

*The  
Sixteenth  
Guardian Consult*



*April 6-8, 1979  
Chicago, Illinois*

**ICA** THE INSTITUTE OF CULTURAL AFFAIRS  
CONCERNED WITH THE HUMAN FACTOR IN WORLD DEVELOPMENT

January 30, 1979

Dear Guardians:

The 16th North American Guardians' Consult will take place the weekend of April 6-8. We have delineated many key arenas of ICA work that have particular possibilities in terms of our participation. We believe the plans for this consult to be such that our time together will be challenging and significant.

There is no way to talk about the Institute's campaigns and recent emergence as a "known" catalytic force without a corollary understanding of our own responsibility for its well being. With 19 North American Human Development projects and the expanded impact program thrust, our momentum and a demand to be creative relative to the future are the issues before us.

We invite you to participate and look forward to seeing you at 6 p.m. on Friday, April 6th, in the Winners' Circle at 4750 N. Sheridan, Chicago. Dinner will be at 7 p.m. and the Consult will close with luncheon Sunday, April 8th.

Take Care Of Yourself,



Don Moffett  
For The Global Guardians

DRM:kt  
enclosure

# ICA THE INSTITUTE OF CULTURAL AFFAIRS

CONCERNED WITH THE HUMAN FACTOR IN WORLD DEVELOPMENT

February 4, 1979

Dear House Colleagues:

The 16th North American Guardian Consult will take place April 6-8. We expect this consult will continue to provide the occasion for you to invite not only your key regional guardians but also new guardians you have met in the authorization work of the Three Campaigns.

Recruitment for this Consult will again utilize the special invitation on a 1-1 basis. The three steps of recruitment are:

1. Letters of invitation and reply cards have gone to all Guardians who have attended one or more of the last six Consults. That is, "campaign veterans" and those familiar with Town Meeting and Social Demonstration. A copy of the letter, extra reply cards and a list of the mailing to your region are enclosed.
2. We recommend personal visits by a Guardian and House member as the most effective way to invite new Guardians or Guardians who have not attended for awhile. Please notify the GSF post of the results of such visits.
3. Special guests, such as men and women from a local project guild, development and authorization figures will be invited by those houses and centrums who have worked closely with them. For example, Development is writing special notes of invitation and notifying the post of the results.

We anticipate that the content of the Consult will focus around the acceleration in the North American Projects and the Saturation events. We will keep you informed as we work through the content of the event itself. We look forward to hearing from you.

Global Servant Force

ext. 22

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TIME DESIGN

FRIDAY EVENING

|       |  |
|-------|--|
| 6:00  | VICTORY PLAZA                          |
| 7:00  | OPENING DINNER                         |
|       | The Welcome                            |
|       | The Guardian and the Movement          |
| 9:00  | DEMONSTRATION EVENING AT THE INSTITUTE |
| 10:00 | VICTORY PLAZA                          |

SATURDAY MORNING

|      |                                     |
|------|-------------------------------------|
| 6:30 | DAILY OFFICE                        |
| 7:00 | BREAKFAST                           |
|      | North American Continental Strategy |
| 8:30 | TASKFORCE WORK: Areas               |

SATURDAY AFTERNOON

|       |                          |
|-------|--------------------------|
| 12:00 | LUNCH                    |
|       | Awakening in Mississippi |
| 1:30  | TASKFORCE WORK: 18 HDP's |

SATURDAY EVENING

|       |                                  |
|-------|----------------------------------|
| 5:30  | VICTORY PLAZA                    |
| 6:30  | DINNER                           |
|       | Local Man Today                  |
| 8:30  | TASKFORCE WORK: 18 HDP Maneuvers |
| 10:00 | VICTORY PLAZA                    |

SUNDAY MORNING

|       |                       |
|-------|-----------------------|
| 7:00  | DAILY OFFICE          |
| 7:30  | BREAKFAST             |
|       | Guardian Engagement   |
| 9:00  | AREA MANEUVERS CAUCUS |
| 11:00 | CLOSING FEAST         |
|       | The Human Beatitudes  |
|       | The Commissioning     |

# TASK FORCE DESIGN

## THE SPRING OF VISIBLE DEMONSTRATION MANEUVER ARENAS

ECONOMIC  
KEYSTONE  
SHOWPIECE

### THE NORTH AMERICAN HUMAN DEVELOPMENT PROJECTS TASK ARENAS

IMPACT  
SATURATION  
STRONGHOLDS

SOCIAL  
PROGRAM  
SIGNAL

REGIONAL  
RESOURCE  
FRAME

ENVIRONMENTAL  
CAMPAIGN  
COMPLETION

LOCAL  
LEADERSHIP  
INTENSIFICATION

1  
INYAN WAKAGAPI

10  
IVY CITY

2  
CUSICK

11  
STARKS

3  
RICHGROVE

12  
CHARLOTTEVILLE

4  
PISINEMO

13  
WIDEN

5  
FIFTH CITY

14  
DELTA PACE

6  
KINNEY

15  
GIBSON

7  
LORIMOR

16  
ASHERTON

8  
MILL SHOALS

17  
INDIAHOMA

9  
VOGAR

MINTO

18  
LORNE DE L'ACADIE

19  
THE COORDINATION POST



The  
North American  
Human Development Projects  
April, 1979

INYAN WAKAGAPI is located in the extreme northeast corner of the Standing Rock Indian Reservation in Sioux County, North Dakota. The Dakota name is derived from rock markings on hills near the village and means "Place of Sacred Markings". The official name Cannon Ball is generally used by residents.

Fifty miles north of Spokane on the eastern border of Washington State at the center of the Calispel Valley lies the incorporated town of CUSICK. Presently, 265 residents compose its population along with approximately 600 people living on surrounding farms.

RICHGROVE is a multi-cultural community in the central San Joaquin Valley of California.

PISINEMO is one of the eleven districts of the Papago Reservation in southwestern Arizona. The district includes the 3 villages of Pisinemo, San Simon and Santa Cruz. The Papago word *pinemo* means "buffalo head" and refers to the gift of a buffalo head that was once made to the people of the village.

FIFTH CITY is a 40 block area located on Chicago's West Side in East Garfield Park. Fifth City is situated some four miles directly west of the Loop in an old and decaying ghetto area.

KINNEY is a small village located in the center of the 110 mile-long Mesabi Iron Range in northeastern Minnesota adjacent to the original Kinney Mine which began operation in 1902. Surrounding ore bluffs, Kinney Pit Lake and intermittent blasting of nearby taconite mining operations are continual reminders of the pervasive influence of the iron ore which lies beneath the surface.

LORIMOR is a community of 100 square miles located in the heart of the midwest. Situated 50 miles southwest of Des Moines, Iowa, in Union County, it is representative of many other midwestern rural communities.

MILL SHOALS is a representative mid-American small town with a population of 314 people situated in White County in southern Illinois. It is one of many secluded villages in the hills surrounded by fertile river bottomlands that make up the Wabash Meadows.

VOGAR lies in the Interlake of Manitoba, the farmland and the forest north of Winnipeg between Lake Manitoba on the west and Lake Winnipeg on the east, an area settled by Icelandic immigrants and Metis families at the turn of the Century.

**IVY CITY** is an eighteen block area located two miles northeast of the Capitol Hill complex of Washington, District of Columbia, in an area of mixed commercial and residential development.

**STARKS** is located on the Sandy River near its juncture with the Kennebec River 50 miles north of Augusta, Maine. It lies between the forests of the northern part of Somerset County and the belt of dairy farming across the south.

**CHARLOTTEVILLE** is in the southern portion of the Town of Summit at the head of the Charlotte River Valley in Schoharie County, New York. A small, nearly two centuries old community, it is nestled in a narrow valley between rolling hills. There are several versions of the origins of the name of Charlotteville: it honored Queen Charlotte of England, an Indian woman of that name, or the daughter of the High Commissioner of Indian Affairs for the British Government.

**WIDEN** is a small, rural coal-mining community located in the heart of Appalachia. It is situated in the northeast corner of Clay County, two hours driving time from Charleston, West Virginia. Widen is a community of five streets in the valley of the headwaters of Buffalo Creek.

**DELTA PACE** is 12 miles east of the Mississippi River and 100 miles south of Memphis, Tennessee, near Cleveland, Mississippi, and includes a residential area of about one square mile on the banks of the Bogue Phalia River and adjacent agricultural lands.

**GIBSON**, a small southern farming town of the North Carolina sandhills, is a one and one half square mile area located 90 miles east of Charlotte and 90 miles south of Raleigh on the South Carolina border.

**ASHERTON** is located 115 miles southwest of San Antonio, 30 miles east of the Rio Grande, and 70 miles southwest of Laredo at the junction of Farm Road 190 and U.S. Highway 83.

**INDIAHOMA** is located in southwestern Oklahoma in Comanche County, 100 miles southwest of Oklahoma City and 19 miles west of Lawton. It is located in rolling wheat country and lies on the southern edge of the Wichita Mountains which rise 1,000 feet above the adjacent terrain. The Fort Sill Military Reservation is located immediately to the northeast of Indianhoma.

**LORNE DE L'ACADIE** is derived from the location of the village of Lorne in the Acadian region of New Brunswick. Lorne has no formal structure of local self-government and is located in an unincorporated services district.

# QUARTER IV CALENDAR, 1979

| A<br>P<br>R<br>I<br>L | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-----------------------|--------|--------|---------|-----------|----------|--------|----------|
|                       | 1      | 2      | 3       | 4         | 5        | 6      | 7        |
|                       | 8      | 9      | 10      | 11        | 12       | 13     | 14       |
|                       | 15     | 16     | 17      | 18        | 19       | 20     | 21       |
|                       | 22     | 23     | 24      | 25        | 26       | 27     | 28       |
|                       | 29     | 30     |         |           |          |        |          |

| M<br>A<br>Y | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-------------|--------|--------|---------|-----------|----------|--------|----------|
|             |        |        | 1       | 2         | 3        | 4      | 5        |
|             | 6      | 7      | 8       | 9         | 10       | 11     | 12       |
|             | 13     | 14     | 15      | 16        | 17       | 18     | 19       |
|             | 20     | 21     | 22      | 23        | 24       | 25     | 26       |
|             | 27     | 28     | 29      | 30        | 31       |        |          |

| J<br>U<br>N<br>E | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|------------------|--------|--------|---------|-----------|----------|--------|----------|
|                  |        |        |         |           |          | 1      | 2        |
|                  | 3      | 4      | 5       | 6         | 7        | 8      | 9        |
|                  | 10     | 11     | 12      | 13        | 14       | 15     | 16       |
|                  | 17     | 18     | 19      | 20        | 21       | 22     | 23       |
|                  | 24     | 25     | 26      | 27        | 28       | 29     | 30       |

16th Guardians Consult

April 6-8, 1979

FRIDAY DINNER

Meal Format

Chicago: Global Nexus

## ADVANCED ROOM PREPARATION

Table decor: Placemats-3 Campaign Symbol

Napkins - gold

Centerpiece: Iron Man Plaza

Handout: Packet on plate

Musical Background: Moog synthesizer computer music

| ROLE<br>ASSIGNMENT  | ACTIVITY | MEAL PROCEDURES  |
|---|----------|--|
| DMoffett  | Welcome  | Background music off   |
| Chorus  | Singing  | The Vision - p.15<br>New Care in the Forming - p.29<br>Social Demonstration Love Song - p.10                               |
| A Ayres   | Reading  | Context: Visibility<br>Reading: Lorne  |
|   | Ritual   | Let us eat this meal on behalf of Those Who Care through<br>maintaining and beautifying community space.                   |
|   | Feast    | Let us feast   |
| S Hanson  | Spin     | The Movement & The Guardian  |
| D Moffett   | Context  | Lay out weekend and announcements  |
| Chorus  | Singing  | Song to close: New Care in the Forming - p.29  |
| ANNOUNCEMENTS   |          | MENU   |
| Proceed to room adjacent .<br>Register if you have not.<br>Worship at 6:30 in Great Hall<br>Breakfast at 7:00 here<br>Sing new song before we close the meal. |          | Sliced baked ham w/sweet & sour mustard<br>sauce.<br>sweet potatoes<br>peas & pearl onions<br>brownies<br>c/t<br>cold rosé |

## ADVANCED ROOM PREPARATION

Table decor: Placemats - Programmatic Chart  
 Napkins - yellow  
 Centerpiece: Iron Man Plaza  
 Handouts: Task Force assignment chart  
 Qtr. IV Timeline  
 5 Keystone Strike Forces Chart  
 Musical Background: Moog synthesizer computer music

| ROLE<br>ASSIGNMENT   | ACTIVITY | MEAL PROCEDURES   |
|--|----------|---|
| Chorus   | Singing  | Background music slowly softens til off.<br>The Future of Kinney - p.14<br>A Brand New Day - p.31   |
| A Ayres  | Reading  | Context:<br>Reading: Richgrove  |
|  | Ritual   | Let us eat this meal on behalf of Those Who Care in political<br>offices at the local state and federal levels who are awake<br>to the needs of the people. |
|  | Feast    | Let us feast.   |
| C Pierce   | Spin     | North American Strategy   |
| D Moffett  | Closing  | Announcements<br>Send out into task forces<br><br>Background music:Herbie Mann  |
| ANNOUNCEMENTS  |          | MENU  |
| Hand out T/F assignments<br>Register in Campaign Lounge<br>Lunch at 12:00 here |          | Tomato juice cocktail<br>Scrambled eggs and ham bits<br>Toasted English muffins<br>jelly<br>c/t   |

16th Guardians Consult

April 6-8, 1979

## SATURDAY LUNCH

Meal Format

Chicago: Global Nexus

## ADVANCED ROOM PREPARATION

Table decor: Placemats - Mississippi 200 logo  
 Napkins - red  
 Centerpiece: Iron Man Plaza  
 Handouts: 2 collated Impact pages  
 Musical Background: Moog synthesizer computer music

| ROLE<br>ASSIGNMENT                      | ACTIVITY | MEAL PROCEDURES   |
|---|----------|---|
| Chorus                                  | Singing  | Background music slowly softens til off.<br>Hey, Delta Pace - p. 18<br>Marching Song of the 232 - p.28<br>Care is Everywhere - p.20 |
| A Ayres                                 | Reading  | Context:<br>Reading: Cusick   |
|   | Ritual   | Let us eat this meal on behalf of Those Who Care in multi-national corporations and those deprived of an economic livelihood.       |
|   | Feast    | Let us feast.   |
| R.Wilson                                | Spin     | Awakenment in Mississippi   |
| D Moffett                               | Closing  | Announcements<br>Send out to task forces with the Victory Song - p.11<br><br>Background music: Herbie Mann                          |
| ANNOUNCEMENTS                           |          | MENU  |
| Bar open at 5:30<br>Dinner at 6:30 here |          | Hot dogs on buns<br>Relish & mustard<br>Baked beans<br>Tossed cabbage leaves<br>Sliced oranges<br>c/t<br>iced tea                   |

16th Guardians Consult

April 6-8, 1979

Meal Format

SATURDAY DINNER

Chicago: Global Nexus

## ADVANCED ROOM PREPARATION

Table Decor: Placemats - Journey Chart

Napkins - green

Centerpiece: Iron Man Plaza

Handouts:

Musical Background: Moog synthesizer

| ROLE<br>ASSIGNMENT  | ACTIVITY | MEAL PROCEDURES   |
|---|----------|---|
| Chorus  | Singing  | Background music slowly softens til off.<br>Local Man Shall Rise Again - p.25<br>Minto - p.28<br>Gibson Town Love Song - p.13   |
| A Ayres   | Reading  | Context:<br>Reading: Lorimor  |
|   | Ritual   | Let us eat this meal on behalf of those local leaders who enable their neighbors to be healthier, wiser, freer, more autonomous and more likely themselves to become servants to their communities. |
|   | Feast    | Let us feast.<br>(Student House Chorus)   |
| I Powell  | Spin     | Local Man Today   |
| D Moffett   | Closing  | Announcements<br>Send out to task forces with A Brand New Day - p.31<br><br>Background music: Herbie Mann   |
| ANNOUNCEMENTS   |          | MENU  |
| Bar open at 10:00 pm<br>Wake-up at 6:30<br>Worship at 7:00<br>Breakfast at 7:30 |          | Lasagna<br>Green salad<br>Italian dressing<br>Garlic bread<br>Sherbert<br>c/t<br>cold chianti   |

16th Guardians Consult

April 6-8, 1979

## SUNDAY BREAKFAST

Meal Format

Chicago: Global Nexus

## ADVANCED ROOM PREPARATION

Table Decor: Placemats - World Grid  
 Napkins - light blue  
 Centerpiece: Iron Man Plaza  
 Handouts: Taskforce products  
 Musical Background: Moog synthesizer

| ROLE<br>ASSIGNMENT | ACTIVITY | MEAL PROCEDURES  |
|--------------------|----------|--|
| Chorus             | Singing  | Background music slowly softens til off.<br>The Exemplars - p.12<br>The Merry Month of May - p.27<br>Care Is Everywhere - p.20 |
| A Ayres            | Reading  | Context:<br>Reading: Starks  |
|                    | Ritual   | Let us eat this meal on behalf of Those Who Care in the medical, educational and welfare institutions of this continent.       |
|                    | Feast    | Let us feast.  |
| T Whitsett         | Spin     | Guardian Engagement  |
| D Moffett          | Closing  | Announcements<br>Send out to Area maneuver meetings.<br><br>Background music: Herbie Mann                                      |
| ANNOUNCEMENTS      |          | MENU   |
| Sign up for taxis  |          | Sliced melon quarters<br>Sausage patties & links<br>Assorted cheese platter<br>Danish pastries<br>jelly<br>c/t                 |

16th Guardians Consult

April 6-8, 1979

Meal Format

SUNDAY LUNCH

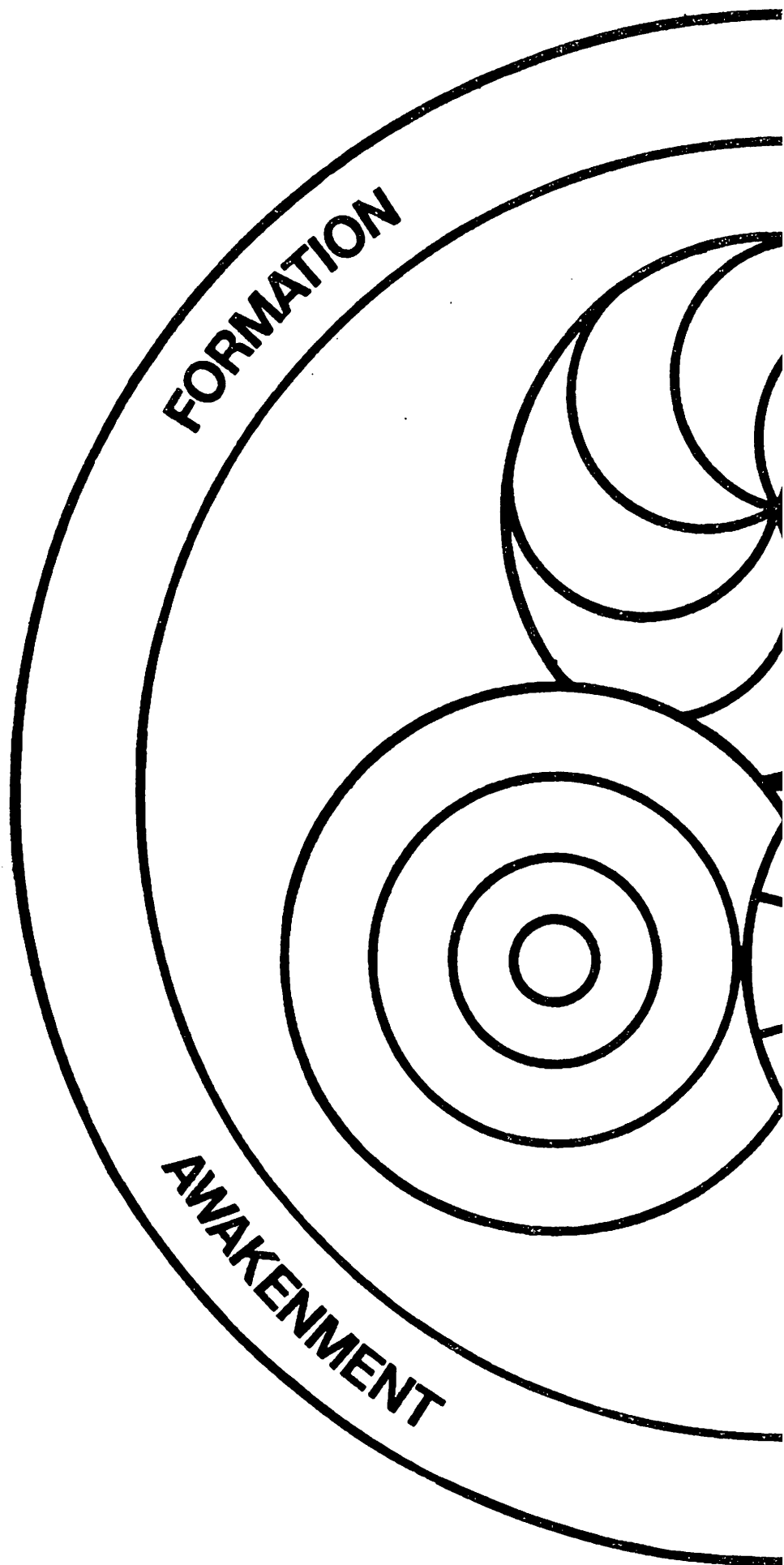
Chicago: Global Nexus

## ADVANCED ROOM PREPARATION

Table decor: Placemats - Guild Symbol  
 Napkins - skipper blue  
 Centerpiece: Iron Man Plaza  
 Handouts: Strike Force Assignments Chart

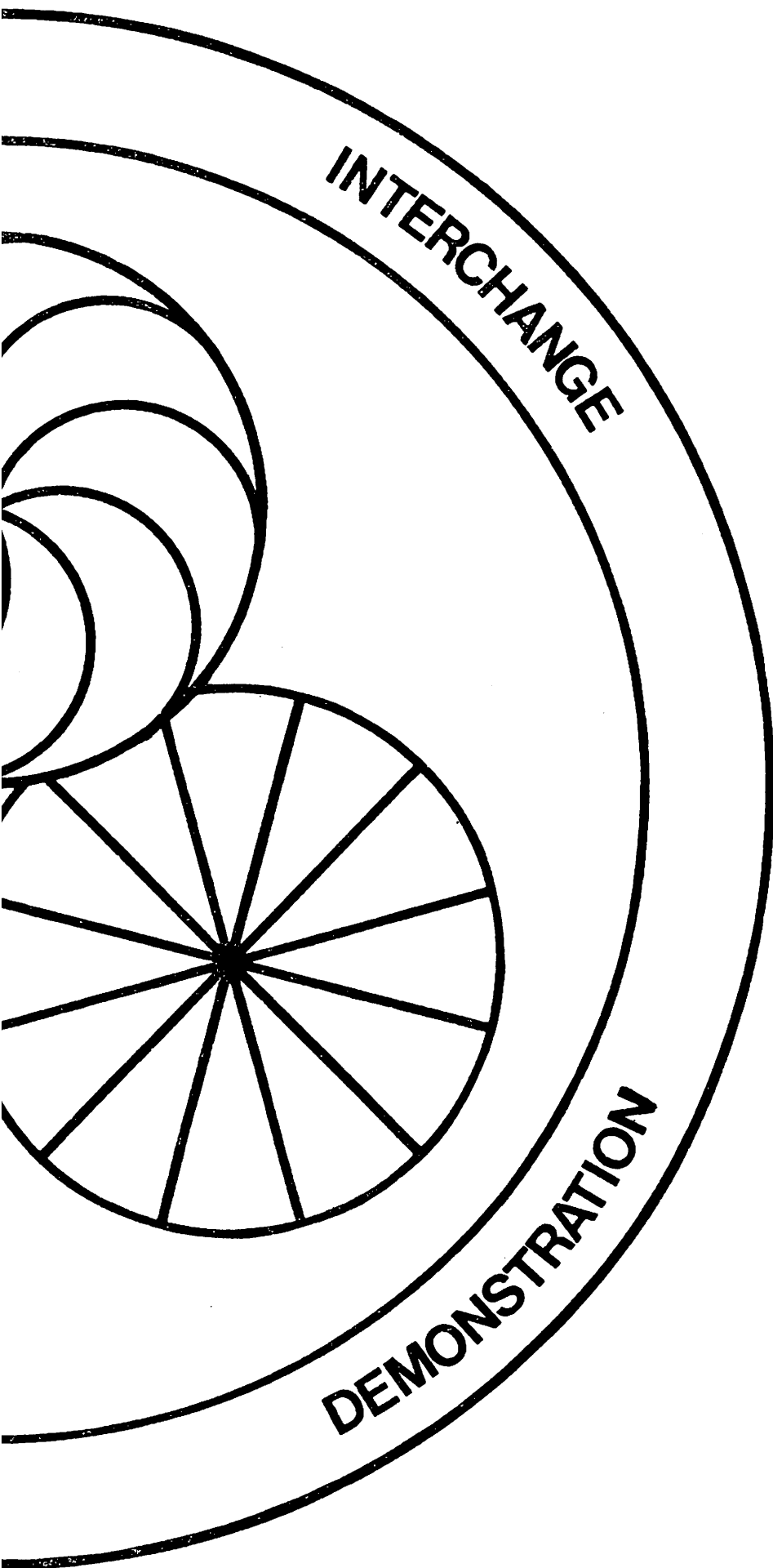
Musical Background: Moog synthesizer

| ROLE<br>ASSIGNMENT                               | ACTIVITY | MEAL PROCEDURES   |
|--|----------|---|
| Chorus   | Singing  | Background music gradually softens<br>The Sign - p.19<br>Victory's Cry - p.31<br>Creation - p.26  |
| A Ayres  | Reading  | Context:<br>Reading: Asherton   |
|  | Ritual   | Let us eat this meal on behalf of Those Who Care in the<br>State of Maharashtra in India through participation in the<br>Nava Gram Prayas |
|  | Feast    | Let us feast.   |
| R Rafos  | Spin     | The Human Beatitudes  |
| D Moffett  | Plenary  | Symbolic Plenary<br>Quarter's Commissioning   |
|  | Closing  | Send out  |
| (see attached sheet for Plenary & Commissioning) |          |   |
| ANNOUNCEMENTS                                    |          | MENU  |
|  |          | Oven baked herb chicken<br>Buttered rice (orange slices)<br>Broccoli w/Knorr sauce<br>orange cake<br>c/t<br>iced tea                      |



FRIDAY NITE

GOLD NAKED



# JOURNEY OF THE G

| YEAR                    | 1972  |                                     |   | 1973                                       |  | 1974   |   |
|-------------------------|---|-------------------------------------|---|--|--|--|---|
| DATE<br>&<br>ATTENDANCE | JAN<br>33   | MAY<br>45                           | NOV<br>80                                       | APR<br>200                                 | OCT<br>200                                 | APR<br>225   | OCT<br>225  |
| CHALLENGING<br>ISSUE    | Inventing<br>the role of<br>the secular<br>movement | Previewing<br>the<br>NINS<br>course | Marshalling<br>the<br>professional<br>expertise | Establishing<br>the<br>advisory<br>council | Forging<br>the form<br>of the<br>guild     | Creating<br>pioneering<br>of economic<br>community | Providing<br>social<br>demonstration<br>consultants |
| KEY<br>HAPPENING        | Staking<br>the claim<br>in Kemper                   | Launching<br>the<br>\$500,000       | Discovering<br>the corporate<br>power           | Discovering<br>the Guardian<br>globality   | Revealing<br>the power of<br>corporateness | Practical<br>actuation of<br>social processes      | Going for<br>broke with<br>TM                       |
| GLOBAL<br>DEMAND        | Secular<br>prowess                                  | Movemental<br>decision              | Engagement of<br>local secular                  | Depth human<br>creativity                  | Secular-religious<br>style                 | New cultural<br>forms                              | Radical<br>decisions                                |
| CORPORATE<br>RESOLVE    | Commit<br>finances<br>movementally                  | Raise<br>\$100,000<br>continentally | Serve<br>the globe<br>locally                   | Create<br>the global<br>network            | Become<br>the new<br>style                 | Engage in<br>practical<br>care                     | Decide<br>to embody<br>profession                   |
| OPERATING<br>IMAGE      | Pioneers<br>in the new<br>venture                   | Defenders<br>of the<br>Movement     | Permeators<br>of the<br>Establishment           | Advisors<br>for the<br>Movement            | Colleagues<br>in the<br>task               | Creators<br>of futuric<br>social forms             | Consultants<br>for global<br>programs               |

SAT AM: Program Chart  
yellow napkins

SAT LUNCH

MLSS 200

RED NAPKINS

SAT NIGHT

SOJOURN of GUARD  
GREEN NAPKINS

SUN AM

LIGHT BLUE  
GLOBAL SEC. FALCO

SUN NOON

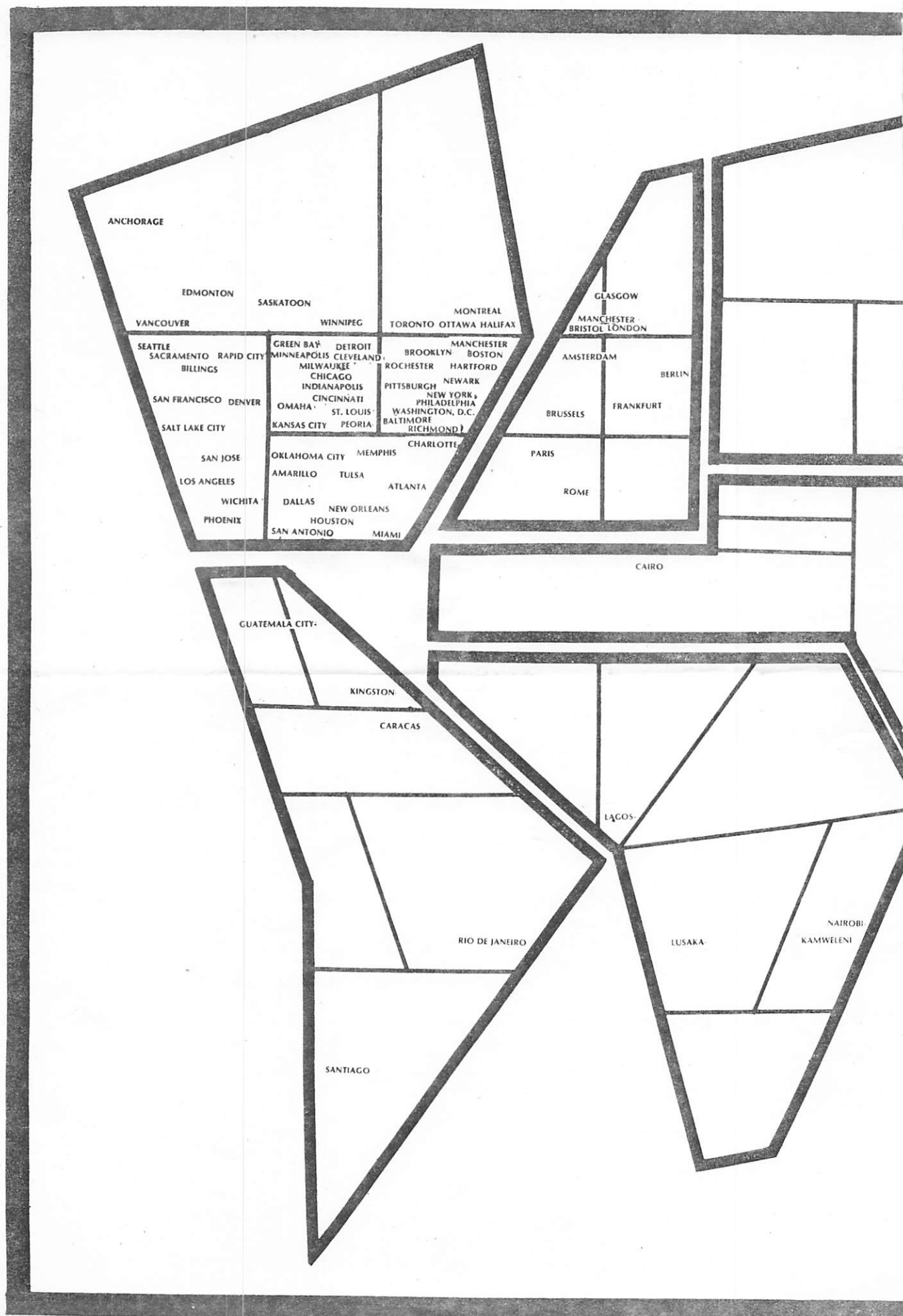


DARK BLUE NAP

Sat. nite

# GUARDIAN CONSULTS

| 1975                       |                                      | 1976                        |   | 1977                                 |                                | 1978                           |  |
|----------------------------|--------------------------------------|-----------------------------|---|--------------------------------------|--------------------------------|--------------------------------|--|
| APR<br>300                 | OCT<br>300                           | APR<br>300                  | OCT<br>300                                | APR<br>300                           | OCT<br>300                     | APR<br>300                     | OCT<br>360                                     |
| Framing the Town Meeting   | Engaging practically in the Movement | Deciding to be assigned     | Developing an inclusive engagement screen | Fielding Project acceleration treks  | Providing what's needed        | Launching the US-12            | Defining the style of the Guardian             |
| Expanding Guardian network | Experiencing TM as a profound tool   | Articulating paravocation   | Holding area meetings                     | Demonstrating the power of local man | Determination about the future | Victorious mobilization center | Experiencing the Guardian role as paravocation |
| Intensified engagement     | Paravocational response              | Engaged in mission          | Trust local man                           | Total responsibility                 | New clarity on task            | N.A. visibility                | Demonstration style of paravocation            |
| Insure success of TM       | Bring off the three campaigns        | Responsibility for the task | Assume full-time partnership              | Doing the HDPs                       | No thing shall dissuade us     | HDP in 4 hours                 | Internalizing being Guardianship               |
| Those who care             | Being the sign                       | Being on call               | Sign of full life                         | Being on the road                    | Doing our care                 | Localizing our care            | Launching a new corporateness                  |

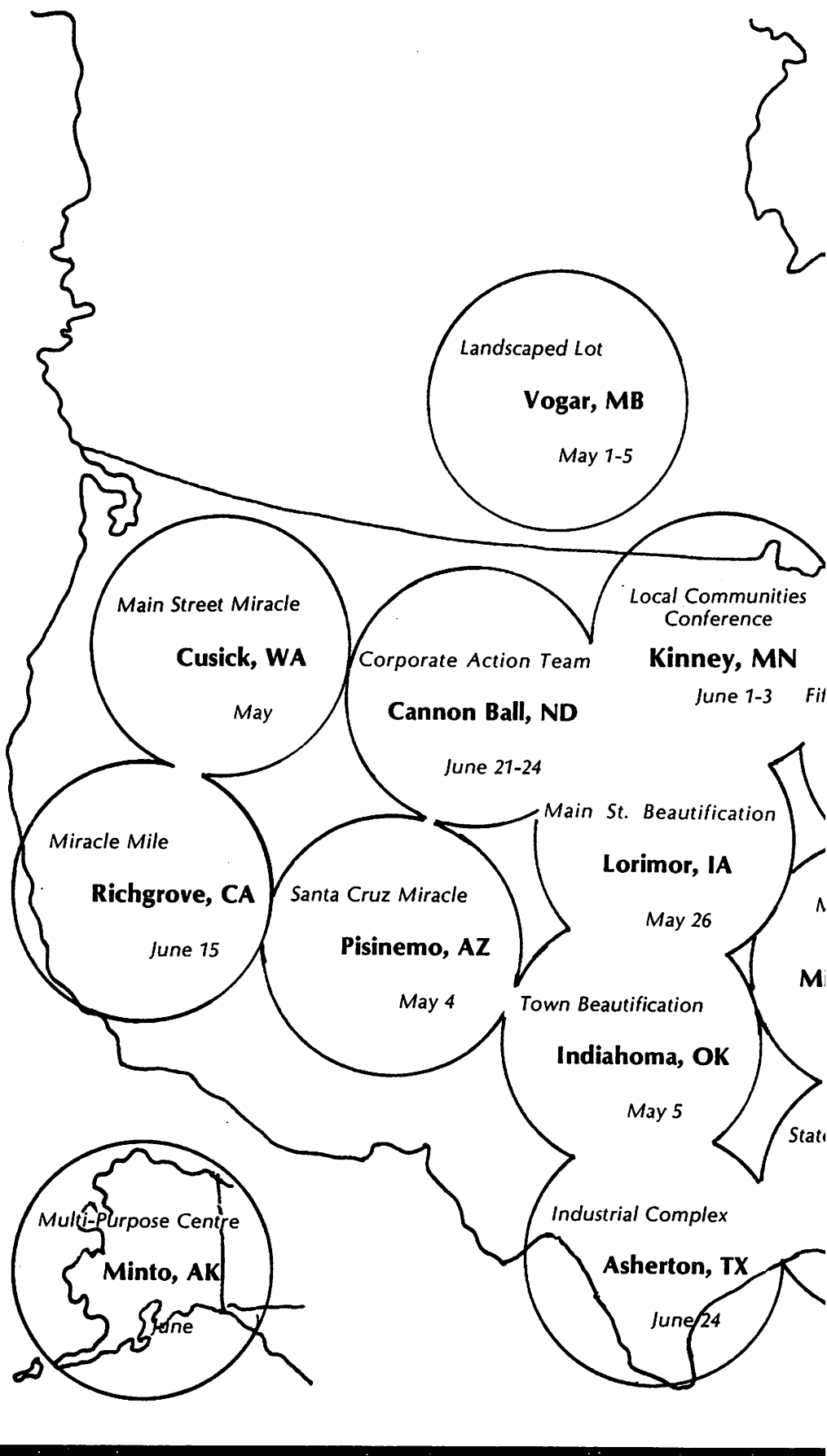


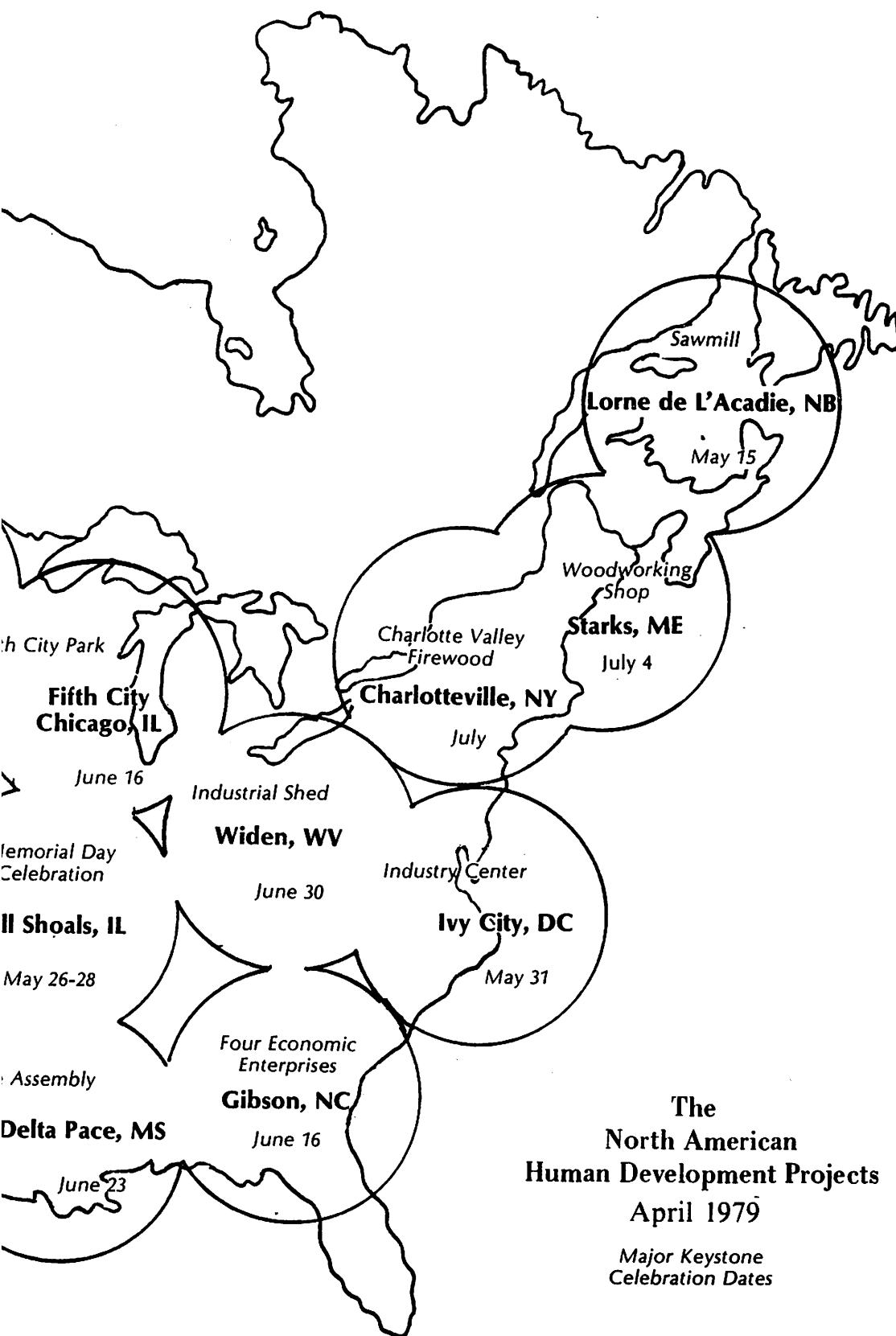
SUNDAY AM



C  
H  
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S

**GLOBAL SERVICE NETWORK**





**The  
North American  
Human Development Projects  
April 1979**

*Major Keystone  
Celebration Dates*

TASK FORCE PROCEDURES

| STEP<br>TIME | PROCEDURES   |
|--------------|--|
| 8:30 P.M.    | <p>(Meet at announced rooms.)</p> <p>SKILLS SEARCH AND EXCHANGE</p> <p>CONTEXT: The Guild historically was a group of craftsmen, who cared for their craft or profession. We want to shift our groups a bit for tonight in order to fill out the work of the afternoon. We want to look at the gaps in resources that still block the keystones. We'll look at each one to see how best to meet the need.</p> <ol style="list-style-type: none"><li>1. List all Project Gaps on blackboard with Project Name and Name of Related Keystone..</li><li>2. Walk through each Gap asking "Is that the needed skill or expertise?"</li><li>3. Look at whole list. Think of the Gaps which someone can fill <u>personally</u>, "Who <u>here</u> can fill this?"</li><li>4. (On the remaining Gaps)"Who do you know personally, whom you could ask to fill this Gap?" (Get 3 for each needed: name, phone #).</li><li>5. (On still remaining Gaps) What structures or networks can you approach to fill one of these Gaps? Either because you know someone in it personally or because of professional contacts or status.</li></ol> |
| 10:00        | REFRESHMENTS   |
| SUNDAY       |  |
| 9:00A.M.     | <p>Meet as Area Task Forces</p> <p>SONG</p> <p>Area Coordination of HDP Plans:</p> <ol style="list-style-type: none"><li>1. Review reports of each HDP Task Force</li><li>2. Check for overlap, impracticality, invisibility, etc.</li><li>3. Do necessary modification; appoint a Plenary reporter, and arrange for formation of April- May strike forces.</li></ol>  |
| 10:00        | PUBLISH MATERIALS  |

# TASK FORCE PROCEDURES

| STEP<br>TIME | PROCEDURES  |
|--------------|---|
| 2:00         | <p>(Divide into HDP Task Forces)</p> <p>VISIBILITY WORKSHOP: (Have scribe write results from workshop in par.)</p> <ol style="list-style-type: none"> <li>1. How will doing the major keystone be made dramatically visible?<br/>(May want to refer to original consult vision, keystones, anticipated benefits section of Document, etc.) <u>Record on form #2</u></li> <li>2. When this visibility happening, keystone actuation, etc. occurs, what would you expect an "outsider" to notice?<br/>what will an "insider" see?<br/>What will stand "forever"?<br/>how will time and space be altered?<br/>what clues do you have for accomplishing this feat?</li> <li>3. Look at the work of the A.M. and ask how these tasks can be accomplished for maximum, visible demonstration?</li> </ol>  |
| 3:00         | <p>ACTUATION PLAN:</p> <p>Context: Knowing that real action happens in a community when local residents and regional resources (guardians and materials) are behind the effort, <u>how</u> will the May task forces mobilize to move effectively?</p> <p>Workshop: (Form #3) (may split into sub-groups among Projects)</p> <ol style="list-style-type: none"> <li>1. Name the key visibility happenings in Economic, Social, and Living Environment arenas.</li> <li>2. Looking at the work of the morning on what needs to be done, ask HOW can this be done:<br/>What regional resources need to be tapped--you may want to list people, organizations, agencies, etc. in and around the Project<br/>How can local residents be trained as leaders, and managers at the same time as the keystones are being actuated?<br/>What resources does this task force know of around the country that can be tapped for this Project?<br/>What resources are still unmet?</li> <li>3. List the particular persons and materials necessary to get the jobs done, eg., if it is to build a sidewalk, list how the concrete, forms, tools, land clearance, etc. will be done, and by whom. (Draw from work of the morning and record on the Task column of the April-May time task chart.)</li> <li>4. Fill in the time/task design by noting when each task will need to be accomplished (shade in the week it must be done) and write the name of the person who will do it in the same box.<br/><br/>If you have no name, write the skill needed to do the task.</li> <li>5. Make a list of the task skills, materials, equipment, and other resources still needed by your Project and prepare to search out persons after dinner who can provide them.</li> </ol> |
| 5:30-6:00    | Break for Dinner  |

| STEP<br>TIME | PROCEDURES   |
|--------------|--|
| 9:40         | <p>2. Briefly art-form the reports: Ask what images, lines, characters, etc. struck people? What was the key to the victories? What have we learned about occasioning victories?</p> <p>II. HDP BRIEFS:</p> <ol style="list-style-type: none"> <li>1. Pass around Victory Component Charts.</li> <li>2. Ask group to look over the ones for your area.(5 minutes)</li> <li>3. Art-Form Conversation: What activities, events, common patterns, new directions, captured your attention? What would you like to work on? Where does this task force have its work cut out for it? Where is your mind already spinning on resources that can be utilized?</li> </ol> <p>III. TASK FOR THE WEEKEND:</p> <p>(See above products and timeline for the day)</p>                |
| 10:30        | <p>KEYSTONE PUSH (Move to separate HDP Task Forces):</p> <ol style="list-style-type: none"> <li>1. Discuss the victories for your project: <p>Give enough details so group knows what the victories are.<br/>Ask if they can be achieved by June 30, or by celebration.</p> </li> <li>2. Note the major components of the 6 victories: <p>Push for completeness, clarity, realism, boldness.<br/>Re-examine victory, if necessary.</p> </li> <li>3. Brainstorm what must be done (things, events, items, tools, etc.) under each victory component and record on the form provided.<br/>(This is major task of morning.)</li> <li>4. Decide what the <u>major</u> keystone victory will be and possible ways that other keystones might be swirled around it.</li> </ol> |
| LUNCH        | As a total group   |
| 1:30 P.M.    | <p>(Meet as Area Task Forces)</p> <p>SONG</p> <p>SPIN: "TURNING KEYSTONE ACTUATION INTO STUNNING VISIBILITY IN THE COMMUNITIES"</p>  |
| 1:50         | <p>VISIBILITY CONVERSATION:</p> <ol style="list-style-type: none"> <li>1. What illustrations come to mind for striking, visible signs of a community on the move?</li> <li>2. What are the critical components of physical visibility of a vital community?</li> <li>3. Some clues for creating dramatic visibility in the Projects in this area?</li> </ol>   |

TASK FORCE PROCEDURES

| INTRO-<br>DUCTION<br>TO<br>MAY<br>MANEUVERS | APPROACH  |       |  |      |                                  |       | SUNDAY<br><br>AREA<br><br>MANEUVERS |
|---|---|-------|--|------|----------------------------------|-------|-------------------------------------|
|   | KEYSTONES   |       | VISIBILITY   |      | SKILLS SEARCH                    |       |                                     |
|   | (By Area & HDP T/F)                                     |       | (By HDP T/F)   |      | ("Stock Exchange")               |       |                                     |
|   | PROJECT REPORTS<br>VICTORY COMPONENTS<br>MAJOR KEYSTONE |       | VISIBILITY PUSH<br>ACTUATION PLAN<br>TIMELINE/ASSIGN-<br>MENTS |      | SKILLS SEARCH<br>AND<br>EXCHANGE |       |                                     |
| 8:30  | 9:00  | 12:00 | 1:30   | 5:30 | 8:30                             | 10:00 | 9:00-10                             |

TASK: To occasion "stunning excellence" in the North American Human Development Projects during the months of April and May.

- PRODUCTS: 1. Keystone Actuation Plan  
2. Visibility Breakthrough  
3. Guardian Assignments

| STEP<br>TIME          | PROCEDURES   |
|-----------------------|--|
| Saturday<br>8:30 A.M. | SONG   |
| 9:00                  | <p>CONTEXT: It has been nearly one year since the U.S.A. 12 HDP's were launched, and over two years since the birth of the original North American 6. The timing is right to lend focussed assistance to all 18 Human Development Projects in producing visible signs that demonstrate possibility for local communities to regenerate themselves as vital entities. During the month of May, 18 task forces of at least 5 people each will work with the North American 18 to bring about stunning visibility by Mid-June in the three arenas of: living environment campaign, social sign creation, and economic keystone actuation. This visibility will be accomplished through the implementation of regional frame resources, instensification of local leadership, and the intentional leadership of the North American guardians.</p> <p>I. PROJECT REPORTS/STORIES:</p> <p>1. Call for informal victory stories from the area Projects represented.</p> |

FORM #1b

TASK LISTS: MONTH OF MAY

VICTORIES

HDP

| REGIONAL<br>FRAME<br>RESOURCES:              | COMPONENTS |  |  |  |  |
|--|------------|--|--|--|--|
|  |            |  |  |  |  |
| LOCAL<br>LEADERSHIP<br>INTENSIFI-<br>CATION: |            |  |  |  |  |
|  |            |  |  |  |  |
| IMPACT<br>SATURATION<br>STRONGHOLDS:         |            |  |  |  |  |
|  |            |  |  |  |  |

# TASK LISTS

FORM #1a

MONTH OF MAY, 1979 IN THE NORTH AMERICAN

HUMAN DEVELOPMENT PROJECTS

HDP: \_\_\_\_\_

VICTORIES

MAJOR TASK ARENAS

|                            | COMPONENTS |  |  |  |  |
|----------------------------|------------|--|--|--|--|
| ECONOMIC<br>KEystone:      |            |  |  |  |  |
| SOCIAL<br>KEystone:        |            |  |  |  |  |
| ENVIRONMENTAL<br>KEystone: |            |  |  |  |  |

APRIL-MAY IN THE NORTH AMERICAN  
HUMAN DEVELOPMENT PROJECTS

HDP \_\_\_\_\_

the

THE PRIMARY KEYSTONE:

THE MAJOR VISIBILITY PUSH:

PARAGRAPH DESCRIBING THE PARTICULARS: WHAT WILL AN OUTSIDER SEE?  
WHAT WILL AN INSIDER SEE?  
WHAT WILL STAND "FOREVER"?  
CLUES ON HOW IT WILL BE ACCOMPLISHED?

[illegible]

ICA: Chicago  
16th Guardians Consult

April 6-8, 1979  
form #4

HDP \_\_\_\_\_

PROJECT GAP SHEET

A gap is where the project has encountered a critical need which we don't know how to fill from current resources.

GAP NAME      SKILL \_\_\_\_\_

and/or      MATERIAL \_\_\_\_\_

GAP DESCRIPTION: (include why critical)

GAP RESOLUTION:

ICA: Chicago Nexus  
16th Guardian Consult

April 6-8, 1979

GUILDS  
FILLING THE GAP

| GROUPS                           | ECONOMIC<br>GUILD  | SOCIAL<br>GUILD                                       | ENVIRONMENTAL<br>GUILD                                    | RESOURCES<br>GUILD   | LEADERSHIP<br>GUILD                                  | IMPACT<br>GUILD                              |
|----------------------------------|--|---|---|--|--|--|
| EXAMPLE<br>GAP                   | WHERE DO WE<br>MARKET THIS<br>PRODUCT?   | WHERE DO WE<br>LOCATE A DOCTOR?                       | WE NEED AN<br>ARCHITECT TO<br>PLAN FOR<br>INDUSTRIAL SHED | WHERE DO WE GET<br>\$15,000 START-UP<br>MONIES?                    | WHO CAN TRAIN<br>LOCAL COMMUNITY<br>MANAGERS?        | HOW DO WE SET-UP<br>TM FRAME?                |
| DEALING<br>WITH                  | SMALL BUSINESS<br>FEASIBILITY,<br>MARKETING, SALES   | COMMUNITY EVENTS,<br>AGE-GROUP<br>PROGRAMS            | CONSTRUCTION,<br>BEAUTIFICATION                           | BUSINESS START-<br>UP, PROGRAM<br>FUNDING, MATERIAL<br>PROCUREMENT | TRAINING<br>ie. BUSINESS<br>METHODS                  | IMPACT EVENTS IN<br>AND AROUND PROJECT       |
| RELATED<br>EXPERTISE<br>EXAMPLES | ACCOUNTANT<br>MANAGER  | NURSES<br>DOCTORS<br>PRE-SCHOOL TEACHER<br>ELDER CARE | ENGINEERS<br>ARCHITECT<br>CONTRACTOR<br>COST ESTIMATING   | BANKER<br>FINANCES<br>NETWORK CONTACTS                             | TEACHER<br>ADMINISTRATOR<br>BUSINESS CONSUL-<br>TANT | TM EXPERIENCE                                |
| CORE                             | R Kroeger<br>A Bachelot<br>H Prather<br>D Holmes   | J Stringham<br>St Laxdal<br>R True<br>J Knutson       | C Olison<br>R Smyres<br>D Scott<br>R Vance                | A Smith<br>R Seacord<br>T Lush<br>G Walters                        | C Vance<br>J Armour<br>J Morrill<br>M Shinn          | F Powell<br>P Blood<br>R Booher<br>B Robbins |
| ASSIGNED<br>ROOM                 | Operations   | Communications Rm                                     | Reasearch   | Development  | Uptown   | Management                                   |
| DIVIDE<br>GAPS<br>BY<br>GUILD    | INSTRUCTIONS: 1. Write name of gap in big letters on botton of gap sheet in magic marker.<br>2. Assign everyone in your task force to a guild taking into consideration interest & expertise. Tell them where Guild is meeting.<br>3. Assign a person to advocate each key gap, taking his gap sheet to the appropriate guild at 8:30.<br>4. Each guild needs to record data and bring to Lamumba Room at 10:00. |   |   |  |  |  |

## TASK FORCE ASSIGNMENTS

| INTRODUCTION TO<br>MAY MANEUVERS | APPROACH  |       |   |      |                                  |       | SUNDAY<br>AREA<br>MANEUVERS |       |
|----------------------------------|---|-------|---|------|----------------------------------|-------|-----------------------------|-------|
|                                  | KEYSTONES   |       | VISIBILITY  |      | SKILLS SEARCH                    |       |                             |       |
|                                  | (By Area & HDP T/Fs)                                    |       | (By HDP T/Fs)   |      | Filling the Gap                  |       |                             |       |
|                                  | PROJECT REPORTS<br>VICTORY COMPONENTS<br>MAJOR KEYSTONE |       | VISIBILITY PUSH<br>ACTUATION PLAN<br>TIMELINE/ASSIGNMENTS |      | SKILLS SEARCH<br>AND<br>EXCHANGE |       |                             |       |
| 8:30                             | 9:00  | 12:00 | 1:30  | 5:30 | 8:30                             | 10:00 | 9:00                        | 10:00 |

| AREA SAN FRANCISCO (Uptown)   |   |  |   | AREA CHICAGO (Operations)   |   |   |   |
|---|---|--|---|---|---|---|---|
| 1 INYAN   | 2 CUSICK  | 3 RICHGROVE  | 4 PISINEMO  | 5 FIFTH CITY  | 6 KINNEY  | 7 LORIMOR   | 8 MILL SHOALS   |
| L Phillips<br>R Kroeger<br>J Phillips<br>L Hyland<br>R Springs<br>A Pavlick<br>V Ariel<br>W Blood<br>D Bozarth<br>M Talbot<br>J Ballard     | M Sharp<br>B Sharp<br>B Robertson<br>J Benham<br>T McGee<br>M A Polls<br>K B Winterod<br>C Lapp<br>R Lapp<br>C Johnson<br>J Gilles        | C Ennis<br>M Montanari<br>R Larkey<br>A Laiewski<br>P Laiewski<br>R Newcomer<br>M Hamilton<br>A Slicker<br>JoThomas<br>J Crocker<br>K Wilson           | G Forbes<br>J Knutson<br>C Reed<br>R Jefferies<br>M Emerson<br>D Elliott<br>J Baumbach<br>A Baumbach<br>C Walters<br>B Ketterer<br>E Ames<br>P Allard                     | Ed Miller<br>T Mueller<br>C Vance<br>R Gilbert<br>F Naber<br>H Odum<br>A Ayres<br>D Brown<br>B White<br>R Vance<br>E Risky<br>Ga McBurney<br>M Lies<br>K Cole<br>M Pesek<br>A Wilkens<br>R True | B Bellamy<br>M Bellamy<br>T Olson<br>B Keller<br>C Howard<br>D Hinkelman<br>R Collins<br>L Collins<br>P Thompson<br>W Davis<br>J Houpt<br>L Buchholz<br>M Shinn<br>B Philbrick<br>Jy Thomas<br>F Grimm<br>J Dettmann<br>C Goerd<br>L Dettmann | D Mark<br>K Kraus<br>M Johnson<br>Bo Ketterer<br>P Blood<br>L E Philbrook<br>M Hahn<br>T Hannah<br>F Schneider<br>K Schneider<br>Ju Wiegell<br>P Mark<br>M Dillinger<br>M Green<br>M Murphy | J McCabe<br>S McCabe<br>D Zahrt<br>D Mathis<br>K Mathis<br>J Fenton<br>V Wagner<br>R Wagner<br>J Johnston<br>E Bengel<br>A Campbell<br>A Matsuoka<br>B Miller<br>Be Dyson<br>J Webster<br>Ro Wilson |
| AREA NEW YORK (Development)   |   |  |   | AREA HOUSTON (Research)   |   |   |   |
| 10 IVY CITY   | 11 STARKS   | 12 CHARLOTTEVILLE  | 13 WIDEN  | 14 DELTA PAGE   | 15 GIBSON   | 16 ASHERTON   | 17 INDIANAHOMA  |
| C Ollison<br>R Griffith<br>J Morrill<br>C Eversole<br>W Howard<br>J Seary<br>G Walters<br>K Hayes<br>Bu Dyson<br>N Hairston<br>W Leatherman | J Chaffee<br>J Nagey<br>E Smyres<br>R Seacord<br>P Rippel<br>D Morrill<br>R Rippel<br>G Drown<br>R Caruso<br>J Ames<br>D Scott<br>M Piper | G Emerick<br>P Evans<br>L Beardsley<br>B Griffith<br>O Sperstead<br>R Sperstead<br>R Smyres<br>N Lindblad<br>N Green<br>L Early<br>V Terry<br>J Pierce | E Stover<br>E Howie<br>A Hollinger<br>J Seacord<br>R Diatmike<br>M Womack<br>L Sizer<br>H Sapp<br>A Batchelor<br>G Batchelor<br>J Gibson<br>S True<br>J Armour<br>P Erley | F Powell<br>J Clements<br>J Barringer<br>T Lush<br>J Lovell<br>Ru Wilson<br>W Bell<br>M L Bushman<br>D Bushman<br>C D'Souza<br>R Booher<br>D Archer   | B Bingham<br>C Powell<br>I Powell<br>A Bingham<br>V Benfield<br>D Reese<br>R Foster<br>J May<br>Sue Laxdal<br>J Relf<br>Z White<br>A Lalimo<br>C Pierce   | W Schlesinger<br>K Lush<br>R Whanger<br>K Gilbert<br>StLaxdal<br>L Pierce<br>V Pierce<br>S Hanson<br>G Molineaux<br>E Dillinger<br>S Westre<br>A Ensinger                                   | W Slicker<br>D Adkinson<br>G Holloman<br>P Ray<br>T Whitsett<br>J Slotta<br>O Slotta<br>R Bain<br>R Nichols<br>E Howell   |
| AREA EDMONTON (Communications Room)   |   |  |   | AREA MONTREAL (Communications Room)   |   |   |   |
| 9 VOGAR   | 19 MINTO  |  |   | 18 LORNE DE A'CADIE   |   |   |   |
| A Smith<br>D Holmes<br>M Jose<br>G Burns<br>C Mann<br>B Barkony   | G Howard<br>D Morrison<br>F Gruner<br>C Lingo<br>D Raschke<br>J S Dethe   |  |   | J Stringham<br>R Robbins<br>N Weir<br>R Lapointe<br>D Jose<br>P Jones<br>C DeLoughery   |   |   |   |
|   |   |  |   | B Robbins<br>P Fisher<br>S Francis<br>J Patterson<br>F Vance<br>G Harris  |   |   |   |

GUILDS  
FILLING THE GAP

| GROUPS                           | ECONOMIC<br>GUILD  | SOCIAL<br>GUILD                                       | ENVIRONMENTAL<br>GUILD                                    | RESOURCES<br>GUILD   | LEADERSHIP<br>GUILD                                  | IMPACT<br>GUILD                              |
|----------------------------------|--|---|---|--|--|--|
| EXAMPLE<br>GAP                   | WHERE DO WE<br>MARKET THIS<br>PRODUCT?   | WHERE DO WE<br>LOCATE A DOCTOR?                       | WE NEED AN<br>ARCHITECT TO<br>PLAN FOR<br>INDUSTRIAL SHED | WHERE DO WE GET<br>\$15,000 START-UP<br>MONIES?                    | WHO CAN TRAIN<br>LOCAL COMMUNITY<br>MANAGERS?        | HOW DO WE SET-UP<br>TM FRAME?                |
| DEALING<br>WITH                  | SMALL BUSINESS<br>FEASIBILITY,<br>MARKETING, SALES   | COMMUNITY EVENTS,<br>AGE-GROUP<br>PROGRAMS            | CONSTRUCTION,<br>BEAUTIFICATION                           | BUSINESS START-<br>UP, PROGRAM<br>FUNDING, MATERIAL<br>PROCUREMENT | TRAINING<br>ie. BUSINESS<br>METHODS                  | IMPACT EVENTS IN<br>AND AROUND PROJECT       |
| RELATED<br>EXPERTISE<br>EXAMPLES | ACCOUNTANT<br>MANAGER  | NURSES<br>DOCTORS<br>PRE-SCHOOL TEACHER<br>ELDER CARE | ENGINEERS<br>ARCHITECT<br>CONTRACTOR<br>COST ESTIMATING   | BANKER<br>FINANCES<br>NETWORK CONTACTS                             | TEACHER<br>ADMINISTRATOR<br>BUSINESS CONSUL-<br>TANT | TM EXPERIENCE                                |
| CORE                             | R Kroeger<br>A Bachelor<br>H Prather<br>D Holmes   | J Stringham<br>St Laxdal<br>R True<br>J Knutson       | C Olison<br>R Smyres<br>D Scott<br>R Vance                | A Smith<br>R Seacord<br>T Lush<br>G Walters                        | C Vance<br>J Armour<br>J Morrill<br>M Shinn          | F Powell<br>P Blood<br>R Booher<br>B Robbins |
| ASSIGNED<br>ROOM                 | Operations   | Communications Rm                                     | Reasearch   | Development  | Uptown   | Management                                   |
| DIVIDE<br>GAPS<br>BY<br>GUILD    | INSTRUCTIONS: 1. Write name of gap in big letters on botton of gap sheet in magic marker.<br>2. Assign everyone in your task force to a guild taking into consideration interest & expertise. Tell them where Guild is meeting.<br>3. Assign a person to advocate each key gap, taking his gap sheet to the appropriate guild at 8:30.<br>4. Each guild needs to record data and bring to Lamumba Room at 10:00. |   |   |  |  |  |

COMMUNITY YOUTH FORUM

HELD TO DATE THIS YEAR

Smithtown, New York  
Schenectady, New York  
Hanover, Virginia  
Hamilton, Ohio  
Columbus, Ohio - 2 Forums  
Indianapolis, Indiana  
Winchester, Kentucky  
Winchester, Kentucky  
Munsing, Michigan  
Detroit, Michigan  
St. Paul, Minnesota  
Beloit, Wisconsin  
Chicago, Illinois  
Dobbins Heights, North Carolina  
Gibson, North Carolina  
Oglethorpe, Georgia  
Orlando, Florida - 9 Forums  
Umatilla, Florida  
Mt. Dora, Florida  
Jackson, Mississippi  
Delta Pace, Mississippi  
Olive Branch, Mississippi  
Horn Lake, Mississippi  
South Haven, Mississippi  
Hernando, Mississippi  
New Orleans, Louisiana - 2 Forums  
Evans, Louisiana  
Alexandria, Louisiana  
San Antonio, Texas  
Cleburn, Texas  
San Diego, Texas  
Houston, Texas - 7 Forums  
Denton, Texas  
Atlanta, Georgia  
Boulder, Colorado  
Omac, Washington  
Cusick, Washington  
Burien, Washington - 2 Forums  
Irregon, Oregon - 2 Forums  
San Bernardino, California  
Richgrove, California  
San Francisco, California  
Inuvik, Northwest Territories - 2 Forums  
Ft. Simpson, Northwest Territories - 2 Forums  
Naneimo, British Columbia  
Lorimor, Iowa

SCHEDULED FOR NEAR FUTURE

Southwork, Pennsylvania - April 18  
Gratz, Pennsylvania - April 20  
Philadelphia, Pennsylvania - May 5  
Columbus, Ohio - April 25 & May 2  
Chicago, Illinois - April 10-12

High School  
Combined Churches & Temple  
Boys' Reform School  
High School Student Council  
Youth Services Bureau, City  
High School  
Community Center  
11 High Schools Combined  
County Extension Services  
3 High Schools Combined  
Alternative High School  
High School  
Boys Club  
Community Youth Organization  
Community  
School  
High School  
High School  
High School  
High School Student Council  
Community  
High School  
High School  
High School  
Community Youth Group  
Community Youth Group  
  
High Schools Combined  
High Schools Combined  
High School  
High School  
High School  
High School  
Boys Club  
Church  
High School  
Community Youth Group  
High School  
High School  
Combined Street Gangs  
Community  
Community Organization  
High School  
High School  
High School  
Community Youth Group

High School  
High School  
4 H  
Group Foster Homes  
Board of Education

North American Continent  
Impact Courses 1978-79

16th Guardians Consult  
April 6-8, 1979

COMMUNITY YOUTH FORUM - Cont.

Atlanta, Georgia - April 21  
Clarksdale, Mississippi - April 17  
Houston, Texas - April 24  
Waco, Texas - June 2  
Oregon City, Oregon - May 8

Girls Club  
High School  
High School

GLOBAL WOMEN'S FORUM

HELD TO DATE THIS YEAR

Bridgeport, Connecticut  
Riverhead, L.I., New York  
Smithtown, L.I., New York  
Morristown, New Jersey  
Indiana, Pennsylvania  
Blackstone, Virginia  
Cleveland, Ohio  
Hamilton, Ohio  
Indianapolis, Indiana - 3 Forums  
Escanabe, Michigan  
Lansing, Michigan  
Detroit, Michigan  
Turtle, Wisconsin  
Chicago, Illinois  
Chicago, Illinois  
Waverly, Iowa  
Kansas City, Missouri  
Merriville, Missouri  
Gibson, North Carolina  
Americus, Georgia  
Orlando, Florida  
Jackson, Mississippi  
Gulfport, Mississippi  
Meridian, Mississippi  
Greenville, Mississippi  
Alice, Texas  
San Marcos, Texas  
Galveston, Texas  
San Antonio, Texas - 2 Forums  
Houston, Texas - 2 Forums  
Huntsville, Texas  
Asherton, Texas  
Oklahoma City, Oklahoma  
Cusick, Washington  
Montreal, Quebec

Uptown Community  
Chicago Nexus

Community

Community

Community

SCHEDULED FOR NEAR FUTURE

Bloomington, Indiana - April 21  
Columbus, Mississippi - April 30  
Tupelo, Mississippi - May 30  
Houston, Texas - April 21 & May 19  
Hearst, Texas - May 12  
Waco, Texas - June 2  
Los Angeles, California

ICA: Chicago  
14th Guardians Consult

April 7-9  
1978

# LENS

## TASK FORCE PROCEDURES

| Impact<br>Review | APPROACH  |  |               | Impact<br>Plenary |
|------------------|---|--|---------------|-------------------|
|                  | Data Gathered                                     | Writing  | Reflection    |                   |
|                  | Role of LENS<br>Corporations<br>Pedagogue Profile | Strategy and<br>Schedules<br>Pedagogue Profile<br>Pedagogue Training | The<br>Future |                   |
| 8:30             | 9:30  | 2:00   | 5:00          | 5:30              |

**Contradiction:** Incomplete marketing plan, including target accounts, sales aids, people to market and teach the seminar.

**Product:**

1. Target accounts and schedule for Fall LENS seminars
2. Pedagogue's profile, selection process and training model

| STEP<br>TIME                    | PROCEDURES  |
|---------------------------------|---|
| 9:30 am<br><br>DATA<br>GATHERED | <p><b>Context:</b> LENS is proving to be a powerful awakening tool. Since the last guardian meeting in October, 1977, ten seminars have been held in three countries and in a variety of situations. In order to insure the most effective use of this tool, guardian expertise will be needed to design and implement a model for scheduling and staffing Fall seminars.</p> <p><b>APPROACH</b></p> <ol style="list-style-type: none"> <li>1) Review recent LENS seminars and the flexible formats.<br/>Review pedagogues manual.</li> <li>2) Brainstorm the part LENS can play in a company, etc.<br/>Possibilities for several LENS in a compnay, etc.</li> <li>3) Brainstorm own companies and others where we have entre.</li> </ol> |

ICA: Chicago  
14th Guardians Consult

April 7-9  
1978

LENS

TASK FORCE PROCEDURES CONTINUED

| STEP<br>TIME              | PROCEDURES  |
|---------------------------|---|
| 2:00 pm<br>WRITING        | 4) Model and timeline complete for Fall LENS in several "companies"   |
|                           | 5) Brainstorm pedagogues "profile," selection process and training model  |
|                           | 6) Write up profile, selection, training in <u>three teams</u>  |
| 5:00<br>REFLECTION        | 7) Appoint Task Force reporter  |
|                           | 8) Task Force Reflection  |
| 5:30<br>IMPACT<br>PLENARY | 9) Go to Plenary  |
|                           | <br>BACK-UP MATERIALS:<br><br>1. Pedagogues Manuals<br>2. "Recent LENS"<br>3. LENS Schedule<br>4. Brochure status |

LENS SEMINARS

HELD TO DATE THIS YEAR

COMMERCIAL BANK OF KENYA  
COMMUNITY ACTION PROGRAM - 2 seminars  
CONTROL DATA CORPORATION  
DEPARTMENT OF ECONOMIC DEVELOPMENT  
DEPARTMENT OF TRANSPORTATION, STATE OF MINNESOTA  
4 seminars  
ENERGY LOG  
FIRST NATIONAL BANK OF SEATTLE, Training Department  
FUND FOR MULTINATIONAL MANAGEMENT EDUCATION  
HUGHES TOOL  
IBM, General Service Department  
INTERCONTINENTAL HOTEL  
MCDONALD'S, Marketing Department  
NATIONAL ASSOCIATION OF CORPORATE PLANNERS  
PERKGBUNAN VI  
PLANNED PARENTHOOD, International Management Training  
RURAL DEVELOPMENT DEPARTMENT  
SEARS, Export Department  
General Executives, Multinational Corporations

Nairobi  
Beloit, Wisconsin  
Minneapolis, Minnesota  
Medan, N. Sumatra

St. Paul, Minnesota  
Sacramento, California  
Seattle, Washington  
New York, New York  
Houston, Texas  
Rochester, Minnesota  
Nairobi  
Chicago, Illinois  
Houston, Texas  
Medan, N. Sumatra  
Chicago, Illinois  
Nairobi  
Chicago, Illinois  
Osaka

SCHEDULED FOR NEAR FUTURE

PROCTOR AND GAMBLE - May 3-4  
ROYAL TRUST COMPANY - April 11

Cincinnati, Ohio  
Toronto

COMMITTED THIS YEAR

ADMINISTRATIVE STAFF COLLEGE - Henley-on-Thames  
BRITISH AMERICAN TOBACCO  
CHASE MANHATTAN BANK/WORLD INFORMATION CORPORATION  
COASTAL STATES ENERGY  
CONOCO  
HUGHES TOOL  
LEVI STRAUSS  
MASSEY FERGUSON CORPORATION  
MONSANTO CANADA  
RANIER BANK  
RAYMOND INTERNATIONAL  
SIMPSONS, CANADA  
TENNECO  
TRANSCO  
BELL LABS  
SINGER INTERNATIONAL  
B.F. GOODRICH

London  
London  
New York, New York  
Houston, Texas  
Houston, Texas  
Belfast  
San Francisco, California  
Toronto  
Toronto  
Seattle, Washington  
Houston, Texas  
Toronto  
Houston, Texas  
Houston, Texas  
New York, New York  
Cleveland, Ohio

GUILDS  
FILLING THE GAP

| GROUPS                           | ECONOMIC<br>GUILD  | SOCIAL<br>GUILD                                       | ENVIRONMENTAL<br>GUILD                                    | RESOURCES<br>GUILD   | LEADERSHIP<br>GUILD                                  | IMPACT<br>GUILD                              |
|----------------------------------|--|---|---|--|--|--|
| EXAMPLE<br>GAP                   | WHERE DO WE<br>MARKET THIS<br>PRODUCT?   | WHERE DO WE<br>LOCATE A DOCTOR?                       | WE NEED AN<br>ARCHITECT TO<br>PLAN FOR<br>INDUSTRIAL SHED | WHERE DO WE GET<br>\$15,000 START-UP<br>MONIES?                    | WHO CAN TRAIN<br>LOCAL COMMUNITY<br>MANAGERS?        | HOW DO WE SET-UP<br>TM FRAME?                |
| DEALING<br>WITH                  | SMALL BUSINESS<br>FEASIBILITY,<br>MARKETING, SALES   | COMMUNITY EVENTS,<br>AGE-GROUP<br>PROGRAMS            | CONSTRUCTION,<br>BEAUTIFICATION                           | BUSINESS START-<br>UP, PROGRAM<br>FUNDING, MATERIAL<br>PROCUREMENT | TRAINING<br>ie. BUSINESS<br>METHODS                  | IMPACT EVENTS IN<br>AND AROUND PROJECT       |
| RELATED<br>EXPERTISE<br>EXAMPLES | ACCOUNTANT<br>MANAGER  | NURSES<br>DOCTORS<br>PRE-SCHOOL TEACHER<br>ELDER CARE | ENGINEERS<br>ARCHITECT<br>CONTRACTOR<br>COST ESTIMATING   | BANKER<br>FINANCES<br>NETWORK CONTACTS                             | TEACHER<br>ADMINISTRATOR<br>BUSINESS CONSUL-<br>TANT | TM EXPERIENCE                                |
| CORE                             | R Kroeger<br>A Bachelot<br>H Prather<br>D Holmes   | J Stringham<br>St Laxdal<br>R True<br>J Knutson       | C Olison<br>R Smyres<br>D Scott<br>R Vance                | A Smith<br>R Seacord<br>T Lush<br>G Walters                        | C Vance<br>J Armour<br>J Morrill<br>M Shinn          | F Powell<br>P Blood<br>R Booher<br>B Robbins |
| ASSIGNED<br>ROOM                 | Operations   | Communications Rm                                     | Reasearch   | Development  | Uptown   | Management                                   |
| DIVIDE<br>GAPS<br>BY<br>GUILD    | INSTRUCTIONS: 1. Write name of gap in big letters on botton of gap sheet in magic marker.<br>2. Assign everyone in your task force to a guild taking into consideration interest & expertise. Tell them where Guild is meeting.<br>3. Assign a person to advocate each key gap, taking his gap sheet to the appropriate guild at 8:30.<br>4. Each guild needs to record data and bring to Lamumba Room at 10:00. |   |   |  |  |  |

SIX SHOWPIECES  
KEY MANEUVER PUSH

VOGAR

1. Industry Expansion - Recommend an industry that would employ 10 men year round to give jobs to the work crew that will stop in June. Two arenas to look into are (a) construction related enterprises such as a metal building fabricating plant or construction company and (b) an agriculture related industry such as a dairy.
2. Expertise - A person to do management systems training for the grocery store and the quilt industry (Vogar Products).

LORNE

1. Industrial Building - A maneuver to solve the space problem for Lorne's industry.
2. Expertise - A survey engineer to survey land and recommend the location of future buildings and lay out drainage schemes.

IVY CITY

1. Environment - Set up an ongoing massive community garbage pickup structure.
2. Expertise - A person to help in management training and systems to operate the printshop and expand the market.

PACE

1. Environment - Back-up the Pace "On The Street Where You Live Maneuver" with a massive community cleanup, while fixing up the key street.
2. Expertise - A person skilled in market research to help with Pace's industry market research plans.

INYAN WAKAGAPI

1. Industry Building - Build a maneuver to help finish the Industry Building that has begun to be repaired.
2. Expertise - A vegetable farmer to help set up the 20 acre truck garden.

FIFTH CITY

1. Industry Building - Plan and prepare a huge community celebration maneuver around the new Industry Building.
2. Expertise - A person to help with management training in the grocery store and other businesses.

APRIL-MAY IN THE NORTH AMERICAN  
HUMAN DEVELOPMENT PROJECTS

## VISIBILITY EMPHASIS

ASHERTON: Industry Building

As travelers approach Asherton, they will see signs directing them to the new industrial building. The building itself is an old grocery store which has been renovated inside and out to house four new industries: bakery, tortilla factory, dressmaking shop and broom factory. A sign outside the building will list the establishments. Immediately inside the entrance is an area where customers are graciously greeted and can see wares on display and even have a cup of coffee and a Mexican pastry. They can then walk down a hallway running the length of the building and observe the businesses in action. The community will notice increased activity in the area as customers and delivery trucks come and go. There is a possibility of funds from a foundation to acquire and renovate this building. However, to guarantee funding, a fund raiser is needed. A meeting with community leaders and businessmen is required to build a consensus about how to proceed. A floor plan and construction model need to be built and local builders and carpenters recruited. Materials need to be bought or inkinded and the actual renovation work done. The facility needs to be set up in preparation for an open house on June 23 and 24.

GIBSON: Depot Completion and Beautiful Restaurant

Everywhere a visitor looks he will see signs and symbols. They will indicate accomplishments, future planned work, and where to locate services, information, sights to see. They will see pictures of accomplishments, a slide show telling the Gibson story, before and after pictures to dramatize the rapid transformation and bustling downtown, sparkling clean. A Gibsonite will see a beautiful dream come true restaurant, and their history displayed in windows up and down mainstreet. They would see family memorial gifts, flowers from their gardens racing town parks, see and hear a slide show with music of and by local churches. Forever after the renovated railroad depot center, donated trees and shrubs, memorials and donated art pieces and state artist-created scenes of Gibson will remind people of the new day Gibson has created. The community already works best with a cast of thousands--that is through involving everyone. A task/ time chart can create a motivated informed effort by noting progress continually. Work days, perhaps focusing on youth one day, women another, etc. will provide a broad varied work force decorating every store window in town with historic items, guilds using Main Street builds as guild halls will focus attention on the economic transformation occurring in Gibson.

DELTA PACE: Community Banners and Symbols

The Mississippi State Assembly to be held in Jackson on June 23rd will be a visible demonstration of 200 communities where local citizens have made decisions about the future. The Assembly will forever mark a successful effort of constructive involvement by citizens in creating "caring communities." The Assembly will catalyze efforts in Delta Pace to prepare the community to receive visitors from many Town Meeting communities who will be shown a renovated Health Clinic, Stake plans created by stake Town Meetings, and a completed construct for a Management Training School. The Assembly will weld together a coalition of support from across the country to provide the finanacial resources to expand Pace and the Town Meeting program in Mississippi.

INDIAHOMA: Intentionalizing Downtown Intersection

I. Outsider sees:

1. Freshly painted dividing stripe on "showplace" boulevard.
2. Plans keyed to implementation: display board
3. Mural on community center
4. Railroad tie landscaping on plaza
5. Flower and rock landscaping
6. No trash on thoroughfares
7. Community bulletin board
8. Street signs
9. Grid painted on street

II. Insider sees:

1. Space is cared for through corporate energy expenditure
2. Things can really happen
3. Anew community image
4. Other communities are influenced by what they do

III. Will stand:

1. Street names
2. Landscaping from local resources
3. Plaza is a node
4. Actual drawings (vision) of apace intentionalized

IV. Accomplishments:

1. FFA organization assigned to specific stake clean-up projects
2. Timeline to get community excited
3. Bulletin board goes up first
4. Community workday to work on "What an outsider sees"
5. Home folks invite their relatives

MINTO: Site Unveiling

The multi-purpose center stands symbolically to Minto as a visible statement of village commitment to care comprehensively for its residents. It will house a health clinic, a laundromat, showers, village planners office, village council room, village secretary's office, ICA office and board room. Upon completion, the outsider will see a two-story building approximately 25 ft. x 30 ft. at a central location in the village. At the end of June, the outsider will see a large sign erected on the site of the building announcing the new center and exhibiting an architectural sketch of the building and the grid of Minto as well as a 3-D model in the community center. The maneuvers for the April-May push include presenting an architectural sketch of the Centre to the village council, obtaining approval of the Council and the Village Corporation selecting the site and securing an option on the land, preparing and submitting a proposal through Public Health Service, obtaining acceptance of the proposal, ordering and arranging for Centre equipment and work crews. The event announcing the success is the quarterly assembly celebration held in June. At that time the site will be unveiled and the acceptance of the proposal announced. This keystone maneuver will be flanked by a stake clean-up campaign and a marketing maneuver for the craft industry, including the exhibition of the craft products in the Community Center and an announcement of the craft industry (after ascertaining the existence of a reliable market) and will all be celebrated at the Quarterly Assembly with the opening of the multi-purpose center.

LORNE: Sawmill Promotion Campaign

Confidence in the sawmill operation will be demonstrated by a terrific promotion campaign and through the sale of shares to the community indicating their support. A work day will be held to "spruce-up" the sawmill and management office by painting the Lorne Wood Industry color symbol and enterprise symbol everywhere. The Lorne Wood Industry will be advertised on the Lorne highway sign and a directional sign will be placed at the town's intersection. Everything together will be visible signs for the community visitors and will stand "forever."

VOGAR: Landscaped Lots

A social environment trek week of planning will be the catalytic event to kick off the work of transforming the public and private lots. The community beautification will include the brush cleared, open land plowed so gardens can be planted, flower beds of the same type of flowers throughout the village, model scale of village, public buildings painted (store). An outsider will see lots cleared of brush, family gardens planted, flower beds in bloom. The store will be painted, the Vogar sign improved, an insider will see junk cars will have been removed, new culverts put in and new signs of a common design put up at all public facilities. The school land will be cleared. A beach area and ball park will be prepared for use. A bus stop at the church corner will be designed and created. Sidewalks and fences will go up.

MILLS SHOALS: Three Day Celebration

When people come to the Mill Shoals celebration they will see reclaimed space, beauty spots in every part of town. They will see each other coming to a little town where something vital and significant is happening--something they too can be a part of.

Mill Shoals residents will see a town planning, newly filled chuck holes, signs marking a new preschool, a new industry, a park big enough to host thousands, a completed mural on the Post Office, beautification projects done by each class in the grade school. They will see their youth working in a new way to contribute to the future and their community. As they conduct tours for important visitors and guests from Springfield and Evansville, they will see themselves as a capable, caring community.

Lasting changes will be seen in the preschool, the new machine shop, a beautified entrance to town and a traditional holiday celebration recovered with vitality and power.

Clues to victory include the use of a SCORE volunteer to get Melvin's Machine Shop ready to market sub-contracted parts, the engagement of elders, VISTA workers and the youth in new patterns of activity and leadership and a celebration that throws the spotlight on all the people and all the accomplishments that have been the first year of the Mill Shoals HDP.

LORIMOR: Mainstreet Beautification

In the Lorimor HDP in the Miracle Month of May, the primary Keystone is in the area of Environment Campaign. The task is main street beautification with the major visibility push on the transplanting of 20 trees, creating and filling 15 planters on main street with marigolds; designing and painting the mural on the side of a downtown building, re-dressing downtown store windows appropriate to the season, roofing, painting and cleanup of new auxillary house and displaying imaginative grids and maps of the community.

On the day of the celebration of the completion of the first year of HDP, the visitor to Lorimor will see the old resurrected--the host will see realized possibility; the visitor will observe the fully utilized downtown. The host will know there is more to be done; the visitor will see new business on main street. The host will plan new projects for his own home and business; the visitor will see the town directory. The host will experience a new pride. The visitor will encounter symbols; the host will understand himself as the trained Lorimorian. The visitor will see that people care--the host will see himself as the demonstration of the whole world being cared for. Beyond these visible signs will be the unseen spirit of a new tradition built out of the old on behalf of possibilities that everyone's life can be changed. Clues to the accomplishment of this keystone are one gardener on site for one month, enough blooming marigolds for all the new planters and a timeline that enables the Miracle Month of May anniversary celebration on May 26.

RICHGROVE: The Miracle Mile

For the first time, as people drive through Richgrove on their way to the mountains, they notice a town. The welcome sign compels them to slow down and take notice of the fresh new look that has taken place since last summer. The Richgrove symbol located in the Plaza calls attention to the Richgrove Cafe and Flea Mart. The low adobe wall lining the road smacks of orderliness and invites travelers to stop for a rest in this new found oasis of beautiful flowers, freshly painted buildings and interesting murals. The outdoor eating patio lends itself to a festival atmosphere where many community people are enjoying fine food. As the visitors walk around the plaza they begin to hear how all this got done. "We did all this with many small work projects. Everyone who helped, guardians, Youth Corps, community, knew that they could finish the project in two days. Other things that helped get people involved and stay involved was wearing our Richgrove T-shirts on work days and having a celebration at the end of each event. I never thought we would get this Miracle Mile done, but doing it in short steps it got done." As the visitors drive away to the mountains their comment is "Let's stop on the way back."

CUSICK: Main Street Miracle

Upon entering Cusick, an outsider will see an active, vital community. For example, rows of flourishing trees will line roadways and parks. New historical signs will be flanked by trees and flowers. Visitors will notice the generally near appearance of streets and roadside areas. Signs will mark the renovated Youth Center and the newly established cut stock industry. Insiders will feel a sense of pride in the results as well as knowing that many people, especially youth, helped to create it all.

INYAN WAKAGAPI: Management Effectiveness of the Corporate Action Team

In the merry month of May the primary keystone will focus on increasing the management effectiveness of the Inyan Wakagapi Human Development Corporation's Corporate Action Team. This is the team which was hired to oversee the eight programs of the Inyan Wakagapi Human Development program. The actions taken in April and May will push the visibility and experience of Native Americans managing and controlling their own economic affairs, with declining visibility of ICA auxiliaries. The outsider coming into Inyan Wakagapi at the end of May will see essential management procedures illustrated on imaginal wall charts. Both visitors and insiders will find (experience, see) Native Americans assigned to the directorship and management of their Human Development Corporation, self-confidently filling these positions. These community leaders will be able to transact all office business, answer routine questions and conduct tours of their HDP (similar to Fifth City business leaders). Insiders will find easily usable files, accountability monitoring systems publicly displayed and reliably functioning Native American employees. Standing forever will be the image of Native Americans beginning and continuing to control their economic affairs for the first time. They will have internalized the methods of controlling their own destiny. The clues to implementing the primary keystone will be to hold the wisdom both of the Order and of the cultures of Native Americans. Presentations of management procedures will take account of ancient Native wisdom as well as modern management methods. Community leadership will be made more effective through scheduled training sessions on practical management procedures. The Corporate Action Team (CAT) will be involved in planning and deciding the content of these training sessions (similar to past Fifth City procedures). The CAT group will broaden its horizons by involvement in activities beyond their "local function" such as attending other HDP consults, HDTs, consulting with other HDP's, and by conducting Town Meetings in other Native American communities in their area.

PISINEMO: The Santa Cruz Feast Campaign

The primary keystone for the Pisinemo HDP in May is the initiation of the Three New Businesses, to begin with a two-acre melon farm by the wash next to the Santa Cruz Village. This will be launched in the midst of the visibility push of the whole Santa Cruz village in preparation for their feast day (Holy Cross) on May 3. Both insiders and outsiders will see new landfill to contain adequately all trash and garbage; removal of remaining derelict cars; landscape care of public space; trimming of weeds and garbage cleanup throughout the village, but particularly along the procession route; fencing, plowing, running water from the well, and sign identification on the farm acreage; a village welcome sign; renovation of the church; and defining the play park area. All of these except the cleanup would be relatively permanent changes in the district environment. The village has already announced its intention to have work days each weekend up to the feast for the things that relate to its preparation, and their expectation of the assistance of the auxiliary and friends of the project in Phoenix and Tucson.

#### IVY CITY: Central Location of Industry

As a symbol of economic stability, an outsider will see a community participating in a mini-industrial complex, and an insider will see the creation of a community's first industry that will create new jobs, a functioning print-shop, and a common area with a historical booth. At the turn of the century, the building will still be standing with the tree that was planted at the opening, and the ivy will still be growing.

#### WIDEN: Common color scheme, New Gym Doors and Entrances, Mural Creation, Library Foundation

As an outsider drives into Widen, he will be immediately impacted by the colorful ordered beauty set off by an intentional color theme, mural telling a story, and well kept grounds. The citizens of Widen will daily be reminded of the power of a corporate endeavor, rehearse their past and vision of the future through the mural, and gain a sense of permanence through the library and new entrance to the gym. The outsider driving through the town will know that a cohesiveness exists as they approach the Town Center and notice the same color scheme being carried out, particularly at the Post Office and the Gym across the street. The insider will experience the cohesiveness. The task will be accomplished by building momentum at the community meeting, followed by a CYF and a GWF. Families will begin seedlings for marigolds and shrubs, with the youth participating. The landscape architect already working will post his drawings, and the town can add, change, and recreate through the brainstorm of ideas. The mural theme and colors will be created through a visit to an art teacher to get preliminary sketches of the brainstorm done at the April 21 community meeting.

CHARLOTTEVILLE: An outsider will see that the industry is underway, i.e. a building which consists of a foundation, outside supports and a roof equipped with a supply of logs, machinery, and mass producing firewood. This effort will be supported by a visible sign on the property of each core member which will range from landscaping to painting to junk removal. In addition several improvements will be made to the old Harrington Store and the adjacent feed store including painted signs.. Clues to the accomplishment of this effort will be the communities input and phasing of the plan and the communication with the area strongholds.

KINNEY: "Local Communities on the Move" Conference, June 2

To impact both outsiders coming into the community and to impress Kinneyites themselves that Kinney is really "on the move," a number of things need to happen between now and the end of May. A face lifting for Main Street is essential and will include painting buildings and store fronts, relining the street and plans for utilizing any vacant store windows for special displays. A number of signs are needed such as a really fine Kinney sign out on Highway 169 at the Kinney turn-off, a welcome sign at Kinney's boundary delineating the businesses in town including the new Kinney Custom Industries, and signs designating the future site of the Senior Citizens' Housing already on the drawing boards and the partially completed tennis courts. Booster buttons, Kinney caps, bumper stickers and a poster contest conducted in the schools to publicize the June 2 conference would serve to get the townspeople really involved and excited about the meeting in addition to providing publicity in the area. Much of this will be accomplished through work days by residents of Kinney as well as colleagues coming in from outside the community. There are skilled sign painters in Kinney whose talents can be utilized with materials hopefully inkinded.

STARKS: The Cornshop Plan

Outsiders will see a structure to house the woodshop which has been renovated and painted. Insiders will see a layout of the woodshop, plus the space and required services, such as power, lighting, and basic ventilation locations, awaiting the installation of equipment. Also, the insider will see a detailed feasibility study of the business. We will start with an architectural and engineering workshop to reveal the renovation and service systems requirements. This will be followed by a workshop to complete the business feasibility study. Then will come a workday in May to construct the floor of the woodshop.

## THE WORLD OF HUMAN DEVELOPMENT

What would happen if local communities had the chance to direct their own social and economic development?

We look at the real situation of most of the world's people, and at some of the places where local men and women are pioneering in demonstrating a new world of possibility, the world of human development.

What it means to be caring human beings is acting out globality.

Maliwada, an obscure little farming village in the shadow of the Daulatabad Fort, has become the model for rural socio-economic development in India. We visit the training school where volunteers prepare for replication of the project in 232 counties in Maharashtra State.

I just saw human lives changed throughout that week. Some latent dream had gotten regenerated; some deep wisdom had been tapped.

Oyubari is a Japanese mining town that lost most of its population when the mines closed. We attend the consultation where the residents locate the underlying factors that have paralyzed development, and decide to rebuild their shattered economy and to find new ways to care for their community.

Why do you care, yourself, why? Because you do care. Why? Because. There is no why for love. Why do you love? I don't know why.

Located on the East Bank of the Nile, Bayad is one of the poorest villages in Egypt. Yet the people are determined to fight the crippling assault of chronic malnutrition and parasitic infection. They brought fresh water to the village for the first time and are dramatically upgrading the village diet.

The parents see a self-confidence within those kids, that I am a Kawangwarian, and I belong to this society no matter how poor it is.

Twenty-five thousand people crowd Kawangware, looking for work in Nairobi, yet nobody calls it home. Now a children's program, a public works program, a community library, a handicrafts industry, and a demonstration farm indicate that somebody cares about the future of Kawangware.

I would like also to serve and to sacrifice: to solve the problems of the people and to sacrifice myself to serve the people.

Primitive fishing, vest-pocket agriculture, and part-time rope-spinning and rock-cutting were the means of survival in remote Sudtonggan. Now the rattan furniture and macrame industries are moving this Philippine village toward self-sufficiency, and the villagers have built a new health and nutrition center and a preschool.

**Maharashtra  
Village Development  
Project**

*Four Month Update Report  
September — December 1978*

*ICA: India Consultants*

# Maharashtra Village Development Project

## Four Month Update Report, September — December 1978

In August, 1978, 44 villages were participating in the Maharashtra Village Development Project. During September/October, another 20 Projects were initiated. This report covers the total of 64 villages. In October 1978, a comprehensive cumulative report was compiled, covering each of the 25 District Projects and has been printed in a separate book. **This update does not attempt to report on individual villages, but on the**

**Maharashtra Village Development Project as a whole and to provide a simple record of events and activities across the 64 villages during the months of September, October, November and December 1978.** During December, another 36 villages were launched. The next update report will cover the 100 villages which now comprise the state-wide Project.

### ECONOMIC DEVELOPMENT

#### Cooperative Agriculture

*During the months of September, October, November and December, the 64 Project villages worked on livestock farming, increased water supply, new cash crops and improved cropping methods.*

**Thirty-three villages centered their agricultural activities on livestock farming.** Eleven submitted applications for animal loans (goats, buffaloes and cows), three began Dairy Societies, three had animal loans sanctioned, three created plans for dairies and two began milk collection. Four villages did an animal survey, animal camp, set up animal insurance and arranged veterinary visits. Two villages started Poultry Farms, and two others have applied to start them.

**Twenty-two villages worked to increase their agricultural water supply.** Six villages had GSDA surveys done, one built four dams, two had nalla bunds sanctioned and two applied for percolation tanks. Three villages received approval for lift irrigation schemes, one installed electricity to 17 farms and one submitted an irrigation proposal. Three villages had well loans sanctioned, two had pump loans sanctioned and one made applications for pumps.

**Fourteen Projects worked on new cash crops.** To increase income from cash crops, five villages established papaya farms, four began growing cotton, one began growing sugar cane, three researched medicinal grasses and one located a wholesale potato market.

**Eleven villages worked on improving their cropping methods.** Six villages started demonstration plots with the Panjabrao Krishi Vidyapith and fertilizer companies, one distributed fertilizer, one did soil testing, one received hybrid seeds, one did a total farmland map and one received use of a tractor for a short time.

#### Appropriate Industry

**Twenty villages began production with small industries.** These included four brick factories, three chalk factories, two papad factories, two oil distilling units, two ember charkha units, and one each of nutritious food packets, wood reclamation, chappals, carpet making, plastic bag stitching, basket making and sawmill.

**Research has been done by 14 villages wishing to start small industries.** These include two working on papad making, two on paper making, one box factory, one chalk industry, one sewing industry, one knife factory, one cement factory, one weaving unit, one paint factory and one power loom unit. Two villages did resource surveys and one planted cactus in anticipation of expanding its rope making industry.

**Continued efforts have been made with and by industrial houses to put ancillary industries into the villages.** Along this line, a scheme for producing aluminum bottles for chemical companies is now being written up and will be the next ancillary to be launched. Research continuing on the feasibility of ambar charkhas as a statewide village industry.

#### Commercial Services

**Thirty-three villages have been working on expanding commercial services.** This includes seven new bank adoptions and eight requests for bank adoption. Adopting banks include Dena, the State Bank of Hyderabad, State Bank of India and Maharashtra Bank.

In addition to the agricultural loans reported above, **seven villages have received loans** for tailoring, cobbler shops, educated unemployed, cottage industry, auto rickshaw and brick making. Two more villages conducted loan surveys, and two have set up corporate structures and begun loan repayments. Two villages have opened new shops and one has expanded bus services. One village has made application for a market yard and two villages have received in-kind goods. One village has received a total of Rs60,000 in loans and set up a community fund of Rs2,000.

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## HUMAN DEVELOPMENT

### Living Environment

*Beautification has been a primary thrust in the Projects.*

**Forty-two villages did whitewashing and painting** and 11 Projects whitewashed temples, and 21 whitewashed or painted other village buildings—50 houses, two Gram Panchayat offices, 10 Community Centres, a go-down, four preschools, two schools, a bus stand, a veterinary clinic, a dharma-shalla, and all houses in one section of a village.

**Thirty-one villages have improved their electricity.** Four have installed electricity, nine have submitted applications for village electricity, one has had 20 home connections sanctioned, ten have received new tubelights, five have additional poles sanctioned, one has collected all the necessary money, and one has electrified their community centre.

**Twenty-one villages beautified central chowks, approach roads and/or village entrances.** **Sixteen constructed village facilities.** Sevagram and Temburwahi constructed industrial sheds. Two villages constructed bus stands, and one has a bus stand sanctioned. Two villages constructed new chowks, four built tree rings, one built a community centre, two built volleyball courts, one constructed a well wall and two received donations of 10 and 200 bags of cement.

**Ten villages improved or built educational facilities.** Mandla, Temburwahi, Shivni and Masewadi built preschools. Pokhri had Rs16,000 sanctioned to build two teacher rooms. Temburwahi and Wagad repaired primary schools and Deolali received land permission for a high school. One village built a schoolyard fence and wall.

**Sixteen villages improved roads, paths and nullahs.** Two villages got new roads sanctioned, one applied for a new road, 11 had road shramdams and one did a survey of all road and pathway improvements needed. One village built a new pathway, one rebuilt a nullah and another demolished an obstructive old building.

### Corporate Identity

*In the arena of corporate action, the most significant breakthroughs have been in having villagers participate in district-wide meetings for planning and accountability, registration of community development associations, and continuing emphasis on leadership development.*

**One quarter to one half of the villages are participating in district-wide planning, visitation of government offices, leading Gram Sabahs in new villages, and launching the first Project in Uttar Pradesh.** Villages are also conducting consults to initiate new Projects in Maharashtra. A legal form for formation of community development associations has been drawn up and three have been registered. This enables them to receive and manage corporate funds and requires a community organisation which gives all sections of the village a way to participate. Other legal entities which have been formed include dairy and housing societies.

**Regular weekly leaders meetings are conducted in 17 of the villages** and periodically in most of the others. Greater responsibility has been taken by village leaders in holding neighbourhood meetings and organising task forces in the village.

As part of their recovery of village significance, villages have focused attention on new signboards, shramdams and maps and grids. **Forty-six villages erected new Human Development Project signboards at their entrance.** Eight erected other boards as well. Four villages put up street names and house numbers. **Thirty-eight villages conducted daily or weekly shramdams.** They built and repaired roads, drains, dams, temples, chowks, bridges, wells, tree rings, etc. and whitewashed numerous community buildings. Two villages had national Service Society camps which conducted massive shramdams. Thirty-four villages put up maps and grids. A few worked on master plans and several, on land surveys.

---

## SOCIAL DEVELOPMENT

### Health Care

*The emphasis for the last four months in health care has been in securing safe drinking water, constructing toilets, conducting camps, improving health facilities and making drains.*

**Sixteen villages undertook improvement of their water supply.** Among these, three had bore wells sanctioned, one put a pump on a bore well, and one began treating its wells. Four completed and submitted water schemes, two completed and submitted surveys, three submitted and had sanctioned new tanks. Maliwada and Therla had piped water supplies sanctioned.

**Fourteen villages built 120 toilets,** two cleaned and repaired toilets and three built soak pits.

**Twelve villages held health camps** for diagnosis, vaccinations, immunizations, malaria and eyes. **Twelve villages moved to start, restart and supply health clinics,** set up regular doctor visits, get nurses assigned and trained women as health workers. Ten villages built, dug and cleaned drains and one built 400 feet of drains.

### Functional Education

*The emphasis in education from September to December was in preschools, community development and adult education.*

**Twenty-eight villages started preschools** with 40 to 80 children. Fourteen other villages prepared to start preschools by training teachers, building or locating a facility, making uniforms, getting equipment and surveying the village for all children under five.

**Nineteen Projects sent 161 students to the Human Development Training Institute** in Maliwada. A new three-week curriculum for the HDTI was created for experimentation in March. **Eleven villages held adult education programs** and nine held education films or worked to upgrade regular school structures.

### Community Welfare

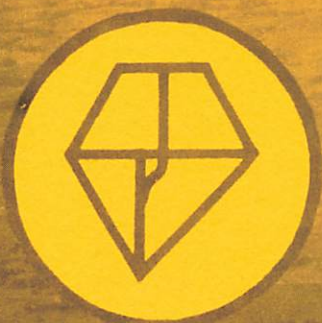
*Over the last four months, villages have furthered the welfare of their residents by cultivating external relationships, organizing women's and youth groups and advancing the backward classes.*

**Twenty-two villages have been involved with groups and individuals from district towns.** They have had assistance from National Service Societies, Lions Clubs, Rotary Clubs, and many government offices. **They have been visited by Collectors, Chief Executive Officers, Block Development Officers, Company Executives, Panchayat Samiti Chairmen, State Ministers, Bank Officers, and MSEB Officials.**

**Nineteen villages are working intentionally with women's advancement.** Ten of these have registered Mahila Mandals, four have organized Mahila Mandals, and five have sent women out of the village for exposure and training trips.

**Nine villages have conducted a variety of youth activities;** film shows, organising and registering mandals, shramdands and employment. Two villages had breakthroughs in programs for backward classes; one with irrigating 300 acres and one with house repairs.





# LORIMOR HUMAN DEVELOPMENT PROJECT

FIRST YEAR REPORT - MAY 1979



LORIMOR, IOWA: A typical small rural midwestern farming community. Population 1200 (town 400)

## TYPICAL COMMUNITY

The community of Lorimor is located in the NE corner of Union County. It is 20 miles from the County Seat of Creston, 15 miles south of Winterset and 60 miles south of Des Moines.

Lorimor gets its name from J.S. Lorimor who moved to Union County in 1854 where he farmed and taught school. In 1887 the railroad approached him for a right of way and he agreed to donate the land. The town was platted into sixteen blocks and the Town of Lorimor was established.

In the early 1900's Lorimor saw rapid growth with 40 thriving businesses and a population of over 800. Early entertainment included traveling tent shows, a weekly movie and a skating rink.

In 1932 highway 169 was paved and Lorimor became accessible from miles around. For the next 22 years it was the site of the Lorimor Agricultural Fair called, "The Little World's Fair".

In 1965 Lorimor's High School was consolidated with East Union School District and moved to its present site near Afton. During this time many businesses closed and the population dropped to an all time low of 346 in 1970.

Recently there has been a trend toward growth. The municipal gas and water system and the plans for a city sewer system have attracted new families. New businesses are also looking at Lorimor as a future site.

## DEMONSTRATION COMMUNITY

The Institute of Cultural Affairs has been working with rural towns in Iowa since 1976. During 1977-78, over 100 communities (one per county) participated in the Town Meeting: Iowa program. Most of these meetings were held in small rural towns under 500 population. Lorimor held a Town Meeting in November, 1977.

In March, 1978, 45 towns sent representatives to a state-wide Town Meeting Assembly held at the Farm Bureau Federation Building in West Des Moines, to exchange results of their Town Meetings and to make recommendations for the future. At the Assembly, it was announced that the Institute would be selecting a rural community to be a demonstration of small town renewal. In total, 30 communities were looked at as possibilities.



Lorimor Consult working session.

Lorimor was chosen for several reasons; 1) it had obvious potential, 2) there was a core of interested residents, 3) its plight was typical of other small midwestern towns on the economic decline. After visiting over 25 Lorimor community leaders and receiving a written invitation from the Lorimor Community Boosters, Lorimor decided to become the Lorimor Human Development Project.

The first step of the project was to hold a consult from June 18-24, 1978. Over 150 Lorimor residents joined with 35 non-residents for a week of intensive analysis and planning. Beginning with breakfast at 7:00 am groups worked steadily through the day and evening to create a practical plan of action and establish basic directions for the future.

The entire consult took place right in Lorimor. The main plenary space was the elementary school gym with team spaces located in the Town Hall, the old variety store and the old hardware store, as well as two teams in the gym. During the week every household had at least two visits, with teams of participants asking people, "What are your dreams for the future?" and "What's blocking those dreams?" These ideas were brought back to the teams for organizing into reports for the following morning. The morning plenary sessions served to pull together the thinking of the entire group and steadily built a consensus of action throughout the week. The result was a comprehensive two year plan of social and economic development.

An auxiliary staff remained after the consult to facilitate the implementing of the 14 program arenas.



New Hardware Store opened in November.

## NEW ECONOMIC VITALITY

In 1922 main street Lorimor boasted 40 businesses. In 1978 over half of the commercial space was either gone or vacant and only a dozen full time businesses remained. Over the years from 1940 to 1970, Lorimor lost over half of its population and gradually lost its role of "sole provider" to the surrounding rural area. Local commerce steadily declined to a very minimal level, and many decided that Lorimor was just too small to have a significant local economy in a world of shopping malls and easy mobility. By 1978 the community's tax base was too small to provide adequate public facilities and services, much of the housing would not meet current standards, and the risks of any new economic venture appeared paralyzingly great.

The basic approach in the economic area this year has been to investigate possible new employment through light industry, to revitalize the commercial base through advertising and determining what would make up a viable commercial district and to explore public resources to deal with the deficiencies in housing and public services.

The following are the major signs of a new economic vitality which has happened this year.

- ★ LORIMOR COMMUNITY DEVELOPMENT CORPORATION formed (non-profit) in August as a vehicle for economic development
- ★ 8 ACRE INDUSTRIAL PARK site secured and advertised
- ★ SEWING INDUSTRY CONTACTED and is preparing to move to Lorimor bringing 17 new jobs the first year
- ★ HARDWARE STORE opened and doing well after 7 months
- ★ COORDINATED BUSINESS ADVERTISING established in weekly local paper
- ★ \$323,000 HUD GRANT pre-application approved for housing rehabilitation, fire hydrants, sidewalks, demolition and resurfacing main street
- ★ ELDERLY HOUSING project signed contract for construction of 8 units through Farmers Home Administration
- ★ EMERGENCY VEHICLE purchased and training started
- ★ BODY SHOP site purchased and cleared for building this summer

# "YEAR OF

- ★ BUSINESS DIRECTORY published and mailed to every household
- ★ EVENING SHOPPING tried with some success
- ★ ECONOMIC DEVELOPMENT OFFICE remodeled and opened last fall
- ★ FEED BUSINESS REOPENS under new management

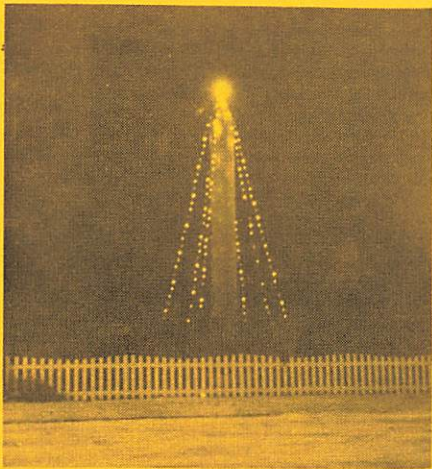


Used Emergency Vehicle purchased for \$1,000 which was then raised at a Benefit Ball.

## THE COMPREHENSIVE PLAN

|  |                                       |   |  |   |  |                      |  |
|--|---------------------------------------|---|--|---|--|----------------------|--|
| Lorimor<br>Human Development Project                             |                                       | THE FOURTEEN ACTUATING PROGRAMS                                     |  |   |  | June 1978<br>Consult |  |
| ICA Consultants  |                                       | Comprehensive Community Reformulation in Lorimor                    |  |   |  | Plate 5              |  |
| ONE<br>TOWARD THE BUILDING OF<br>ECONOMIC VITALITY<br>IN LORIMOR |                                       | TWO<br>TOWARD<br>THE<br>BUILDING OF<br>COMMUNITY LIFE<br>IN LORIMOR |  | THREE<br>TOWARD THE BUILDING OF<br>SOCIAL EFFECTIVENESS<br>IN LORIMOR |  |                      |  |
| INCOME<br>DEVELOPMENT<br>A                                       | LIVING<br>ENVIRONMENT<br>B            |   |  | INCLUSIVE<br>EDUCATION<br>D   | CITIZEN<br>ENGAGEMENT<br>E                 |                      |  |
| INTENSIVE<br>AGRICULTURAL<br>ENTERPRISE<br>I                     | HOUSING<br>EXPANSION<br>PROJECT<br>IV | LORIMOR<br>IDENTITY<br>CAMPAIGN<br>VI                               |  | EARLY<br>LEARNING<br>ACADEMY<br>X                                     | YOUTH<br>OPPORTUNITIES<br>CORPS<br>XII     |                      |  |
| NEW<br>INDUSTRY<br>COMPLEX<br>II                                 |                                       | DOWNTOWN<br>SHOWCASE<br>PROJECT<br>VII                              |  |   | VOLUNTEER<br>WORK<br>FORCE<br>XIII         |                      |  |
| COMMERCIAL<br>SUPPORT<br>SERVICE<br>III                          | PUBLIC<br>SERVICE<br>SYSTEM<br>V      | SOCIAL<br>ACTIVITIES<br>DESIGN<br>VIII                              |  | ADULT<br>SKILLS<br>INSTITUTE<br>XI                                    | LORIMOR<br>COMMUNITY<br>ASSOCIATION<br>XIV |                      |  |
|  |                                       | COMMUNITY<br>SERVICES<br>CENTER<br>IX                               |  |   |  |                      |  |

# MIRACLES"



110 foot "Christmas Tree" overlooked main street during holiday season.

## COMMUNITY LIFE BLOSSOMS

In the past, Lorimor, like similar communities had two major centers-of-focus for community life, the high school, and the main street business district. Both were gathering places where all segments of the community met in activities of common interest and concern. Much of the community's former identity and vitality was tied to either the High School or main street. Thus when the High School left and main street died, all that was left were the pieces of a community, clubs, churches, etc. but nothing to hold them together.

The main objectives this year have been to establish new symbols of community identity, to create a new focus in community life through an emphasis on community wide events and activities involving many segments of the community, and to rejuvenate main street as a gathering place and center of community activity.

Major accomplishments in the area of community life have been:

- ★ DEFINING THE COMMUNITY as a 100 square mile area around Lorimor.



First community work day resulted in six store fronts painted

- ★ 110 FOOT WATERTOWER "Christmas Tree" visible to the whole 100 square mile area
- ★ 80 YEAR OLD BANDSTAND rebuilt by volunteers
- ★ 10 COMMUNITY WORKDAYS concentrated on beautification of main street and Lorimor Park.
- ★ COMMUNITY CENTER under construction by volunteers on main street
- ★ 14 STORE FRONTS PAINTED
- ★ MINI PARK created from vacant lot on main street.
- ★ COMMUNITY SYMBOL AND SLOGAN established through T-shirts and signs
- ★ TREES AND PLANTERS give new look to main street
- ★ HAUNTED HOUSE spooked over 200 kids
- ★ CHRISTMAS FESTIVAL activities on Friday nights with evening shopping, hay rides, best decorations awards, and little church dedication.



Community Service Center makes use of vacant store front.

- ★ WATERMELON DAY fall festival augmented by history museum, flea market, and community tours.
- ★ ANNUAL CALENDAR created to balance major and minor activities
- ★ BENEFIT BALL raised over \$1000 for emergency vehicle
- ★ NEW LORIMORIAN established as weekly newspaper with paid ads
- ★ COMMUNITY SERVICE CENTER open weekdays 9 to 5 to coordinate volunteer activities.



All ages participate in activities.



Kickoff Banquet for Lorimor Junior Achievement Program.

## INITIATIVES IN SOCIAL DEVELOPMENT

The despair that accompanied the steady decline of the community resulted in a "vacuum of initiative" to meet community needs. No community based youth activities, little neighborhood identity, and no coordinated efforts toward civic improvement were signs of this vacuum.

The basic objectives in this area included leadership development, youth engagement, and regular consensus building events. This years accomplishments included:

- ★ PRESCHOOL opening in January with 15 children and two local teachers.
- ★ LEADERSHIP TRAINING COURSE held with 18 participants.
- ★ FIREFIGHTER TRAINING completed by 18 new and 'old-hand' firefighters.
- ★ 3 FIRST AID COURSES held.
- ★ JUNIOR ACHIEVEMENT PROGRAM is in the state in a rural community.
- ★ WEEKLY YOUTH MEETINGS started to plan social and community service activities.
- ★ 5 NEIGHBORHOOD GROUPS called Stakes, meet monthly.
- ★ WEEKLY 'GUILD' MEETINGS held all year to coordinate activities.
- ★ QUARTERLY COMMUNITY ASSEMBLIES held to maintain and develop community consensus.



Preschoolers visit fire station.

# FIRST YEAR LEARNINGS

Probably the most exciting results of the first year of The Lorimor Human Development Project have been those things that have been learned which can benefit other communities.

The following are a few initial reflections on what were several particularly important learnings:

(1) Working Out of a Comprehensive Plan: The comprehensive social and economic development plans which were created last June and reflect the community's basic consensus were a kind of "bed rock" to refer to when immediate issues became overwhelming or motivation lagged.

(2) Establishing Regular Communication: Probably the single most important activity of the year was the creation of the "New Lorimorian" which is now a weekly newsletter mailed free of charge to every household in the community. Rumors and misinformation have been minimized and people are much more aware that they are a community.

(3) Creating an Annual Rhythm of Community-wide Events: This was experienced as creating the skeleton which gave shape to community life. In addition to an established Fall Festival, a Christmas Festival, Winter Benefit Ball, and Homecoming Weekend in May were added.

(4) Concentrating on "Catalytic" Events: Learning to focus efforts on events and activities which would do

the most to establish a new and positive image of the community's future and involve the most people was key. Things like painting nearly every building downtown, the Christmas Festival, buying a used ambulance, and the Community Center Project have been particularly "catalytic".

(5) Seeing is Believing: Over the year interest and enthusiasm were largely maintained by systematically improving the physical looks of the space. A first project was the transformation of an overgrown vacant lot into a downtown mini-park. Another has been the creation of seasonal window displays in the unoccupied buildings on main street. This spring will see trees and flower boxes added to main street.

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## ACKNOWLEDGMENTS

The Institute of Cultural Affairs and the Lorimor Community wish to thank the following Corporations, Organizations and Agencies for their help this year.

### SPONSORS

Des Moines Register and Tribune  
Green Giant Corporation  
Hy-Vee Food  
National-By-Products  
Pioneer Hybrid International  
Super Valu  
The Bankers Life  
ACTION - four auxiliary staff are  
VISTA volunteers

### CONTRIBUTORS

Cook Paint  
Corn States Hybrid  
Gestetner Corporation  
Iowa Paint  
Mark Realty  
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Pratt & Lambert  
Stuart Herald  
Urban Development Corp.

### TECHNICAL ASSISTANCE

Farmer's Home Administration  
Iowa Commission on Aging  
Iowa Development Commission  
Housing and Urban Development  
MATURA  
Midcrest Area Extension Office  
Small Business Administration  
Southern Iowa Council of Governments  
Southern Iowa Regional Housing  
Authority  
Union County Public Health

Paper for this report was furnished by The Paper Corporation, Des Moines.

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## THE INSTITUTE OF CULTURAL AFFAIRS

The Institute of Cultural Affairs is a not-for-profit intra-global group working autonomously in twenty-five nations with more than one hundred offices around the world. Headquarters are located in Nairobi, Bombay, Singapore, Hong Kong, Chicago and Brussels. The Institute is supported by foundations, corporations and concerned individuals, and specific programs also receive support from governmental agencies.

The Institute of Cultural Affairs is a research, training and demonstration group concerned with the human factor in world development. For some fifteen years ICA was a program division of the Ecumenical Institute. In 1973 it was formally incorporated as a separate yet coordinate group. During that same year the Institute staff was incorporated as a self-supporting, volunteer service order called the Order: Ecumenical. The work of ICA is broad and varied, ranging from management seminars for executives to comprehensive community development projects around the globe.

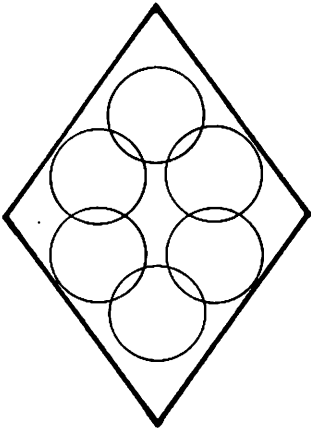
The Institute of Cultural Affairs operates with two directing boards: The Board of Directors and the Board of Consultants. The Consulting Board, a unique network of more than two hundred business and professional men and women located throughout the world, represents many fields of expertise. These advisors meet semi-annually to review and plan the specific programs of the Institute.

Lorimor HDP  
Box 26  
Lorimor, Iowa 50149  
(515) 763-2209

4750 N. Sheridan Rd.  
Chicago, Illinois 60640  
(312) 769-6363

**AN EVENING WITH THE INSTITUTE**  
**"The World of Human Development"**  
**Quarter 4 North American Continental Scheduling Rationale**

| 4<br>April 23-29 | 5<br>Apr 30-May 6 | 6<br>May 7-13 | 7<br>May 14-20 | 8<br>May 21-27 | 9<br>May 28-Jn 3 | 10<br>June 4-10 | 11<br>June 11-17 | 12<br>June 18-24 | 13<br>June 25-July 1 |
|------------------|-------------------|---------------|----------------|----------------|------------------|-----------------|------------------|------------------|----------------------|
| New York         | Charlottesville   | New York      | Rochester      | New York       | Philadelphia     | New York        | Rochester        | New York         | Albany               |
| Boston           | Starks            | Boston        | Hartford       | Boston         | New Haven        | Boston          | Manchester       | Boston           | Portland             |
| Washington       | Widen             | Washington    | Richmond       | Washington     | Pittsburgh       | Washington      | Baltimore        | Washington       | Charleston           |
| Chicago          | Mill Shoals       | Chicago       | St. Louis      | Chicago        | Detroit          | Chicago         | Indianapolis     | Chicago          | Peoria               |
| Cleveland        | Lorimor           | Kansas City   | Cincinnati     | Cleveland      | Omaha            | Kansas City     | Wichita          | Cleveland        | Des Moines           |
| Minneapolis      | Kinney            | Minneapolis   | Milwaukee      | Minneapolis    | Green Bay        | Minneapolis     | Milwaukee        | Minneapolis      | Madison              |
| San Francisco    | Richgrove         | San Francisco | San Jose       | San Francisco  | Sacramento       | San Francisco   | Reno             | San Francisco    | Fresno               |
| Seattle          | Cusick            | Seattle       | Inyan Wakagapi | Seattle        | Billings         | Seattle         | Rapid City       | Seattle          | Spokane              |
| Denver           | Pisinemo          | Los Angeles   | Phoenix        | Denver         | Santa Fe         | Los Angeles     | Salt Lake City   | Denver           | Phoenix              |
| Houston          | Asherton          | Houston       | New Orleans    | Houston        | Dallas           | Houston         | New Orleans      | Houston          | San Antonio          |
| Atlanta          | Gibson            | Atlanta       | Orlando        | Atlanta        | Greensboro       | Atlanta         | Miami            | Atlanta          | Charlotte            |
| Memphis          | Indiahoma         | Oklahoma City | Pace           | Memphis        | Amarillo         | Oklahoma City   | Tulsa            | Memphis          | Jackson              |
| Montreal         | Lorne             | Ottawa        | Toronto        | Vogar          | Edmonton         | Saskatoon       | Vancouver        | Minto            | Anchorage            |



April 7, 1979

The Phase One Program is the structure through which we provide care for our pre-schoolers, emerging generation, the student house which are the seventh and eighth graders, and high school students who are deployed to religious houses and human development projects.

For the past three years a group from the student house has served the meals to the guardian consults, thereby demonstrating the possibility of responsible action by junior high youth.

The ensemble, a group of nine girls, who will be singing at this evening's dinner is the result of the fine arts program which was initiated this past winter. Last October a larger choir represented the student house by singing for the Protestant Business Leaders dinner here in Chicago; however, this is the debut of the ensemble and we thank you for providing us with this opportunity.

SIXTEENTH GUARDIAN CONSULT

Anticipated income and disbursals  
March 29, 1979

INCOME

|                 |             |                  |
|-----------------|-------------|------------------|
| Registrations   | 100 x \$50. | \$5000.00        |
| Local residents | 17 x \$50.  | 850.00           |
| Bar             |             | <u>400.00</u>    |
|                 |             | <u>\$6350.00</u> |

DISBURSEMENTS

|              |                 |                  |
|--------------|-----------------|------------------|
| Food         | 6 meals for 300 | \$3160.00        |
| Paper goods  |                 | 384.00           |
| Second Floor |                 | 1110.00          |
| Postage      |                 | 60.00            |
| Misc.        |                 | <u>80.00</u>     |
|              |                 | <u>\$4794.00</u> |

|                        |                  |
|------------------------|------------------|
| Anticipated net excess | <u>\$1556.00</u> |
|------------------------|------------------|

ISSUES:

1. A clear understanding that we expect \$50.00 per local resident to be paid for their registration.
2. Pressing the Area Priors and Houses to boost paying Guardians to 120.
3. Payment to Chicago Paper Co. to release paper already ordered.

SIXTEENTH GUARDIAN CONSULT

Breakdown of Disbursements

FOOD

|                         |               |
|-------------------------|---------------|
| 6 meals for 300 @\$1.00 | \$1800.00     |
| Wine for 2 meals        | <u>360.00</u> |
|                         | \$3160.00     |

PAPER GOODS

|                     |               |
|---------------------|---------------|
| Napkins for 6 meals | 84.00         |
| Packet Cover        |               |
| Placemats           |               |
| Paper for packet    | <u>300.00</u> |
|                     | \$384.00      |

SECOND FLOOR

|                       |             |
|-----------------------|-------------|
| Liquor                | 1000.00     |
| Rental of tablecloths | 50.00       |
| Candles               | 5.00        |
| Groceries for bar     | 20.00       |
| Extra ice             | 10.00       |
| Food (peanuts, etc.)  | 20.00       |
| Tickets               | <u>5.00</u> |
|                       | \$1110.00   |

POSTAGE

|                      |       |
|----------------------|-------|
| 400 invitations @.15 | 60.00 |
|----------------------|-------|

MISC

|              |              |
|--------------|--------------|
| Nametags .10 | 30.00        |
| Decor        | <u>50.00</u> |
|              | \$80.00      |

# SIXTEENTH GUARDIAN CONSULT

## Anticipated income and disbursals March 29, 1979

### INCOME

|                 |             |                  |
|-----------------|-------------|------------------|
| Registrations   | 100 x \$50. | \$5000.00        |
| Local residents | 19 x \$50.  | 950.00           |
| Bar             |             | <u>400.00</u>    |
|                 |             | <u>\$6350.00</u> |

### DISBURSEMENTS

|              |                 |                  |
|--------------|-----------------|------------------|
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|                        |                  |
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## JOURNEY OF THE GUARDIAN CONSULTS

INSTITUTE OF CULTURAL AFFAIRS

CHICAGO

| YEAR              | 1972                                       |                               |  | 1973                               |                                      | 1974                                      |  | 1975                       |                                      | 1976                        |   | 1977                                 |                                | 1978                           |  |
|-------------------|--|-------------------------------|--|------------------------------------|--------------------------------------|---|--|----------------------------|--------------------------------------|-----------------------------|---|--------------------------------------|--------------------------------|--------------------------------|--|
| DATE & ATTENDANCE | JAN<br>33                                  | MAY<br>45                     | NOV<br>80                              | APR<br>200                         | OCT<br>200                           | APR<br>225                                | OCT<br>225                                 | APR<br>300                 | OCT<br>300                           | APR<br>300                  | OCT<br>300                                | APR<br>300                           | OCT<br>300                     | APR<br>300                     | OCT<br>360                                     |
| CHALLENGING ISSUE | Inventing the role of the secular movement | Previewing the NINS course    | Marshalling the professional expertise | Establishing the advisory council  | Forging the form of the guild        | Creating pioneering of economic community | Providing social demonstration consultants | Framing the Town Meeting   | Engaging practically in the Movement | Deciding to be assigned     | Developing an inclusive engagement screen | Fielding Project acceleration treks  | Providing what's needed        | Launching the US-12            | Defining the style of the Guardian             |
| KEY HAPPENING     | Staking the claim in Kemper                | Launching the \$500,000       | Discovering the corporate power        | Discovering the Guardian globality | Revealing the power of corporateness | Practical actuation of social processes   | Going for broke with TM                    | Expanding Guardian network | Experiencing TM as a profound tool   | Articulating para-vocation  | Holding area meetings                     | Demonstrating the power of local man | Determination about the future | Victorious mobilization center | Experiencing the Guardian role as paravocation |
| GLOBAL DEMAND     | Secular prowess                            | Movemental decision           | Engagement of local secular            | Depth human creativity             | Secular-religious style              | New cultural forms                        | Radical decisions                          | Intensified engagement     | Paravocational response              | Engaged in mission          | Trust local man                           | Total responsibility                 | New clarity on task            | N.A. visibility                | Demonstration style of paravocation            |
| CORPORATE RESOLVE | Commit finances movementally               | Raise \$100,000 continentally | Serve the globe locally                | Create the global network          | Become the new style                 | Engage in practical care                  | Decide to embody profession                | Insure success of TM       | Bring off the three campaigns        | Responsibility for the task | Assume full-time partnership              | Doing the HDPs                       | No thing shall dissuade us     | HDP in 4 hours                 | Internalizing being Guardianship               |
| OPERATING IMAGE   | Pioneers in the new venture                | Defenders of the Movement     | Permeators of the Establishment        | Advisors for the Movement          | Colleagues in the task               | Creators of futuric social forms          | Consultants for global programs            | Those who care             | Being the sign                       | Being on call               | Sign of full life                         | Being on the road                    | Doing our care                 | Localizing our care            | Launching a new corporateness                  |

ICA: Chicago Nexus  
16th Guardian Consult

Quarter IV  
April 6-8, 1979

CONSULT PARTICIPANTS

| NAME                | HOME ADDRESS  | BUSINESS ADDRESS   |
|---------------------|---|--|
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April 6-8, 1979

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| Marcie Montanari   | 8298 Mediterranean Way<br>Sacramento, CA 95826<br>(916)381-3628 | American River Hospital<br>Engle Road<br>Sacramento, CA                                      |
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## CONSULT PARTICIPANTS

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CONSULT PARTICIPANTS

| NAME                 | HOME ADDRESS  | BUSINESS ADDRESS   |
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| Joseph L Nagy        | RFD Box 82<br>Starks, ME 04911<br>(207)696-4688                   | Starks HDP<br>Starks, ME 04911<br>(207)696-4688  |
| Richard Newcomer     | 2717 Santa Rosa<br>Altadena, CA 91001<br>(213)736-5682            | IBM - Marketing  |
| Herbert G. Odom, Jr. | 3349 W Monroe Street<br>Chicago, IL 60624                         | McDonald Systems Inc.<br>1 McDonald Plaza<br>Oak Brook, IL 60521<br>(312)920-5151                  |
| Carlos T. Ollison    | 1900 Gallaudet Street NE<br>Washington, DC 20002<br>(202)529-5620 | Institute of Cultural Affairs<br>1900 Gallaudet Street NE<br>Washington, DC 20002<br>(202)529-5620 |
| Tim J. Olson         | 5246 34th Avenue<br>Minneapolis, MN 55417<br>(612)722-1035        | Dolphin Temporary Help Services<br>609 2nd Avenue S<br>Minneapolis, MN 55402<br>(612)338-7581      |
| James Patterson      | 4-291 Ossington Avenue<br>Toronto, ON Canada M6J 3A1<br>536-2592  | CEIC<br>180 Wellington Street W<br>Toronto, ON Canada<br>369-3183                                  |
| Anthony Pavlick      | Route 1<br>Whitewater, WI 53190<br>(414)473-3324                  | University of Wisconsin -<br>Whitewater<br>800 E Main<br>Whitewater, WI 53190<br>(414)473-3200     |
| Martin Pesek         | 420 E Woodland Road<br>Lake Forest, IL 60045<br>(312)234-1791     | Dentist<br>725 N McKinley Road<br>Lake Forest, IL 60045<br>(312)234-5454                           |
| Betty Pesek          | 420 E Woodland Road<br>Lake Forest, IL 60045<br>(312)234-1791     | Institute of Cultural Affairs<br>4750 N Sheridan Road<br>Chicago, IL 60640<br>(312)769-6363        |
| Lewis H. Pierce      | 3 Sparrow Lane<br>St. Paul, MN 55110<br>(612)483-3543             | Dentist<br>2278 Como Avenue W<br>St. Paul, MN 55108<br>(612)644-6067                               |

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| Bud Philbrook     | 1514 Aruna<br>St. Paul, MN 55108<br>(612)646-9373                | Control Data<br>Box 0<br>Minneapolis, MN<br>(612)853-4412                                   |
| L. E. Philbrook   | 3623 Locust<br>Kansas City, MO 64109<br>(816)531-0310            | Institute of Cultural Affairs<br>3623 Locust<br>Kansas City, MO 64109<br>(816)531-0310      |
| James E. Phillips | 525 Forest Hill<br>Lake Forest, IL 60045<br>(312)234-2717        | Institute of Cultural Affairs<br>4750 N Sheridan Road<br>Chicago, IL 60640<br>(312)769-6363 |
| LaVerne Phillips  | 525 Forest Hill<br>Lake Forest, IL 60045<br>(312)234-2717        | Institute of Cultural Affairs<br>4750 N Sheridan Road<br>(312)769-6363                      |
| Mary Ann Polls    | Box 46<br>Cusick, WA 99119                                       | Cusick HDP<br>Box 112<br>Cusick, WA 99119<br>445-1114                                       |
| Charlene Powell   | Main Street<br>Gibson, NC 28343<br>(919)268-3164                 | Institute of Cultural Affairs<br>PO Box 307<br>Gibson, NC 28343<br>(919)268-3164            |
| Frank Powell      | PO Box 269<br>Pace, MS 38764<br>(601)723-6780                    | Institute of Cultural Affairs<br>PO Box 269<br>Pace, MS 38764<br>(601)723-6780              |
| Ike Powell        | Main Street<br>Gibson, NC 28343<br>(919)268-3164                 | Institute of Cultural Affairs<br>PO Box 307<br>Gibson, NC 28343<br>(919)268-3164            |
| Pat Ray           | 1773 Vermont Court<br>Rolling Meadows, IL 60008<br>(312)359-5093 | Harper College<br>Algonquin & Roselle Road<br>Palatine, IL 60067<br>(312)397-3000 x449      |

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| Carla Oswald Reed | 4739 N 40th Street<br>Phoenix, AZ 85018<br>(602)956-4444                        | Physical Therapist<br>4739 N 40th Street<br>Phoenix, AZ 85018<br>(602)956-4444                                   |
| David Reese       | 408 E Harwood<br>Orlando, FL 32803<br>(305)423-9487                             | Institute of Cultural Affairs<br>408 E Harwood<br>Orlando, FL 32803<br>(305)423-9487                             |
| Julian E. Relf    | 2421 Lafortune Drive<br>Decatur, GA 30032<br>241-3658                           | Decatur Bd. of Education<br>310 N McDonough Street<br>Decatur, GA 30030<br>377-0671                              |
| Pauline Rippel    | 19272 Norwood<br>Detroit, MI 48234<br>(313)366-8078                             | METHODS<br>19272 Norwood<br>Detroit, MI 48234<br>(313)366-8078   |
| Rod Rippel        | 19272 Norwood<br>Detroit, MI 48234<br>(313)366-8078                             | Detroit Water & Sewerage Dept.<br>735 Randolph<br>Detroit, MI 48234<br>(313)224-4750                             |
| Ellen Rissky      | 410 S Trumbull<br>Chicago, IL 60624<br>(312)722-3444                            | Chicago-Read Mental Health Cntr<br>4200 N Oak Park Avenue<br>Chicago, IL 60634<br>(312)794-3914                  |
| Brian Robbins     | 5206 Avenue de l'Esplanade<br>Montreal, PQ Canada H2T 2Z5<br>(514)276-1933/1659 | Institute of Cultural Affairs<br>5206 Avenue de l'Esplanade<br>Montreal, PQ Canada H2T 2Z5<br>(514)276-1933/1659 |
| Ronda Robbins     | 5206 Avenue de l'Esplanade<br>Montreal, PQ Canada H2T 2Z5<br>(514)276-1933/1659 | Institute of Cultural Affairs<br>5206 Avenue de l'Esplanade<br>Montreal, PQ Canada H2T 2Z5<br>(514)276-1933/1659 |
| Bruce Robertson   | 14615 D NE 30th Place<br>Bellevue, WA 98007<br>(206)883-4385                    | Rainier Bancorporation<br>1100 Second Avenue<br>Seattle, WA 98104<br>(206)621-5595                               |
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| William Schlesinger  | Box 397<br>Asherton, TX 78827<br>(512)468-3677                 | Institute of Cultural Affairs<br>Box 397<br>Asherton, TX 78827<br>(512)468-3677                                |
| Frances C. Schneider | 5110 S 125th Court<br>Omaha, NE 68137<br>(402)895-1947         | Creighton University<br>Omaha, NE 68178<br>(402)449-3178   |
| Kenneth B. Schneider | 5110 S 125th Court<br>Omaha, NE 68137<br>(402)895-1947         | Creighton University<br>2500 California Street<br>Omaha, NE 68178<br>(402)449-2065                             |
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| Marie Sharp          | PO Box 112<br>Cusick, WA 99119<br>(509)445-1114                | Institute of Cultural Affairs<br>PO Box 112<br>Cusick, WA 99119<br>(509)445-1114                               |
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| Oliveann Slotta  | 5206 Esplanade<br>Montreal, PQ Canada H2T 2Z5<br>(514)276-1933 | Montreal Catholic School Commn<br>3737 Sherbrooke Est<br>Montreal, PQ Canada<br>(514)525-6311   |
| Arthur Wm. Smith | General Delivery<br>Vogar, MB Canada R0C 3C0<br>(204)768-2839  | Institute of Cultural Affairs<br>General Delivery<br>Vogar, MB Canada R0C 3C0<br>(204)768-2839  |
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| Roberta Sperstad | Box 26<br>Rock Falls, WI 54764<br>(715)875-4459                |   |
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| Sandra True        | 4750 N Sheridan Road<br>Chicago, IL 60640<br>(312)769-6363     | Institute of Cultural Affairs<br>4750 N Sheridan Road<br>Chicago, IL 60640<br>(312)769-6363 |
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| Robert R. Vance    | 410 S Trumbull<br>Chicago IL 60624<br>(312)722-3444            | Institute of Cultural Affairs<br>410 S Trumbull<br>Chicago, IL 60624<br>(312)722-3444       |
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| Vickie Metz Wagner | Rt. 1 Box 6<br>Three Oaks, MI 49128<br>(616)756-9812           |   |

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| David Zahrt                   | PO Box 505<br>Mill Shoals, IL 02862<br>(618)896-5677                | Institute of Cultural Affairs<br>PO Box 505<br>Mill Shoals, IL 02862<br>(618)896-5677                       |
| Dallas Ziegenhorn             | 3623 Locust<br>Kansas City, MO 64109<br>(816)531-0310               | Dentist<br>7301 Mission Road<br>Prairie Village, KS 66208<br>(913)-362-2233                                 |
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| Bayard Coggeshall             | Bernardsville Road<br>Mendham, NJ 07960<br>(201)766-1518            | Physician<br>20 Franklin Street<br>Morristown, NJ 07960<br>(201)508-6116                                    |
| Mary Coggeshall               | Bernardsville Road<br>Mendham, NJ 07960<br>(201)766-1518            |   |
| Rick Larkey                   | 8298 Mediterranean Way<br>Sacramento, CA 95826<br>(916)381-3628     | Michael Vanderword & Assoc.<br>1617 St. Mark's Plaza<br>Stockton, CA 95207<br>(209)951-6411                 |
| Donald R. Moffett             | 1060 Shermer Road Unit 26<br>Northbrook, IL 600062<br>(312)272-8287 | Uarco Inc.<br>W County Line Road<br>Barrington, IL 600010<br>(312)381-7000                                  |

GUARDIAN EXPERTISE LISTING

Volunteer Consultants

The Institute of Cultural Affairs  
4750 North Sheridan Road  
Chicago, Illinois 60640  
U.S.A.

June 1979

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| Economics                  | 5 Volunteers       | 3  |
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| Engineering                | 66 Volunteers      | 5  |
| Environment                | 33 Volunteers      | 7  |
| Finance                    | 60 Volunteers      | 8  |
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| Social Services            | 55 Volunteers      | 18 |
| <br>TOTAL     19 Groupings | <br>837 Volunteers |    |

AGRICULTURE AND FORESTRY

|                       |                         |                               |
|-----------------------|-------------------------|-------------------------------|
| 1. Fegenbush, Jim     | agricultural business   | Shelbyville, Kentucky         |
| 2. Rhoad, Elton       | Agriculturalist-retired | Washington Court House, OH    |
| 3. Martin, Thompson   | biology-microbiology    | Saskatoon, Saskatchewan, Can. |
| 4. Hayes, Henry       | dairy farmer            | Lomira, Wisconsin             |
| 5. Harrington, Robert | farm-blueberry          | Laconia, New Hampshire        |
| 6. Brooks, W.R.       | farm - dairy            | Boulder, Colorado             |
| 7. Ellzey, Laurence   | farm - rancher          | Perryton, Texas               |
| 8. Black, George K.   | farm-seed production    | Beloit, Wisconsin             |
| 9. Davis, Larry       | farmer                  | McFarland, California         |
| 10. Doerrie Jerome    | farmer                  | Booker, Texas                 |
| 11. Hayes, Irene      | farmer                  | Lomira, Wisconsin             |
| 12. Loomis, El        | farmer                  | Red Wing, Minnesota           |
| 13. Randal, Michael   | farmer                  | Dell Rapids, South Dakota     |
| 14. Rye, Robert       | farmer                  | Clinton, Wisconsin            |
| 15. Warrick, Harvey   | farmer                  | Adrian, Michigan              |
| 16. White, Phil       | farmer                  | Watsonville, California       |
| 17. Sorenson, Sev     | farmer-retired          | Nebraska, City, Nebraska      |
| 18. Condill, Bruce    | farmer-soy bean         | Arthur, Illinois              |
| 19. Lowell, John      | forrestry service       | Dillon, Montana               |
| 20. DeWitt, Marvin    | turkey farmer           | Zeiland, Michigan             |
| 21. Lyman, Richard    | turkey farmer           | Excelsior, Minnesota          |
| 22. Ames, Edward      | veterinarian            | Oak Park, Illinois            |
| 23. Ketter, Robert G. | veterinarian            | Traer, Iowa                   |
| 24. Pfaff, Bill       | veterinarian            | Chateaugay, New York          |
| 25. Schilling, Jim    | veterinarian            | Kewaunee, Wisconsin           |
| 26. Thomas, Chester   | veterinarian            | San Jose, California          |
| 27. West, Richard     | veterinarian            | Clovis, California            |

CLERGY

|                         |                  |                              |
|-------------------------|------------------|------------------------------|
| 1. Divas, Armando       | clergy           | Brighton, Colorado           |
| 2. Welch, William Morr  | church secretary | Boulder, Colorado            |
| 3. Maple, Donald        | Clergy           | Cedar Rapids, Iowa           |
| 4. Archer, H. Dix       | clergy           | Memphis, Tennessee           |
| 5. Bratcher, Hubert     | clergy           | Lubbock, Texas               |
| 6. Carroll, James       | clergy           | Amarillo, Texas              |
| 7. Crain, Warren        | clergy           | Burien, Washington           |
| 8. Fattaruso, Paul      | clergy           | Rochester, New York          |
| 9. Finley, Wally        | clergy           | Boulder, Colorado            |
| 10. Goodwin, Robert     | clergy           | Tulsa, Oklahoma              |
| 11. Gruber, Conrad      | clergy           | Modesto, California          |
| 12. Hanson, Gordon      | clergy           | North Sacramento, California |
| 13. Henkleman, Percival | clergy           | Downey, California           |
| 14. Hill, Oscar         | clergy           | Indianapolis, Indiana        |
| 15. Howard, Fred        | clergy           | Amarillo, Texas              |
| 16. Jarvis, Troy        | clergy           | Big Spring, Texas            |
| 17. Kelley, Charles     | clergy           | The Woodlands, Texas         |
| 18. Lind, Del           | clergy           | Sioux Falls, South Dakota    |
| 19. Lobb, Douglas       | clergy           | Mequon, Wisconsin            |
| 20. Mabee, Frank        | clergy           | Dallas, Texas                |

CLERGY (continued)

|                         |                    |                            |
|-------------------------|--------------------|----------------------------|
| 21. Major, Jarrett      | clergy             | Denton, Texas              |
| 22. McCord, Donald      | clergy             | Fort Wayne, Indiana        |
| 23. Richards, Donald F. | clergy             | Milwaukee, Wisconsin       |
| 24. Rowand, E.C.        | clergy             | Dallas, Texas              |
| 25. Timlin, Joe         | clergy             | Mt. Uptown, New York       |
| 26. Weaver, Richard     | clergy             | Amarillo, Texas            |
| 27. Wren, Spencer       | clergy             | Denver, Colorado           |
| 28. Dennis, Bill        | clergy             | Indianapolis, Indiana      |
| 29. Turner, George      | clergy             | Sacramento, California     |
| 30. Neeley, Chris       | clergy             | Cincinnati, Ohio           |
| 31. Anderson, Ralph     | clergy             | Columbia, Missouri         |
| 32. Bigler, Vernon      | clergy             | Kenmore, New York          |
| 33. Dove, Mark          | clergy             | Washington Court House, OH |
| 34. Folkers, Robert     | clergy             | Ogallala, Nebraska         |
| 35. Odom, Wayne         | clergy             | Mesquite, Texas            |
| 36. Divas, Armando      | clergy             | Brighton, Colorado         |
| 37. Hastings, Philip    | clergy             | Edgeworth, Pennsylvania    |
| 38. Taylor, Charles     | clergy             | Rochester, New York        |
| 39. King, William       | clergy             | Cincinnati, Ohio           |
| 40. Dorrman, William    | clergy             | Cincinnati, Ohio           |
| 41. Kargus, III, Walter | clergy             | Woodhaven, Michigan        |
| 42. Key, Paul           | clergy             | Mundelein, Illinois        |
| 43. Prinzlow, Elmer     | clergy             | Milwaukee, Wisconsin       |
| 44. Simplot, Kyle       | clergy             | Madison, Wisconsin         |
| 45. Smith, Jim          | clergy             | Columbus, Ohio             |
| 46. Leatherman, Wilbur  | clergy-retired     | Monroe, Wisconsin          |
| 47. Grimes, Howard      | theology professor | Dallas, Texas              |

COMPUTER

|                           |                         |                             |
|---------------------------|-------------------------|-----------------------------|
| 1. Reed, James C.         | Computer - kp           | Upland, California          |
| 2. Strong, James C.       | computer/accounting     | Oakland, California         |
| 3. Anderson, Dave         | computer                | Tucson, Arizona             |
| 4. Redfield, Steve        | computer architect      | Chapel Hill, North Carolina |
| 5. Alexander, Roger       | computer engineer       | Bartlesville, Oklahoma      |
| 6. Donaldson, Judy        | computer programmer     | Nashville, Tennessee        |
| 7. Odom, Jr. Herbert G.   | computer programmer     | Chicago, Illinois           |
| 8. Elder, Delbert         | computer systems        | Santa Ana, California       |
| 9. Tillitson, Loyal       | computer - d.p. teacher | Painesville, Ohio           |
| 10. Rice, Dennis          | computer - d.p.         | Atlanta, Georgia            |
| 11. Rodine, Robert        | computer-data process   | Houston, Texas              |
| 12. Briggs, Ben           | computer- data process  | Santa Clara, California     |
| 13. Riley, Jr. H. Richard | computer systems engin. | Washington, D.C.            |
| 14. Laduke, Norman        | asst. v.p.- computer    | Orange, Connecticut         |

DESIGN

|                          |                  |                        |
|--------------------------|------------------|------------------------|
| 1. Shulman, Mary Lou     | interior design  | Chicago, Illinois      |
| 2. Calhoun, Laura        | artist           | Evanston, Illinois     |
| 3. Hartsfield, Robert J. | artist           | The Woodlands, Texas   |
| 4. Renaud, Phil          | artist-freelance | Chicago, Illinois      |
| 5. Hanna, Thomas L.      | design engineer  | Villa Park, Illinois   |
| 6. Pierce, Burchell      | design scientist | Minneapolis, Minnesota |

ECONOMICS

|                     |                     |                       |
|---------------------|---------------------|-----------------------|
| 1. Goodrich, Robert | economics professor | Portales, New Mexico  |
| 2. Morris, Barry    | economics professor | Florence, Alabama     |
| 3. Pavlick, Anthony | economics professor | Whitewater, Wisconsin |
| 4. Casey, Steve     | economics           | Harrisburg, Illinois  |
| 5. Morgan, Bruce B. | economics           | Kansas City, Missouri |

EDUCATION

|                           |                        |                           |
|---------------------------|------------------------|---------------------------|
| 1. Ames, Janice           | Early childhood educ.  | Oak Park, Illinois        |
| 2. Neu, Gerald            | education-religious    | Milwaukee, Wisconsin      |
| 3. Batchelor, Gladys      | education-administratn | Lancaster, Ohio           |
| 4. Browning, Preston      | education              | Chicago, Illinois         |
| 5. Beauchaine, Kathleen   | elementary educator    | Madison, Wisconsin        |
| 6. Prather, Robert        | education-administratn | Marin City, California    |
| 7. Adkinson, Dane         | education-administratn | Dallas, Texas             |
| 8. Adkinson, Glenda       | teacher                | Dallas, Texas             |
| 9. Anderson, Richard      | teacher                | Barrow, Alaska            |
| 10. Bailey, Barbara       | teacher                | Indianapolis, Oklahoma    |
| 11. Bingham, William      | teacher                | Raleigh, North Carolina   |
| 12. Butler, David J.      | teacher                | Minneapolis, Minnesota    |
| 13. Dingwall, Evelyn      | teacher                | Rochester, New York       |
| 14. Dyer, George          | teacher                | Sanger, California        |
| 15. Hackman, Herb         | teacher                | Lincoln, Nebraska         |
| 16. Hardin, Ray           | teacher                | Perry, Iowa               |
| 17. Hatcher, Larry M.     | teacher                | Washington, D.C.          |
| 18. Hayes, Henry          | teacher                | Lomira, Wisconsin         |
| 19. Hayes, Irene          | teacher                | Lomira, Wisconsin         |
| 20. Hess, Karl            | teacher                | Shaker Heights, Ohio      |
| 21. Nackowski, Mat        | geology professor      | Salt Lake City, Utah      |
| 22. Olsen, Alan           | teacher                | San Antonio, Texas        |
| 23. Philosophus, John     | teacher                | Brookfield, Wisconsin     |
| 24. Riley, Jr. H. Richard | teacher                | Washington, D.C.          |
| 25. Robinson, Raymond G.  | teacher                | Cedar Rapids, Iowa        |
| 26. Smith, Victor         | teacher                | Salt Lake City, Utah      |
| 27. Taylor, Charles       | teacher                | Rochester, New York       |
| 28. Black, George K.      | teacher-adult          | Beloit, Wisconsin         |
| 29. Daugherty, Charles    | teacher-college        | Charleston, West Virginia |
| 30. Warrick, Harvey       | teacher-college        | Adrian, Michigan          |
| 31. Henkleman, Percival   | teacher-elementary     | Downey, California        |

EDUCATION (Continued)

|                          |                          |                            |
|--------------------------|--------------------------|----------------------------|
| 32. Holder, William      | teacher-elem             | Anderson, South Carolina   |
| 33. Lott, Ronald         | teacher-elem             | Washington Court House, OH |
| 34. McLennan, Joseph     | teacher-elem             | Joliet, Illinois           |
| 35. Stahl, John          | teacher-elem             | Broadview Heights, Ohio    |
| 36. Borgen, Arden        | teacher-H.S.             | Webster City, Iowa         |
| 37. Runnels, Robert      | Teacher-H.S.             | Quincy, Illinois           |
| 38. Wheelock, Russell    | teacher                  | Kansas City, Missouri      |
| 39. Brown, George        | teacher-music            | Lafayette, Louisiana       |
| 40. Hill, Larry          | teacher-music            | Omaha, Nebraska            |
| 41. Ulangca, Janice      | teacher-music            | Vestal, New York           |
| 42. Newbreast, Charles   | teacher                  | Browning, Montana          |
| 43. Kroeger, Charles     | teacher-reading          | New Berlin, New York       |
| 44. Catlett, Dwight      | teacher-retired          | Hastings, Nebraska         |
| 45. Kirsch, Gerhardt     | teacher-univ.            | Wausau, Wisconsin          |
| 46. Dettman, Luella      | university professor     | Duluth, Minnesota          |
| 47. Lyon, Howard         | biology professor        | Cedar Falls, Iowa          |
| 48. Wilson, David        | biology professor        | Pella, Iowa                |
| 49. Jabusch, David       | communications prof.     | Salt Lake City, Utah       |
| 50. Goodrich, Robert     | economics professor      | Portales, New Mexico       |
| 51. Morris, Barry        | economics professor      | Florence, Alabama          |
| 52. Pavlick, Anthony     | economics professor      | Whitewater, Wisconsin      |
| 53. Llewellyn, William   | education specialist     | Montgomery, Alabama        |
| 54. Allerton, Robert     | education-administration | Sacramento, California     |
| 55. Laiewski, Alexander  | education-admin          | Fair Oaks, California      |
| 56. Lynch, Eugene        | education-admin          | Duluth, Minnesota          |
| 57. Skillman, John       | education-admin          | Croton-on-Hudson, New York |
| 58. Thompto, Harry       | education-admin          | Mequon, Wisconsin          |
| 59. Tippet, Michael      | education-admin          | Shaker Heights, Ohio       |
| 60. Sorenson, Lilly      | education-special        | Nebraska City, Nebraska    |
| 61. Beauchaine, Allan N. | Jr. High teacher         | Madison, Wisconsin         |
| 62. Tepley, Mark         | mathematics professor    | Gainesville, Florida       |
| 63. Schneider, Frances   | pharmacy professor       | Omaha, Nebraska            |
| 64. Hollinger, Amos      | physics professor        | Altoona, Pennsylvania      |
| 65. Hopkins, Don         | physics professor        | Rapid City, South Dakota   |
| 66. Hoshiko, Tom         | physiology professor     | Cleveland, Ohio            |
| 67. Donaldson, Bob       | poli.sci. professor      | Nashville, Tennessee       |
| 68. Arndt, Ronald        | professor                | Mankato, Minnesota         |
| 69. Burford, Charles     | professor                | Lubbock, Texas             |
| 70. Canes, Doug          | professor                | Madison, Wisconsin         |
| 71. Carr, Duane          | professor                | Cedar Rapids, Iowa         |
| 72. Jameson, David       | professor                | Watsonville, California    |
| 73. Moore, Forrest       | professor                | St. Paul, Minnesota        |
| 74. Robb, James          | professor                | Carbondale, Illinois       |
| 75. Snelling, Clarence   | professor                | Denver, Colorado           |
| 76. Young, Nelson        | professor                |                            |
| 77. Schultz, Imogene R.  | science teacher          | Appleton, Wisconsin        |
| 78. Bain, Robert         | sociology professor      | West Lafayette, Indiana    |
| 79. Crittenden, Butler   | sociology professor      | Chicago, Illinois          |
| 80. Hesser, Gary         | sociology professor      | Wooster, Ohio              |

EDUCATION (continued)

|                          |                        |                             |
|--------------------------|------------------------|-----------------------------|
| 81. Howard, William      | sociology professor    | Hoffman Estates, Illinois   |
| 82. Sizer, Leonard       | sociology professor    | Morgantown, West Virginia   |
| 83. Bingham, Annette     | teacher                | Raleigh, North Carolina     |
| 84. Butler, Martha       | teacher                | Minneapolis, Minnesota      |
| 85. Good, Carolyn        | teacher                | Lexington, Massachusetts    |
| 86. Hackman, Herb        | teacher                | Lincoln, Nebraska           |
| 87. Hardin, Ray          | teacher                | Perry, Iowa                 |
| 88. Jacoby, Martha       | teacher                | Boston, Massachusetts       |
| 89. LeBlanc, Louise      | teacher                | Waukesha, Wisconsin         |
| 90. LeBlanc, Richard     | teacher                | Waukesha, Wisconsin         |
| 91. Menako, Louis        | teacher                | Oak Creek, Wisconsin        |
| 92. Miller, Pat          | teacher                | Hurst, Texas                |
| 93. Nackowski, Katherine | teacher                | Salt Lake City, Utah        |
| 94. Nolin, Michel        | teacher                | Montreal, Canada            |
| 95. Sjolinder, Ann       | teacher                | Daly City, California       |
| 96. Smith, Victor        | teacher                | Salt Lake City, Utah        |
| 97. Thigpen, Joanne      | teacher                | New Orleans, Louisiana      |
| 98. Wacker, Sara         | teacher                | North Hollywood, California |
| 99. White, Judy          | teacher                | Watsonville, California     |
| 100. Hester, John        | teacher-college        | Sacramento, California      |
| 101. Krebs, David        | teacher-college        | Sacramento, California      |
| 102. Pickett, George     | teacher-high school    | Sacramento, California      |
| 103. Devetter, Jonathan  | teacher-high school    | Oxford, Georgia             |
| 104. Miller, Dick        | teacher-high school    | Southfield, Michigan        |
| 105. Daugherty, Charles  | teacher-college        | Charleston, West Virginia   |
| 106. Kirsch, Gerhardt    | teacher-elem           | Wausau, Wisconsin           |
| 107. McLennan, Leda      | teacher-elem           | Joliet, Illinois            |
| 108. Runnels, Jo         | teacher-elem           | Cincinnati, Ohio            |
| 109. Stahl, Janice       | teacher-elem           | Broadview Heights, Ohio     |
| 110. Borgen, Margaret    | teacher-high school    | Webster City, Iowa          |
| 111. Trewyn, Jerome      | teacher-jr. high       | Greenfield, Wisconsin       |
| 112. Kroeger, Garnett    | teacher-reading        | New Berlin, New York        |
| 113. Axelrod, Norman     | teacher-retired        | Lincolnwood, Illinois       |
| 114. Catlett, Dorothy    | teacher-retired        | Hastings, Nebraska          |
| 115. Breiner, W. Grant   | teacher-social studies | Ann Arbor, Michigan         |
| 116. Kirsch, Virginia    | teacher-university     | Wausau, Wisconsin           |
| 117. Gerst, Wilbur       | education              | Rochester, New York         |
| 118. Hubbard, Barbara    | education consultant   | Washington, D.C.            |
| 119. Seacord, Joan       | education consultant   | Croton-on-Hudson, New York  |
| 120. Whiteside, John     | education consultant   | Washington, D.C.            |

ENGINEERING

|                     |                     |                        |
|---------------------|---------------------|------------------------|
| 1. Mitchell, Duane  | automotive engineer | Wauwatosa, Wisconsin   |
| 2. Armour, James C. | chemical engineer   | Cincinnati, Ohio       |
| 3. Calsibet, Roger  | chemical engineer   | Stamford, Connecticut  |
| 4. Nelson, James    | chemical engineer   | Chattanooga, Tennessee |
| 5. Sholtis, George  | chemical engineer   | Akron, Ohio            |
| 6. Stahl, Joel      | chemical engineer   | Youngstown, Ohio       |

ENGINEERING (continued)

|                           |                           |                                   |
|---------------------------|---------------------------|-----------------------------------|
| 7. Vinson Jr., Carl       | chemical engineer         | Mentor, Ohio                      |
| 8. Stahl, John            | chemical engineer=plast.  | Broadview Heights, Ohio           |
| 9. Lenz, Hans             | chemical engineer-resear. | Mount Vernon, Ohio                |
| 10. Born, Edward          | chemist                   | Cincinnati, Ohio                  |
| 11. Evans, Eugene         | chemist                   | Champaign, Illinois               |
| 12. Ossman, Carl          | chemist                   | Milwaukee, Wisconsin              |
| 13. Sedgley, David        | chemist                   | Kettering, Ohio                   |
| 14. Battershell, Robert   | chemist-research          | Painesville, Ohio                 |
| 15. Dewey, David          | civil engineer            | Watertown, New York               |
| 16. Sibley, Clayton       | civil engineer            | Merrimac, Massachusetts           |
| 17. Morgan, Calvin        | consultant engineer       | Houston, Texas                    |
| 18. Hanna, Thomas L.      | design engineer           | Villa Park, Illinois              |
| 19. Beard, Ernest         | electrical engineer       | Memphis, Tennessee                |
| 20. Castle, Glen          | electrical engineer       | Sacramento, California            |
| 21. Kiser, James L.       | electrical engineer       | Denver, Colorado                  |
| 22. McDonald Jr., Clesson | electrical engineer       | Fairfax, Virginia                 |
| 23. Ulangca, Abraham      | electrical engineer       | Vestal, New York                  |
| 24. Doyle, James          | electrical engineer       | Vandalia, Ohio                    |
| 25. Catlett, Dwight       | elect. engineer-retired   | Hastings, Nebraska                |
| 26. McQuarrie, Vern       | elect. engineer-utilities | Prince Albert, Saskatchewan, Can. |
| 27. Erdelac, John         | electrical engineer       | McHenry, Illinois                 |
| 28. Loughry, Don          | electrical engineer       | Los Altos, California             |
| 29. Barstow, John         | engineer                  | New Providence, New Jersey        |
| 30. Bean, Bob             | engineer                  | Duluth, Minnesota                 |
| 31. Biersch, Richard      | engineer                  | Aradadia, California              |
| 32. Brown, Darrel         | engineer                  | Oak Park, Illinois                |
| 33. Burroughs, Howard     | engineer                  | Indianapolis, Indiana             |
| 34. Fuller, John          | engineer                  | Wichita, Kansas                   |
| 35. Galbreath, Richard    | engineer                  | Wilson, Virginia                  |
| 36. Hancock, John         | engineer                  | West Lafayette, Indiana           |
| 37. Harper, Alan          | engineer                  | Oak Park, Illinois                |
| 38. Knight, Richard       | engineer                  | Thibodaux, Louisiana              |
| 39. McKinney, Robert      | engineer                  | Toronto, Ontario, Canada          |
| 40. Moore, Les            | engineer                  | Rochester, New York               |
| 41. Morgan, Ray           | engineer                  | Toledo, Ohio                      |
| 42. Schultz, Robert       | engineer                  | Chicago, Illinois                 |
| 43. Shepp, Jack           | engineer                  | Williamsville, New York           |
| 44. Shulman, Gene         | engineer                  | Chicago, Illinois                 |
| 45. Sinclair, Niel        | engineer                  | Lagrangeville, New York           |
| 46. Smyres, Richard       | engineer                  | Morris Plains, New Jersey         |
| 47. Welch, William Morr   | engineer                  | Boulder, Colorado                 |
| 48. Brandt, Dan           | engineering professor     | Onalaska, Wisconsin               |
| 49. Guissinger, Roger     | highway engineer          | Baton Rouge, Louisiana            |
| 50. Brendenstein, Robert  | industrial engineer       | Rochester, New York               |
| 51. Holder, William       | industrial engineer       | Anderson, South Carolina          |
| 52. Kelbaugh, James       | industrial engineer       | Charlotte, North Carolina         |
| 53. Whanger, Richard      | industrial engineer       | Houston, Texas                    |
| 54. Bingham, William      | mechanical engineer       | Raleigh, North Carolina           |
| 55. Hankins, Kenneth      | mechanical engineer       | Wierton, West Virginia            |

|                        |                         |                        |
|------------------------|-------------------------|------------------------|
| 56. Wilcox, John       | naval engineer          | Oxnard, California     |
| 57. Fontenot, Leon     | petroleum engineer      | Midland, Texas         |
| 58. Isherwood, Dan     | sanitation engineer     | Fairhope, Alabama      |
| 59. Gove, John         | santation engineer      | Hartford, Connecticut  |
| 60. Powell, William B. | technical engineer      | Salina, Kansas         |
| 61. Reed, Elmo         | t.v. engineer           | Green Bay, Wisconsin   |
| 62. Reed, Ted          | electronics             | Sacramento, California |
| 63. Jacoby, Henry      | energy                  | Belmont, Massachusetts |
| 64. Hunt, Richard A.   | communication engineer  | Blair, Nebraska        |
| 65. Emmert, Gilbert    | nuclear engr. professor | Madison, Wisconsin     |
| 66. Lindblad, Norman   | Metallurgical engineer  | Cincinnati, Ohio       |

# ENVIRONMENT

|                         |                           |                            |
|-------------------------|---------------------------|----------------------------|
| 1. Calhoun, David       | artist                    | Evanston, Illinois         |
| 2. Renaud, Phil         | artist-free lance         | Chicago, Illinois          |
| 3. Allen, Craig         | architect                 | San Antonio, Texas         |
| 4. Burns, W. Gaythorne  | architect                 | Winnipeg, Manitoba, Canada |
| 5. Duggan, James        | architect                 | Schenectady, New York      |
| 6. Hill, Sheldon        | architect                 | Lake Forest, Illinois      |
| 7. Lindgren, Art        | architect                 | Des Moines, Iowa           |
| 8. Murphy, Crawford     | architect                 | Shelby, N. Carolina        |
| 9. Shoup, Ron           | architect                 | Houston, Texas             |
| 10. James, Raymond      | architect-construction    | Ada, Oklahoma              |
| 11. Hard, Chris         | architect                 | Gillette, Wyoming          |
| 12. Austerman, John     | archit. draftsman         | Temecula, California       |
| 13. Olivastri, Beatrice | environmentalist          | Toronto, Ontario, Canada   |
| 14. Birky, Art          | building contractor       | Lititz, Pennsylvania       |
| 15. Enright, Jerry      | carpenter                 | Streamwood, Illinois       |
| 16. Glover, William     | carpenter                 | Chicago, Illinois          |
| 17. Johnson, Wally      | carpenter                 | Duluth, Minnesota          |
| 18. Hood, David         | carpenter-bldg. contract. | Ephrata, Pennsylvania      |
| 19. Allen, Tom          | construction              | Federal Way, Washington    |
| 20. Davis, Ken          | construction              | Toronto, Ontario, Canada   |
| 21. Moser, Ray          | construction              | Gardena, California        |
| 22. Scott, Amos         | construction              | St. Louis, Missouri        |
| 23. Simon, Blair        | construction              | Ardmore, Pennsylvania      |
| 24. Stevens, Donald E.  | construction              | Milwaukee, Wisconsin       |
| 25. Harris, James H.    | construction worker       | Gibson, North Carolina     |
| 26. Chapman, John       | plumber-pipefitter        | Bedford, Texas             |
| 27. Burrows, Andrew     | urban planner             | Wilmette, Illinois         |
| 28. Hartsfield, Robert  | urban planner             | The Woodlands, Texas       |
| 29. Martin, Dick        | urban planning-housing    | Menlo Park, California     |
| 30. Antenan, Jay        | contractor                | Hamilton, Ohio             |
| 31. Axelrod, Victor     | contractor                | Chicago, Illinois          |
| 32. Gutierrez, Rosendo  | contractor                | Phoenix, Arizona           |
| 33. Sheffield, Richard  | contractor                | Cincinnati, Ohio           |

FINANCE

|                         |             |                                |
|-------------------------|-------------|--------------------------------|
| 1. Stahr, Scott         | accounting  | Miami, Florida                 |
| 2. Britt, Ruth          | accounting  | Wauwatosa, Wisconsin           |
| 3. Evans, Phil          | banking     | Clarksburg, West Virginia      |
| 4. Balkcom, John E.     | insurance   | Evanston, Illinois             |
| 5. Bell, Lew            | accounting  | Edmonton, Alberta, Canada      |
| 6. Ayres, Joe           | accounting  | Naperville, Illinois           |
| 7. Britt, Don           | accounting  | Wauwatosa, Wisconsin           |
| 8. Brown, Ralph         | accounting  | Eau Claire, Wisconsin          |
| 9. Craft, James         | accounting  | Bay City, Texas                |
| 10. Early, John         | accounting  | Mentor, Ohio                   |
| 11. Harvey, John        | accounting  | Pittsburgh, Pennsylvania       |
| 12. Kirsch, Joseph      | accounting  | Grand Rapids, Michigan         |
| 13. Miller, Robert Jon  | accounting  | Minneapolis, Minnesota         |
| 14. Seacord, Richard E. | accounting  | Croton-on-Hudson, New York     |
| 15. Thompson, Norm      | accounting  | Waterloo, Ontario, Canada      |
| 16. Blood, Walter       | accounting  | Los Angeles, California        |
| 17. Dettman, John       | accounting  | Duluth, Minnesota              |
| 18. Hensold, Harold     | accounting  | Olympia Fields, Illinois       |
| 19. Lexow, Clausson     | accounting  | Miami, Florida                 |
| 20. Myhr, Anders        | accounting  | West Hartford, Connecticut     |
| 21. Neu, Gerald         | accounting  | Milwaukee, Wisconsin           |
| 22. Requet, Robert      | accounting  | San Antonio, Texas             |
| 23. Turner, John S.     | accounting  | Houston, Texas                 |
| 24. Rogers, John L.     | accounting  | Cleveland, Ohio                |
| 25. Williamson, James   | banking     | Cudahy, Wisconsin              |
| 26. Burke, Ron          | banking     | Winnipeg, Manitoba, Canada     |
| 27. Bennett, Gerry      | banking     | Richmond Hill, Ontario, Canada |
| 28. Berg, Carl          | banker      | Bainbridge Island, Washington  |
| 29. Devor, Phil         | banker      | Denver, Colorado               |
| 30. Henshaw, William    | banker      | Bellingham, Washington         |
| 31. Hetzel, Allen       | banker      | Jacksonville, Florida          |
| 32. Huseby, Orthos      | banker      | Seattle, Washington            |
| 33. Jinks, Joy S.       | banker      | Colquitt, Georgia              |
| 34. Norris, William     | banker      | Lincoln, Nebraska              |
| 35. Robertson, Earl     | banker      | Bellevue, Washington           |
| 36. Seales, James       | banker      | Elm Grove, Wisconsin           |
| 37. Smith, Steve        | banker      | Billings, Montana              |
| 38. Taylor, Jim         | banker      | Othello, Washington            |
| 39. Veterane, David     | banker      | Bainbridge Island, Washington  |
| 40. Wilkins, Hugh F.    | banker      | Geneva, Nebraska               |
| 41. Levin, Al           | banker      | Montreal, P.Q., Canada         |
| 42. Davis, Richard      | CPA         | New York, New York             |
| 43. Selby, H. Joe       | comptroller | Washington, D.C.               |
| 44. Beazley, W. Tyson   | insurance   | Hamilton, Ohio                 |
| 45. Berg, Edward        | insurance   | Cincinnati, Ohio               |
| 46. Burkett, Jack       | insurance   | Bartlesville, Oklahoma         |
| 47. Cantwell, Al        | insurance   | Dallas, Texas                  |

FINANCE (continued)

|                      |                         |                                  |
|----------------------|-------------------------|----------------------------------|
| 48. Fancher, Kay     | insurance               | Pampa, Texas                     |
| 49. Holman, Ron      | insurance               | Shaker Heights, Ohio             |
| 50. Kroeger, Charles | insurance               | New Berlin, New York             |
| 51. Suggs, E. Lee    | insurance               | Boulder, Colorado                |
| 52. Runnels, Robert  | insurance               | Quincy, Illinois                 |
| 53. Fox, William     | insurance               | Waterloo, Ontario, Canada        |
| 54. Rholl, Donald    | insurance               | Brookfield, Wisconsin            |
| 55. Drown, Gary K.   | insurance               | Carmel, Indiana                  |
| 56. Worden, John C.  | insurance               | Vancouver, Washington            |
| 57. Weber, Philip    | insurance               | Newark, New York                 |
| 58. Stoner, Ben      | insurance               | Cincinnati, Ohio                 |
| 59. Davis, Jenny     | CPA                     | New York, New York               |
| 60. Lefort, Art      | commercial ins. service | Riverview, New Brunswick, Canada |

FUND RAISING

|                       |                    |                      |
|-----------------------|--------------------|----------------------|
| 1. Myers, Sally       | fund raiser        | Wilmette, Illinois   |
| 2. Keller, William L. | fund raiser        | Cleveland, Ohio      |
| 3. MacGregor, Pat     | fund raiser        | Chicago, Illinois    |
| 4. Middleton, Jack    | fund raiser        | Bethany, Connecticut |
| 5. Phend, H.W.        | fund raiser        | Des Moines, Iowa     |
| 6. Smay, Thomas       | fund raiser        | Chicago, Illinois    |
| 7. Olsen, Ole         | funding-foundation | Atlanta, Georgia     |

GOVERNMENT

|                        |                         |                           |
|------------------------|-------------------------|---------------------------|
| 1. Hatcher, Larry M.   | gov't-housing           | Washington, D.C.          |
| 2. Netwall, Earl       | gov't-alderman          | Minneapolis, Minnesota    |
| 3. Block, Betty        | gov't-arba              | Carson City, Nevada       |
| 4. Nash, Vicki         | gov't-arba              | Reno, Nevada              |
| 5. Antenan, Ann        | gov't-city              | Hamilton, Ohio            |
| 6. Greeson, Gary       | gov't-city planner      | Charleston, West Virginia |
| 7. Livermore, Charles  | gov't-city planning     | Chicago, Illinois         |
| 8. Olson, Tom          | gov't-county            | Minneapolis, Minnesota    |
| 9. Patterson, James K. | gov't-insurance         | Toronto, Ontario, Canada  |
| 10. Berger, L.E.       | gov't-legislature       | West Fargo, North Dakota  |
| 11. Berglin, Linda     | gov't-legislature       | Minneapolis, Minnesota    |
| 12. Philbrook, Bud     | gov't-legislature,      | Roseville, Minnesota      |
| 13. Smith, Robert J.   | gov't-lobbyist          | Sacramento, California    |
| 14. Schick, Wayne      | gov't-park planning     | Brandon, Manitoba, Canada |
| 15. Moore, Marshall W. | gov't-social services   | Washington, D.C.          |
| 16. Bryant, John       | gov't-state legislature | Dallas, Texas             |
| 17. Adams, Mathie      | Mayor's office          | Roxbury, Massachusetts    |

HEALTH

|                          |                         |                             |
|--------------------------|-------------------------|-----------------------------|
| 1. Shumway, Clare        | doctor                  | Dillsburg, Pennsylvania     |
| 2. Cole, Kitty           | nurse                   | Lake Forest, Illinois       |
| 3. Eversole, Maria       | nurse                   | Columbus, Ohio              |
| 4. Overall, Jr. James    | nurse                   | Salt Lake City, Utah        |
| 5. Thorson, John         | eye specialist          | Laguna Beach, California    |
| 6. Ward, Albion          | nurse                   | Robbins, Illinois           |
| 7. Chapman, John         | nurse                   | Bedford, Texas              |
| 8. Britt, Don            | nurse                   | Milwaukee, Wisconsin        |
| 9. Schultz, Robert       | nutritionist            | Chicago, Illinois           |
| 10. Messersmith, Cecelia | public health nurse     | Middlethian, Virginia       |
| 11. Shugarman, Larry     | dental technician       | Baltimore, Maryland         |
| 12. Dunn, Zalmen         | dentist                 | Seaford, New York           |
| 13. Glattly, Dean        | dentist                 | Minneapolis, Minnesota      |
| 14. Hyland, Paul         | dentist                 | Boulder, Colorado           |
| 15. Kral, Dennis         | dentist                 | Cedar Rapids, Iowa          |
| 16. Morris, Franklin     | dentist                 | Perryton, Texas             |
| 17. Nielsen, Ford        | dentist                 | San Antonio, Texas          |
| 18. Workman, Norm D.     | dentist                 | Cedar Rapids, Iowa          |
| 19. Foster, Robert       | dentist                 | Bellingham, Washington      |
| 20. Perry, Richard       | dentist                 | Greenfield, Massachusetts   |
| 21. Pesek, Martin        | dentist                 | Lake Forest, Illinois       |
| 22. Benedict, Dan        | doctor                  | Denver, Colorado            |
| 23. Updegraf, Richard    | doctor                  | Moorefield, West Virginia   |
| 24. Conner, George       | doctor                  | Lebanon, Pennsylvania       |
| 25. Wells, John          | health care director    | Glen Ellyn, Illinois        |
| 26. Des Roches, Brian    | hospital administration | Billings, Montana           |
| 27. Dyson, Betty         | administration          | Springfield, Illinois       |
| 28. Nelson, Neil         | administration          | Takoma Park, Maryland       |
| 29. Britt, Ruth          | nurse                   | Wauwatosa, Wisconsin        |
| 30. Wengert, Paul Jr.    | doctor                  | N. Cumberland, Pennsylvania |
| 31. Birdwell, Brian      | research                | Oklahoma City, Oklahoma     |
| 32. Buchiane, Lois       | lab technician          | Greenfield, Massachusetts   |
| 33. McKnight, Joyce      | mental health           | Corry, Pennsylvania         |
| 34. Montanari, Marcie    | mental health           | Sacramento, California      |
| 35. Felkner, Bill        | nurse                   | Salt Lake City, Utah        |
| 36. Thorson, Sherry      | nurse                   | Laguna Beach, California    |
| 37. Kudick, Janet        | nurse                   | Oshkosh, Wisconsin          |
| 38. Gruner, Nancy        | nurse                   | Mequon, Wisconsin           |
| 39. Sturge, Edna         | nurse                   | St. James, New York         |
| 40. Ten Cate, Adrian     | ophthalmologist         | Brockville, Ontario, Canada |
| 41. Reed, Carla          | physical therapist      | Phoenix, Arizona            |
| 42. Alford, Richard      | doctor                  | Lewiston, Idaho             |
| 43. Bennett, Frank       | doctor                  | Oregon City, Oregon         |
| 44. Brenneman, George    | doctor                  | Nome, Alaska                |
| 45. Bright, Robert       | doctor                  | Gainesville, Florida        |
| 46. Crane, Robert        | doctor                  | Porterville, California     |
| 47. Earnshaw, David      | doctor                  | Laramie, Wyoming            |
| 48. Freeman, Jerre       | doctor                  | Memphis, Tennessee          |

HEALTH (Continued)

|                            |                     |                            |
|----------------------------|---------------------|----------------------------|
| 49. Gilbert, Charles       | doctor              | Decatur, Georgia           |
| 50. Greene, R.L.           | doctor              | Gainesville, Florida       |
| 51. Grimm, C.E.            | doctor              | Indianapolis, Indiana      |
| 52. Hamilton, Paul         | doctor              | Denver, Colorado           |
| 53. Holsinger, James       | doctor              | Newington, Connecticut     |
| 54. Little, Robert         | doctor              | Harrisburg, Pennsylvania   |
| 55. Marshall, John         | doctor              | Shaker Heights, Ohio       |
| 56. McQuigg, Ronald        | doctor              | Shaker Heights, Ohio       |
| 57. Mitchell, Lyle         | doctor              | Columbia, South Carolina   |
| 58. Morris, Pat            | doctor              | Corpus Christi, Texas      |
| 59. Reed, John             | doctor              | Phoenix, Arizona           |
| 60. Rudin, Edward          | doctor              | Sacramento, California     |
| 61. Springs, Robert C.     | doctor              | Denver, Colorado           |
| 62. Wingert, Willis        | doctor              | Claremont, California      |
| 63. Stanley, Veyden        | doctor              | San Angelo, Texas          |
| 64. Bliss, Harry A.        | doctor              | Portland, Maine            |
| 65. Catlett, Fred          | doctor              | Hastings, Nebraska         |
| 66. Wason, Irwin           | doctor              | Cleveland, Ohio            |
| 67. Elliott, Donald        | doctor              | Denver, Colorado           |
| 68. Wampler, Richard       | doctor              | Pendleton, Oregon          |
| 69. Wilson, John N.        | doctor              | Albuquerque, New Mexico    |
| 70. McDonald, Mendon       | doctor              | Laconia, New Hampshire     |
| 71. Galusha, Harvey        | doctor              | Tulsa, Oklahoma            |
| 72. Moore, Duane           | doctor              | Ada, Oklahoma              |
| 73. Dyson, Burt            | doctor              | Spring field, Illinois     |
| 74. Hess, Karl             | doctor              | Shaker Heights, Ohio       |
| 75. Overall Jr., James C.  | doctor              | Salt Lake City, Utah       |
| 76. Singleton, John        | doctor              | Denver, Colorado           |
| 77. Whitsett, Thomas L.    | doctor              | Oklahoma City, Oklahoma    |
| 78. Nichols, Richard       | doctor              | Ann Arbor, Michigan        |
| 79. Ritchlin, Howard       | podiatrist          | Fairport, New York         |
| 80. Carleton, John         | psychiatrist        | Montecito, California      |
| 81. Heacock, Allen         | psychiatrist        | Amarillo, Texas            |
| 82. Johnston, Randolph     | psychiatrist        | Houston, Texas             |
| 83. Margolis, Philip       | psychiatrist        | Ann Arbor, Michigan        |
| 84. Tonsoni, Charlene      | nurse               | Chicago, Illinois          |
| 85. Reed, John             | physical therapist  | Phoenix, Arizona           |
| 86. Liggett Jr., Walter S. | physical therapist  | Signal Mountain, Tennessee |
| 87. Mathis, Don E.         | physical therapist  | St. Louis, Missouri        |
| 88. Hill, Oscar            | lab technician      | Indianapolis, Indiana      |
| 89. Nixon, Ronald G.       | hosp. support serv. | W. Palm Beach, Florida     |
| 90. Campbell, Anneke       | midwife             | Bloomington, Indiana       |
| 91. Coggeshall, Bayard     | doctor              | Brookside, New Jersey      |

HOMEMAKER

|                          |           |                            |
|--------------------------|-----------|----------------------------|
| 1. Bain, Priscilla       | homemaker | West Lafayette, Indiana    |
| 2. Day, Janice           | homemaker | Sudbury, Massachusetts     |
| 3. Greeson, Nancy Ellen  | homemaker | Charleston, West Virginia  |
| 4. Howard, Carla         | homemaker | Hoffman Estates, Illinois  |
| 5. Huot, Irene           | homemaker | St. Paul, Minnesota        |
| 6. Ingram, Sharon        | homemaker | Wyoming, Wisconsin         |
| 7. Morris, Shiela        | homemaker | Florence, Alabama          |
| 8. Pittner, Susan        | homemaker | Columbus, Ohio             |
| 9. Robinson, Lucia Beth  | homemaker | Prospect Heights, Illinois |
| 10. Sebring, Roberta     | homemaker | Painesville, Ohio          |
| 11. Smith, Jackie        | homemaker | Billings, Montana          |
| 12. Sugg, Martha Lee     | homemaker | Boulder, Colorado          |
| 13. Whanger, Ann         | homemaker | Houston, Texas             |
| 14. Petrick, Jean        | homemaker | Park Ridge, Illinois       |
| 15. Butler, Eleanor      | homemaker | White Bear Lake, Minnesota |
| 16. Erley, Phyllis       | homemaker | Cincinnati, Ohio           |
| 17. Slater, Doris        | homemaker | Evergreen, Colorado        |
| 18. Beauchaine, Kathleen | homemaker | Madison, Wisconsin         |
| 19. Bliss, Ellis         | homemaker | South Portland, Maine      |
| 20. Dettman, Luella      | homemaker | Duluth, Minnesota          |
| 21. Emerson, Marion      | homemaker | Phoenix, Arizona           |
| 22. Foust, Joyce         | homemaker | Fairfax, Virginia          |
| 23. Gilmour, Barbara     | homemaker | Toronto, Ontario, Canada   |
| 24. Hahn, Mary           | homemaker | Independence, Missouri     |
| 25. Henshaw, Carol       | homemaker | Bellingham, Washington     |
| 26. Johnston, Betty      | homemaker | Houston, Texas             |
| 27. Jonathan, Nancy      | homemaker | Chappaqua, New York        |
| 28. Lapp, Roberta        | homemaker | Hillsdale, Michigan        |
| 29. Lindblad, Judy       | homemaker | Schenectady, New York      |
| 30. Lippard, Blanch      | homemaker | Cleveland, Tennessee       |
| 31. McPherson, Joan      | homemaker | Minneapolis, Minnesota     |
| 32. Patterson, Lorraine  | homemaker | Toronto, Ontario, Canada   |
| 33. Romer, Bea           | homemaker | Denver, Colorado           |
| 34. Smith, Jacqueline    | homemaker | Green Bay, Wisconsin       |
| 35. Smyres, Ethel        | homemaker | Morris Plains, New Jersey  |
| 36. Kradlak, Jean        | homemaker | Berea, Ohio                |
| 37. Maple, Bonnie        | homemaker | Cedar Rapids, Iowa         |
| 38. Motlow, Lyn          | homemaker | Mundelein, Illinois        |

LEGAL

|                        |          |                         |
|------------------------|----------|-------------------------|
| 1. Baisden, Tyson      | attorney | College Park, Georgia   |
| 2. Benson, Dan         | attorney | Lubbock, Texas          |
| 3. Brown, Roland       | attorney | Jacksonville, Texas     |
| 4. Butler, David J.    | attorney | Minneapolis, Minnesota  |
| 5. Clifton, John       | attorney | Shawnee, Oklahoma       |
| 6. Cobb, Roy           | attorney | Cleveland, Ohio         |
| 7. Evans, Charles      | attorney | Atlantic Beach, Florida |
| 8. Ewell, Robert       | attorney | Washington, D.C.        |
| 9. Gauthreaux, Everett | attorney | New Orleans, Louisiana  |

LEGAL (continued)

|                         |                      |                            |
|-------------------------|----------------------|----------------------------|
| 10. Grant, William      | attorney             | Columbus, Nebraska         |
| 11. Green, Robin        | attorney             | Amarillo, Texas            |
| 12. Gregg, Ronald       | attorney             | Ann Arbor, Michigan        |
| 13. Hardy, James        | attorney             | Chicago, Illinois          |
| 14. Hayes, Wm. Griffin  | attorney             | Santa Barbara, California  |
| 15. Heard, Charles      | attorney             | Ada, Oklahoma              |
| 16. Houseman, Ralph     | attorney             | Theinsville, Wisconsin     |
| 17. Howe, Jay E.        | attorney             | Greenfield, Iowa           |
| 18. Johnston, Thomas    | attorney             | Richmond, Virginia         |
| 19. Jorgensen, Tom      | attorney             | Shaker Heights, Ohio       |
| 20. Magness, Percy      | attorney             | Memphis, Tennessee         |
| 21. McKenzie, Shelby    | attorney             | Baton Rouge, Louisiana     |
| 22. McKnight, Hugh      | attorney             | Corry, Pennsylvania        |
| 23. Musselwhite, Benton | attorney             | Houston, Texas             |
| 24. Nelson, John        | attorney             | New Orleans, Louisiana     |
| 25. Nelson, Steve       | attorney             | Cedar Rapids, Iowa         |
| 26. Reid, Robert        | attorney             | Flint, Michigan            |
| 27. Renner, Frank       | attorney             | Baton Rouge, Louisiana     |
| 28. Rinn, Peter E.      | attorney             | Topeka, Kansas             |
| 29. Robinson, Clark C.  | attorney             | Prospect Heights, Illinois |
| 30. Romer, Roy          | attorney             | Denver, Colorado           |
| 31. Royal, Lewis        | attorney             | Des Moines, Iowa           |
| 32. Sanders, Frank      | attorney             | Columbia, South Carolina   |
| 33. Sherman, Max        | attorney             | Amarillo, Texas            |
| 34. Sherwood, Robert    | attorney             | Miami, Florida             |
| 35. Sisco, James        | attorney             | St. Augustine, Florida     |
| 36. Smith, Thomas       | attorney             | Houston, Texas             |
| 37. Smith, Jr. Roy H.   | attorney             | Houston, Texas             |
| 38. Stagner, Delmer     | attorney             | Oklahoma City, Oklahoma    |
| 39. Tompkins, Ray       | attorney             | Oklahoma City, Oklahoma    |
| 40. Tubb, Jerry         | attorney             | Midwest City, Oklahoma     |
| 41. Weltner, Charles L. | attorney             | Atlanta, Georgia           |
| 42. Womack, Jack W.     | attorney             | New Albany, Indiana        |
| 43. Emerson, Frederick  | attorney-corporation | Phoenix, Arizona           |
| 44. Wood, David P.      | attorney-estate      | Coral Gables, Florida      |
| 45. Chafin, Jim         | attorney             | Tulsa, Oklahoma            |
| 46. Harper, James       | attorney             | Oshkosh, Wisconsin         |
| 47. Martin, Al          | lawyer               | Richmond, Virginia         |
| 48. Carpeuter, Claire   | lawyer               | New Bedford, Massachusetts |
| 49. Davies, Scott       | lawyer               | New Brighton, Minnesota    |
| 50. Kent, James         | lawyer               | Guilderland, New York      |
| 51. McBurney George W.  | lawyer               | Wilmette, Illinois         |
| 52. Repp, Richard       | lawyer               | Richmond, Virginia         |
| 53. Tirumons, Tim       | lawyer               | Dallas, Texas              |

MANAGEMENT

|                         |                         |                             |
|-------------------------|-------------------------|-----------------------------|
| 1. Dekle, Susan         | Administ. asst.         | Orlando, Florida            |
| 2. Wilder, Claudine     | business consultant     | Belmont, Massachusetts      |
| 3. Terry, Barbara       | director                | Fredericksburg, Virginia    |
| 4. Womack, Marvin       | director                | New Albany, Indiana         |
| 5. Barrow, Francis      | executive director      | Springfield, Illinois       |
| 6. Brenneman, George    | manager                 | Nome, Alaska                |
| 7. Tillitson, Loyal     | manager-store           | Painesville, Ohio           |
| 8. Galbreath, Richard   | personnel               | Wilson, Virginia            |
| 9. Davis, Richard       | personnel administrator | New York, New York          |
| 10. Curry, Melissa      | store owner             | Lost Creek, West Virginia   |
| 11. Gilmour, Doug       | asst. general mgr.      | Toronto, Ontario, Canada    |
| 12. Saunders, Phil      | businessman             | Ossian Center, New York     |
| 13. Stauffer, Doug      | businessman             | Camphill, Pennsylvania      |
| 14. Faust, Ron          | management analyst      | Fairfax, Virginia           |
| 15. Ball, Ben C.        | management              | Bethel Park, Pennsylvania   |
| 16. Batchelor, Andy     | management              | Lancaster, Ohio             |
| 17. Bedell, Berkeley    | management              | Spirit Lake, Iowa           |
| 18. Beech, Tom          | management              | Minneapolis, Minnesota      |
| 19. Borgen, Arden       | management              | Webster City, Iowa          |
| 20. Bringelson, Richard | management              | Lincoln, Nebraska           |
| 21. Brooks, D.W.        | management              | Atlanta, Georgia            |
| 22. Brown, Richard C.   | management              | Minneapolis, Minnesota      |
| 23. Brown, Whitney      | management              | Memphis, Tennessee          |
| 24. Calhoun, David      | management              | Evanston, Illinois          |
| 25. Calloway, Charles   | management              | Louisville, Kentucky        |
| 26. Chamberlain, John   | management              | Ixonia, Wisconsin           |
| 27. Cundith, Tom        | management              | Oakland, California         |
| 28. Ferrie, Robert      | management              | Bellingham, Washington      |
| 29. Gittler, Harvey     | management              | Oberlin, Ohio               |
| 30. Greenburg, Frank    | management              | Denver, Colorado            |
| 31. Hamman, Kenneth     | management              | St. Albert, Alberta, Canada |
| 32. Hendrickson, Philip | management              | Green Bay, Wisconsin        |
| 33. Holder, Robert      | management              | Congerville, Illinois       |
| 34. Jenkins, George     | management              | St. Louis, Missouri         |
| 35. Jenkins, Robert     | management              | Bettendorf, Iowa            |
| 36. Kuehn, Harold L.    | management              | Madison, Wisconsin          |
| 37. Larkey, Richard     | management              | Sacramento, California      |
| 38. Lee, W. Bruce II    | management              | Sacramento, California      |
| 39. Lippard, Joe G.     | management              | Cleveland, Tennessee        |
| 40. Palmer, David       | management              | Wayland, Massachusetts      |
| 41. Phipps, A.J.        | management              | Houston, Texas              |
| 42. Roesch, Edgar B.    | management              | Philadelphia, Pennsylvania  |
| 43. Savage, Ted         | management              | Ada, Oklahoma               |
| 44. Schrempf, D.W.      | management              | Mountain View, California   |
| 45. Skelton, Alfred H.  | management              | Yardley, Pennsylvania       |
| 46. Smith, Stan         | management              | Palo Alto, California       |
| 47. Taylor, Bob         | management              | Milwaukee, Wisconsin        |
| 48. Thornsjo, Douglas   | management              | Portland, Maine             |

MANAGEMENT (continued)

|                         |                         |                            |
|-------------------------|-------------------------|----------------------------|
| 49. Wheeler, George     | management              | Morris Plains, New Jersey  |
| 50. Wherry, Robert      | management              | Denver, Colorado           |
| 51. Wiley, Thomas E.    | management              | Pittsburgh, Pennsylvania   |
| 52. Wolf, Robert        | management              | Rocky River, Ohio          |
| 53. Jacobs, Henry       | management professor    | Nashville, Tennessee       |
| 54. Boehm, Les          | management admin.       | Toledo, Ohio               |
| 55. Lamson, Robert      | management-employment   | Wilmette, Illinois         |
| 56. Fooks, John         | mgmnt-internat'l plann. | Pittsburgh, Pennsylvania   |
| 57. Sebring, John R.    | management-purchasing   | Painesville, Ohio          |
| 58. Coolidge, T.J. Jr.  | management-textile      | Boston, Massachusetts      |
| 59. Bledsoe, Earl       | manager                 | Amarillo, Texas            |
| 60. Boyden, Mahnita     | manager                 | San Marcos, California     |
| 61. Burge, James        | manager                 | San Antonio, Texas         |
| 62. Calantino, Ted      | manager                 | Pueblo, Colorado           |
| 63. Chamblin, Ed        | manager                 | Amarillo, Texas            |
| 64. Chapman, Lewis      | manager                 | Miami, Florida             |
| 65. Cowsert, Robert P.  | manager                 | Glen Ellyn, Illinois       |
| 66. Day, Duane          | manager                 | Sudbury, Massachusetts     |
| 67. Giese, Robert       | manager                 | Brookfield, Wisconsin      |
| 68. Giltinan, Alex      | manager                 | Charleston, West Virginia  |
| 69. Hinde, Helen        | manager                 | Detroit, Michigan          |
| 70. Ingram, David       | manager                 | Wyoming, Michigan          |
| 71. Johnson, Jerry      | manager                 | Brillion, Wisconsin        |
| 72. Kaja, James         | manager                 | Milwaukee, Wisconsin       |
| 73. Kerber, Phil        | manager                 | Emmetsburg, Iowa           |
| 74. Love, Janet         | manager                 | Houston, Texas             |
| 75. Lowe Sr., Jack      | manager                 | Dallas, Texas              |
| 76. Mellon, Michael     | manager                 | Palo Alto, California      |
| 77. Norris, Edward      | manager                 | Merrill, Wisconsin         |
| 78. Taliaferro, Nan     | manager                 | Park Cities, Texas         |
| 79. Shank, Steve        | manager-distribution    | Indianapolis, Indiana      |
| 80. Shepherd, Bill      | manager-fire equipment  | Saginaw, Michigan          |
| 81. Richards, Nathan B. | manager-planning        | Wichita, Kansas            |
| 82. Coover, Gilbert     | manager-production      | Hollywood, Florida         |
| 83. Byerly, Harold      | manager-supervisor      | Doraville, Georgia         |
| 84. Butler, William     | owner/manager           | White Bear Lake, Minnesota |
| 85. Allen, Edson        | personnel               | Wauwatosa, Wisconsin       |
| 86. Davis, Jenny        | personnel               | New York, New York         |
| 87. Derrough, Nick      | personnel               | Elmhurst, Illinois         |
| 88. Lapp, Shirley       | personnel               | Waukesha, Wisconsin        |
| 89. Loewenthal, Messa   | personnel               | Lafayette, California      |
| 90. Olsen, Alan         | personnel               | San Antonio, Texas         |
| 91. Pogue, David W.     | personnel               | Edmonton, Alberta, Canada  |
| 92. Sackman, Gary       | personnel               | Amarillo, Texas            |
| 93. Monroe, Donna       | personnel-internat'l    | San Francisco, California  |
| 94. Hickerson, William  | personnel               | Sacramento, California     |
| 95. Brooks, James R.    | store owner             | Scottsdale, Arizona        |
| 96. Gjenre, Ken         | store owner             | Dallas, Texas              |
| 97. Humphries, Harry    | store owner             | Brookfield, Wisconsin      |
| 98. Johnston, Lennie P. | store owner             | Columbia, Missouri         |

MANAGEMENT (continued)

|                        |                     |                           |
|------------------------|---------------------|---------------------------|
| 99. Rothchild, Donald  | store owner         | Sacramento, California    |
| 100. Stanley, Floyd    | store owner         | Chicago, Illinois         |
| 101. McBurney, James   | textiles-management | Hemmingford, P.Q., Canada |
| 102. Belin, O.J.       | restauranteer       | Texas                     |
| 103. Stults, Richard   | restauranteer       | Green Bay, Wisconsin      |
| 104. Foor, Joe Paul    | executive           | Norman, Oklahoma          |
| 105. Huot, Henry       | executive           | St. Paul, Minnesota       |
| 106. Donnelly, Bernard | industrialist       | Holland, Michigan         |
| 107. Petrick, Jean     | manufacturer        | Park Ridge, Illinois      |

MEDIA

|                        |                         |                            |
|------------------------|-------------------------|----------------------------|
| 1. Foust, Ron          | audio-visuals           | Fairfax, Virginia          |
| 2. Hunt, Richard A.    | communications engineer | Blair, Nebraska            |
| 3. Jabusch, David      | communication professor | Salt Lake City, Utah       |
| 4. Webster, John B.    | journalism professor    | West Lafayette, Indiana    |
| 5. Blackledge, Keith   | journalism-editor       | North Platte, Nebraska     |
| 6. Blair, Annie        | journalism-editor       | Chicago, Illinois          |
| 7. Bonafield, Michael  | journalism-editor       | New York, New York         |
| 8. Peterson, Harold    | journalism-editor       | New Haven, Connecticut     |
| 9. Stockwell, Foster   | journalism-editor       | Evanston, Illinois         |
| 10. Mohn, Jim          | journalism-publisher    | Pittsburgh, Pennsylvania   |
| 11. Whitney, Catherine | media                   | Philadelphia, Pennsylvania |
| 12. Ward, Albion       | photographer            | Robbins, Illinois          |
| 13. Baudo, Ben         | printing                | Downey, California         |
| 14. Jonathan, W.R.     | printing                | Chappaqua, New York        |
| 15. Doxey, Robert      | printing-management     | Chagrin Falls, Ohio        |
| 16. Bibb, Steve        | radio-t.v. personality  | Quincy, Illinois           |
| 17. Jackson, David     | theatrical agent        | Overland Park, Kansas      |
| 18. Carnine, Dennis    | theatrical lighting     | Hamden, Connecticut        |
| 19. Jerkins, Joe       | t.v. program director   | Oklahoma City, Oklahoma    |
| 20. Johnston, Bob      | t.v.-radio              | Boston, Massachusetts      |
| 21. Coffman, Martha    | disc jockey             | Tulsa, Oklahoma            |

PROMOTION AND SALES

|                        |                         |                                  |
|------------------------|-------------------------|----------------------------------|
| 1. Baringer, Jean      | advertising             | New Orleans, Louisiana           |
| 2. Lefort, Art         | dept. store advertising | Riverview, New Brunswick, Canada |
| 3. Lear, Richard       | advertising manager     | Chicago, Illinois                |
| 4. Mayes, Tom          | market research         | Minneapolis, Minnesota           |
| 5. Barschdorf, Art     | public relations        | Duluth, Minnesota                |
| 6. Battershell, Thelma | public relations        | Painesville, Ohio                |
| 7. Jose, Don           | public relations        | Guilph, Ontario, Canada          |
| 8. McPherson, Jim      | public relations        | Minneapolis, Minnesota           |
| 9. Wolfe, Biba         | public relations        | Houston, Texas                   |
| 10. Burns, Paul        | real estate             | Fernandina Beach, Florida        |
| 11. Elliott, Frank     | real estate             | Doylestown, Pennsylvania         |

PROMOTION AND SALES (continued)

|                          |                       |                              |
|--------------------------|-----------------------|------------------------------|
| 12. Heaslip, Vernon      | real estate           | Toronto, Ontario, Canada     |
| 13. Heath, Joe           | real estate           | Sacramento, California       |
| 14. Marlowe, Robert H.   | real estate           | Houston, Texas               |
| 15. Swales, George       | real estate           | Calgary, Alberta, Canada     |
| 16. Stracener, Nancy     | real estate           | Mobile, Alabama              |
| 17. Smith, Victor        | real estate appraiser | Salt Lake City, Utah         |
| 18. Reed, James C.       | real estate appraiser | Upland, California           |
| 19. Swain, Theodore      | real estate assessor  | Chicago, Illinois            |
| 20. Flynn, Russell       | real estate broker    | San Francisco, California    |
| 21. Bush Jr., Charles    | real estate-insurance | Athens, Texas                |
| 22. Thomas, David        | real estate           | Atlanta, Georgia             |
| 23. Johnson, Arthur      | realtor               | Delavan, Wisconsin           |
| 24. Evans, Phil          | sales                 | Clarksburg, West Virginia    |
| 25. Jensen, Harlin       | sales                 | Seattle, Washington          |
| 26. Willers, Jacqueline  | sales clerk           | Milwaukee, Wisconsin         |
| 27. Gruner, Fred         | sales engineer        | Mequon, Wisconsin            |
| 28. Schneider, Kenneth   | sales executive       | Omaha, Nebraska              |
| 29. Berens, Robert       | sales manager         | Oshkosh, Wisconsin           |
| 30. Patterson, David     | sales representative  | Mississauga, Ontario, Canada |
| 31. Wiberg, Carl         | sales representative  | Cincinnati, Ohio             |
| 32. Heitzman, Milton     | sales-advertising     | Wantagh, New York            |
| 33. Stracener, Wayne     | sales-management      | Mobile, Alabama              |
| 34. Griffith, Len        | sales-manager         | Corpus Christi, Texas        |
| 35. Sandberg, Gordon     | sales-manager         | Cincinnati, Ohio             |
| 36. Wiley Jr., Robert P. | sales-manager         | Wilmette, Illinois           |
| 37. Burnett, Robert W.   | sales-marketing       | Mount Prospect, Illinois     |
| 38. Johnson, Jim         | salesmarketing        | Denver, Colorado             |
| 39. Littiken, Barbara    | sales-marketing       | Chicago, Illinois            |
| 40. Myers, Kermit        | sales-marketing       | Wilmette, Illinois           |
| 41. Newcomer, Richard    | sales-marketing       | Altadena, California         |
| 42. Smeltzer, Thomas L.  | sales-marketing       | Germantown, Wisconsin        |
| 43. Mercer, Gary         | sales-retailing       | Oklahoma City, Oklahoma      |
| 44. Brooks, Bob          | salesman              | Downey, California           |
| 45. Burt, Dennis         | salesman              | Anderson, South Carolina     |
| 46. Dimick, Dexter       | salesman              | Lake Oswego, Oregon          |
| 47. Klug, Robert         | salesman              | Cedarburg, Wisconsin         |
| 48. Piepkorn, H. Don     | salesman              | Fargo, North Dakota          |
| 49. Shumway, Phil        | salesman              | San Antonio, Texas           |
| 50. Matsuoka, Atsumu     | importer-wholesaler   | Garden City, Michigan        |
| 51. Matsuoka, May        | importer-wholesaler   | Garden City, Michigan        |
| 52. LeBlanc, Richard     | domestic engr.-sales  | Waukesha, Wisconsin          |
| 53. Mathis, Don E.       | tire sales/promotion  | St. Louis, Missouri          |

SECRETARIAL

|                   |                       |                        |
|-------------------|-----------------------|------------------------|
| 1. Stahr, Janice  | secretary, bookkeeper | Miami, Florida         |
| 2. Hahn, Mary     | secretary             | Independence, Missouri |
| 3. Jackson, Hilda | executive secretary   | Indianapolis, Indiana  |

SECRETARIAL (continued)

|                       |                      |                           |
|-----------------------|----------------------|---------------------------|
| 4. Bowman, Patricia   | secretary            | Miami, Florida            |
| 5. Catlett, Penny     | secretary            | Hastings, Nebraska        |
| 6. Easterday, Marsha  | secretary            | Los Angeles, California   |
| 7. Gilles, Janet      | secretary            | Shaker Heights, Ohio      |
| 8. Hebert, Stanley P. | secretary            | San Francisco, California |
| 9. Kiser, Lynette     | secretary            | Denver, Colorado          |
| 10. Knowlton, Nancy   | secretary            | Oak Park, Illinois        |
| 11. Pesek, Betty      | secretary            | Lake Forest, Illinois     |
| 12. Stahr, Scott      | secretary            | Miami, Florida            |
| 13. Wagner, Darlene   | secretary            | Milwaukee, Wisconsin      |
| 14. Stahr, Janice     | secretary-bookkeeper | Miami, Florida            |
| 15. Johnson, Elaine   | secretary-church     | Denver, Colorado          |
| 16. Smeltzer, Barbara | secretary-church     | Germantown, Wisconsin     |
| 17. Ayers, Audrey     | secretary-ICA        | Naperville, Illinois      |

SOCIAL SERVICES

|                         |                       |                           |
|-------------------------|-----------------------|---------------------------|
| 1. Harbough, Bruce      | camp director         | Jackson, Michigan         |
| 2. Morton, Mabel        | child care            | Chicago, Illinois         |
| 3. Willis, William      | elder services        | N. Miami Beach, Florida   |
| 4. Jameson, Gilka       | family services       | Watsonville, California   |
| 5. Tippet, Michael      | housing coordinator   | Shaker Heights, Ohio      |
| 6. Gregg, Martha        | librarian             | Ann Arbor, Michigan       |
| 7. Schilling, Barbara   | librarian             | Kewaunee, Wisconsin       |
| 8. Meadow, Mary Jo      | psychologist          | Mankato, Minnesota        |
| 9. Krebs, Nina          | psychology            | Sacramento, California    |
| 10. Battershell, Thelma | public relations      | Painesville, Ohio         |
| 11. Jinks, Joy S.       | social worker         | Colquitt, Georgia         |
| 12. Kirsch, Sue         | social worker         | Grand Rapids, Michigan    |
| 13. Longstreth, Mary Z. | social worker         | St. Joseph, Missouri      |
| 14. Sizer, Esther       | social worker         | Morgantown, West Virginia |
| 15. Tracy, Robert       | social worker         | Lubbock, Texas            |
| 16. Peairs, B.F.        | anthropologist        | Sacramento, California    |
| 17. Graham, Charlotte   | anthropology student  | Dallas, Texas             |
| 18. Lutz, Paul A.       | community development | Columbia, Missouri        |
| 19. Foy, Florizell      | community organizer   | Chicago, Illinois         |
| 20. Hawley, John        | community organizer   | Duluth, Minnesota         |
| 21. Moseley, Lela       | community organizer   | Chicago, Illinois         |
| 22. Lenz, Don           | community planner     | Cincinnati, Ohio          |
| 23. Beadie, Greg        | community relations   | Reno, Nevada              |
| 24. Sherman, Nate       | community relations   | Hamilton, Ohio            |
| 25. Ballinger, Donald   | community services    | Whitefish Bay, Wisconsin  |
| 26. Birulkin, Marcella  | community services    | Minneapolis, Minnesota    |
| 27. Jefferson, Kim      | community services    | Montclair, New Jersey     |
| 28. Wilson, Ruth        | community services    | Mississippi               |

SOCIAL SERVICES (continued)

|                       |                         |                              |
|-----------------------|-------------------------|------------------------------|
| 29. Womack, Marvyn    | community services      | New Albany, Indiana          |
| 30. Roy, Myrtle       | counselor-guidance      | Philadelphia, Pennsylvania   |
| 31. Baskin, Sid       | counselor-school        | Salt Lake City, Utah         |
| 32. Willers, Vernon   | counselor-voc. rehab.   | Milwaukee, Wisconsin         |
| 33. Brown, Richard    | counselor-vocational    | Minneapolis, Minnesota       |
| 34. Votaw, Gregory B. | director,               | Bethesda, Maryland           |
| 35. Hupperton, P.G.   | district Geserner Lions | Anchorage, Alaska            |
| 36. Baker, Janet      | elder services          | E. Opance, New Jersey        |
| 37. Lindquist, Jim    | elder services          | Duluth, Minnesota            |
| 38. Wilder, Gregg     | elder services          | Kansas City, Missouri        |
| 39. Willis, William   | elder services          | N. Miami Beach, Florida      |
| 40. Arp, Polly        | head, Ch. Psych. dept.  | Iowa City, Iowa              |
| 41. Andrew, Ann       | librarian               | Ann Arbor, Michigan          |
| 42. Elliott, Freda    | librarian               | Denver, Colorado             |
| 43. Lesnak, Steve     | librarian               | Rochester, New York          |
| 44. Sadler, Cynthia   | librarian-professor     | Amarillo, Texas              |
| 45. Lentz, Robert     | librarian-retired       | Wenonah, New Jersey          |
| 46. Bolton, Steve     | manager-YMCA            | Miami, Florida               |
| 47. Calbreath, Diane  | org. youth services     | Wilson, Virginia             |
| 48. Lott, Ronald      | psychology-educational  | Washington Court House, Ohio |
| 49. Slater, Ronald M. | public services         | Evergreen, Colorado          |
| 50. Baker, Avery      | social service director | Holland, Michigan            |
| 51. Curry, Melissa    | social work-church      | Lost Creek, West Virginia    |
| 52. Beadles, Michael  | social worker           | Sandston, Virginia           |
| 53. Mitchum, Bonnie   | social worker-psych.    | Denver, Colorado             |
| 54. Boaz, Gladden     | union organizer         | San Diego, California        |
| 55. Milton, Odis      | urban league            | Wichita, Kansas              |

# NORTH AMERICAN HUMAN DEVELOPMENT PROJECT

## SKILLS NEEDS

### PROJECT

### NEEDS

#### Area San Fransico

Inyan Wakagapi, North Dakota

Trash Barro Marketing  
Recreation Field Creation  
Residential Lawn Landscaping  
Building Rennovation  
Financial Development  
Food Service Management  
Marketing  
Desert Agronomist  
Small Business Management  
Nurseyman  
Farmer/Rancher  
Veterinarian

Cusick, Washington

Richgrove, California

Pisinemo, Arizona

#### Area Chicago

Fifth City, Illinois

Funding Proposals  
Management Training Curriculum  
Park Creation  
Machine Shop Management  
Pre-School Curriculum  
Authorization Calls in Springfield  
Tree Transplanter  
Business Proformas  
Electrical Engineer  
Marketing Research  
Textile Expertise  
Grant Writing

Mill Shoals, Illinois

Lorimor, Iowa

Kinney, Minnesota

#### Area Houston

Delta Pace, Mississippi

Town Meeting Circuiters  
Publications Development  
Funds Development  
Architect  
Landscape  
Urban Planner  
Health Care Trainer  
Small Business Development  
Legal Advice  
Construction Engineer  
Small Business Management  
Literacy Curriculum

Indiahoma, Oklahoma

Asherton, Texas

Gibson, North Carolina

Area New York

Ivy City, Washington, D.C.

Widen, West Virginia

Charlottesville, New York

Starks, Maine

Aluminum Window Assembly  
CPA  
Fund Raiser  
Electrician  
Landscape  
Building Renovation  
Business Loan Procurement  
Building Construction  
Trucking of Wood Products  
Building Construction  
Fruit/Vegetable Farmer  
Business Start-Up

Area Edmonton

Vogar, Manitoba

Minto, Alaska

Land Use Plan  
Heavy Equipment Procurement  
Landscaping  
Crafts Marketing  
Multi-Purpose Center Architect  
Arctic Plumber

Area Montreal

Lorne De L'Acadie

Woodworking Industry Management  
Community Center Architect  
Management Consultant:Ec. Devt.Corp.

NEEDED ACROSS THE BOARD: FUND RAISING  
SMALL BUSINESS MANAGEMENT TRAINING  
LAND USE DESIGN  
TOWN MEETING CIRCUITS