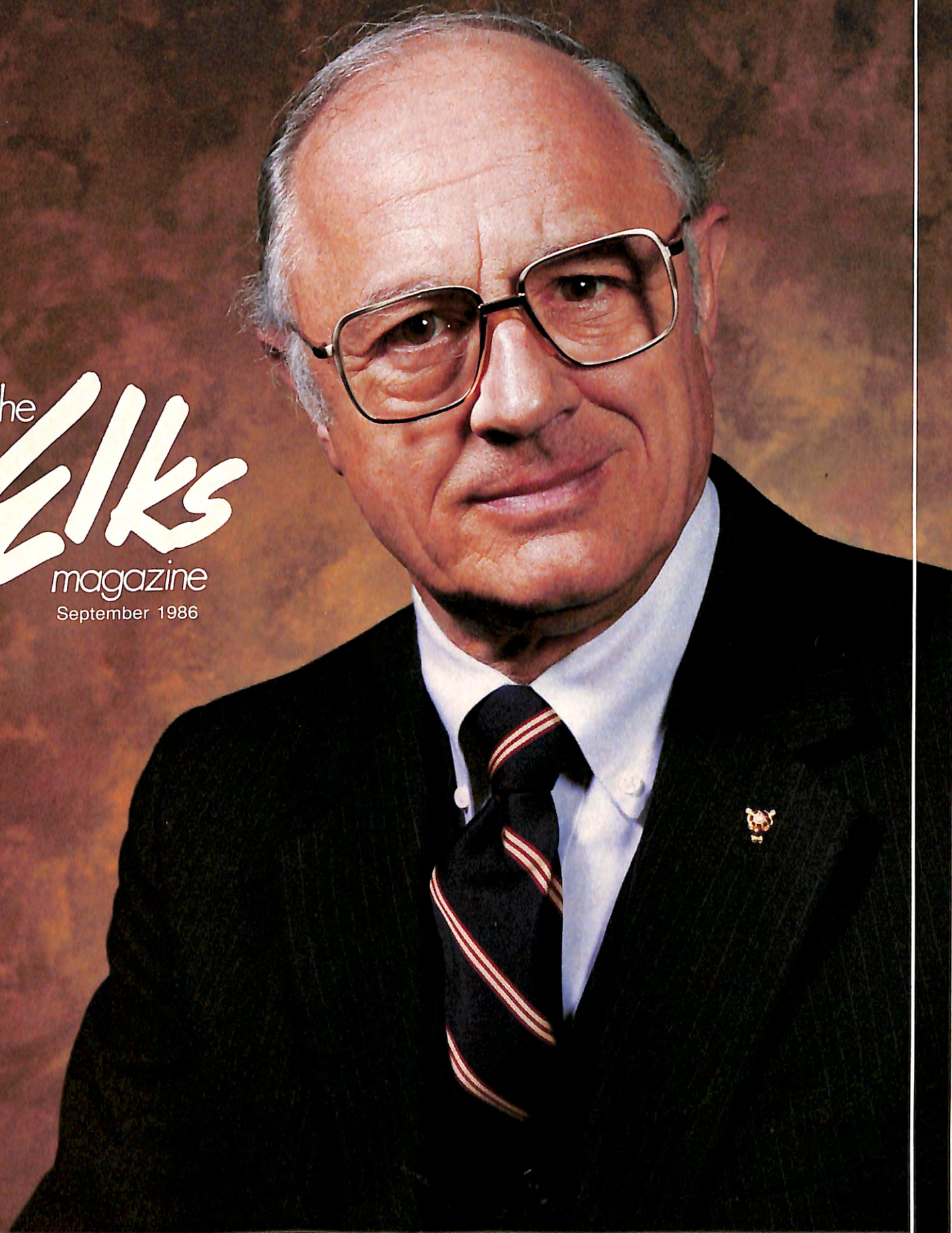


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ELKDOM: BROTHERHOOD IN ACTION



A Message From The Grand Exalted Ruler



On behalf of the Grand Lodge Officers, I wish to express our thanks and appreciation for the honor bestowed upon us at the Mile-High City, Denver, Colorado. As your duly elected officers, we pledge our dedication and service to our Order in the year ahead. We are grateful for your confidence and accept the challenge to lead Elkdom through its brightest year.

The great principles of our Order, Charity, Justice, Brotherly Love and Fidelity, have made us America's finest fraternal Order. Members from all walks of life have demonstrated to the people of this country that Elks are men of action. Our vast contributions to charity have captured the attention of our nation's leaders. Our spirit of patriotism and brotherhood has united us with groups of veterans confined to VA hospitals across the nation. Leading educators are now encouraging deserving students to contact the local Elks lodge for assis-

tance. Our multifaceted youth programs have captured the imagination of hundreds of thousands of young men and women in our communities.

Yes, my Brothers, the principles of our Order are firmly established and the structure for implementation is solidly in place. We, your Officers, with our enthusiastic and committed Brother Elks, eagerly accept the challenge of demonstrating to America that **ELKDOM** is indeed a **BROTHERHOOD IN ACTION**.

Fraternally,

A handwritten signature in cursive script that reads "Peter T. Affatato".

Peter T. Affatato

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VOL. 65, No. 3/SEPTEMBER, 1986

National publication of the Benevolent and Protective Order of Elks of the United States of America. Published under the direction of the Grand Lodge by The National Memorial and Publication Commission.

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THE ELKS MAGAZINE, Vol. 65, No. 3/September, 1986 (ISSN 0013-6263). Published monthly, except bi-monthly July/August and December/January, at 425 W. Diversey Pkwy., Chicago, IL 60614 by the Benevolent and Protective Order of Elks of the United States of America. Single copy price is 50 cents. Subscription price in the United States and its Possessions, for Elks, \$1.25 a year, for non-Elks, \$5.00 a year. Subscriptions are payable in advance. Manuscripts must be typewritten and accompanied by sufficient postage for their return via first class mail. They will be handled with care but this magazine assumes no responsibility for their safety.

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ELDERHOSTEL:

An Education Program for the Times

by Ron Chepesiuk

The students at Alfred University in New York smile and laugh, splashing in the water and throwing the Frisbee, while music blares in the background. They are learning aqua-exercise. Meanwhile, Black Hills State College students trek the wilderness area of the rugged South Dakota Black Hills. They stop to taste the region's history in a fascinating program highlighting the lives of such Black Hills' figures as "Wild Bill" Hickok and Calamity Jane. And 2,000 feet above sea level, in the lap of Mount Washington in New Hampshire's White Mountains, students listen intently to a biology professor explain the area's natural history. The course includes demanding hikes and field trips.

The participants are students, to be sure, but with a big difference. All are near or in their 60s and part of the same program. The program is Elderhostel, and it is sweeping America's educational landscape like contagion.

Last year alone nearly 100,000 Americans enrolled to take advantage of an opportunity that provides continued learning and personal growth. Katie Goldfield, an administrator in Elderhostel's main office in Boston, explained, "Learning should be a lifelong process. Elderhostel fills the need for older people to continue experiencing something in education."

Elderhostelers literally roam the globe, for the program is actually a far-flung network of colleges, universities, folk schools and independent courses in the U.S., Canada, Mexico and overseas, including Bermuda, England, Scotland, Wales, Denmark and Italy.

Elderhostel has almost no structure. It offers no courses for credit, no exams, no grades and no required homework. Elderhostel is open to anyone who is at least age 60, or to a spouse or companion of someone who is 60-plus, regardless of educational background. Participants don't have to be retirees, but most are. A few are closing in on retirement and want to find out what it's all about.

Elderhostel combines the low cost of youth hosteling with the challenge of college courses and picks up where most adult education classes leave off. It's a program for the times and began when American society experienced a major shift. At the beginning of this century one in 25 Americans was over the age of 65. By 1975 the number had dropped to one in ten. Looking ahead a half century to about 2036, the elderly will comprise one in five of the population.

In the fall of 1974, Marty Knowlton, educator, social activist and world traveler, returned to New Hampshire from a four-year walking tour of Europe where he had observed adult-education programs. The spirit of involvement of older people in most countries he visited impressed him. So did the youth hostel movement and its spirit of adventure. Determined to eliminate "a lot of negatives associated with retirement," he met with old friend and colleague David Bianca, director of residential life at the University of New Hampshire.

They both shared the belief that a lifestyle should be actively engaged with one's physical and social envi-

ronment. Their concerns and interests led to intense discussions, out of which came a belief that retirement doesn't have to mean being put out to pasture. Education should be used to help older citizens in their search for fulfillment and a feeling of self-worth. They came up with a catchy descriptive name "elder hostel" and designed a program to fit the name.

The first year's program in 1975 had a mere five New Hampshire colleges offering courses to just 200 participants. Since then, Elderhostel has taken off. Two thousand Elderhostelers enrolled the second year. By 1980 Elderhostel offered programs in all 50 states, as well as Canada, and had over 20,000 participants.

The following year programs sprang up overseas in Great Britain and Scandinavia. This year an ex-



As part of a course offered at the University of Arizona, these Elderhostelers took part in a botany field trip. (University of Arizona photo by Amy L. Carr)

Students participating in Elderhostel at Winthrop College tune in to the future as well as the past.



Elderhostel participants get an opportunity to meet other people their own age who have similar interests during a reception at one of the colleges.



pected 120,000 senior citizens will enroll in Elderhostel programs worldwide. Elderhostel has become an international program governed by a board of directors comprised of educators and leaders from labor and industry, as well as individuals who have an active interest in life-long learning and the elderly.

Elderhostel spokesman Goldfield says, "It's true that we are growing by leaps and bounds. But what's amazing is that most people are finding out about Elderhostel by word of mouth. We don't have any formal advertising of any sort. The program is definitely meeting a need in American society."

Although headquartered in Boston, Elderhostel has tried to keep a grassroots approach to the program. "That helps to keep Elderhostel

vital," says Goldfield, "We have a staff of about 35 people in Boston, but most of them deal with registration. They are on the phone a lot talking to people who want to enroll in an Elderhostel program. This helps give Elderhostel a personal touch."

Actually, Elderhostel has little centralized control. Each state has its own director who is responsible for dealing with participating institutions. Most of the money collected to operate Elderhostel comes from participants, but the national office gets just a small percentage of that.

"There is no way you can beat Elderhostel," says 74-year old Merle Medhurst. Medhurst and his wife Eunice, also 74, are from Sarasota, Florida, and can be described as Elderhostel junkies. They have been to so many Elderhostel programs they

can't remember the exact number. But they know how to select them. They use three criteria—time, place and content. Elderhostel has taken them all over the southern and eastern U.S., and as far west as Denver.

This spring they showed up at Winthrop College in Rock Hill, South Carolina, with 46 other Elderhostelers, to take courses in social psychology, the Soviet Union from a geographer's point of view, and a music appreciation course on Bach and Handel. Participants came from 10 states and from as far away as Toronto, Canada.

The total enrollment was a little higher than normal. An Elderhostel program is usually limited to between 30 and 40 people. Winthrop's Elderhostel coordinator, Diane Hockett, (Continued on page 10)

IT'S YOUR BUSINESS

by John C. Behrens

BACKING UP WITH GOOD BACKUP SYSTEMS

How's your business backup system? In fact, do you have one?

If a catastrophe happened at your place of business, would your records be at risk along with the building and contents?

In the old days, many proprietors relied on bookkeeping ledgers and such things as daybooks kept by longtime secretaries, but few had carefully documented backup programs. "We tried at one time keeping duplicates in longhand, typed and later, on microfilm, but we usually weren't consistent because it was too much work," an eastern

retailer said. He still doesn't have a reliable backup, he concedes.

The introduction of less expensive and easy-to-operate computer systems has alleviated such difficulties, however. So has the influx of a new genre of small-business managers—usually sons, daughters or relatives of firm founders—who have studied computer science in college. They believe change is inevitable and the introduction of systems helps them manage efficiently and better understand the business itself.

Larry Bull of Herkimer Petroleum in upstate New York, for example, saw the

value of backup in an experience he remembers well. It constantly reminds him of the importance of duplicating records of his business.

"A computer company employee accidentally dropped a disk of irretrievable data on the floor and the company had to have three employees work straight through a holiday weekend at its own expense to recreate the file," he recalls.

"You just can't afford to be without such backup today," he says.

Bull, who is president of the company, uses a disk-backup system that records transactions daily and at the end of each week. The separate disk is kept at the home of a key employee. Herkimer Petroleum, furthermore, has made arrangements with other area companies with identical equipment to prevent serious downtime or delays in case of emergency situations such as power outages.

Bruce Haning of Haning's Inc of Lancaster, OH, also believes in the value of such record-keeping. His company, a heating/plumbing firm in central Ohio, joined the growing number of small-business enterprises that are transferring daily entries and weekly records to disk for safekeeping. The permanent disk is kept off the premises as is payroll data. "We've been quite satisfied and we're going to add to it, of course," he says.

Philip M. Williams, president of the Utica School of Commerce, one of central New York's oldest and largest proprietary business-education institutions, has a more poignant reason for his videotape backup program. A fire that raged through the building that housed the college and some 60 tenants in April, 1978, nearly destroyed generations of college materials and records. Files of 225 students and nearly 15,000 graduates had been collected in ledgers that traced the history of the 83-year-old institution at the time. There was no formal backup system.

Williams' father, Roger, then president of the school, and members of a dedicated staff, spent nearly a year patiently drying and restoring college documents. Thanks to their painstaking daily efforts, the school didn't lose a page of its records "but it was an experience we won't forget," Philip says.

In 1981, USC installed its first computer system and, two years later, a video cassette backup was put in service. The cassette covers all of the college's records and currently has 20 megabytes on file in a fireproof vault on the premises. "We do backup work weekly, and we consider it a priority item. I'll take it home occasionally to make sure we're caught up," he adds.

While it's rare to find a business owner who opposes having a backup system, some grumble that such projects add to

(Continued on page 9)

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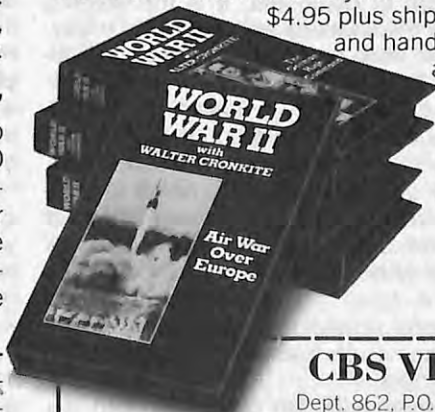
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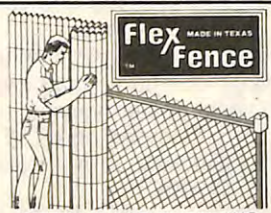
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YOU & RETIREMENT

by Grace W. Weinstein

SAVING SIGHT

The aging eye is the experienced eye. It's done a lot, seen a lot. But all too often, just when men and women are tooling up to gather the rewards of a lifetime of work, eye problems can crimp their lifestyle.

September is National Sight-Saving Month. What better time to look at what happens to your eyes as you age and at what you can do to keep them in top performing condition?

Vision problems, of course, can and do occur throughout life. But aging plays a major role in one of the nation's leading causes of blindness, glaucoma. It's a major factor in the formation of cataracts. And it contributes, as the name implies, to age-related macular degeneration, a deterioration of central vision that may make it difficult to read, sew or drive a car.

Glaucoma

One of every eight blind Americans is a victim of glaucoma; it is the leading cause of blindness in the country today. Yet the most common variety of glaucoma, if detected early, can often be treated and blindness prevented.

Glaucoma is characterized by increased fluid pressure within the eye, which destroys the optic nerve and vision itself. There are two types of glaucoma. The acute variety attacks suddenly and is usually accompanied by severe pain. The chronic variety develops slowly and may occur, subtly stealing vision, without any noticeable symptoms.

Neither type of glaucoma can be cured and sight, once lost, cannot be regained. But the progress of the disease can be halted. Prompt treatment can reduce the increased pressure and prevent vision loss. Medical treatment, via regular application of eyedrops, works in many cases of chronic glaucoma. Surgical treatment may be necessary in acute cases.

The best defense against glaucoma is a professional eye examination every two years after the age of 35. A painless test can detect increased pressure in the eye before any damage is done.

Cataracts

Another important cause of blindness among adults, a cataract is the clouding of the normally clear lens within the eye. This cloudiness blocks some or all of the light rays entering the eye. If the cloudiness becomes extensive enough to interfere with vision, the opaque lens must be surgically removed.

The missing lens is then replaced with an intraocular implant at the time of the surgery or by prescription cataract eyeglasses or contact lenses at a later date. The operation is safe and highly effective, and many patients spend no more than a single night in the hospital.

Macular degeneration

Unfamiliar to most people, this condition is nonetheless a major cause of visual disability among older adults. The macula is the small area of the retina which is responsible for fine or distinct vision; degeneration of the macula results in gradual loss of central vision. Total blindness does not result, but macular degeneration may cause people to see a dark spot at the center of vision; it may also cause straight lines, such as flagpoles or the sides of buildings, to appear wavy.

In most cases, macular degeneration occurs gradually and worsens slowly with advancing age. In some cases, however, it can develop very rapidly. It generally afflicts one eye first, with roughly a ten percent chance of the second eye developing the same disorder. There is no cure, but treatment (in some cases) and special vision aids may help.

Watch for blurring of type, dark or empty spaces in your field of vision. Or test yourself by viewing the Amsler Grid Chart in a leaflet provided by the National Society to Prevent Blindness (address below); if lines in the grid appear wavy or distorted, see an eye doctor without delay.

Protecting your sight

While there is no cure for some serious eye problems, there are things you can do to protect your sight. The most important thing is regular eye examinations by a qualified eye profes-

sional. Early detection of potential problems can often forestall loss of sight.

Protect your eyes, both at work and at play. Quality sunglasses, screening the harmful ultraviolet rays of the sun, are a must on bright sunny days. Just don't wear them indoors or while driving through a tunnel. Choose gray or green lenses for maximum protection. And wear eye protectors with industrial grade safety lenses (marked Z87.1 on the frame) during home-handyman projects; these goggles can be purchased in hardware or variety stores. If you use prescription glasses, you can have a pair made with shatterproof lenses.

And remember: If eye injury or disease should occur, tremendous strides have been made in space-age medicine. The development of the laser, for example, has revolutionized glaucoma therapy. Lasers can also help to preserve vision for patients with diabetic retinopathy, a particular vision-destroying threat for diabetics, and in some cases of age-

related macular degeneration.

Many people have no problems with their eyes at all as they age. There are numerous documented instances of people in their nineties not even needing glasses. Most of us, however, do need reading glasses (at the very least) to cope with the lack of elasticity in aging eyes that makes it difficult to adjust to close work. Many of us will also be bothered by "floaters," dancing dark spots before the eye that usually are insignificant.

But, since 55 percent of new cases of blindness occur in persons 65 and over, it's vital to pay attention to your eyes. Any symptoms—flashes of light, excessive tearing, blurry vision—should take you to an eye specialist without delay.

For more information, including a leaflet on the "The Aging Eye," send a self-addressed stamped business-size envelope to National Society to Prevent Blindness, 79 Madison Ave., New York, NY 10016.

Business...

(Continued from page 6)

the avalanche of paperwork and create more errors and confusion than they're eventually worth.

"I worked for a firm that had backup and it simply gave us fits. Because of the nature of the business, several people were inputting the backup continually and, it seemed, interfering with daily needs. We had several secretaries so committed to backup that they made mistakes in their work near the end of the day because they didn't want to have to stay overtime to get everything done. They were competent people, but they were pushed to keep double programs and mistakes occurred. The mistakes didn't always show up right away and then we would spend considerable time trying to pin down the errors. We lost good people because of such confusion and tension," said a former vice-president of an eastern corporation.

He now has his own consulting firm and keeps his own backup plan...in a handwritten diary of daily transactions and entries.

The larger firms, however, have more problems with backup personnel than backup systems, it seems. One software company, for example, reports a meteoric growth in recent years because of the urgent need by customers for integration of systems in a usable fashion. Within some organizations, I'm told, the responsibility for maintaining sometimes proliferating systems is held by a tiny cadre of people...or merely one. When such persons are sick or go on vacations, some managements find themselves in company-wide paralysis.

"We had crisis after emergency because we had only one person who had

been in charge of our systems from the time the first one was installed. No one else wanted to get involved. More systems were added, and the result wasn't at all what had been expected. We've had high-level meetings recently to try to find a way to increase backup personnel to handle emergencies," said an executive of a laundry service where the computer systems had been centralized over the years. The firm is rapidly preparing a decentralized plan.

Ronald Torrence, in his book *In the Owner's Chair*, believes the real culprit in such scenarios is a managerial problem...not simply backup-systems difficulties.

"If the owner feels overloaded with tasks; if the owner feels—based on the number of tasks left undone—that he or she will never get to some critical priorities; if the sales volume begins to slip because of what the owner hasn't been able to do; if profits begin to dip for the same reasons, then the business has gotten to the point where the owner must change his or her basic approach to management. The ongoing job of management has gone beyond what one person can do efficiently."

Backup is important...but not at the expense of other critical priorities, in other words. The question of backup, then, is as much a part of managing your business as it is keeping records of your enterprise.

"Backups are like dental hygiene," says Steve Elliott in a recent issue of the Alpha Micro computer newsletter, *AMUS*. "If you brush and floss regularly, you won't have much to fear on your next visit to the dentist. On the other hand, if you ignore the simple little acts of prevention, you may discover yourself facing those nasty curved pliers and the big drill."

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Elderhostel . . .
(Continued from page 5)

explained, "Elderhostel is getting so popular that colleges are finding it harder to keep the number below 40."

Not all hostellers came by car. Fern and Arthur Gemmill, both 88 years old, came 368 miles by bus from their hometown of Jacksonville. "Do you know how tough the state of Florida is on old people getting their licenses renewed?" asked Mrs. Gemmill. "My husband can't see too well anymore and the state took mine away, even though I have never had an accident in my life." Winthrop was the Gemmills' second Elderhostel program.

Last year their daughter drove them from Jacksonville to an Elderhostel program at the University of West Florida in Pensacola. "You get a chance to meet so many different, nice people and the courses are so interesting," explained Mrs. Gemmill.

Elderhostel normally runs from a Sunday night to a Saturday morning. During the week, Elderhostelers ate their meals in the student cafeteria, toured the town's museum, listened to the Winthrop archivist present an interesting slide show and talk on 100 years of the college's history, drank coffee in the student union and chatted with students the age of their grandchildren, attended a few music recitals and visited a local textile plant. At night some Elderhostelers could be seen heading across the street from the Winthrop campus to Daddy's Money, a disco frequented by Rock Hill's young people.

"It's a bargain anyway you look at it," volunteered 70-year old John Sword, a retired librarian and college administrator from Toronto, Canada. An all-inclusive fee includes registration costs, six nights accommodations, all meals, five days of classes and a variety of extra-curricular activities.

The Elderhostel brochure advises participants not to expect luxury resort hotels or gourmet dining, but according to veteran Elderhostelers, the food is good and the living quarters are comfortable. Most participating institutions put up Elderhostelers in college dormitories chosen because of their ease of entry and proximity to classrooms and dining halls. Although single rooms are usually available, participants may have to share a room with another person. Bathroom facilities are usually shared.

Hockett says that most Elderhostelers who complete the evaluation forms at the end of the week's activities usually complain mildly, not of too little, but of too much attention. Sword agrees and adds, "My big complaint is that we hostellers are overfed. Senior citizens don't need to have all that food. But, like anybody else, we will take advantage of the situation."

Elderhostelers say that the program offers many benefits besides the opportunity to learn. Some love to travel. Others thrive on the chance to meet other people their own age, hopefully with similar interests. Some seem to lose years just by the opportunity to be active again.

Many, such as Merle Medhurst, a former schoolteacher, have their own special reason for enrolling. "My whole life has been education and I guess it will always be," he explains. "Just because a person went through college, doesn't mean there's nothing more to learn. I like to travel to various colleges to see how they operate. Every one is unique in some way." John Sword says, "I've always been fascinated by the Southern Baptist tradition, and I came to Winthrop to find out first-hand what it's all about."

Elderhostel programs offer a wide range of courses in the liberal arts and sciences. Nothing is taboo for Elderhostel. Take last year, for example. The summer catalog lists such course offerings as "Your Own Life Story—Write It Down," "Fear and Loathing in New York City," "Body Awareness and Nutrition," and "The Zen of Seeing: A Workshop in Drawing." Regional courses have been particularly popular during the last few years. Last year, Elderhostelers could study such offerings as Allegheny crafts, the beauty of Niagara Falls, or the genius of southern literature.

The senior citizens who show up at the front gates of the colleges and universities aren't the only ones to benefit. Elderhostel uses otherwise empty facilities and brings in income. The program has attracted much attention from the media and can make a host institution known to a wider public.

Hockett says this is particularly true for small colleges. "Elderhostel showcases a college that might not otherwise be seen. People traveling through the South normally stop at a

(Continued on page 37)

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<input type="checkbox"/> Banjo Barons	<input type="checkbox"/> Banjo Barons	<input type="checkbox"/> Banjo Barons
<input type="checkbox"/> Roy Acuff	<input type="checkbox"/> Roy Acuff	<input type="checkbox"/> Roy Acuff
<input type="checkbox"/> The Ink Spots	<input type="checkbox"/> The Ink Spots	<input type="checkbox"/> The Ink Spots
<input type="checkbox"/> Mitch Miller	<input type="checkbox"/> Mitch Miller	<input type="checkbox"/> Mitch Miller
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NEWS OF THE LODGES



Miami, FL

MIAMI, FL. The Elks' ladies of Homestead, Coral Gables, Hialeah, Miami, North Miami and South Miami Lodges presented a joint luncheon-fashion show at the Radisson Hotel in Miami. The event netted \$3,800, which was donated to the Florida Elks Children's Hospital to be used toward the purchase of a bus for handicapped children.

Four of the ladies who modeled were (from left) Sherry Deblin, Jane DeLuca, Joanne Hamilton and Chicky Schmidt.

GUILDERLAND, NY. Anthony Falzone of the Spinal Cord Society presented a certificate of appreciation to then-ER Howard Parsons of Guilderland Lodge. The certificate was in recognition of the lodge's donations of time and money to the society.

WOONSOCKET, RI. Lodge has pledged \$3,000 to the local YMCA fund for a new swimming pool. The first installment of the pledge, a check for \$1,000, was presented by ER Rodney Taddeo to Ann Hack, executive director of the YMCA.

Also taking part in the presentation were Raymond Racine, chm. of Elks Las Vegas Night, which generated the funds; J. Robert Bousquet, chm. of the

lodge's Youth and Social and Community Action Committees; and Albert Beaudreault, YMCA treasurer.

FREDERICK, MD. ER Robert O'Neal and Est. Lead. Kt. Thomas Lawson presented Frederick Lodge's sponsorship check to Conductor Marvin Hurley of the Frederick County Youth Orchestra. The lodge is the primary sponsor for this group of outstanding young musicians.

WEST MILFORD, NJ. Lodge held a gala dinner-dance to celebrate its 25th anniversary.

Distinguished guests included GL Public Relations Committeeman John Nordham, DDGER Robert Haase, then-SP Arthur Mayer, Jr., then-VP Howard Roughgarden, and many past district deputies and past exalted rulers.

PDD and Charter Member Bernard Zwiebel was master of ceremonies.

SOUTHERN PINES, NC. The 25th "Silver Anniversary" Elks National Golf Tournament was hosted by Southern Pines Lodge. 540 Elks and 116 Elks' ladies participated in the event, which was played on the lodge's two courses as well as on three other area courses.

This year's winner in the men's division was Jere Hilburn of Goldsboro, NC, Lodge. He is shown in upper photo (right) receiving a silver service set from Tournament Chm. Carlos Fry.

Finishing second, third and fourth, respectively, were Kelly Miller, Harvey Albright, and Mike Garber, all of Southern Pines Lodge.

Winners in the ladies' division were (middle photo, from left) Mary Reid, Pontiac, MI, second, overall low net; Doris Smeltzer, Endicott, NY, first, overall low net; Phyllis Voss, Danville, IL, first, overall low gross; and Janie Taylor, Brandon, FL, second, overall low gross.

HICKSVILLE, NY. Lodge hosted the First Annual Youth Bowling Tournament for the Central Island District of New York. Boys and girls from Hicksville, Syosset, Plainview, Levittown, Hempstead, Baldwin, and Glen Cove returned to the lodge after the tournament for dinner and awards.

Pictured with some of the trophy winners are (from left) Arthur Senior, Youth Committee chm., Hicksville; Steven Cassagio, Youth Bowling coordinator, Hicksville; and Tony Verderosa, then-district Youth chm., Glen Cove.



Southern Pines, NC



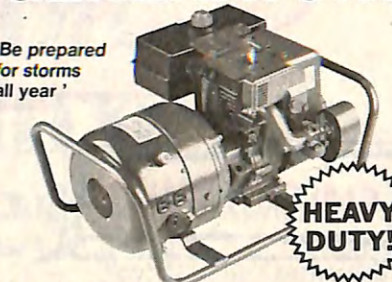
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When office affairs are a
FAMILY BUSINESS



by Sharon Olbert

Dr. Lloyd Smith is a gregarious Tucson dentist who likes to put his patients at ease before performing his oral maneuvers. He tells them that his pretty blond receptionist, Carol, is the only receptionist he's ever found who'd go to bed with him. When they finish chuckling in embarrassment, he explains that Carol is also his wife.

The Smiths have been married 15 years and have worked together full-time for nearly six consecutive years. They are one of Tucson's many successful husband and wife business teams.

Though no one seems to know exactly how many such businesses exist in the United States, it is estimated by an economist with the Small Business Administration that about 20 percent of the 10,685,000 sole proprietorships in the United States are owned and operated by a husband and wife team.

How do mom/pop business partners cope with all that full-time togetherness? Six happy couples, whose ages range from mid-30's to mid-50's, and two marriage counselors shared their personal secrets and professional advice for successful

management of full-time togetherness in husband and wife business arrangement.

The Smiths tried full-time togetherness once before but, "It was a disaster!" They planned never to work together again. But a few years later Lloyd needed a receptionist, and Carol agreed to fill in temporarily until a new one could be found. After one month of interviewing prospects, Carol asked him if he'd made a decision about who to hire. "Yes," he said. "You." Why does it work now when it didn't before?

Carol was his dental assistant before. She admits it was a job with which she'd had no experience and one she thoroughly disliked. It forced them to work too closely. Lloyd confesses that he demanded too much from Carol then—much more, he says, than from an outside employee.

"Now," explains Carol, "we're close but not right on top of each other." They each have their own domain at work and don't interfere with one another's duties, a key factor to their present success, they believe.

One of the marriage counselors interviewed is Psychologist Dr. Jerry

Day of Time Out Counseling Center who stated, "Running a business together as a husband and wife can be a heaven or a hell." He and his wife, Roena, were business partners for several years in a blissful relationship until she quit to raise kids.

Based on his experience both professionally and personally, Dr. Day has discovered some of the keys that unlock the pearly gates to a heavenly husband and wife business partnership.

He agrees with the Smiths. It's best if you each have your own aspect of the business and don't interfere with one another.

According to Dr. Day, one of the key personality traits for achieving this ingredient is having an adequate personal ego. "If you're fragile and not sure of your decisions, it promotes defensiveness." You have to feel good about yourself. You can't be competitive.

Ned and Jeri Haag believe that's been a key factor in the success of their business, Diversified Arts, a wholesale art dealership they started from their kitchen table in 1978. Now they're settled into a 6,000-square-

foot building where they each have their own office and manage 13 full-time employees. Their tasks are separate and non-competitive.

Ned does the bookkeeping, maintenance, and administrative duties, while Jeri does the marketing and purchasing. Jeri praises her husband's business skills saying, "Ned is really good at book work and details and I'm not the least bit interested in that"—exemplifying another element in Dr. Day's formula for success—respect and admiration.

"It's very important if you work together to have respect for one another—to feel that the other one has talent. And not only should you have respect, but, it's very important to talk about it. Build on your assets," advises Dr. Day.

He explains that we live in a negative world. "For every positive remark that comes our way, such as 'hey, that's the way to go; good job,' there are 25 negatives. The ratio has to be much better than that in a family business." He illustrates his point by saying, "Don't be like the old apple grower who said, 'Dang it, Maggie, I love you so much it's all I can do sometimes to keep from telling you.'"

Don Green, co-owner with his sparkly wife, Linda, of Green's Office Products says, "I happen to love my wife, and that helps a whole lot."

He further shares that since they've been working together he's learned to admire Linda's business sense and, he smiles at his wife and says admiringly, "I can count on her 100 percent."

They do not meet the criterion of having different duties. They didn't plan it that way, but it's worked out so that they both manage their retail store, sharing the duties equally. Neither one had experience in managing a retail store or owning a business before they opened their store three years ago, after being married less than a year.

Their success may be attributed to their zealous enthusiasm and passion for their business. They have very little leisure time, often working until 10:00 or 11:00 p.m., sustaining their hunger with pizza.

Talking about their business seems to be their favorite topic, explaining that they both are dedicated to a service-oriented philosophy for their store: Whether a customer wants a paper clip or a typewriter, providing personal attention in a friendly plea-

(Continued on page 17)

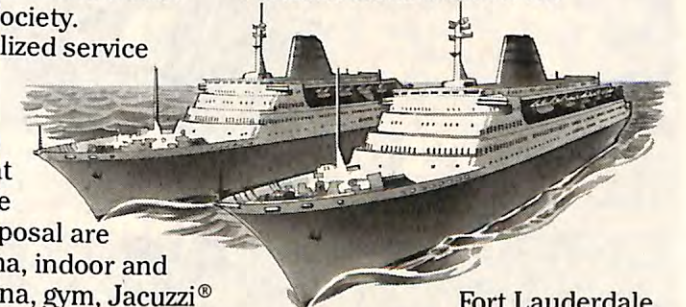
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ON TOUR WITH

JOHN T. TRAYNOR



Then-GER John T. Traynor and his wife, Jane, were present at Richmond, CA, Lodge to participate in the dedication of a new building addition and to celebrate the 75th anniversary of Richmond Lodge.



At the Oklahoma Elks Association Convention in Oklahoma City, then-GER John T. Traynor (left) congratulated PER Henry Kraus of El Reno Lodge. Brother Kraus was installed as the new state president.



Then-GER John T. Traynor (left) attended the Florissant, MO, Lodge dedication ceremony for the new lodge building. Also pictured from left are ER Charles Aue, PGER Edward McCabe, and then-SP Lester Bohle.



During a banquet hosted by Glen Burnie, MD, Lodge, then-GER John T. Traynor (second from right) was made an honorary citizen of the state of Maryland. Gov. Harry Hughes (right) is shown presenting Brother Traynor with the certificate. Also pictured are PER Tom Rabickow, banquet chm.; and Kara Cortina, local "Hoop Shoot" Contest winner and representative to the statewide competition.



Then-GER John T. Traynor (left) was present at the Idaho State Elks Association convention for the presentation of the Hall of Fame Award to Brother Earl Summers (second from left). The award is made for outstanding service to the Idaho State Elks Association. Also pictured from left are PGER Frank Hise and PDD and PSP Robert Jahn.

Family Businesses . . .

(Continued from page 15)

sant atmosphere is the key to their success, they believe.

But Don, a good-natured former beer salesman, says that one of the advantages to working with your spouse is "You don't have to wait until one or the other gets home from work to share something special."

Both the Smiths and the Haags also exhibit the quality of respect and admiration. Ned Haag attributes his company's success to his wife's talent. "I think Jeri's ability to define what's marketable is the cornerstone of our business," he says.

Lloyd Smith admits that he could no more to Carol's job as a receptionist than she could do his job as a dentist.

Family Therapist Joan Kay Beigel of the Center for Family and Individual Counseling gives advice for couples wanting to avoid the hellish type of mom/pop business: "Keep the bedroom off limits."

She also recommends that each individual has his own separate aspect of the business, but she admits it doesn't always work out that way, because the one person usually invades the territory of the other. "Like an ice cream cone, one person's flavor generally drips over into the other's."

The same is true for problems at home, she says. "If one person is mad because they had to carpool the kids and the other didn't, for instance, it can drip over into the business and create problems."

What often happens, says Beigel, "is that spouses who share a business together have nothing else to talk about at home except business. They destroy their marriages by bringing business home, and they destroy their businesses by bringing marital problems to work."

Bob and Sherry Hagen, co-owners of Entre Computer Center, anticipated this pitfall before setting up their shop. They vowed to keep business matters at the office and domestic problems at home. They also have totally separate business tasks. They discuss business decisions with each other and fellow employees, but final decision-making power rests with Bob because they believe it's important for one person to have that power.

(Continued on page 20)

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Acceptance Speech of Peter T. Affatato

Presented at the Grand Lodge
Convention following his election to office of
Grand Exalted Ruler on July 14, 1986



It is simply impossible to describe the emotions that have engulfed me in the last few moments. It is an experience that would move the giants of the stage, and it certainly is an entrance that I shall never forget. I thank you one and all.

I am fully aware of the responsibilities of this office, and I pray that God will continue to help and guide me in discharging the duties of the office of Grand Exalted Ruler. I shall do all within my power and ability to justify the confidence and support each of you has demonstrated this morning.

The distinguished Senator Alfonse M. D'Amato from the state of New York traveled to Denver last evening and will return to the East Coast this afternoon. On behalf of the 85,000 Elks in the Empire State, I express thanks and appreciation for the glowing nominating speech just delivered to this convention. I am truly honored to have this outstanding public official nominate me for this high office.

To Father Francis A. White who served as our Grand Chaplain several years ago and my good friend, Past District Deputy Monroe E. Lewis of Massapequa Lodge, I extend thanks and appreciation for your seconding remarks. You two wonderful men are responsible to a great extent for what has happened this morning—Father White with his prayers and Monroe Lewis with his sage advice and counselling.

My dear friends, no Elk reaches this plateau without the support, confidence and guidance of his Grand Lodge sponsor. During my 36 years in Elksdom I have enjoyed the privilege of having four Grand Lodge sponsors who counseled, advised and directed my activities in our order. I would like these proceedings to reflect my appreciation to these gentlemen, for members of their families are still interested and active in Elksdom. Past Grand Exalted Ruler James T. Hallinan of Queensboro, New York, Lodge No. 878 was my first sponsor, and thereafter Past Grand Exalted Ruler George I. Hall of Lynbrook, New York, Lodge No. 1515, both dynamic leaders in Elksdom. One of the finest Grand Exalted Rulers ever to serve came from Oneida, New York, Lodge No. 767, and Past Grand Exalted Ruler Ronald J. Dunn was my third sponsor. With us today is the man

who made it all possible, my good friend and mentor for the last 20 years, my sponsor Dr. Leonard J. Bristol from Saranac Lake, New York, Lodge No. 1508, who served in 1978-79 and is the jurisdictional advisor in Area 1.

To the members of the Grand Lodge Advisory Committee, I extend my sincerest thanks and appreciation for their confidence and endorsement of my candidacy. Assembled on this stage this morning are the most dedicated Elks in all of Elksdom. Men who have attained the highest office in our Order but never cease giving their time and ability to keep our fraternity strong and progressive. It is my prayer that God watch over them as they carry on their duties for the Benevolent and Protective Order of Elks.

To Grand Secretary Stanley F. Kocur, my sincerest thanks for the splendid cooperation in assisting me and my secretary in the preparation for the year ahead. We are extremely fortunate to have this dedicated gentleman as our Grand Secretary, for his office is the hub of our operations in Chicago.

No man ever ascended to this high office without the support, confidence and understanding of a patient wife. For over thirty-five years Elksdom has been a substantial part of our lives and Irene has never uttered one word of complaint. Today, in this vast auditorium, in the presence of you fine American gentlemen, I gratefully express my appreciation and love to the lady who will travel across America at my side—my lovely wife Irene.

As I worked my way through the chairs at Hicksville Lodge, my two daughters listened to and memorized our ritual of initiation, night after night. There was a time when they could deliver the charge better than their father, and I am so happy to have them with me today—my daughters Irene and Anne together with my son-in-law Tom Burkhard, my brother Michael and sister Lucille and their families.

No candidate ever received greater support and friendship than I received from my Brothers at Hicksville Lodge and from across the state of New York. They have been loyal, devoted and completely enthused over my candidacy, and I shall always be grateful for their confidence.

This past year our Order has been led by a distinguished, dedicated and loyal American gentleman, my good friend Grand Exalted Ruler John Traynor. One year ago, he pledged himself to the task of insuring Elksdom's growth and stability. It will not be easy to follow this fine leader, for he has traveled extensively across the nation and has inspired thousands of our Brothers. Both Jack and his lovely wife Jane have been of tremendous assistance to Irene and me in preparing for the year to come, and I consider it an honor to have been elected to succeed him in 1986-87.

Let us for a few moments, my Brothers, discuss the year ahead and the imposing challenges we face together as a team. Our Order now has over one million, five hundred thousand members in over 2,400 lodges, and you must agree that Elksdom is no longer to be considered just another group of men who meet periodically to socialize. Elksdom today is big business requiring today's technology and expertise. We must utilize the vast amount of knowledge that is presently available to modernize our lodges and attract young men to our rolls.

Our magnificent headquarters in Chicago stands as a monument to the dedicated Elks who planned its construction and to those who have preserved it for all Elks to enjoy as a symbol of freedom. Thousands of visitors each year visit our Memorial Building and marvel at the artistic and architectural beauty.

Our team of Exalted Rulers are the managers of over 2,400 lodges and are responsible for the successful operation of their offices. This is no easy task, but your job will be much easier if you use the informative manuals available from our Grand Secretary.

To the District Deputies who will shortly assume the responsibilities of office, I ask that you be the leader who leads. Your office is vital to the success of the Grand Lodge Program; and while you will never receive the unanimous acclaim of those you lead, you must strive to obtain their unanimous respect. You are truly the direct representative of this office in your district and endowed with the responsibilities and authority to efficiently carry out your duties.

My friends, it is impossible to touch upon all the fine programs of Elksdom in the short time allotted this morning. Our committees and agencies do so much good for America that scores of volumes would be required to record our accomplishments. Permit me, however, to touch upon just a few of these activities.

It is my hope that someday during your travels across America you will find the opportunity to visit our beautiful Elks National Home. Located in the sprawling hills of the Blue Ridge Mountains at Bedford, Virginia, it serves as home for over 250 senior members of our Order. These fine gentlemen, in the twilight of their lives, have left their former homes and have taken residence with their Brother Elks from every state in the nation. How proud each of you would be to observe these men enjoy life amid the serene and beautiful hillsides—a home where they live independently and with dignity. A home where they are constantly attended by dedicated servants and concerned personnel. A home where, once again, they can smile and associate with colleagues who enjoy similar interests and pursuits. Yes, my Brothers, you make all this possible through your membership in the great fraternity called Elksdom.

How many times have you heard the pledge "So long as there are veterans in our hospitals, the Benevolent and Protective Order of Elks will never forget them"? Our Elks National Service Commission still honors that pledge and has brought laughter and fun into the lives of thousands of veteran patients confined to our hospitals. What a truly remarkable record of service and dedication to those who gave of themselves so that we may remain free people.

The "Great Heart of Elksdom" continues to spread millions of dollars each year to needy students, to gifted young men and women who will lead our country in the future. Just the other day I read in the *Los Angeles Times* that a young cadet from Santa Ana, California, graduated at the top of his class at West Point last month. This fine young man was the recipient of our Elks National Foundation Scholarship several years ago. Doesn't this type of news make you feel proud of your membership in this order, my good Brothers?

Our Drug Awareness Program is a vital and growing source of information to the communities of America. No public enemy has the ability to threaten and destroy the lives of our young people faster than this plague upon our society. We have made great progress during the past years, but so much more is required of us. We must inform the public, educate potential users, and pressure our elected officials to deal harshly with pushers and purveyors of drugs. I will tell you this, my good friends: If my nominator had his way, these dealers of death would be jailed and the key thrown away.

1986 Convention Highlights and photo coverage will appear in the October issue

Across America our Youth Activities Program has been recognized for its impact upon boys and girls of all ages. Scouting troops, bowling, baseball, football and basketball leagues, all combine to provide some type of wholesome activity for youngsters in our communities. We reach millions of children each year, and our money could not be spent on a more worthwhile project.

The activities I have touched upon combine to make Elksdom a vital force in our nation, and these programs are planned and executed by dedicated Elks under the leadership of our committee chairmen. Grand Lodge, my Brothers, is only as strong as our individual lodges make it through their strength and local programs. When a lodge has a community project which attracts our fellow residents, you will surely find interested men who would like to become part of this activity.

We believe in Elksdom—you and I—it is a major part of our lives, and how often have you asked yourself "Why did my friend drop out of the lodge?" Let us start right now to make it interesting for your friend to stay in your lodge. Are you willing to sell Elksdom to America? You and I together? Are we willing to tell the young men in our communities that ours is an Order that has donated over 61 million dollars in charitable, educational, welfare and patriotic activities in the year 1985? That the students of our communities received over two million dollars in scholarship funds from our National Foundation? Aren't you proud that three million boys and girls were touched by Elksdom in our National Hoop Shoot Contest? Elksdom CAN be preached with pride: we CAN stand tall when speaking to our neighbor about the good works of our Order, and by preaching Elksdom, my Brothers, we will encourage thousands of fine young American Gentlemen to join us and thousands more will seek us out once our story is told. Let us not be reticent, bashful, afraid or reluctant.

We cannot dwell on the accomplishments of yesterday—we must turn our attention to the challenges of tomorrow. Together, you and I, we can make our Order stronger in the service of humanity

and elevate it to an even more respected place in the opinion of our fellowman.

It has been said that fraternalism is the basic foundation of Americanism. From the first days of time, fraternalism has been a dominating factor in our society and Elksdom is a society of friendship. There is no fraternal group in America that surpasses our Order in the support of patriotic responsibilities as citizens of this great nation. It is my hope to bring about an increased awareness of our presence in the communities of America. I urge you to speak and spread the gospel of Elksdom—tell America that we are concerned that our crippled children may walk again; that the sightless may see; that the deaf may hear; and, most importantly, that the hungry may be fed.

Our Order has always been a strong and essential bulwark in the pursuit of liberty and freedom. We have contributed much to America in 118 years and should be justly proud of our record of service. Today, my Brothers, technological advances have astounded the imagination. Our standard of living far exceeds that of any nation in the world, and we live in an era that challenges outer space and the sciences. But we must still be constantly on guard against those who would destroy the freedom we cherish so dearly. We are constantly engaged in a cold war with the Communistic forces in the world. Our national fiber is being tested daily in the struggle of power and balances. Today, we Americans still enjoy our democracy based upon the ballot box and not upon the strength of ruthless madmen exercising death-dealing force to consume the will of its people. Our Americanism Committee will be hard at work this year to quicken that spirit of American patriotism.

And there, my Brothers, are the challenges we face in 1986-87, and together we shall meet them one by one. We will inform America that Elksdom has one million, five hundred thousand men from all parts of the nation who are Committed to Effort and Enthusiasm, who are determined to Reach Out and Build A Better Elksdom, who are proud to Tell America About Elksdom, and who are willing to serve America because they Care and are ready to Share.

One million, five hundred thousand American Gentlemen determined to retain the values of our democracy and dedicated to keeping America strong and vigorous; A group of men united in this Brotherhood known as the Benevolent and Protective Order of Elks.

To enjoy Elksdom is to love it and I want you to love it with me.

For this is our fraternity;
It is our Order;

It is our Elksdom;

For indeed, this is truly a **BROTHERHOOD IN ACTION.**

Thank you and God bless you one and all.



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Family Businesses . . .

(Continued from page 17)

The Hagens further believe in the necessity of total commitment. They are willing to sacrifice having children and leisure-time activities for the sake of the business and to gamble on losing everything if it should fail. In that case they would have to start over, but Bob says they have confidence in their ability to do so. Both had successful careers before and believe they have the ability to succeed again—fulfilling Dr. Day's key personality factor of having confidence in yourself.

But the Hagens had experience working together before opening their computer store in 1983, so they knew they could manage full-time togetherness, which they say was an important factor in their decision.

When asked about vacation time Sherry replies, "Vacation? What's that?"

But Dr. Day says it's important for a couple to plan to have fun together, enjoy being together and have a good sense of humor.

Janet and Bob Williams meet all three of those criteria. "If someone calls and wants to speak to the owner or manager," says Janet laughingly, "I give the phone to him. But if he answers, and he doesn't want to talk to them, he gives the phone to me." They own the Palo Verde Barber Shop, where they both work as full-time barbers.

Janet claims that one of the advantages to sharing a business is that if you need time off, the boss understands. One of the disadvantages is not having the health insurance and other financial benefits offered by large corporations.

The Williamses are proud of their old-fashioned type barbershop where they've worked together for nine years. "The only thing it lacks," boasts Bob, "is the checkerboard and the potbellied stove. It's a man's domain. This is the only place a man can come and for \$4.50 get fifteen minutes of individual attention." But Janet, whose clean, wholesome appearance is intensified by her short, wavy hairstyle and broad friendly smile, believes that her presence makes mothers of young customers feel more comfortable when the shop is filled with men.

In addition to raising two sons,
(Continued on page 27)

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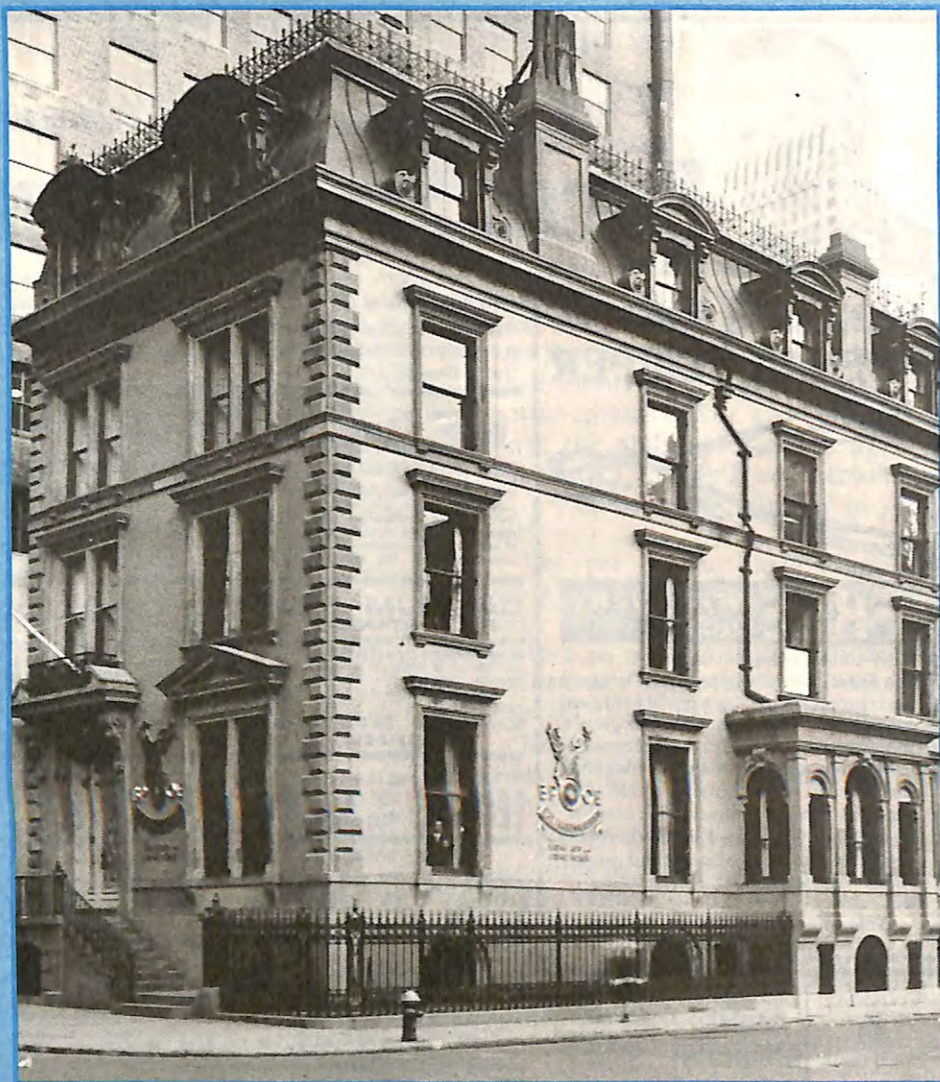


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"Serving Those Who Served"



The Elks Fraternal Center in New York City was one of 155 established by the Elks War Commission during World War II.

Elks National Service Commission Celebrates Its 40th Anniversary



by Bryan J. McKeogh and Diron Avedisian

The Elks National Service Commission, established to continue the services of the World War II Elks War Commission, was instituted in 1946. This year the commission proudly observes its 40th anniversary.

Regarding the Elks' patriotic concern for members of our armed forces and hospitalized veterans, the question has often been asked: "Were we imitating the fine efforts of the many veterans organizations?"

The answer lies in the almost-for-

gotten fact that the Elks were deeply involved in service to veterans long before most of the veterans organizations came into existence. The Elks' commitment was made at the time of the nation's involvement in World War I, and it has been faithfully kept to the present day.

Immediately following America's entry into World War I, the Grand Lodge, after exhaustive study, determined that the Elks should give first consideration to the sick and wound-

ed on the battlefields of France and equip hospitals for their care. The two base hospitals established and financed by the Order were the first to reach the battle areas. By rendering prompt medical attention to the wounded, these facilities saved thousands of American lives.

Keenly aware that the wounded soldiers' problems did not end with the cessation of hostilities, the Elks in 1918 constructed America's first veterans hospital. It was built on Parker

Hill in Boston at a cost of more than \$700,000, at a time when the average member had an annual income of \$1,250.

During the First World War, the Elks also did the major portion of the fund-raising activity for the Salvation Army. This organization was involved in the relief of the troops and people of war-ravaged areas of Europe. In 1919, the commander of the Salvation Army, Evangeline Booth, addressed the Grand Lodge Session in Atlantic City and told of the organization's lasting gratitude to the Elks.

The GI Loan Program was pioneered by the Grand Lodge when it established a one-million-dollar revolving fund in 1919. More than 40,000 loans were made to veterans to finance their maintenance during training at rehabilitation centers. This program was subsequently adopted by Congress in its entirety.

World War II

Only a few weeks after the attack on Pearl Harbor, the Grand Lodge established the Elks War Commission to coordinate the Order's activities in the war effort. The Grand Lodge issued a proclamation designating the week of March 15, 1942, as "Win The War Week," and asked that all lodges stage a patriotic demonstration during this period. The commission compiled an inventory of the potential manpower and resources of the Order and made it available to the government.

Under the sponsorship of the War Commission, lodges conducted refresher courses that qualified thousands of young men for flight training. This program was so successful that the Army Adjutant General appealed to the commission to recruit 45,000 young men for the ground crews of the Air Corps. A short time later the Adjutant General's office notified the War Commission that 97,000 ground crew men had been recruited and expressed deep appreciation.

Government officials were so impressed with the results of the commission's recruiting programs that subsequent requests were submitted to obtain candidates for the Naval Air Corps, Army Engineers, Navy Seebes and nurses for the Veterans Administration. All quotas were met or exceeded.

Another significant program of the War Commission was the establishment of 155 Elks fraternal centers throughout the country. These cen-

ters supplied good fellowship, refreshments and entertainment for hundreds of servicemen each month.

Among the other activities of the Elks War Commission were sending gift boxes to GIs around the world, conducting "Write 'Em a Letter" campaigns, supplying books to Merchant Marines and slippers to convalescents, and many more.

These are only the highlights of the tremendous amount of activity generated by the War Commission on behalf of our nation at war.

Shortly after the war ended, the Grand Lodge, wise in the knowledge that public memory is short and dimmed by time, formed the Elks National Veterans Service Commission. A solemn pledge was made 40 years ago:

"So long as there are veterans in our hospitals, the Benevolent and

Protective Order of Elks will never forget them."

The commitment to our nation's defenders continued.

Because the commission subsequently received requests for assistance from many different government agencies, its name was changed to the Elks National Service Commission. The new name reflected its involvement with all branches of the national government.

In addition to service to hospitalized veterans, the commission helped recruit volunteers for the peacetime Army, including physicians, dentists, dieticians and hospital technicians. A "Wake Up America" program was instituted to rekindle a public spirit of patriotism, and assistance was given to Civil Defense programs. Lodges launched subscription drives for U.S. Government Bonds.



Through the years, the Elks have often received recognition for their service to veterans. In this photo, taken in 1972, PGER William J. Jernick (third from right), chairman of the Elks National Service Commission, receives a plaque of appreciation from Capt. William Tarr, commander of the St. Albans, NY, Naval Hospital. Joining them were (from left) PER William Britton, district commission chairman; George M. Hall, assistant commission director; Bryan J. McKeogh, director; and PSP George Olsen.



The National Service Commission encourages Elks to conduct outdoor activities for hospitalized veterans. This photo was taken at a picnic sponsored by Georgia Elks at the Dublin VA Medical Center in 1970.



Elks National Service

Commission History

When established in 1946, the Elks National Service Commission consisted of seven past grand exalted rulers. James T. Hallinan of Queens Borough, New York, Lodge No. 878 served as the first chairman. The home office was located in New York City. PGER Hallinan rendered distinguished service by instituting regular Elks programs in every VA medical center. His leadership was responsible for the Elks becoming a vital part of the Veterans Administration Voluntary Service (VAVS). Brother Hallinan served as chairman until his death on July 4, 1969.

Shortly thereafter PGER William J. Jernick of Nutley, New Jersey, Lodge No. 1290 assumed the chairmanship and continued the policies of growth and expansion established by his predecessor. "Bill," as he was affectionately known by countless friends throughout the Order, served as chairman until his death in January, 1982. He left a legacy of hard work, creativity and special dedication, and his ideas still continue to influence the policy making of the commission.

Brother Jernick was succeeded by PGER Frank Hise of Corvallis, Oregon, Lodge No. 1413, who served with distinction until July, 1984. He was followed by PGER Gerald Strohm of Fresno, California, Lodge No. 439, who is the current chairman. The Order owes a debt of deep gratitude to the four Brothers who held the reins of leadership during the past 40 years. They have made manifest the special brand of patriotism that is peculiar to Elkdom.

William M. Frasor of Blue Island, Illinois, Lodge No. 1331, who served as executive secretary of the Elks War Commission, assumed a similar post with the National Commission upon its establishment. He subsequently became the commission's first director. He capably filled that post until February, 1953, when ailing health forced him to step down. Brother Frasor died in 1956.

Following the retirement of Brother Frasor in 1953, the commission named Bryan J. McKeogh of Queens Borough, New York, Lodge No. 878 as executive director. Brother

McKeogh served the commission faithfully for a quarter century, and many activities instituted by him are still in place today. In July, 1978, Brother McKeogh resigned in order to direct all of his attention to the National Convention Commission. He was succeeded by George M. Hall of Lynbrook, New York, Lodge No. 1515, who served until January, 1981, when he retired. At that time Chairman Jernick engaged Diron "Step" Avedisian of Point Pleasant, New Jersey, Lodge No. 1698, who is the current director.

Another dedicated employee was Floyd H. Brown of Oklahoma City, Oklahoma, Lodge No. 417. Brother Brown was the commission's field representative from 1946 until his retirement in 1960. His responsibility was to survey VA medical centers and fraternal centers and report his findings to the commission so a determination could be made in matters of financial assistance.

The National Service Commission has historically attended to its fiscal matters with the best interests of the Grand Lodge in mind. At one time, in addition to the per capita assessments, the commission received an annual grant of \$25,000 from the Grand Lodge for expenses. Chairman Jernick determined that this money was no longer needed and requested its discontinuance. Furthermore, the per capita assessment was gradually reduced from 35 cents to 20 cents, saving the Grand Lodge additional thousands of dollars. This was made possible by prudent handling of funds. Further evidence of sound financial management is the fact that the cost of maintaining the office today is about the same as it was 30 years ago.

The home office, originally located in New York City, remained there until May, 1982, when, for economic reasons, it was moved to its present location in Brielle, New Jersey.

In 1984, the commission, by vote of the Grand Lodge, was reduced from seven to five members. In addition to Chairman Strohm, those presently serving on the commission are PGERs Frank Hise, Robert Grafton, Raymond V. Arnold and Kenneth V. Cantoli. The commission members give unstintingly of their time and experience without any form of compensation to insure that the services provided for hospitalized veterans are the best they can possibly be.

The work of the Elks National Service Commission is a phase of Elkdom which interprets the high ideals of benevolence and patriotism with a sustained and continuing program of positive action. Deeds of kindness and remembrance for hospitalized veterans are performed every day in the year. They are inscribing glowing chapters in the Order's notable history.

40th Anniversary

During the postwar period Veterans Administration Hospitals were being constructed rapidly throughout the nation. Whenever one of these hospitals was opened, a committee of Elks and their ladies was there to volunteer its services.

Korea

In response to President Truman's appeal during the Korean Conflict, the Elks fraternal centers so popular during World War II were reopened for military trainees. 600,000 pints of blood were donated, and "Write 'Em a Letter" campaigns were again car-

ried out. When it was learned that the servicemen did not have sufficient writing materials, a half-million letterheads and envelopes with the Elks emblem were sent to Korea. Thousands of packages of cigarettes were sent overseas, each pack containing an encouraging Elks message.

Vietnam

Reports of draft-card burnings, draft-dodging and demonstrations against the nation's policy threatened the morale of our fighting forces in Vietnam. To counteract the anti-war movement, lodges secured the names and service addresses of local members of the armed forces serving in Vietnam.

Personal letters, gift packages, newspapers, magazines, cigarettes,

candy and other items were sent to each serviceman. Two large rest and recreation pavilions with barbecue pits were provided by the Elks at the naval hospital in Guam. Long-distance telephone calls to families were also provided.

Hospital Programs

"The Elks' concern for hospitalized veterans is not confined to a single day, a single year, to special occasions or historical observances. It is a day-to-day tribute of long standing, and it is one that is as productive and helpful as it is persistent."

This is how Richard L. Roundbush, then-U.S. administrator of Veterans Affairs, described the Elks' hospital programs in his address to

(Continued on page 44)

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Americana		10.90	Consumer Reports		18.60	Others			Parents (Bus/Profession)		9.00
American Artist	19.00	15.95	Cosmopolitan			House & Garden (Bus/Profession)		18.00	Others		18.00
American Cage Bird	15.00	13.50	(Att. Bus. Card)		15.00	Humpty Dumpty (ages 4-6)		9.95	Penthouse	36.00	28.00
American Health		13.95	Others		23.97	Inc. (Bus/Profession)	14.00	13.00	People	51.50	35.00
American Heritage (6 iss.)	24.00	18.00	Crafts Magazine		14.50	Others		12.95	Playboy		20.95
American History Illus. (10 iss.)		18.00	Cruise Travel		10.95	Income Opportunities		6.95	Poplar Science		7.97
American Photographer	19.90	9.95	Daytime TV		14.95	Indian Trader		11.95	Prevention (Att. Bus Card)		7.00
Antique Monthly (12 iss.)		12.95	Digest of Investment & Advices	50.00	30.00	Inside Ireland	30.00	19.75	Others		13.95
Archaeology (6 iss.)		18.95	Discover (Bus./Profession)		13.24	Interview	20.00	17.70	Psychology Today (Bus/Profession)		12.97
Architectural Digest		29.95	Others		24.00	Israel Scene (Pub. in Israel)		8.95	Others		15.99
Arts & Antiques (10 iss.)	36.00	29.95	Dog Fancy		12.97	Jack & Jill (ages 4-6)		9.97	Redbook (Att. Bus Card)		6.97
Art News	29.95	24.95	Dog World	20.00	16.00	Jerusalem Quarterly		14.95	Others		11.95
Artist's Magazine	21.00	18.00	Downbeat		13.00	Ladies Home Journal	20.00	10.00	Runner		14.95
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Auto Racing Digest (6 iss.)	7.95	6.95	Essence	12.00	10.00	Mademoiselle (Bus/Profession)		12.00	Science Digest (Att. Bus Card)		7.00
Auto Week	23.00	19.95	Esquire	17.94	10.00	Maine Life		6.97	Others		13.95
Automobile Quarterly		31.95	European Travel & Life (Att. Bus. Card)	16.00	14.80	Medical Update (incl. Cancer Prevention)		10.95	Science 86		16.95
Backbacker		14.95	Family Circle		14.95	Metropolitan Home		13.95	Seventeen		12.95
Baseball Digest	14.95	11.95	Family Handyman (10 iss.)		8.95	Miniature Collector (6 iss.)		12.50	Shop Talk (Black Cosmetology)	16.25	13.90
Basketball Digest	9.95	8.95	Field & Stream		7.94	Modern Photography	13.98	7.98	Soccer Digest		7.95
Basketball Weekly		10.95	Fifty Plus (Att. Bus. Card)		10.89	Money (Bus/Prof)		15.00	Sports Illustrated		32.00
Beauty Digest (6 iss.)		11.95	Others		15.00	Others		29.95	Stereo Review	15.00	7.99
Bestways (health & fitness)	9.00	7.95	Financial World	41.95	29.95	Money Maker		11.98	Stock Market		15.00
Better Health & Living	15.00	11.97	Fishing World (6 iss.)		6.00	Mother Jones		12.00	Success	18.00	9.00
Better Homes & Gardens		11.95	Football Digest		11.95	Motor Boating & Sailing (Att. Bus. Card)		8.00	Sylvia Porter's Personal Finance	19.97	15.00
Bus. Forms & Systems	49.00	39.50	Forbes	42.00	39.00	Others		15.95	Teen		7.95
Bicycling (Att. Bus. Card)		8.00	Fortune	42.00	29.95	Motor Trend	15.94	7.97	Tennis	17.94	8.97
Others		15.95	Games		12.97	Motorcyclist		5.97	Time		29.25
Boating	20.00	16.95	Gentlemen's Quarterly		13.50	Ms (Bus/Profession)		10.50	Total Health		9.00
Bon Appetit		13.95	Glamour (Bus/Profession)		12.00	Others		16.00	Travel Holiday		9.95
Boston Magazine		13.95	Golf	15.95	7.97	National Lampoon		9.95	Travel & Leisure		19.95
Bowling Digest (6 iss.)		8.95	Golf Digest	19.94	11.97	National Law Journal	55.00	49.00	TV Guide		26.00
Boys Life		11.20	Good Housekeeping (Att. Bus. Card)		9.97	Natural History		19.00	US News & World Report	41.00	20.50
Business Week		38.95	Others		18.00	New Age		15.95	Vegetarian Times		16.95
Byte		19.95	Gourmet (Bus/Profession)		13.50	New Republic		46.95	Village Voice	32.76	23.95
Car Collector & Car Classics	24.00	21.00	Others		18.00	New Shelter (Practical Home-owners)		5.50	Vogue (Bus/Profession)		21.00
Car & Driver	17.00	11.95	Guns & Ammo		13.94	(Att. Bus Card)		10.95	W	30.00	23.00
Car & Parts	18.00	16.95	Harper's Bazaar (Att. Bus Card)		8.97	Others		14.95	Weight Watchers Magazine		12.97
Cat Fancy	14.97	14.97	Others		16.95	New Women		14.95	Woman's Day		14.95
Catholic Digest	12.00	9.97	Health	22.00	15.97	New York Magazine	33.00	20.00	Women's Sports & Fitness	12.95	8.95
Cats Magazine	18.50	15.50	Herald of Holistic Health (6 iss.)		15.95	New Yorker	32.00	20.00	Working Woman		14.95
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ELKS NATIONAL SERVICE COMMISSION

"So long as there are veterans in our hospitals, the Benevolent and Protective Order of Elks will never forget them."



In recognition of its outstanding record of service to hospitalized veterans, Glen Burnie, MD, Lodge was chosen as the setting for part of a film promoting activities in support of veterans. The film will be used in Elks lodges nationwide. Twenty veterans from the Loch Raven Veterans Hospital and the Francis Scott Key VA Medical Center were among the guests at the monthly veterans dinner-dance. The U.S. Army color guard from Fort George G. Meade opened the festivities, and is pictured presenting the colors to lodge officers.



In appreciation for outstanding and dedicated service to veterans, a plaque was presented to Middletown, NY, Lodge by American Legion Post No. 151. American Legion Commander Jack Williamson (left) made the presentation to ER Ron Grammas (center) and Bill Heater, lodge chm. of Veteran Affairs.



Elks lodges in the Denver, CO, area, in cooperation with American Legion and VFW posts and other community organizations, recently reached their goal of \$102,000 to furnish TV sets for the new rooms in the Denver VA Medical Center. The Elks purchased 30 TV sets. In photo, Englewood, CO, Lodge's Clown Group presents a check for \$1,800. This amount, collected in part by Mrs. M. G. Sheely, president of the Colorado National Bank/Boulevard, put the drive "over the top." Pictured in front of one of the new TVs are (from left) Mrs. Sheely; John Kreiling, Elks NSC representative at the center; Randy Emeriter, director of the center; "Smoky" Sheely, Clown Group representative; and PER and Clown member Ray Whitebread.



Theater owner Brother Ross Campbell (second from left) of Sheridan, WY, Lodge donated a popcorn machine to be presented to Sheridan VA Medical Center. Also pictured from left are state NSC Chm. William Kupper, VA Medical Center Director Fred Smith, Chief of Recreation Service Brother Dennis Powers and lodge Veterans Service Vice-chm. Fred Pate.

BOSTON, MA. The National Service Committee of the Massachusetts Elks Association recently sponsored arts and crafts contests in the Boston VA Medical Center as well as in the seven other VA medical centers and soldiers homes in the state. Each facility received \$190 to be distributed as cash prizes.

Earlier this year the committee supplied Easter lilies to each of the eight veterans facilities.

QUEENS, NY. Members of the New York Southeast Veterans Committee donated \$1,870 for the purchase of a stained glass window in the Veterans Chapel at St. Albans VA Extended Care Center. Participating lodges were Franklin Square, Valley Stream, New Hyde Park, Bronx, New York, Brooklyn, Staten Island, Queens Borough (Elmhurst) and Elmont.

Family Businesses...

(Continued from page 20)

who participate in the family business by cleaning the shop on weekends, Bob and Janet make it a point to spend some time alone together every evening and to take the time to have fun together motorcycling on weekends and vacations.

The Williamses say that if they have a problem they talk about it. Bob declares, "Janet is not only my wife, she's my best friend," fulfilling another essential ingredient in Dr. Day's formula for a mom/pop business relationship—communication.

Dr. Day's counseling with couples who are having difficulty managing a family business begins by helping them to develop techniques for non-defensive listening. Frequently he finds that a couple's communication has deteriorated so that when one individual opens his mouth to speak, the other is gathering ammunition for defending himself without listening to the partner.

The Haags also state the importance of communication in their successful relationship. Jeri says that although they each have their own area of expertise, they listen to each other's problems because, "Our problems are mutual problems."

Vince and Adrienne Dastole are co-owners and co-managers of Roadrunner Sales, a wholesale office supply business. They've been married 19 years and have spent the last four years as full-time business partners. Running his own business is a dream come true for Vince.

He speaks in an authoritative manner. About his marriage/business relationship, he states emphatically, "The main thing is we communicate with each other." He conveys the feeling that full-time togetherness is just something that comes naturally for them, as if he can't understand why friends frequently ask how he and Adrienne can cope with working together everyday.

Adrienne ponders, then says slowly, as if asking herself a question, "I wonder if we sound boring to people

(Continued on page 35)



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Drug Awareness Education Program



Elks Find Many Ways to Combat Drug Use

Staff Report

Elks across the nation are redoubling their efforts to prevent drug use by youth. Following are reports of successful Drug Awareness Education Programs being conducted by both state associations and individual lodges.

War Against Drugs

The New Jersey State Elks Association is waging a full-scale war against alcohol and drug abuse. During the past two years, the association has distributed more than 160,000 copies of the Elks Alcohol/Drug Abuse Prevention family workbook, which parents and teachers are using to teach children to say NO to alcohol and drugs. This approach has been widely endorsed by law enforcement agencies, teachers and other civic groups.

The workbook has now become a bimonthly magazine, complete with advertising, which provides more funds for Drug Awareness Education. The core of the magazine remains the original workbook.

In the fall of 1985, the New Jersey Elks conducted a statewide poster contest for students in grades four through nine. The students were to display their concept of why "Hugs Are Better Than Alcohol/Drugs." The posters judged to be the 12 best in the state are being used on a 1987 Drug Abuse Prevention Calendar.

Production of the calendar is being financed by large corporations. The calendar is made up of 12 two-page spreads, which include, in addition to a monthly calendar, a reproduction

of one of the award-winning posters, a picture of and a message from the young artist, and a statement from the corporate sponsor on what it is doing to fight drug abuse.

During the first month of school,

Elks lodges throughout New Jersey will provide these calendars, as well as book covers, bumper stickers and decals, to elementary and junior-high schools. A new edition of the Drug Abuse Prevention Workbook will be



Gerry Cook, New Jersey Elks State Drug Awareness chairman, and Ruth Harris, president of Fidelity House publishers and editor of Drug Abuse Prevention magazine, look over materials being used in the state's campaign against drugs.



Displaying the new "Mr. McKaw" anti-drug posters and book cover now being distributed by the California-Hawaii Elks Association are (from left) state Drug Awareness Chairman Jim Spence; then-GER John T. Traynor, and PGERs Horace Wisely, Robert Yothers, Gerald Strohm and R. Leonard Bush. The picture was taken at the association's annual convention in Fresno, California.

distributed in October.

In June, state Drug Awareness Chairman Gerry Cook made a color slide presentation to the Northwest District lodge chairmen describing the concepts and elements of the Drug Awareness Program. Copies of the script and slide tray are available to all lodges in the state.

Chairman Cook notes that drug

use knows no boundaries, and the materials used by the New Jersey Elks will be provided to any other interested state association at a nominal cost.

"Mr. McKaw" Says...

Brad Anderson, an Elk member and the creator of the nationally syndicated "Marmaduke" newspaper cartoon, has created another cartoon

(Continued on page 31)

Tell Us About Your Lodge's Program!

Is your lodge conducting an effective Drug Awareness Education Program within the guidelines of the Grand Lodge program? If so, tell us about your success, so that we can share your ideas with other readers in upcoming issues of *The Elks Magazine*. In this way, we hope to make the Elks' campaign against drug abuse a national success!

Send us complete information and high-quality pictures. Photographs must be black and white, and have sharp focus and good contrast. They should be "human interest" pictures showing your program in action, not simply posed groups (such as check or award presentations).

All suitable material will be considered for publication. Send your articles and pictures to:

Editorial Department
The Elks Magazine
425 W. Diversey Pkwy.
Chicago, IL 60614

Special Booklet Now Available

Copies of the 20-page booklet, "Awareness: The Key To Drug Free Children," which was distributed at the Grand Lodge Convention, are now available, at no charge, from your local lodge.

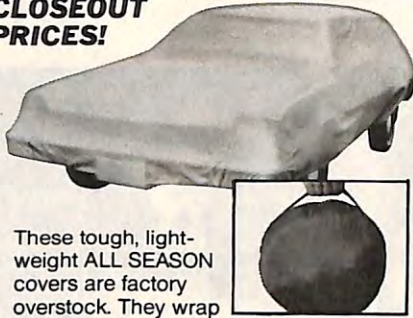
The booklet contains reprints of the first three articles in *The Elks Magazine* Drug Awareness series, as well as the follow-up article, "Elks Widen War Against Drug Use," which appeared in the June, 1986, issue.

This booklet should be most helpful to anyone conducting a Drug Awareness program. It is also an excellent means of informing your community about the Elks' program.

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The Tennessee Elks Association awarded a total of \$58,000 in scholarships for nursing during the 1985-86 lodge year. Administered by the Tennessee Elks Benevolent Trust, Nurses Scholarships is the state Major Project.

Colleen Conway-Welch, dean of the Vanderbilt University School of Nursing, spoke at the annual convention of the Tennessee Elks Association. Dean Conway-Welch informed all Elks present just how important this financial aid is to nursing, and the benefits the residents of the state have enjoyed due to the financial support of the Elks. Shown listening to Dean Conway-Welch are then-SP Randall Smith and his wife Laurel.

The Trust projects for the 1986-87 lodge year include funding for 40 nursing scholarships of \$1,400 each and one for \$2,000.

In addition, the program will be expanded to include scholarships for medical-related studies such as those for laboratory technicians. This entire project is funded in part by the Elks National Foundation.



Lisa Favretto is shown accepting a certificate from Vineland, NJ, Lodge ER Robert Wells designating her a winner in the "Most Valuable Student" scholarship competition.

Lisa tied for third place among students nationwide and was one of 150 seniors winning four-year awards. Her scholarship is worth \$4,000 each year and is funded by the Elks National Foundation.

At left is Silvio Maitico, chm. of the Vineland Elks Scholarship Committee, and at right is Gerald Barry, Vineland High School principal.

Michael Pompeo, a former "Most Valuable Student" scholarship recipient, finished four years at West Point, the US Military Academy, with top honors. Of the 974 men and women in this year's graduating class, Pompeo finished first scholastically.

Pompeo also excelled at leadership, and spent his senior year as a company commander in charge of 120 other cadets.

In 1982, Pompeo, sponsored by Garden Grove, CA, Lodge, won a one-year, MVS state-allocated scholarship of \$900.

Drug Awareness . . .

(Continued from page 29)

character to help the California-Hawaii Elks Association get its message to young people.

Brother Anderson has designed, free of charge, three posters, a book cover, and a pin featuring "Mr. McKaw" delivering an anti-drug message. The items are being distributed through individual lodges to schools in the two states.

So far 50,000 book covers, 4,000 sets of posters, and hundreds of pins have been distributed. State Drug Awareness Chairman Jim Spence foresees a much heavier demand for these items once school resumes this fall.

The artwork for the McKaw items is available to other state associations or lodges who wish to print their own materials, as long as the designs are reproduced in their entirety. (States or lodges may add their own logos.)

Several other western states are already using the Mr. McKaw designs.

Newspaper Column

Franklin Square, NY, Lodge has started a Drug Awareness Education column in three local weekly papers. The lodge uses information supplied by the Grand Lodge as well as from local sources. The column has included a three-part series on "crack," a new, highly addictive and more potent form of cocaine which is smoked instead of inhaled.

Community Leadership

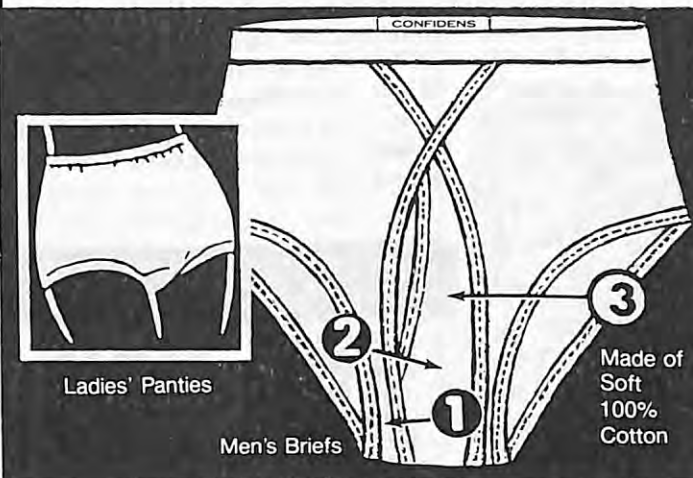
As a result of the leadership of Okmulgee, Oklahoma, Lodge, the Okmulgee Drug Awareness Committee was created. Two of the directors of the committee, Ralph Payne and H. J. Gibbons, are PERs of the lodge.

The committee has contracted with the "Operation Aware" organization in Tulsa to teach fifth and sixth-grade students how to identify and deal with negative peer pressure. Students participate in rap sessions and field trips, view movies and video shows, and role play different techniques in order to become able to resist the pressure to use drugs.

(In upcoming issues, we plan to publish more reports of successful lodge Drug Awareness Education Programs, as the information and photographs are supplied to us by the lodges.)

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Do you spend hours on tasks that should take no longer than a few minutes to finish? Do you worry about the impressions you make? Do you agonize over which clothes you wear because you wonder what others will think of your appearance? Do you postpone making important phone calls for fear of looking foolish?

Do you find that your work is often not quite the way you want it? Does it take you forever and a day to do things, and do you have a constant sense of pressure because you can't get things done? Does this all give you problems with feeling good about yourself? If so, you may be victimized by perfectionism.

As a national ad campaign says, "Quality is Job One." Nobody can argue that doing a good job isn't important, but your own sanity and strength demand that you take a fair and balanced attitude toward your performance. This applies to personal, professional, and civic life.

"The best principles, if pushed to excess, degenerate into fatal vices," said Archibald Alison, the 18th century Scottish clergyman.

Demanding an unrealistic degree of perfection from yourself will ruin your spontaneity, create interpersonal problems, and waste your time. But that's the price of perfectionism. To be a successful achiever is another matter, however, one which calls on you to drop all the self-destructive behaviors.

Have you ever had something important to do—a task with a certain amount of risk—but you postponed taking action on it and instead piddled away your time on some triviali-

ty? Writers face this dilemma every time they begin a new work. They call it "The Terror of the Blank Page." Ernest Hemingway's response was to sharpen pencils rather than to dive into the writing process.

This syndrome takes many forms—sharpening pencils, cleaning out your desk, polishing the silver, talking on the phone—anything that keeps you from the real task at hand. But the truth is that getting off dead center with any movement toward your goal is much to be preferred above doing nothing—even if your efforts are just second-rate.

ARE YOU TOO HARD ON YOURSELF?

by Mike LeFan



Doing the *right* thing poorly is infinitely more productive than doing a useless thing well. On top of that, goal-oriented activity builds experience, and experience is the foundation for later successes. Learn from mistakes rather than laboring to avoid them. There's no telling what vital lesson is waiting in a mistake—the new insights can be a gold mine of wisdom.

The terror of perfectionism can tie your stomach in knots and keep you from even simple tasks.

Playwright George Bernard Shaw was so painfully shy that he'd pace around for half an hour or longer trying to work up the courage to knock on a friend's front door. When asked how he ever found the nerve and ability to speak in public despite his timidity, Shaw replied, "The same way I learned to skate—by doggedly making a fool of myself until I got used to it."

Shaw overlooked the underlying secret to his conquest of fear of failure. He had unconsciously stumbled across the useful device of psychological substitution. He was a man with strong, almost angry beliefs, and by harnessing the power of his convictions he was able to conquer this fear. His burning passion for getting his ideas across left no room for fearful thoughts.

Shaw's technique is a psychologically sound one that you can use when you need to motivate yourself into action. Let a stronger emotion overcome your fear and inertia.

While perfectionism freezes some people into inactivity, others find that it drives them into never-ending work.

We've all heard of that famous landmark—the point of diminishing returns. It's very real to perfectionists. For example, when I've finished writing this article I won't need to waste a half a day looking for just one more quote to make my point perfectly. That's unnecessary. By the time I've finished researching an article and then writing it, added research after the fact is a waste of time.

Likewise, don't be like a preacher I know who was to speak to a civic group. He had his talk prepared, studied, and ready to deliver, but he worked himself into a lather and wasted most of the day looking all over town for the "right" portfolio in which to carry his speech pages. A plain manila folder would have done just as well.

Extending this concept another step, remember that correspondence doesn't have to be perfectly typed every time. The letters will just be trashed anyway. Things that seem totally unacceptable to the *perfectionist* are often just fine with other folks.

The famous "80/20 Rule" applies here: 80 percent of your achievements will be produced by 20 percent of your activity, so invest the major share of your time in that productive 20 percent of your work. Let the job's purpose dictate how much time you'll put into it. Ask yourself, "How far do I have to develop this job for it to be acceptable?"

The perfectionist insists on doing everything personally—to the point of overdoing it. But the wise achiever finds ways to work smarter—not harder. Don't invest more of your time and energy in activities than they actually demand. **Some things need only limited involvement** while others require intense attention. Train yourself to think about which items are which, and then to act appropriately.

Let the task itself dictate how much time and effort you'll put into it. For example, if you're unpacking new merchandise in a store, don't spend as much time arranging the stockroom and decorating it to look nice as you spend in setting up the displays out where the customers are. Chances are, the stockroom isn't going to generate many sales, so decorative effort put in there is largely a waste of time.

Out front is where the customer meets the cash register.

When you must write a report, speech, or letter, crash into it full speed ahead until you have all of your basic ideas on paper. Don't worry about the details of spelling, grammar, parallelism, and other mechanics of good English. Getting involved with these at this point will bog down your creativity in a swamp of nitpicking niceties. This primary stage is the time to focus on thoughts, insights, feelings, and information. Later on you can haul out the dictionary while you organize and hone your work.

Use this philosophical approach throughout the day. You shouldn't read the morning mail with the same intensity as you'd study a big contract. There's no need to concentrate on a memo about the company picnic like you do a complaint letter from your best customer. When reading less vital items, push yourself to read faster. Get routine things over and done with so you don't sink useless energy into them. Save something for truly important activities. Again, strive for involvement that's appropriate to the task at hand.

Perfectionism is backward looking. The perfectionist even begins to dread success, because to have succeeded is to have finished one's business. It's like being a male spider, who's killed by the female as soon as he has succeeded in his courtship. To be a perfectionist is to continually look over your shoulder in order to outperform the bogeyman of past achievements, rather than leaving the past where it is and peering over the horizon for new vistas.

Perfectionism is a self-defeating emotional energy sink. If not careful, the perfectionist finds that the "80/20 Rule" has boomeranged on him. The least important 80 percent of his duties are knocking out 100 percent of his time—leaving nothing else to work with. We've already alluded to some possible remedies for perfectionism, but here they are in concrete ideas:

Delegate. "Let George do it" could be the motto of both the smart achiever and the lazy ne'er-do-well. Every good idea is a double-edged sword, cutting two ways. Sometimes it's true that "If you want something
(Continued on page 36)

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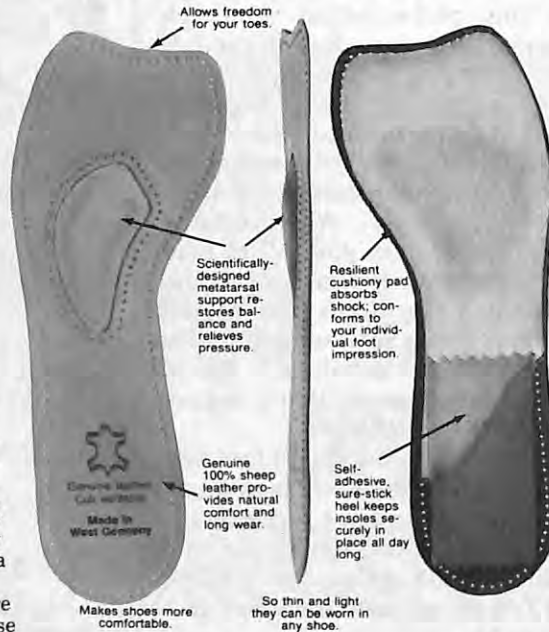
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Did You Know...

It didn't take Elks long at the annual session in Denver to pass an important resolution. For the umpteenth year in a row, delegates approved a motion that in the event of a war or national disaster, each Brother Elk could be assessed \$1 so that the Grand Lodge could assist our nation.

This year the motion was made by PGER Gerald Strohm as a part of his report of the National Service Commission.

Records are made to be broken, but Arizona Elks feel that if you have to break a record of another lodge you should keep the record within the state. In a recent column we mentioned that Don Ehritt, PER of Green Valley, AZ, Lodge No. 2592, stated that he had broken the record on membership growth from the previous holder.

PDD Robert Benson of Phoenix, AZ, Lodge No. 335 reports that under immediate PER Charles Schmidt, Phoenix Lodge surpassed Green Valley's record of 423 new members initiated in one year by 102, for a total of 525. The total membership gain also tops the old record of 613 to 703, with a lapsation of only 1.66 percent, the best in the state.

New members are the lifeblood of any organization, and it would seem that Arizona is certainly doing its part.

Texas PSP Vic Elliott recently had the honor of installing his youngest son, Joe, as ER of Temple, TX, Lodge No. 138. Joe is age 26 and has been an Elk since he was 21.

On the other side of the coin, John Braketa, who was 90 years young in August, has been an Elk for 64 years and may very well be the oldest Elk in Wyoming. He is a member of Riverton, WY, Lodge No. 1693. Riverton has three John Braketes—John; his son, John, and has grandson, John. Ninety-year-old John also has two other grandsons who are members and a son-in-law who is a PER. Being an Elk in Riverton is a family affair.

More lodges reporting statues of full-size elks include Pompano Beach, FL, No. 1898 and Painesville, OH, No. 549 (Lake County Sheriff Edwin Cunningham told us about that one). Alpena, MI, Lodge No. 505 has one in its parking lot, while Muscatine, IA, Lodge No. 304 donated one to the city in 1926. Immediate PER Gary Lewis says the statue is in need of repair and hopes the lodge trustees can find the funds to do it.

Family Businesses . . .

(Continued from page 27)

because we don't fight. There must be something wrong with us. We really don't argue and we're together a lot." Then, as if she's found the answer, she says positively, "We're just plain compatible!"

Vince elaborates, "Now that we're working together we're happier than before. Now she understands why I'm tired." He explains that when he used to come home from work on his sales job with another company, he'd want to stay home and relax, while Adrienne, who was home with two children all day, would want to go out. "Now our biggest thrill is going out to dinner," he laughs. They say they also enjoy quiet evenings at home together.

Respect is also an important part of their relationship. Adrienne says that since she's been sharing the duties of bringing home the bacon, she's

learned to understand her husband better, and "I like what I see. Now I know why he was so successful before."

They fall into the category of having distinctly different work tasks. Adrienne does the bookwork; Vince does the purchasing and sales. They have two employees, including their son.

But it's obvious that for them, as with all the other couples interviewed, they thoroughly enjoy their business.

None of the couples has much free time to pursue either individual interests or shared recreational activities, although the Williamses and the Smiths insist on making time for having fun together.

Finding time for recreation is a problem, admits Jeri Haag, who hopes to return to playing more bridge and tennis in the near future, although she often works until midnight. She claims she doesn't mind putting in so much time because she loves it, even though it's not the most

fulfilling thing she's ever done in her life. When asked what is, she answers without even pausing to think about it, "raising my children." Then she adds, "Every stage has its rewards."

Referring to a rewarding husband and wife business relationship, Dr. Day says that if you have good listening skills, good communication, and your personalities mesh, "It can be super!"

For couples contemplating such an arrangement, he suggests counseling with a psychologist who can administer tests and interpret the results to determine if the individuals have the necessary personality characteristics to make it mesh.

The most essential ingredient, suggests therapist Beigel, is to begin with a good marriage. "If you have a good marriage to begin with, your chances of success are improved," she says.

Combining marriage and office affairs can be a tricky business. But, for many couples, it's a marriage/business made in heaven. ■

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Are You Too Hard On Yourself?

(Continued from page 33)

done right, then do it yourself." But other times, doing it yourself robs others of the opportunity for growth and development and keeps you from other more important tasks.

Divide and conquer. Decide which elements of a job can be handled by others—and then let them do these. Don't worry whether they'll do things like you'd do them, but rather if they can do what needs to be done. Make up a set of guidelines for specific things which must be accomplished, periodically review and revise these, and let others take care of what really doesn't need your attention.

Be appropriate. One newspaper man keeps a hand-lettered 3x5 card on the wall above his typewriter reminding him to "BE APPROPRIATE." There are degrees of correctness and of perfection, and each task calls for its own degree. Every piece of correspondence doesn't need to be perfectly typed on letterhead. A memo jotted on notebook paper can be appropriate. And even typed letters don't necessarily need to be free of all typos. Match your effort to the need.

Doing things right is a worthy goal, but laboring at chores beyond what they're worth is a waste. "There is a mean in everything," said Horace. "Even virtue itself hath its stated limits, which, not being strictly observed, it ceases to be virtue."

Keep your perspective. When life gets hectic, and pressures mount from all sides, force yourself to back off a few steps so you can see the overall scene. Ask yourself, "Will I even remember today ten years from now?" Or think, "How will this project affect my great-grandchildren?" That should give you a proper perspective.

View life as a learning experience. Someone has observed, "When a winner makes a mistake he says, 'I was wrong.' When a loser makes a mistake he says, 'It wasn't my fault.'" Too often, we act like the loser. We so frantically try to avoid being identified with mistakes that we miss the learning opportunities available to us. Achievement comes from taking risks. However, in his self-

induced paralysis, the perfectionist convinces himself that if he can't do a thing to perfection, then he shouldn't do it at all.

Specialize in the future. As the Bible says, "Let the dead bury the dead." Leave the past where it is, use from it whatever is valuable for today, and keep your eye on tomorrow. Try to maintain a state of continual becoming, with a goal in front and not behind.

Don't take yourself too seriously. Mark Twain was once urged to give a public lecture on his adventures in Hawaii, but he was reluctant. What if no one comes? What if no one stays? What if no one laughs? That thought was so terrifying that Twain backed out. But his friends persisted. They assured him that they'd come, and would bring their friends and would scatter throughout the audience and laugh loudly.

Twain was finally persuaded. When he walked on stage, however, he was so frightfully nervous that his friends almost repented of their insistence. But then Twain managed to begin: "Julius Caesar is dead. Shakespeare is dead. Napoleon is dead. Abraham Lincoln is dead, and I am far from well myself."

As the audience began to respond with continued laughter, Twain found it difficult to worry about stagefright. His place as one of America's great humorists was assured that night.

Humor offers one powerful advantage—once you have folks with you, even your mistakes add to the relationship. People will forgive you a great number of mistakes if you care about what you're doing—and especially if you make them care too.

Once you escape the prison of fear that seeks to isolate you from making mistakes, you'll be free to explore the possibilities for new achievements.

When you begin to view mistakes as learning opportunities, you're then free to grow and to enhance your capabilities. Someone once remarked to Thomas Edison on the huge number of failures he encountered in his search to develop the storage battery—fifty thousand experiments before he achieved results.

"Results?" said Edison. "Why, I have gotten plenty of results. I know fifty thousand things that won't work." Edison's willingness to risk failure resulted in great success, and his developments are still lighting and powering life around the globe. ■

Elderhostel . . .

(Continued from page 10)

big institution like Duke University or the University of North Carolina. But Elderhostel shows that the small colleges have a lot to offer, too." Hockett adds that during the last few years many Elderhostelers have encouraged their grandchildren to come to Winthrop.

"A mere pittance"—that's the way Dr. Bert Viault describes the honorarium he gets for teaching Elderhostel courses. But he, like many other Winthrop faculty and professors around the country, keep offering to teach courses. They enjoy the challenge of teaching people who are inquisitive and like to learn and express their opinions.

Viault is chairman of Winthrop's history department and has been a part of the college's Elderhostel program since it began eight years ago.

(Continued on next page)

Deported Brothers

PAST GRAND CHAPLAIN Rt. Rev. Msgr. George M. Scott of San Pedro, CA, Lodge died July 6, 1986. Brother Scott served as grand chaplain from 1964-67 and again in 1973-74. At the time of his death he was serving as the chaplain of the California-Hawaii Elks Association. He was also an honorary past president of the association.

Msgr. Scott was Pastor Emeritus of Mary Star of the Sea Church in San Pedro, where services were held July 11. Presiding at the Mass of Christian Burial was His Eminence Timothy Cardinal Manning; Principal Celebrant was Most Rev. John J. Ward.

PAST GRAND CHAPLAIN Rev. Richard J. Connelly of Lancaster, OH, Lodge died June 23, 1986. Brother Connelly served as grand chaplain from 1952-54 and was also the chaplain of the Ohio Elks Association for 10 years.

PAST DISTRICT DEPUTY Harold L. Stanton of Binghamton, NY, Lodge died recently. Brother Stanton served as District Deputy Grand Exalted Ruler for the South Central District of New York in 1948-49.

PAST DISTRICT DEPUTY Donal Meehan of Alhambra-San Gabriel, CA, Lodge died June 18, 1986. Brother Meehan served as District Deputy Grand Exalted Ruler for the Metropolitan District of California in 1967-68.

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Elderhostel . . .

(Continued from preceding page)

He makes this observation of Elderhostelers: "They are vigorous intellectually and some are still vigorous physically. They have lived through a lot of the history I teach them, but have not had time to reflect upon it. The interesting blend of people that comprises Elderhostel makes for an exciting teaching experience."

Phil Astwood, a member of Winthrop's geology department, says, "Sure, participants get a lot out of Elderhostel. But the classroom is just a vehicle. What courses Elderhostelers take doesn't really matter to them. What's important to them is to associate with other people who are doing the same thing."

Elderhostel officials say that as the population grows older they expect to reach out to more and more people. Plans are in the works to expand the program overseas. An interesting recent development is the "Intensive Studies" aspect of Elderhostel. "It makes you work a little

more for your fun," says Goldfield with a laugh.

In addition to the traditional fare of three courses during the week on a variety of subjects, Elderhostel is now offering courses which concentrate on a particular subject and deal with it in depth. The intensive-study courses are still non-credit, but they are a little more challenging academically, expecting more class participation and perhaps some outside reading.

Goldfield has some mighty good news for aspiring participants. If you can't afford the cost of the program, Elderhostel has a scholarship for you. They are called hostelships, and plenty are available. Goldfield says, "One of our biggest problems has been to convince people that they are doing us a favor by using the hostelships. People have simply not been stepping forward."

Goldfield's arithmetic bears her out. In 1985 Elderhostel had 100,000 participants. Three dollars for each Elderhostel participant, or \$300,000, was set aside for hostelships. But the program used only \$226,000 to help out from 1,500 to 2,000 people. In addition to last year's surplus, the hostelship kitty is expected to have \$375,000 in 1986.

Goldfield says, "The momentum is irreversible." It's hard to disagree with that assessment. If we are retired or on our way, Elderhostel gives all of us something to look forward to.

Want to Join Elderhostel?

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News of the State Associations



SP Robert Bellomy

Wilmington was the site of the 47th Annual Convention of the **North Carolina State Elks Association**, held May 16-18. Outgoing State President Blayne Turner, Hendersonville,

presided.

There were 709 Elks and ladies present—a new state record.

Special guests included State Sponsor PGER Edward McCabe and his wife Maggie, and then-Virginia State President William Roudabush, Jr. and his wife Peggy. PGER McCabe was the guest speaker.

The association has scheduled its fall meeting for October 31-November 1 in High Point. The next annual convention will be held in Morehead City, May 15-17, 1987.

Officers elected for 1986-87 are President Robert Bellomy, Wilmington; Vice-President at-large Eb Kimbrell, Statesville; Vice-President East Bruce Wood, New Bern; Vice-President East Central George Hooks, Durham; Vice-President West Central I.L. Galante, Salisbury; Vice-President West Gus Tucker, Brevard; Secretary John Sullivan, Southern Pines; and Treasurer Kermit Hoffman, Gastonia.

Brevard and Sanford Lodges made donations of \$1,000 and \$500, respectively, to the state Major Project, the Elks Camp for Boys. Brevard Lodge also presented Asheville Lodge with a check for \$490 for the purchase of a color TV set for the VA Medical Center in Asheville.

Salisbury, the state All-American Lodge, won the State Ritualistic Contest.

Treasurer Kermit Hoffman, PSP, was presented with the association's Distinguished Service Award for 1985-86.

Honored as Exalted Ruler of the Year was Ray Paradowski of Salisbury. Ed Robertson of Salisbury won the Eleven O'Clock Toast Contest.

The **Massachusetts Elks Association** held its Annual Convention in Bretton Woods, NH, June 12-15. Over 1,400 Elks, their wives and guests attended. Distinguished guests included State Sponsor PGER Leonard J. Bristol and then-Chm. Peter T. Affatato, Board of Grand Trustees.

Four regional meetings are planned for 1986-87: September 7 at Weymouth Lodge; January 4, 1987, at Clinton



Lodge; March 8, 1987, at Hudson Lodge; and May 3, 1987, at Springfield Lodge. The next annual convention will be held in Bretton Woods, NH, during June, 1987, with the exact dates to be determined.

More than \$77,000 was donated to charitable organizations to assist handicapped children and other unfortunate persons.

The state Major Project is the Massachusetts Elks Scholarship, Inc. The Scholarship Committee reported that \$175,000 in scholarships was awarded to 157 students.

Elks National Foundation Trophies were presented to the lodges which had made the most outstanding contributions during the year. PGER Bristol and then-Grand Trustee Affatato assisted in the presentation of these awards.

Officers for 1986-87 are President Albert Santinelli, Springfield; First Vice-President Edward Mahan, Framingham; Second Vice-President Charles Crafts, Everett; Third Vice-President Joseph Antonietta, New Bedford; Secretary James Colbert, Somerville; and Treasurer Michael Zellen, Everett.

The 50th Annual Convention of the **Rhode Island State Elks Association** was held May 2-3 in Misquamicut.

Two hundred Elks and their guests attended the Friday Evening Memorial Service and Awards Program. The service was performed by the officers of Newport Lodge, who were the state ritualistic champions.

During the awards program, Smithfield, Newport, Woonsocket and Bristol Lodges received National Foundation Awards from acting state Chairman Walter Petrucci.

For the third consecutive year, Frank Sisco of Westerly Lodge won the state Public Relations Award.

PSP Richard Bugbee of Providence-Cranston Lodge was the state Elk of the Year. His work as chairman of the United Cerebral Palsy Fund and the enthusiastic participation of all the lodges resulted in \$26,850 being raised.

Money collected for the Statue of Liberty Restoration Fund amounted to \$5,100.

State Youth Activities Chairman James Clancy reported that the total spent by the lodges for the year was \$31,250.

Distinguished guests present at the Saturday business session included State Sponsor PGER Kenneth Cantoli, SDGER Fred Quattromani; GL Auditing and Accounting Committeeman Frank Stephenson; and Past GL Auditing and Accounting Committeeman Clifton Higham.

Newly elected officers installed by PSP Raymond Woodcook, Sr. were President Ernest Faiola, Providence-Cranston; Vice-President West Joseph St. Jean, Coventry-West Greenwich; Vice-President East James Clancy, Woonsocket; Secretary Alfred Rodrigues, Providence-Cranston; and Treasurer Walter Petrucci, Pawtucket.



SP David Sassaman

The Annual Convention of the **Pennsylvania Elks State Association** was held in Erie May 15-18. A total of 785 Elks registered, and distinguished guests included PGER Robert

Grafton, Grand Trustee Lester Hess of West Virginia, and SP Joseph Cianni, West Virginia Elks Association.

The mid-year meeting was scheduled for Carlisle August 21-23. The next convention will be held in Champion May 14-17, 1987.

The Ritual Contest winner was Charle-roi Lodge.

The 122 lodges of the Pennsylvania Elks State Association contributed \$427,000 for the Major Project. These contributions support 22 vehicles and registered nurses who traverse the state and supply home therapy for those with cerebral palsy.

Officers for the year are President David Sassaman, Reading; Vice-President Marshall Tyler, Oil City; Secretary Ben Ortman, Meyersdale; and Treasurer Jacob Yaros, Middletown.

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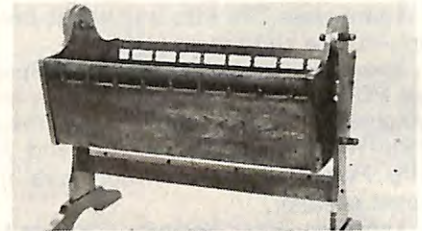
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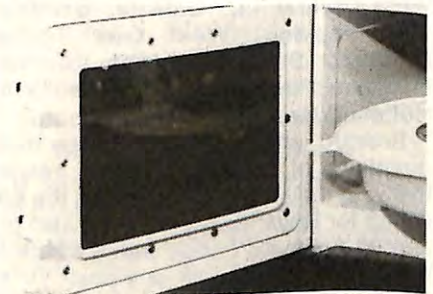
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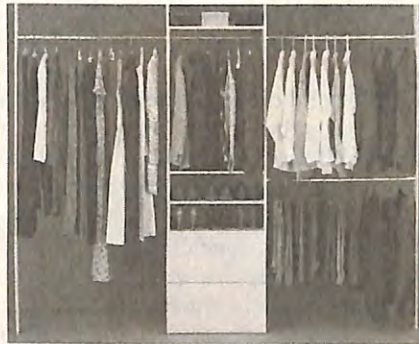
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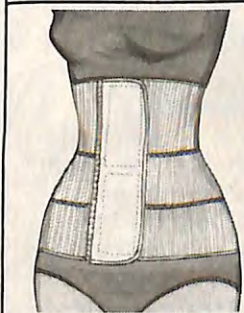


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FREE Cashews



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Peanuts (worth \$11.95) for only

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"Crunchier." "Crisper." "Not as salty."
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Please send me a copy of your FREE 30-page catalog.

40th Anniversary . . .

(Continued from page 24)

the 1976 Grand Lodge Convention in Chicago.

While appearing to be simply recreation or entertainment, the Elks' hospital programs have a more serious purpose. They communicate to the patients that they are not fighting their battle for recovery alone. They are given renewed vigor for the long struggle for health. These have been described as "the heart things—the home things." A companionship therapy is provided that is beyond the scope and time of a busy professional staff.

The programs are intended to provide cheer, comfort and encouragement. They include variety shows by the best professional entertainers available, and ward shows which bring talent to the bedside. Carnivals, clambakes and cookouts are held outdoors in suitable weather.

Baseball and football games are staged on hospital grounds. Bingo games with novel prizes are popular. Television sets donated by the Elks are placed in dayrooms for the patients' entertainment.

In neuro-psychiatric hospitals, the physically fit enjoy dances, field

days, bowling and other participant sports, and all other forms of activity normally enjoyed in the outside world.

Events held outside all of the hospitals bring busloads of veterans to lodge affairs, baseball and football games, picnics, fishing trips, and other outings. Veterans parties featuring sports celebrities are traditional at many lodges. Special celebrations are held during the holidays.

More intimate services include bedside visits, birthday parties, writing letters, paying for phone calls home, sharing personal experiences and other acts of friendship. Elk volunteers also push wheelchairs, help patients to walk, and help out in hobby classes, lavatories, and many other places.

The latest innovation is the "Adopt-A Veteran" program, which is now an integral part of the Elks' veterans program. Elk committees select a patient without a home or family near the hospital. The adopted patient receives regular visits, observances of special holidays, personal care items, and other special services. If the veteran can leave the hospital, he is taken to off-station luncheons and dinners. Last year 15,542 veterans were adopted by lodges.

Occupational Therapy

Occupational therapy is an impor-

tant part of the patient's recovery process. As leathercraft is one of the most popular and beneficial projects, finished hides are always in great demand. Government budgets are limited, and there is always a need for additional leather.

In a number of states, the Elks have hide-gathering programs during the hunting season. The raw hides are collected at central points and shipped to tanneries for processing. The finished leather is then distributed to veterans hospitals throughout the country. In Massachusetts, leather, textiles and plastics for occupational therapy are donated to the Elks by the many manufacturing companies in the area.

The Elks Leather Program is the major supplier of hides to VA medical centers and state veterans hospitals. Since the inception of the program, 84,798 hides have been furnished, with an estimated market value of nearly four million dollars.

Since the Elks National Service Commission was established in 1946, Elks and their ladies have been "serving those who served" in many different ways. Their compassionate fulfillment of the Elks Pledge of Remembrance has greatly enhanced the esteem in which the Order of Elks is held. All Elks shine in the reflection of their great patriotic work. ■

It's for the berries

by Norma A. Wrathall



Almost everyone likes delicious, ripe berries. See if you can guess the names of these popular kinds from the clues given. All names end with "berry." The answers are provided at the bottom of the page.

1. A berry named for a color.
2. The name of this red berry also means the dry chaff which is left after grain is threshed. The berries grow on spreading plants close to the ground. Used for jam and preserves, served with cream and sugar or as shortcake, this berry is a summertime favorite.
3. This sweet, juicy berry was named for the famous American horticulturist who developed it. Late in the 19th century, in the eastern United States, he found tiny, sour, prickly blackberries growing wild on thorny, tangled bushes. He worked with the plants until at last, after several years of

work, they produced the large sweet blackberries which we know today.

4. This berry's name is tied to American history. The Pilgrims found the bright red berries growing wild on vines in the New England swamps. They noticed long-legged shore birds called cranes eating the berries, so they decided to try some. They cooked the berries into jam, and ate it with roasted wild turkey and other meats.

5. This berry took its name from a word which means: "to file or scrape." If you pick some of the berries, you might understand why. Most people wear long gloves to protect their arms

while picking these berries. They are great favorites for jams and preserves as well as baked goods.

6. Many people enjoy these tangy, greenish-yellow berries cooked with sugar to make jam or jelly. Named for a web-footed farm fowl, the berries grow on tall bushes and ripen in late summer.

7. This berry was named for an American horticulturist who hybridized it from three berries: the blackberry, the loganberry and the raspberry. The large sweet berries, dark red in color, are popular for making juice, jam and various desserts.

8. This rather small, purplish-blue berry grows wild in clusters on tall shrubs along creek beds or streams. Many years ago people gathered the berries to make wine, as well as for cooking into jams or preserves.

ANSWERS: 1. blueberry 2. strawberry 3. loganberry 4. cranberry 5. raspberry 6. gooseberry 7. boysenberry 8. elderberry.

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How Many							
MEN'S	34-36	38-40	42-44	46-48		50-52	
How Many							

- Check Enclosed
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Total for Jackets	\$
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MCGREGORS! Now only

2 pairs for **29⁹⁵***
3 for 44.50
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Waists: 30-32-34-35-36-37-38-39-40-41-42-43-44
*Big Men's: 46-48-50-52-54 — add \$1.75 per pair
Inseams: S(27-28) M(29-30) L(31-32) XL(33-34)

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Please send pairs of slacks.

PRICE	\$
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031	COLOR	HOW MANY?	WHAT WAIST?	WHAT INSEAM?
A	Cadet Blue			
B	Suede Tan			
C	Black			
D	Forest Green			
E	Charcoal Grey			

Check enclosed
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Acct. # _____ Exp. Date: _____

GUARANTEE: If for any reason I do not choose to wear the slacks, I may return them within 30 days for a full refund of every penny I paid you.

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