

# Network Connections

A Quarterly Newsletter  
of the FPSA Networks



## End of Summer 2021

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## A Message from Networks Leadership Chairperson, Matt Hartman

I was at Yellowstone National Park several years ago with my family. It is a place of beauty and serenity. While there, I became interested in how the reintroduction of the wolves literally changed the park. When wolves were reintroduced to Yellowstone National Park in the United States after being absent for nearly 70 years, they literally changed the park. The wolves, being apex predators, created what is now called a "**trophic cascade**". Yes, the wolves did kill some animals. But the wolves gave life to so much else. Vegetation returned, animals returned and then reinforced wolves. The new vegetation stabilized the rivers. Even though the wolves' numbers were few, they had the most amazing effect. The wolves' presence cascaded down the ecosystem. The wolves not only transformed the ecosystem of the entire national park, but also its physical geography.

The wolves changed the flow of rivers.

The Network Leadership Team (NLT) challenged ourselves for what we call our apex metric. What is that one metric, when right, will give us the same trophic cascade of change within the association for years to come? How do we change the "rivers"?

After several discussion, the NLT determined our apex metric is engagement. How many people are actively engaged in the networks at any given time? The next question became, how do we drive engagement?



A fundamental limitation we have seen is that network engagement taps out at around seven to ten people. We have five networks, therefore, we believe our engagement is fundamentally limited to 35 to 50 people.

*Matt Hartman*

## Engagement – One Working Group at a Time



We believe future engagement lies in creating working groups within each network. These working groups will address various topics and projects. These groups might be standing groups, while some may last for a finite period of time to complete a project.

The ask of the NLT is for the senior leaders of FPSA member companies to offer up your individual employees who could benefit from actively engaging in our working groups. Give us your high-potential individual contributions. We are providing an environment to make them even better.

The NLT believes the future leaders in the FPSA and the broader industry will come from these groups. People in these groups will be able to network with like-minded professionals, experiment with their own communications, creativity, and leadership styles, all while creating exciting content for the broader FPSA membership.

It is an exciting time to be actively engaged with the Food Processors Suppliers Association!



### Join FPSA Networks Today!

Are you looking for professional and personal growth? Are you looking for a way to contribute to the food and beverage industry? Are you looking to connect with like-minded peers? Then join FPSA's Networks. The Networks allows for cross-collaboration on crucial topics critical to FPSA's Councils (Bakery, Beverage, Dairy, Meat, Prepared Foods, and Pet Food) that are technically (food safety, packaging, technology) and socially (gender balance, future workforce) based issues.

[Click here](#) to sign up for one of the FPSA Networks.



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

## Food Safety Network Update

In 2021, the Food Safety Network held two webinars on behalf of FPSA.

The first was on April 21, titled “Food Safety Execution and Your Bottom Line,” hosted by Food Safety Network member Chuck Sena (Axis Automation) and presented by Randy Kohal (Nexcor). Often the concept of Food Safety gets convoluted with the idea of “cleaning.” While cleaning is a part of Food Safety and Sanitation execution, it does not work by itself. It is paramount that an effective food safety program address food safety planning, implementation, and tracking because, without one of these pieces, an operation is at risk. As COVID-19 subsides and companies reflect on their effectiveness at keeping employees safe during challenging times, what are some of the key takeaways regarding food safety? Get to the bottom line, which is mitigating risk to your operations, profits, and customers. This webinar explored how food safety can be optimized and discussed some of the common shortcoming’s operations faces. You can [click here](#) to view the recording.

The second webinar on June 23, “OEMs and Hygienic Design – Teaming Up for Success,” was hosted by Anthony Saitta (Commercial Food Sanitation), Tricia Clark (EnSight Solutions), and Heath Clifton (EnSight Solutions). Sanitation demands on food processors continue to evolve. With labor constraints and increased production quotas, OEMs are supporting processors, meaning strategic partnerships and teams-based approaches to the hygienic design of equipment are critical to end-users. Food processing solutions engineered with experts from sanitation, equipment manufacturing, and customer processes best position consumers for safe and efficiently produced food. You can [click here](#) to view the recording.

The Food Safety Network will hold “Food Safety Showcases” leading up to Process Expo in October. These are a series of short webinars (30 minutes in length), covering various food safety topics such as training programs, plant-based meat considerations, safety data, and innovations in food safety for bakery operations.

**The Food Safety Network’s next Teams Conference Call is Monday, September 13 at 3:00 PM EDT / 2:00 PM CDT.**



# Networks Updates



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

## Packaging Network Update

To date, the Packaging Network has focused its energies on the topic of **Traceability**. On May 19, the Network held a webinar, *"Traceability: Where Are We and What's Next."* This webinar featured a panel discussion on Traceability from the customer's perspective. You can replay the recording by [clicking here](#). Next up, the Packaging Network will focus on writing a white paper on the topic of Traceability.

The Packaging Network conducts monthly calls on the third Tuesday of the month. Every call starts with a *"get to know your fellow member,"* allowing each member to share a little about themselves and their company. So far, Christine Hines (WestRock), John Fletcher (Mettler Toledo), and Andrew Atchison (Miller Resource Group), Glen Gudino (BNP Media), Troy Manley (Festo), Michael Ryan (Burns & McDonnell), Denise Klaren (Dimplex Thermal), and Dave Hipenbecker (Multivac) have done presentations for the group.



**The Packaging Network's next Teams Conference Call is Tuesday, September 21 at 1:00 PM EDT / Noon CDT.**



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

## Technology Network Update

For 2021, the Technology Network has focused its energies on remote access challenges for data sharing and maintenance while ensuring secure plant operations. Later in 2021, the Technology Network hopes to establish a Food Manufacturers Taskforce, produce a technote on this topic, and some podcasts related to this vital topic. The topic will be discussed during the 2021 PROCESS EXPO University panel on Wednesday, November 3, titled, ***"Privacy, Security, the Cloud, and COVID: The Benefits of IIOT for your Company."*** The topic will be further addressed during the 2022 **FPSA Annual Conference** (March 22-24), with a two-day panel discussion on cybersecurity and IIOT.



# Networks Updates

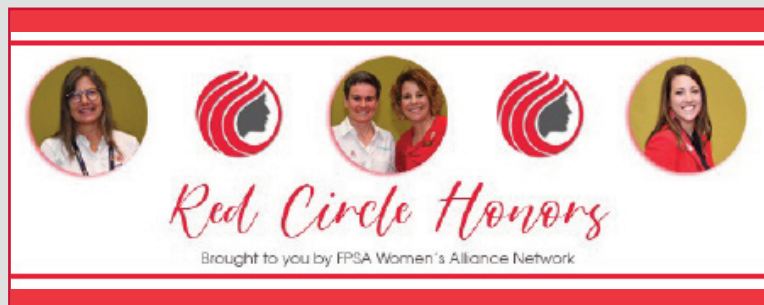


**Chair:** Kate Rome, *Rome Grinding Solutions*

**Vice-Chair:** Jennifer Fenimore, *Rubber Fab*

## Women's Alliance Network Update

On March 10, the Women's Alliance Events Subcommittee held a virtual wine tasting hosted by ONX Wines in Paso Robles, CA. On March 25, the WAN Book Club held a meeting to discuss *On the Edge: Leadership Lessons from Mount Everest and Other Extreme Environments* by Alison Levine. The Women's Alliance Network held a successful Virtual Town Hall on May 18.



The first phase of the Women's Alliance Network's Mentor Circle program has ended, and a second round will kick-off for the upcoming school year in September. Moving forward, the Mentorship Circle will become a Networks project leveraging the expertise across all five of the Network groups. For the rest of 2021, WAN will continue to work on a podcast series focusing on leadership lessons. Finally, the Alliance announced its scholarships for the **180 Skills Program**, thanks to the support received from the FPSC Beverage Council.

The **Biennial Women's Alliance Network Breakfast**, held on Thursday, November 4, 2021, is free, open to all, and an excellent opportunity to network with professionals in the food and beverage industry. Returning this year to the breakfast is the FPSC's Women's Alliance Network Red Circle Honors. These awards acknowledge women in the food and beverage industry and one FPSC member company in the categories of Rising Star, Innovation and Inspiration, Career Excellence, and Achievement in Developing and Promoting Women.



**Chair:** Alicia Shoulders, *Harpak-ULMA*

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

## Young Professionals Group Update

The Young Professionals Group has three sub-committees - Events, Mentorship, and Professional Development. All subcommittees have a common mission: engaging with students and onboarding new professionals to the food and beverage industry.

The Events Subcommittee has held several successful monthly happy hours throughout 2020 and 2021. These events are informal meetups between working professionals and students alike where they network in small groups over Zoom Meetings. Some months have special topics or guest speakers. Please **register to attend** one of the upcoming Happy Hours on the 3rd Friday of the month at 4 PM EDT / 3 PM CDT.

The Mentorship Subcommittee continued its successful **mock interviews** program with its latest round in February for students from across the country. The next round of mock interviews will take place in September. The group has also partnered with the Women's Network Alliance to support the Mentor Circle program, providing co-mentors to help give the mentors context for newly graduated professionals and students alike.

The Professional Development Subcommittee is looking for feedback on continuing the Public Speaking series or pursuing other topics related to young working professionals. Moving forward for the rest of 2021, the Young Professionals Group is currently working on various topics such as 21st Century Communications and planning for multiple events during PROCESS EXPO, including additional mock interviews and the career roundtables. Additionally, the YPG is spearheading efforts to develop a student membership program for the association which will be launched at the show.



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