading up to the Annual Conference, the Food Safety Network worked to organize into three subcommittees: Content Creation, Events, and Professional Development. At the Conference, each subcommittee met to develop their plan of action for the year.

The purpose of the Professional Development subcommittee, co-chaired by Steven Bain (Festo) and Tim Rugh (3-A Sanitary Standards, Inc.), is to collect existing resources that FPSA members can use for promoting and incorporating food safety design and practices for equipment and processes. The Professional Development Committee started a list of some resources and are organized by categories/topics. Some resources include 3-A standards (which FPSA members already get a 50% discount!) and training events hosted by Commercial Food Sanitation (an Intralox company). This list will continue to grow.



Food Safety Network members discuss how the new subcommittees will function.

By taking this list, the Content Creation subcommittee, led by Chuck Sena (formerly with Dorner), will be the source to identify what topics of concern are lacking in way of resources. They will determine what needs to be developed and in what media (i.e. webinar, white paper, etc.). Veronica Gonzalez (Anritsu) and Dylan Lozier (Whiting-Turner) will work with Sena to manage the development of these new resources.

Development of these resources will need to be coordinated with the Events subcommittee so the final product can be shared with the broader food and beverage audience. Initially when the subcommittee was conceived, the purpose was to take the lead in organizing the panels and forums at FPSA events (PROCESS EXPO, Annual Conference). However, in their breakout discussion at the Conference, the group understood the importance of more frequent communication and collaboration with the standing FPSA Councils and other Networks. New members Nicole Cammarata (Commercial Food Sanitation), David DeVaux (Whiting-Turner), and John Miller (AM King) volunteered to lead this subcommittee, with guidance from Food Safety Network Vice-Chair Nehemiah White.

There is a lot of coordination that needs to happen among the subcommittees. The volunteers are working closely with FPSA staff to put in place communication tools (other than email) and determine how all this information will be disseminated and shared to the greater FPSA membership.



Chair: Christine Hines, *WestRock*
Vice-Chair: Denise Klaren, *Glen Dimplex Thermal Solutions*

The Packaging Network started with appointing new leads: Chair Christine Hines (WestRock) and Vice-Chair Denise Klaren (Glen Dimplex Thermal Solutions). A special thanks goes out to past-Chair Tom Imbordino (BNP Media) for leading the Network the past year! Hines and Klaren were ready to hit the ground running at the Annual Conference.

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Networks Updates and 2020 Goals

[PACKAGING NETWORK CONTINUED]

Although topics concerning packaging were brought up in past meetings such as sustainability, traceability, and recycling, the Network agrees that in 2020 to flush out what specifically should be addressed for each topic and then identify the priorities. To identify the priorities, the Network will conduct a survey for FPSA members to provide their input. The Network will then determine what outlets will be used, such as webinars, sessions for PROCESS EXPO 2021, articles, and using social media.



With new members and leadership, the Packaging Network gets down to business on what they want to accomplish in 2020.

To keep the momentum going, the Network will hold monthly calls to discuss “business” but also serve as an opportunity for members to get to know one another (what they do, what their company does, and why they joined the Packaging Network).



Chair: Tim Barthel, *Cybertrol Engineering*

Vice-Chair: Matt Hartman, *Blentech*, and John Tertin, *Cybertrol Engineering*

In 2019, the Technology Network focused on the industrial internet of things (IIoT). IIoT is still a topic of concern, however. Since meeting at the Annual Conference, we cannot ignore the impact the Covid-19 pandemic has on our day-to-day business. To fill an immediate need for FPSA members, the Network will prioritize their offerings in ways technology and IIoT can help keep businesses (both FPSA members and their customers) healthy through this crisis. The Network’s goal remains: providing technical solutions for companies to maintain and increase their business. The Network anticipates there will be many opportunities for them to collaborate with the other Networks on these topics, in particular the Food Safety Network.

Since meeting at the Conference, the Network is planning a webinar for June. This webinar will showcase how OEMs are working with customers to integrate remote access capabilities to deal with equipment maintenance, installations, etc., and in turn developing preventive maintenance strategies using the customer’s performance validation data. Members are also asked to share, if possible, any content or tips on how their companies are navigating their day-to-day business in a time of crisis.



Technology Network brainstorms on topics to address for 2020.

With Matt Hartman (Blentech) taking on the Chairperson role for the Networks Leadership Team, John Tertin (Cybertrol Engineering) will be co-chairing the Technology Network with Tim Barthel (Cybertrol Engineering).

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Networks Updates and 2020 Goals



Chair: Kate Rome, *Rome Grinding Solutions*
Vice-Chair: Jennifer Fenimore, *Rubber Fab*

The Women's Alliance Network had an amazing 2019 by meeting their goals: rebranding of the Network, engaging more members and volunteers (including adding men to their Executive Committee), expanding their visibility with the Red Circle Honors, and enhancing their presence at PROCESS EXPO. For 2020, they aren't slowing down. In the first quarter they already hosted two i-Chats, a webinar, and helped make the Annual Conference a success.



The Women's Alliance was the first Network created. They continue to promote positive transformation and inclusivity for women in the industry.

For the rest of the year, the Alliance will continue hosting i-Chats and webinars, book club discussions, and a meet-up at the FPSC Sales Conference in September. To keep people informed and engaged with these activities, Veronica Gonzalez (Anritsu) and Cara Godack (Rome Grinding Solutions) volunteered to revamp the Alliance's social media presence.



Full house for morning Women's Alliance Network meeting at Annual Conference.

The major goal for the year is the kick off of a new program: the Mentor Circle. This program is intended for all FPSC members to have an opportunity to become a mentor or to find a mentor (as a mentee). Led by Kathleen Chance (TOMRA Sorting Solutions), volunteers are laying the foundation of the program elements such as mentor training, mentor guidelines, and identifying options for mentor-mentee interaction. This is a major program that all the Networks are supporting.

Behind the scenes, the Executive Committee of the Alliance updated their structure and guidelines. One change was to rebrand the Fundraising Committee to focus on scholarships for women to access FPSC's 180Skills program (coming soon). This Committee now resides under their Professional Development Committee. Another change to the structure was to revise term limits for positions. With over 170 members, these new term limits will allow opportunities for leadership roles and involvement. Sadly, this meant Mary George (CMO onDemand) rolling off as Chair. George was a major driving force for the creation and success of the Alliance, and will continue to be involved as Immediate Past-Chair. Kate Rome (Rome Grinding Solutions) is now the Chair, and Jennifer Fenimore (Rubber Fab) was elected Vice-Chair. With Fenimore changing roles as Vice-Chair, Denise Klaren (Glen Dimplex Thermal Solutions) will be the co-lead for the Membership Committee, with Marie Stalewski (Seiberling, a Haskell Company) as the second co-lead.

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Networks Updates and 2020 Goals



Chair: Alicia Shoulders, Harpak-ULMA

Vice-Chair: Len Roche, Seiberling, a Haskell Company

Seeing how the Women's Alliance Network works successfully in committees to accomplish their goals, the Group formed their own committees: Events, Mentorship, and Professional Development. At their meeting at the Annual Conference, the Group divided into the three committees to discuss their mission and projects/tasks for 2020. In the end the committees found they had a common niche: engaging with students and the onboarding of new professionals to the food and beverage industry.



Membership of the Young Professionals Group continues to grow.

For 2020, the Group is planning to organize a student event at FPSCA's Sales Conference which will involve visiting an equipment manufacturing facility. In doing so, students will learn about the various jobs in the food and beverage industry. Students from local colleges will be invited, as well as students involved in FPSCA's FIT Program. In addition, the Group will take this opportunity to make short videos and factsheets of these various jobs. For example, "here's how your mechanical engineering degree benefits the industry".



Though the last business meeting of the Annual Conference, the Young Professionals Group still had energy to work on 2020 activity planning.

Meanwhile, there are other activities the Group will conduct remotely throughout the year such as virtual mock interviews and sharing professional advice on subjects such as how to build your "personal brand" using LinkedIn and best practices for resume and cover letter writing. The Group also wants to continue promoting the Job Bank provided by FPSCA. The Job Bank is not just for people looking for jobs, but for FPSCA members to post their jobs and look for new talent.

The new committee structure means having co-leads, an opportunity for more YPG members to gain leadership skills. The following stepped up to co-lead the committees: Events - Jonathan Buettner (Dewille Technologies) and Maasa Motomaya (Anritsu); Mentorship - Sam Blake (Weber) and David DeVaux (Whiting-Turner); and Professional Development - Jose Ibanez (Stober) and Caroline Wood (Blentech).

Networks at FPSA's 2020 Annual Conference

FPSA's Annual Conference provides attendees a venue to expand their knowledge on topics pertaining to the industry, to build their professional networks, and to enjoy quality time with colleagues and friends. It is also when FPSA Councils and Networks have their annual business meetings. In addition to having their respective Network meetings, members from all Networks volunteered in various ways adding to the success of the Annual Conference.

Pack It for San Diego



Food distribution assembly line



FPSA members volunteer for Pack It for San Diego

The Women's Alliance Network organized the 2nd "Pack It" event at the FPSA Annual Conference. This year 21 volunteers participated, including members of the other four Networks, the Councils, and guests/spouses. The group volunteered at the Jacobs & Cushman North County Food Bank in San Marcos, California, not far from the Conference location. They were busy packing avocados and other food for distribution. Thanks to the following volunteers who participated: Charlee Antonelli, Stacey Buchko, Nicole Chestnut, Ben Chestnut, Tricia Clark, Frank DiPaolo, David DeVaux, Krista Garver, Lisa Geck, Mary George, Cara Godack, Craig Hess, Luke James, Janene Kane, Denise Klaren, Jaclyn LaGro, Chris Luke, Kate Rome, Alicia Shoulders, and Ryan Van Massdam. Garver (The Growth Co), George (CMO onDemand), and Shoulders (Provisur) organized the event.

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Food Safety and Sanitary Design Forum



Food Safety and Sanitary Design Forum at Annual Conference 2020

Food Safety Network Chair Darin Zehr (Commercial Food Sanitation) and Vice-Chair Nehemiah White (Deville Technologies) were instrumental in pulling together the panelists for the Food Safety and Sanitary Design Forum at the Conference. The panelists brought different backgrounds and experiences to the discussion. They were Billie Johnson, Ph.D. (Food Safety and Regulatory Compliance Manager for BHJ North America), Robert Long (Sanitation/IPM Network Operations Manager for Mars Petcare US), Jiakai Lu, Ph.D. (Assistant Professor at the University of Massachusetts-Amherst), and Kim Rice (Vice President of Food Safety and Quality for Rose Acre Farms). Zehr and White also assisted by collecting questions from the audience. This Forum has been an attendee favorite for the past few years.



If you want to grow professionally, develop your leadership skills, or contribute to the industry, consider joining one (or more!) of the Networks. By joining a Network you have the opportunity to join a community of fellow professionals to discuss relevant issues that impact your day-to-day job, and you can bring knowledge gained and solutions back to your company. If you're interested in joining a Network, visit www.fpsa.org/networks or contact FPSA Director of Networks & Special Projects Christine Radke at cradke@fpsa.org or 703-663-1220.

Networks at FPSA's 2020 Annual Conference

Auction



Cara Godack (Rome Grinding Solutions) parades the coveted Deer Head flask, a favorite recurring item on the FPSA auction list.



Nehemiah White (Dewille Technologies) showcases the life size cut-out of Bob Grote (Grote Company and Director-at-Large for FPSA) as emcee James Cunningham calls for bids.

Network members had a special opportunity to be a part of the much anticipated and entertaining event at the Conference - the Auction. Christine Hines of WestRock (Chair of the Packaging Network and member of the Women's Alliance Network) and John Tertin of Cybertrol Engineering (Vice-Chair of the Technology Network) assisted staff with the silent auction bids. During the live auction, Glen Gudino of BNP Media (member of the Packaging and Technology Networks) and Darin Zehr of Commercial Food Sanitation (Chair of the Food Safety Network) assisted in taking note of the winning bids and giving confirmations to the winners; while Cara Godack of Rome Grinding Solutions (member of the Women's Alliance Network and the Young Professionals Group) and Nehemiah White of Dewille Technologies (Vice-Chair of the Food Safety Network and member of the Young Professionals Group) volunteered to play "Vanna White", showcasing the various items for bid. This was a new, fun opportunity for members to volunteer in a different capacity for FPSA.

Representing at the Council Meeting

One of the major volunteer roles is serving as a Network representative to an FPSA Council. The representative provides updates and discusses possible collaboration/partnership opportunities between their respective Network and Council. Thanks to them, we have communication between the Networks to the Councils and vice versa. The following served these roles at the Council's annual meetings:

- Food Safety Network representatives: Chuck Sena (formerly of Dorner) - Bakery Council; Tim Rugh (3-A Sanitary Standards) - Dairy Council; Dana Summerour (Intralox) - Meat/MISA Council; Jim Bonatakis (Nexcor) - Pet Food Council; and Darin Zehr (Commercial Food Sanitation) - Prepared Foods Council
- Packaging Network representatives: Glen Gudino (BNP Media) - Beverage Council and Christine Hines (Westrock) - Meat/MISA Council
- Technology Network representatives: John Tertin (Cybertrol) - Dairy Council; Sam Blake (Weber) - Meat/MISA Council; Brian Krumsee (Handtmann) - Pet Food Council; and Matt Hartman (Blentech) - Prepared Foods Council
- Women's Alliance Network representatives: Krista Garver (The Growth Co) - Bakery Council; Mary George (CMO onDemand) - Beverage Council; Denise Klaren (Glen Dimplex Thermal Solutions) - Dairy Council; Charlee Antonelli (SPECO) - Meat/MISA Council; Polina Zinin (Provisur) - Pet Food Council; Nicole Chestnut (Rome Grinding Solutions) - Prepared Foods Council
- Young Professionals Group representatives (An extra thanks to the YPG representatives for taking notes during the meetings!): Jose Ibanez (Stober) - Bakery Council; Carrie Zillman (Whiting-Turner) - Beverage Council; Len Roche (Seiberling, a Haskell Company) - Dairy Council; Scott Roberts (Bodycote) - Meat/MISA Council; Cara Godack (Rome Grinding Solutions) - Pet Food Council; and Nehemiah White (Dewille Technologies) - Prepared Foods Council





Mentor Circle

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FPSSA
WOMEN'S
ALLIANCE
NETWORK

REMINDER:
A Virtual Mentoring
Program for *all FPSSA*
members is coming
soon

Get Involved !

Become a Mentor and share your career and life experience with colleagues seeking growth.

Join as a participant (Mentee) to nurture your personal and professional development.

To learn more about this new program and to get on the list to get involved, email Christine Radke at cradke@fpss.org.

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