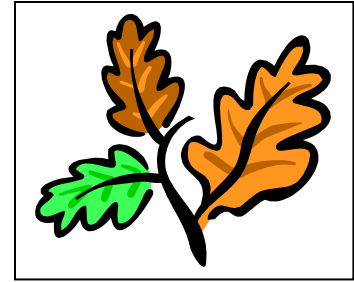


President's Message...



It is a distinct honor to be serving as President for EACE and a privilege to work with so many talented and dedicated professionals who give so much of their time to our organization. This has been especially true in the wake of my unexpected cardiovascular surgery and convalescence. Board members and committee chairs have been exceptional in adjusting to changing circumstances and expectations in providing very capable leadership to move the work of EACE forward. I am indebted to each of them, particularly Marianne Tramelli, who has been acting in my stead the past few weeks. Her commitment and abilities are obvious in the leadership she has provided and her presidency next year has great promise.

EACE is known for excellence in professional development programming and that rich tradition continues. You have already received the wonderful professional development workshop schedule planned by the Professional Development Committee. Mark your calendars and plan to attend as many of these enlightening programs as possible. Sharon Powers, the PDC Chair is also chairing a task force, comprised of representatives from each of the regional associations and NACE, that is seeking to improve information sharing between those associations regarding speakers, presenters and professional development initiatives.

The 2002 Annual Conference in Norfolk was a great success, thanks to the great work of Donna Goldfeder and her committee. There were 407 in attendance and their evaluations were very favorable.

Mark your calendars for June 8-11 for the 2003 Annual Conference scheduled at the Sheraton-Ferncroft in Danvers MA. Terri Moore and Craig Single are leading a conference committee that is hard at work planning another exciting event!

We have a number of initiatives underway to enhance our communication and collaborative efforts with other professional organizations and improve our internal business processes. In addition to the aforementioned professional development task force, plans are underway to connect the regional association technology representatives for better information exchange and to offer ethics training as part of professional development programming. Also, Marv Roth will represent EACE on a task force for regional association relationships, which will recommend methods of collaboration regarding issues marketing, conferences, member recruitment, professional development and vendor relationships, among others.

Pat Carretta is chairing the Administrative Structure Task Force, which is analyzing various models and will soon be recommending to the Board a structure that best serves EACE. Once that decision is made, we will move forward with implementing that new administrative structure beginning July 2003.

Adrienne Alberts, Finance Committee Chair, is leading a group considering the applicability and feasibility of E-commerce for EACE programming and administrative services.

You will receive your copy of the 2003 EACE Membership Directory in late November. In the meantime, if you want to connect with other EACE members, please go to the on-line directory at www.eace.org.

EACE is a wonderful group of professional colleagues and friends that provides exceptional networking opportunities and encourages members to share innovative ideas, strategies and practices. Your involvement is critical for the continued success of our association and we strongly encourage you to become more involved, whether it entails utilizing our web site, connecting with a colleague, attending the annual conference or a professional development workshop or volunteering for a committee. You will find the experience richly rewarding.

Finally, I want to thank you for the wonderful outpouring of support during my recent trauma. My wife, Donna, and I were overwhelmed by the your cards and telephone calls and were reminded how special the members of EACE are in our lives. My health prognosis is outstanding and I am re-engaging with work and EACE activities at an increasing level. I look forward to working with and for you in making this a great year for EACE.

Sam Ratcliffe
President, EACE 2002-2003

New Ideas in Career Development from Judith Carruthers Director of Career Development, Castleton College

Getting the Word Out – the “Secret” Class.

Wouldn't it be nice if you were an expert on everything – especially if you are a “lone ranger?” I am the Director of Career Development for a beautiful Liberal Arts college nestled in the green mountains of Vermont. And I think I have found a way to “know it all.” We have the “experts” available at the touch of a button through hosting **Career Talk**, a weekly one hour radio show which provides students with information on a variety of topics including: *Liberal Arts & Non-Nursing Careers in Hospitals, Non-Journalism Careers in Print Media, How to Negotiate Salaries: Base or Base Plus Commission – What Does That Mean?, TEMP Agencies – What Can They Do For You Locally, Nationally and Even Internationally?, Grad Schools – What Are They Really Looking For?*

I am a one-person office and I need to reach as many students as I can with as much information on as many aspects of career development as I can. **Career Talk** is like having a hidden *or secret* classroom.

Shows are broadcast on the college radio station, WIUV 91.3, which can be heard on campus and throughout surrounding towns. This year the taped shows will be “streamed” onto the Career Development website. Students, faculty, parents, and alums will be able to access them at any time on their own computers. Suppose a student wants to know something about corporate culture, working for non-profits, careers in higher education – they can click on to an hour's worth of Q & A's with an expert or several experts in the field.

Castleton radio is not set up for call-ins, which actually works to our advantage. The shows are very organized and flow like a well-planned lecture. And very often – more often than not – there is a faculty member acting as a co-host for the shows. Faculty often call with their own ideas for shows and their own guest lists. Last year, I actually ran out of time slots because faculty was so enthusiastic about being on-air.

Students always handle all the technical aspects of bringing the show to air. This year we intend to involve more students as co-hosts. My *Effective Speaking* class can actually score extra points by introducing a guest on-air.

We list **Career Talk** as an employer service as well as a student service. Guests are selected from the list of loyal recruiters who attend Castleton's two career fairs each year, as well as from lists faculty members provide, alum lists, and, of course, from ideas provided by students. Interestingly, when we have needed an 'expert' who is not on our usual recruiter list, we call someone we wish was on our list and they have readily agreed to do a show. Of course, who could pass up an hour of free advertising for their company! And, THEN they ask if they can please be put on the list for our next career fair as well! Companies are stating outright that they want to cut down the number of schools they visit, but increase the amount of participation at each school. **Career Talk** is a professional, inexpensive way for these companies to participate. We just call them up - they don't have to travel. We discuss the questions beforehand so they can meet their company's compliance requirements. It's one of those 'win wins' we are always looking for."

All 2001-2002 **Career Talk** radio shows will be streamed onto www.castleton.edu/careers by the end of September 2002, with new shows being streamed as we go along.

Here is a list of the scheduled programs:

| | |
|--|---|
| Intro to 2002-03 | Careers in Marketing |
| Blood Drive & Working for Non-Profits | Careers in Athletics |
| Wicked Weird Jobs I | Criminal Justice |
| Americorps: 7 Different Programs | Grad Schools - Clarkson University |
| Non-journalism Jobs in Print Media | Working Internationally |
| Credit Card Crazy | Millennials |
| Straight Commission/Base + Commission – What Does That Mean? | How to Differentiate Yourself in Business - How to Market Your Business |
| How to Negotiate Salaries & Benefits | Liberal Arts & Hospitals |
| CIA/FBI/Customs | Liberal Arts & Media Careers |
| Jobs in Higher Ed | Liberal Arts & the Military |
| Staying in VT? Start a Small Business! | TEMP Agencies – National & International-How Do They Work for You?. |
| Theater Arts & the Need for Liberal Arts Education | Working for Non-Profits: High Pay & Not-So-High Pay |
| Psychology & Forensic Psychology | |

For more info contact: Judith Carruthers, (802) 468-1339 judith.Carruthers@castleton.edu

Committee & Network News...



Annual Conference News:

Passport to Possibilities, 2003 Annual Conference, June 8-11, 2003, in Danvers, MA.

This year promises to keep YOU in mind. The Annual Conference committee is looking for new and innovative programs for both the career center and employer populations. Preliminary plans include site visits to surrounding employers, programs that will appeal to employers and college members, opportunities to network with fellow EACE members, wonderful keynote speakers, CyberCafe, EACE Bookstore and many entertainment options to help you enjoy the New England culture.

Whale watching off Newburyport, golfing on a PGA course, exploring Historical Salem, competing in a racquetball tournament, enjoying relaxing spa treatments, tribal drumming and dancing are just some of the exciting entertainment options that await you next June in Danvers. The entertainment committee is putting together a range of activities to tantalize your physical, emotional and spiritual being.

Stay tuned for details in the mail, in this newsletter and on the EACE Annual Conference website! Save the dates!! June 8-11, 2003.

Public Relations Committee:

It is about image, name recognition and branding. And, that is what the Public Relations Committee is all about. EACE is an organization of talented, dedicated professionals – a true partnership between college and employer representatives. As you read this, committees are hard at work planning the annual conference, professional development workshops, the winter break road trips to the real world, and organizing consulting visits to member colleges and employers.

Our goal is to promote what you are doing behind the scenes and to communicate the activities and accomplishments of our individual members and committees to the public and to the membership. We'd like EACE to be known and valued by colleges and employers as an organization that is informed, innovative, and active in responding to and anticipating the needs of the community we serve.

Initiatives for 2002-2003

- ❖ Enhance EACE connections with associations and organizations by creating cross links with websites of associations, organizations, colleges and employers. What can you do? Add EACE to your website and encourage other associations and employers to link with us. Keep the Technology Committee informed about links that should appear on our website.
- ❖ Assist membership with outreach efforts to inform employers and students about EACE and its activities. Again, what can you do? Forward the newsletter to potential members. Distribute our pamphlet to recruiters who visit your campus. Contact the Public Relations Committee to brainstorm about ideas for successfully marketing your programs and the association.
- ❖ Create strong connections with other committees such as Technology, Membership, Conference, and Sponsorship, as well as the Liberal Arts, Community and Public Service, and Writer's Networks to promote the work that they do and to assure that a consistent image of EACE is presented. The committee is here to not only promote what is happening, but to also help you develop marketing campaigns, flyers, brochures, and email messages.

Keep us informed

We will be reaching out to you, but you can help by keeping us informed about what is happening in your organization. The committee is chaired this year by Betsy McDowell, Suffolk University (emcdowell@suffolk.edu, 617-573-8480). Members include: Marissa Ditch, Widner University, Christine Lam, American University, Andrea O'Leary, Wentworth Institute of Technology, Jay Roseborough, Middlebury College, and Carol Ruiz, Ricklin-Echikson Associates.

The Mentoring Committee Wants You!

The mission of the EACE Mentoring Committee is to provide an ongoing forum through which members can interact and contribute to one another's professional development. Two programs have been established with this goal in mind: Experienced ACEs and Emerging ACEs.

Experienced ACEs – this one is SOOO EASY...EVERYONE should be involved! Experienced ACEs is an innovative program designed to initiate links between colleagues with several years of experience in career services and/or college recruiting. “Hey, don’t stop reading!” Through a database search you will be able to connect and brainstorm with your colleagues about topic areas including: staffing, funding, technology, faculty relations, organizational politics, diversity, program management, facilities, career counseling, alumni services, marketing and programming.

Consider this scenario: The VP at ABC University is considering a reorganization plan involving the Career Services Office. John Smith, Director of Career Services at ABC University wants to talk to other career services people about organizational models and how they have dealt with a similar situation. John Smith logs onto www.eace.org, clicks on the Experienced ACEs link and completes a database search using the search criteria: college member; organizational politics and up pops the names of three other EACE members, that is, three Experienced ACEs who have submitted their info into the database, for John Smith to contact. What could be better? Maybe the early demise of the VP at ABC University, but ...hey, the next best thing is a colleague to talk to about the situation John is facing in his office!

Please, take the time to input your data into the Experienced ACEs database. It won't take you any longer than 5 minutes. We can all benefit from a populated database and the shared experiences of others.

Emerging ACEs – By linking new members (1-3 years in the association) with experienced members (3+ years in the association), this program provides an opportunity for newer members to obtain personal guidance from an experienced EACE member. “It’s not too much work...keep reading! Just do it!” Both new and experience members are encouraged to get involved --- anyone can participate.

Mentees are defined as anyone who has been a member of EACE 3 years or less and feels that she/he would benefit from a formal mentoring relationship. Mentors are defined as someone who has been a member of EACE for at least 3 years, and who is interested in providing on-going contact with a mentee. The Mentoring Committee will match mentors and partners based upon information provided on the mentoring application form. “Next year we’ll consider an on-line EACE dating service. Kidding, keep reading!”

If you would like to participate in this program or if you previously were a mentor or a mentee and would like to establish a new relationship or provide feedback based on your experience, please do not hesitate to contact Laura Watts, Mentoring Committee Chair at 585-475-5469 or email to lawaoc@rit.edu. You may also get additional information about this program and complete an on-line application form to be a mentor or to request a mentor at <http://www.eace.org/committees/mentoring/>

EACE Consulting Committee: Ready to Offer You Professional Advice

As career centers across the nation gear up to meet the challenges of a new academic year in our still uncertain economy, programs and services need to be looked at objectively and mission statements may need to be redefined.

Are you...

- Concerned that fewer employers are coming to campus for interviews and job fairs?
- Attempting to introduce or expand your internship or cooperative education program?
- Reorganizing how you deliver counseling and employment services?
- Re-designing your marketing and outreach efforts to students and employers?
- Working hard to strike the right balance between “in-person” and “online” services?
- Engaged in a campus-wide strategic planning or review process?

There is no need to “go it alone.” The EACE Consulting Committee is ready to lend a helping hand. Our 15 professionals from the academic and business worlds are eager to share their broad experience and expertise to assist you in evaluating your programs, services and products. This service is open to both college and employer members who seek a professional review of their operations.

Chaired by Richard White, Director of Career Services at Rutgers University, the committee members are established professionals with a wide range of experience in the recruiting and career services fields. Members include Scott Brown, Mt. Holyoke College; James Cipar, Unisys; Russ Cole, Philadelphia University; Pamela Gardner, University of Vermont; Yvonne Harrison, Worcester Polytechnic Institute; Allison Keeton, Travelers; Monica Ko, Bloomberg; Linda LeNoir, University of Maryland; Carol Lyons, Northeastern University; Ann Pederson, Applied Solutions; Mary Raymond, Sarah Lawrence College; Carol Ruiz, Ricklin-Echikson Associates; Dan Ryan, University at Buffalo (SUNY); and Marianna Savoca, Stony Brook University (SUNY), who served as committee chair last year.

By participating in this process, you demonstrate your eagerness to provide quality services to the populations you serve. The first step is to complete the **Request for Consulting Services** form available on the EACE website. Upon receipt of the form, Dr. White will contact you to discuss expectations, time frame and the feasibility of conducting the site visit. A team leader will be designated and a visitation team assembled. The input of the requesting organization and the entire Consulting Committee will help assemble the three to four member visitation team.

Normally, the visit consists of an evening meeting with the office director followed by a full day of meetings with a variety of clients and staff members. At colleges, the team meets with career center employees, students, faculty, administrators, and in some cases alumni and employers. At employer settings, the team meets with the college relations staff, senior managers, and in some cases representatives from recruiting schools. At the end of the visit, the team presents a formal written report to the host organization.

There is no fee for this consulting service for EACE members. However, the host site is responsible for all related expenses including travel, lodging and meals. Information related to your site visit and evaluation will be kept under strict NACE confidentiality guidelines.

For more information, contact Richard White at riwhite@rci.rutgers.edu or 732-932-7353.

Diversity Advancement Committee:

The Ernie Andrews Diversity Scholarship supports conference attendance for individuals who currently work in career services and/or human resources recruiting functions. The Rick McLellan Scholarship supports attendance for college seniors and graduate students considering a career in human resources and/or career services. The diversity scholarships reflect one of EACE's efforts to encourage the recruitment of underrepresented individuals into the organization. This year's recipients have written reflections on the importance of the 2002 EACE Conference experience to them.

Christine Lam, American University - Ernie Andrews Scholarship Recipient

American University Career Center, Manager of Marketing and Publications

The EACE Annual Conference was the first conference I have ever attended in my professional career, specifically as the Marketing Manager at a Career Center. I was thrilled at the opportunity to meet other professionals in my field and anxious to see what the conference had in store. After four days of attending seminars, meeting wonderful people, and having a great time, I was surprised by how quickly the conference went. I left, with not only more knowledge, but also with a better understanding of myself and the role I play at the American University Career Center.

I had not expected to do much soul-searching about my role at the Career Center, but I was pleasantly surprised that my focus at the conference evolved from learning more about new marketing strategies to realizing the benefits of effective marketing. This shift in focus partially resulted from the fact that there was never a dull moment during my year at the AU Career Center that allowed me to sit back and reflect on what have been achieved. As I sat in the misty-cold and dimly-lit seminar room, I thought to myself, "Wow...we've accomplished a lot," especially in our efforts to brand our Career Center to our targeted audiences. More so than before, I realized that marketing is an indispensable process that gets students into our offices, employers to call, and the university community to recognize our existence on campus. It was through meeting different professionals and attending marketing seminars, that I recognized what role marketing played in Career Centers, and how important it was that we saw the marketing process as an essential component of the planning and unveiling of all programs.

I hope that through my membership with EACE, I can continue to learn as well as share my thoughts and ideas about marketing as an essential process in the development and launching of programs and events. I am grateful for this opportunity and I am more eager than ever before to share and continue to develop my thoughts with other professionals.

Nathaniel Schell - Rick McLellan Scholarship Recipient

I was thrilled to be the Rick McLellan Scholarship recipient. I was appreciative of how I was greeted and encouraged. I felt privileged when the President, Amy Feifer, took the time to join me for lunch and give me a personal welcome on behalf of EACE. I was astonished when Terri Moore said "Hello" and called me by name as if she had known me for years (we had never met in person and I didn't have my name tag displayed). When I walked to the stage to accept my award, I heard the cheers from the Diversity Committee and others who were so encouraging. I felt warm inside. As I returned to my seat, I stop to give Carol Anderson a kiss of gratitude. She encouraged me to apply for the award. During the dinner cruise, I felt the connection of being with a group of professionals, which further solidified and confirmed my desire for a career change into career services.

I wanted to know more about Rick McLellan. I learned that he was the Director of Career Services at Wesleyan University. He was bright, had a contagious laugh, thought out of the box, and was a catalyst for diversity who inspired many. I was humbled to be associated with such a respected and inspirational person.

I continued to be fired up and determined to transfer my skills to the challenge of a position in career services. I look forward to developing life long professional relationships and contribute to the careers of students and alumni.

Liberal Arts Network:

The Liberal Arts Network will once again offer the Road Trips to the Real World program to students at EACE schools. Through this program, students are given the opportunity to visit employers in various cities over winter break. The site visits typically include a panel discussion

of employees, a tour of the facilities, and the opportunity to meet with recent college hires. Students get the chance to gather information about a particular career field, network with employers, and discuss possible internship and full-time positions with the organization.

More details about this year's program will be made available to career offices in early November. If you would like to join the Liberal Arts Network, recommend an employer, or host a site visit, please contact Rhonda Grobman at 610-660-3100 or rgrobman@sju.edu.

Professional Development Seminars 2002-2003

SAVE THESE DATES!

Training for New Career Counselors

Thursday, October 24, 2002, 9:00 a.m. - 4:00 p.m.

Trainers: Amy Mazur and Kathy Roberts

Introduction to the Strong Interest Inventory

Thursday, November 21, 2002, 9:00 a.m. - 4:00 p.m.

Trainer: Kathy Roberts, Gateway WorkLife Consultants

Career Counseling the Visual Artist

Friday, January 17, 2003, 9:00 a.m. - 4:00 p.m.

Trainer: Francis Alix, Lesley University Career Resource Center

Training for New Career Counselors

Thursday, February 27, 2003, 9:00 a.m. - 4:00 p.m.

Trainers: Amy Mazur and Kathy Roberts

All seminars presented at the Women's Educational & Industrial Union in Boston

For more information, visit our web site: www.careercounselorsne.org or call: (617) 499-6942

Interview with David Bloom, Board Member



How long have you been involved with EACE?

I attended my first ECPO (look it up in the organizational history and lexicon) conference in 1986, I believe. Our firm previously called Brecker & Merryman has been a supporter over most of the intervening years and I have been the active representative during that time.

What motivated you to run for office?

I am highly susceptible to arm twisting. I've enjoyed my work during the past three years on the Member Services Advisory Group and thought that I might be somewhat helpful in confronting some membership issues and concerns that have percolated up from our Rapid Response Network Surveys. Besides, the pay is hard to beat!

What would you like to accomplish on the board?

One of my primary goals is to stem the continuing erosion of our employer membership. I believe that we'll need to undertake some targeted research with non-members and former members in the corporate community to learn why the apparent disaffection exists and what we can do to remedy it. I am greatly concerned EACE is, by definition, rapidly evolving into a school-centric organization, which was never and is not now the membership intent.

Other than that, I'd like to pursue new opportunities for revenue generation in order to support the growing number of worthwhile programs and activities. And, as always, will work in whatever ways I can to make diversity a visible and valued reality of the organization.

Something to consider:



Letter to the Editor in response to "The Great Divide," Merullo and "Price of Remembrance," Miles, Chronicle of Higher Education, June 2002.

Uniformed Security Guards– the Answer to Your Student Retention Problems.

By Judith Carruthers, Director of Career Development/Castleton State College

There is a magic link between Roland Merullo's piece, *The Great Divide "How Can We Help First –Generation College Students Make Sense of a Strange New Environment?"* and William F.S. Miles', *"The Price of Remembrance: The Intellectualization of the Holocaust"*. The Chronicle Review, June 14, 2002.

I could relate to Merullo's writing - I was definitely first generation. It was, as Merullo states, "culturally inappropriate" for me to go to University. I was always told not to be so smart – "Don't show how smart you are – you'll never get a husband." "Over-educated idiots" my father called university-educated people. Over-educated idiots. The goal was, of course, to marry one, but not be one.

When I finally signed up for University at aged 31, I lost my family. They never spoke to me during my 7 years of University. Never invited me and the kids to a BBQ. "Who do you think you are? You think you're better than us?"

Miles' piece talked about how the lectures at the Holocaust Memorial Museum were delivered in "as detached a tone as one would expect from a leading historian of any bygone era." Miles felt that "Congregating in the Holocaust museum instills little in the way of somberness, awe, or reverence – except, perhaps, for the research and technology possibilities." Wow. And I thought if I ever went there, I would just cry through everything and miss the lectures!

Then Miles said something that just rocked me to the core: Miles' "one encounter with anything resembling emotion" involved an exchange with an elderly security guard who challenged him when he removed his museum badge to go out into the real world for lunch. "...you ashamed to wear the badge outside? You've got too much pride. Pride is gonna kill ya!" Says Miles, "...I am confused all the more when I realize that this is the only time during my two-week Holocaust seminar that any living person has challenged me to feel anything."

And I suddenly remembered Mac. Mac was the old retired military guy sitting in the booth checking student parking passes. Every day. Every single day for 4 years, he greeted me with a big smile and a "What's on the agenda, today, kid?" Or a "Got a test, today? – Don't worry! You'll knock 'em dead." Or a "Go get 'em, kid"....And then he'd punch my parking ticket. And everyday I would burst into tears and go park. And I'd go to class. And he'd be gone when I came out. Next shift. And the next morning he would be there again. "Hey, kid. How ya' doin?"

How do we keep our First Generation students? Our non-trads? Our anybody else's? How do we retain our students that need an emotional connection to something so alien to their very core? Find Mac. Find all the Macs. Draw them out. Recognize their worth. Have a Mac Award Picnic, Have a Mac Scholarship set up. Have an Alum Mac contest: "Who was your "Mac?"

Maybe they aren't always a uniformed security guard. Maybe your Mac was the cleaning lady? One of the secretaries? Maybe one of the ground's crew who towed you out of that snow bank by the campus center?

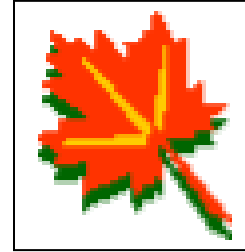
No one would ever quit on their Mac.

Judith Carruthers, MA, Director of Career Development, Castleton State College, Judith.Carruthers@castleton.edu

Announcements of general interest:

The Northeast Pennsylvania Employment Consortium (NPEC) Employment Fair 2003

Thursday, March 27th, 2003 from 1:00 p.m. to 4:30 p.m.
First Union Arena at Casey Plaza, Wilkes-Barre, PA



The fair is co-sponsored by College Misericordia, King's College, Marywood University, Wilkes University, and the University of Scranton. Approximately 150 employers and 800 students will attend. The employers' fee is \$125.00 for the first two representatives including lunch, and \$35.00 for each additional representative. There is no fee for candidates. Contact person is Paul Perhach, Director of Career Placement and Development, the University of Scranton, Scranton, Pennsylvania 18509. Contact may be made through e-mail perhachp1@uofs.edu; or phone 570-941-7640.

Member news:

Jennifer Barr (Bryn Mawr & Haverford Colleges) had a beautiful baby girl. Olivia Sheridan Barr was born Sunday, 9/1/02, 2:00 p.m., weighing in at 7lbs. 9 oz., 20" tall. Mother and child are doing well.

Congratulations from us all.



Important Announcement!

Effective immediately, EACE will no longer accept Purchase Orders for payment of membership dues or other fees. Please alert your Accounts Payable Office.

Thank you!

BRIDGES Staff, Fall 2002

Co-editors:

Ingrid Peterson
Deborah Rothstein

Special thanks:

Carol Ruiz

Contributors:

Judith Carruthers
Rhonda Grubman
Paul Perhach
Sharon Powers
Carol Ruiz
Laura Watts
Dick White



From the editors...

We are excited to bring you this fall issue of Bridges. EACE has a wonderful year planned and we are always amazed to see everything going on with our committees and networks.

We invite you to share articles (or ideas for articles) with us. This is your publication and we invite you to help us with it.

Thanks and we look forward to serving another year as your Newsletter Co-Chairs.

Ingrid Peterson and Deborah Rothstein