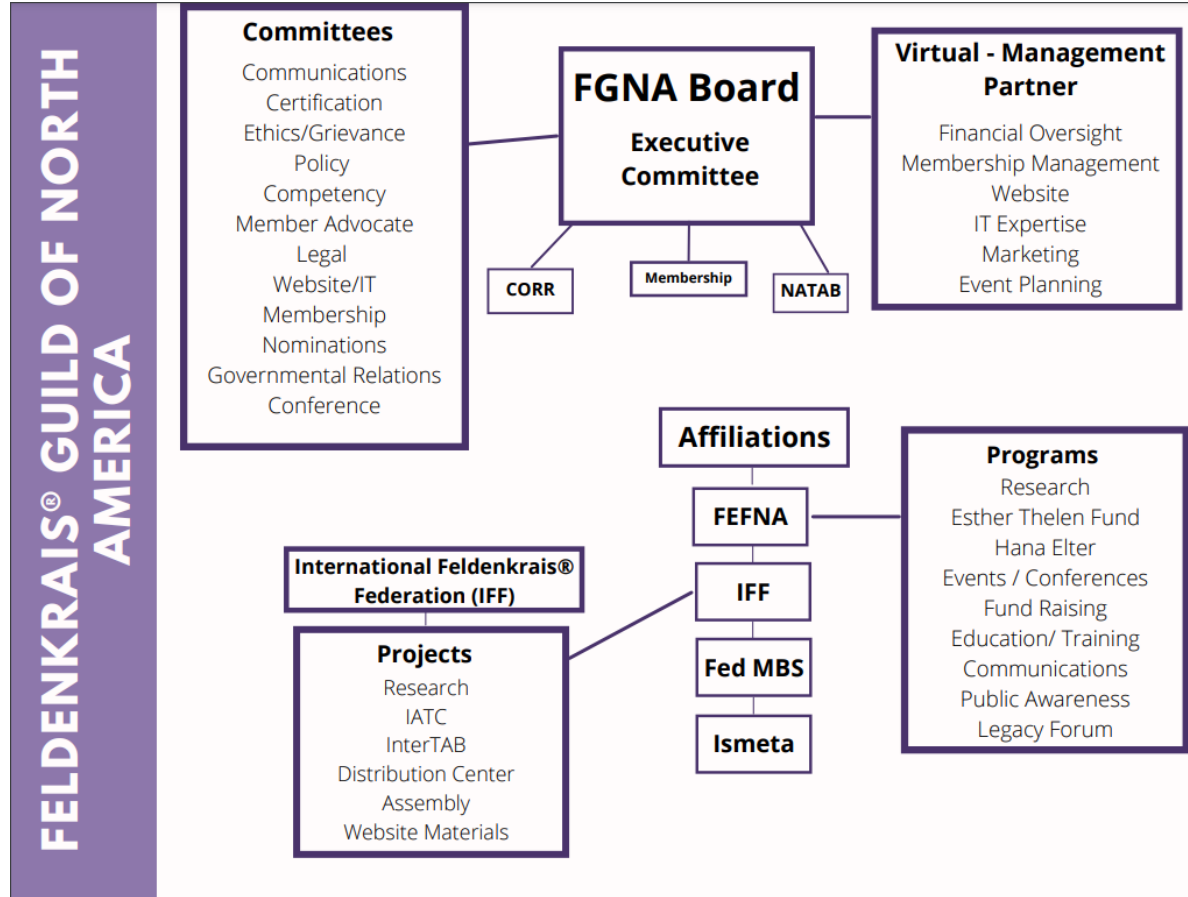


2022 FGNA Annual Meeting

September 29, 2022



Organization Chart





Zoom Housekeeping

This meeting will be recorded

A copy of the slides will be posted on www.feldenkraisguild.com

Please remain on mute for the duration of the meeting

Use the chat feature to submit your questions

2021 FGNA Board



President
Nancy Haller



Treasurer
Erik LaSeur



Vice President
Maxine Sidenfaden



Secretary
Fariya Doctor



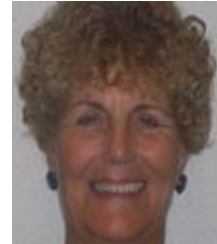
Director
Sue Robuck



Director
Beth Scott



Director
Karen Donelson



CORR/Appointed Seat
Jane Johnston



Canadian Director
Sue Seto

2021 Annual Report

Every year the Feldenkrais® Guild of North America develops the Pillars we focus on to improve our organization and to state goals for the year. This year our pillars will span into 2022. We want to share them with the membership as you are the primary resource for our existence.

The Pillars for 2021-2022

- Fiscally Solvent
- Expanding Membership and Volunteer Base
- Communication, Community, Marketing
- Ethics, and diversity sensitivity can be part of the pillars
- Increasing both membership and membership benefits

FGNA made it through the whole year of 2021 without touching the renewal funds dedicated to 2021!

This is the second time in the 40+ year history of the Feldenkrais® Guild of North America. It has taken dedication in decision making by the FGNA board of directors, the various volunteer committees and groups supported by the Guild to make this happen.

We are all committed to provide more membership benefits and ongoing growth of the Guild as we move forward into the future.

The Board members are all grateful for every member, certified only and trainee's support in the process of sustaining the Guild as our Membership Professional Organization. Thank you everyone!

Awareness Through Movement® Teacher Pilot Programs

The Board has approved the pilot programs for the certification of the Awareness Through Movement Teacher Trainings to provide options for people who want to study the method and only teach these impressive and valuable lessons. We want to remain competitive in the marketplace with the legacy of our work. Looking at options to teach the method and bring people into the trainings has been a high-level priority for the Board.

This year there was a large focus on **updating the policies and the bylaws for our organization**. Many of the policies were written and approved in the late 1998-2003. There were occasional updates and some minor changes during the past few decades. This year has included a plan for reviewing and overhauling the whole policy manual from beginning to end. It will continue into 2021 and perhaps even into 2022. The policies are the outline and foundation for the functioning of our organization. Times have changed and we needed to update and revise these documents in consideration of the current environment and our membership needs.

A Board directed committee was formed to **review and update the current “Standards of Practice”**. This document was originally written in 1992, revised in 1997, 2005, and 2010, where one sentence was altered. We requested editing the document to improve readability, to be more concise, more contemporary, including gender neutral identification and addition of online presence. The working group includes: Karen Donelson, Madeline Rogers, Prisca Winslow, Lavinia Plonka, Kathy James, Candy Conino and Violet van Hees. This project carried over into 2021 for completion.

The Board noted a need for more clear membership benefits and an ongoing committee was tasked to meet and attend to this topic. The membership committee was organized and continues to meet and develop ideas for future needs of our community.

One of the largest membership benefits is the **public website**, <https://www.feldenkrais.com>. This site has been a major ongoing focus for the Board, CORR and our Virtual staff. We want to have a positive image for the public to find the method, the many practitioners and the events. We have had some difficulties with the platform and are working to create a more viable and friendly site for all of us to send our students and clients to explore our amazing work. Thank you for your input, creativity and ongoing patience as we work on the glitches to improve this valuable tool.

Financial Report



Feldenkrais
Method



2021 FGNA Financial Report



Tom Pappas, CFO



Erik LaSeur, Treasurer



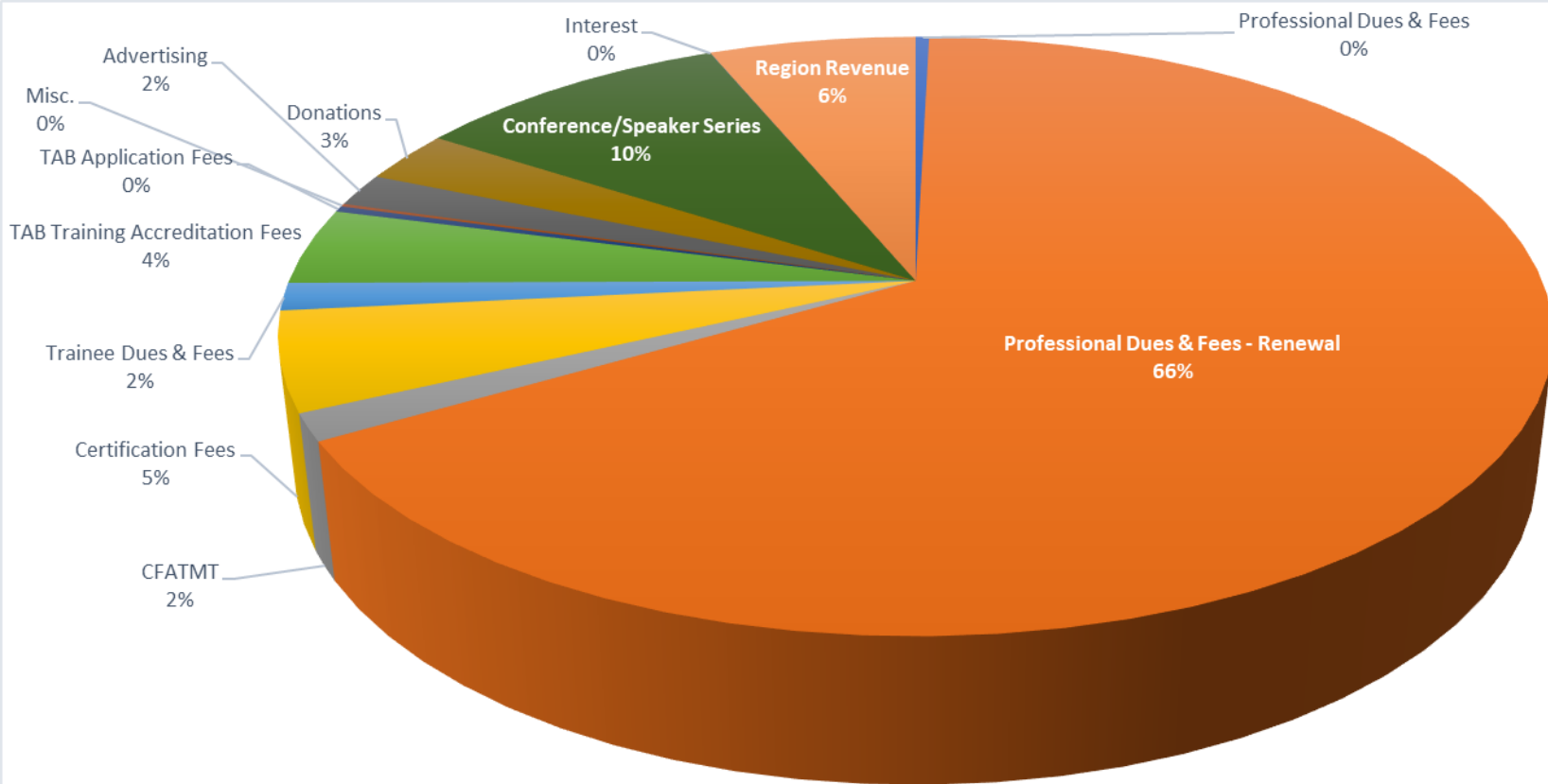
2021 Cash Basis Operating Results

Total Income	\$ 575,233
Total Expense	\$ (556,561)
Operating Surplus/ <Deficit>	\$ 18,672
Allocation Amount for Regions remaing 2019 balance	(\$22,814)
Allocation Amount for Regions remaing 2019 balance	(\$32,067)
Modified Surplus/<Deficit> 2021,	\$ (36,209)

2021 Revenue Sources

Source	Amount
Professional Dues & Fees	\$ 2,350
Professional Dues & Fees - Renewal	\$ 380,754
CFATMT	\$ 8,392
Certification Fees	\$ 30,678
Trainee Dues & Fees	\$ 8,606
TAB Training Accreditation Fees	\$ 23,840
TAB Application Fees	\$ 1,850
Misc.	\$ 900
Advertising	\$ 10,350
Donations	\$ 16,250
Bookstore	\$ -
Conference/Speaker Series	\$ 55,139
Interest	\$ 48
Region Revenue	\$ 36,077
Total	\$ 575,233

2021 Revenue Sources

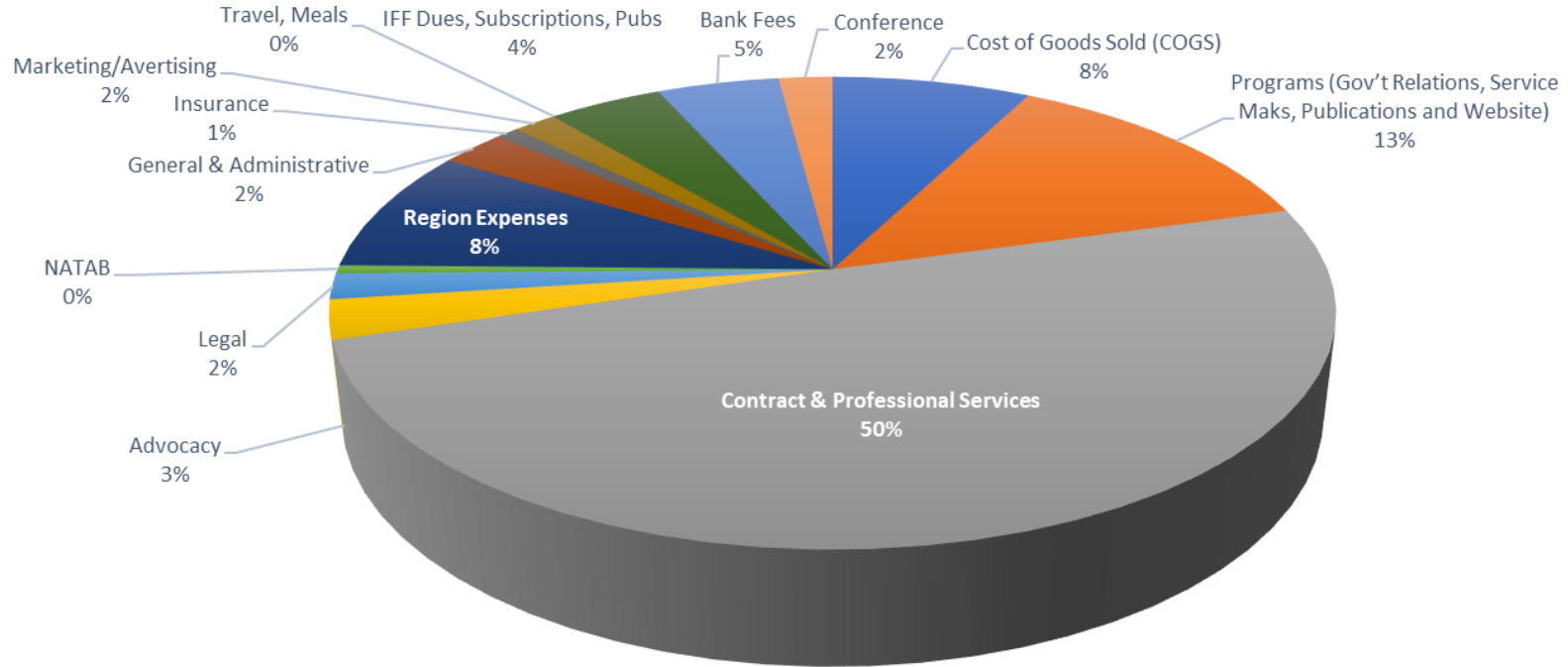




2021 Expenses

Expenses	Amount
Cost of Goods Sold (COGS)	\$ 42,489
Programs (Gov't Relations, Service Marks, Publications and Website)	\$ 72,437
Contract & Professional Services	\$ 276,079
Advocacy	\$ 15,000
Legal	\$ 9,830
NATAB	\$ 3,128
Region Expenses	\$ 47,247
General & Administrative	\$ 14,143
Insurance	\$ 4,742
Marketing/Avertising	\$ 9,354
Travel, Meals	\$ -
IFF Dues, Subscriptions, Pubs	\$ 24,439
Bank Fees	\$ 26,148
Conference	\$ 11,525
Total	\$ 556,561

2021 Expenses



Membership Report

2021 Membership Stats

Total Members: 1,247

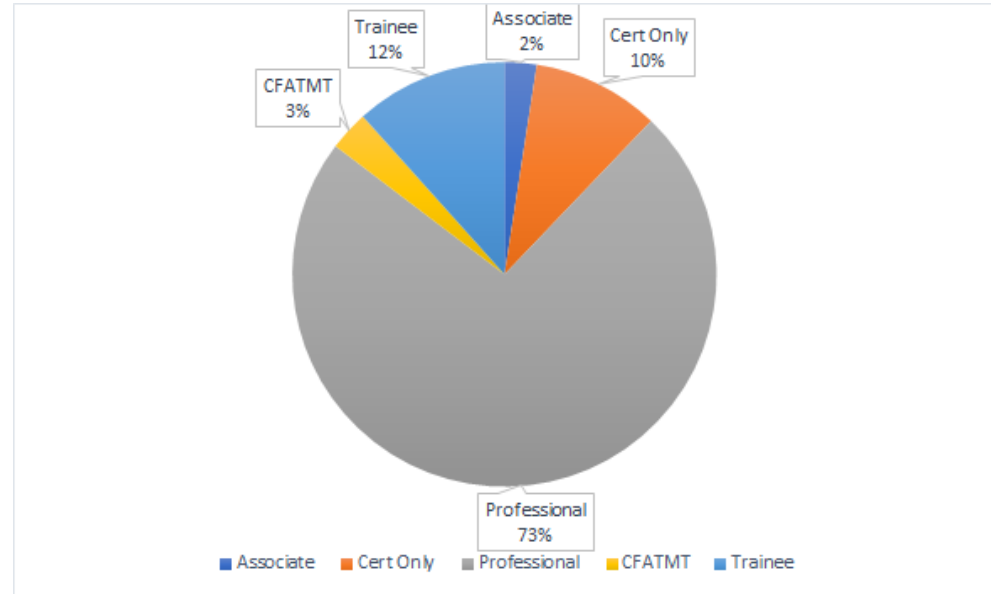
Professional = 988

Associate = 33

Certification Only = 131

Trainee = 47

Certified Feldenkrais ATM
Teacher (CFATMT) = 41



Benefits of Membership

Board of Directors

Executive Committee

Management Committee

Council of Regional Representatives (CORR)

North American Training Accreditation Board (NATAB)

Nominating Committee

Website Committee

The Feldenkrais Journal Editorial Board

Service Mark Team

Policy Committee

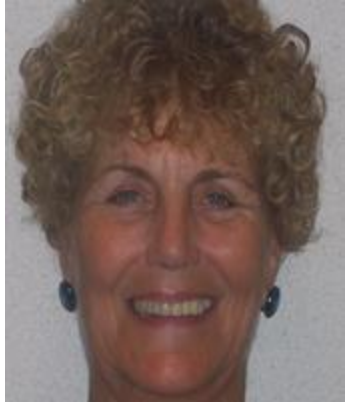
Membership Committee

Communications Committee

**International Feldenkrais Federation
Delegates**

Ethics Committee

2021 Membership Committee



Jane Johnston



Fariya Doctor



Bonnie Humiston



Rob Black



Sue Seto

Membership Committee

The membership committee concentrates on outreach to current trainees and Zoom Cafe's for our members.

Outreach to trainees

- Contact trainees yearly
- Provide information about
 - Authorization and certification
 - Function and services of FGNA
 - Membership in the guild
- Work with each training to facilitate a relationship between trainees and FGNA
- Welcomed a new category of trainees - ATM Teacher trainees
- Special Zoom cafe's for trainees
- **Zoom Cafes**
 - Provided information on practicing during COVID
 - Specialized cafes for trainees
 - Specialized cafes concerning mentoring

Mentoring

- List of mentors within the FGNA membership
- Prepared for specialized Cafe's on Mentoring

New Membership Management System

- Work with the website committee and Virtual staff on vetting a new membership management system
- Work with the website committee and Virtual staff on planning the transition to a new Membership Management system



Service Mark Committee

The Service Mark Team provides information and education, as well as support and guidance to Members and Certified Practitioners in the use of service marks.

Service Mark Committee

On an ongoing basis, the Service Mark Team follows up on inquiries and complaints regarding the use of service marks.

Inquiries may include:

- 1) Requests for information
- 2) Review of documents for Service Mark use
- 3) Reports of misuse of Service Marks by those who are Certified Practitioners,
by practitioners who are not certified, and by others not authorized to use them

Provide education and support to the membership in the use of Service Marks by offering suggestions and direction.

Service Mark Committee

In 2021, The Service Mark Team:

- Reviewed more than 28 Guild Publications
- Followed up on approximately 30 inquires
- Reviewed ALL member events posted to www.feldenkrais.com

Service Marks and Certification Marks	Examples of nouns to use with the service marks. See #2 of Rules for more information.	Who can use these Service and Certification Marks?
<i>Feldenkrais®</i>	Lesson Class Workshop Movement	Certified Practitioners Authorized ATM and FI Teachers (Trainees)
<i>Feldenkrais Method®</i>	of somatic education of learning of movement	Certified Practitioners Authorized ATM and FI Teachers (Trainees)
<i>Awareness Through Movement®, ATM®</i>	Lesson Class Workshop	Certified Practitioners Authorized ATM and FI Teachers (Trainees)
<i>Functional Integration®, FI®</i>	Lesson Session	Certified Practitioners and Authorized FI Teachers (Trainees)
<i>Guild Certified Feldenkrais Teacher®, GCFT^{CM}</i>	N/A	Certified Practitioners
<i>Guild Certified Feldenkrais Practitioner^{CM}, GCFP^{CM}</i>	N/A	Certified Practitioners
<i>Certified Feldenkrais Awareness Through Movement Teacher^{CM}, CFATMT^{CM}</i>	N/A	Certified Practitioners
<i>Feldenkrais Method Logo</i> 	N/A	Certified Practitioners Authorized ATM and FI Teachers (Trainees)
<i>Feldenkrais Logo</i>  Spiral	N/A	FGNA Members

Service Marks Work for You to Protect Your Practice

All initiatives and improvements are ongoing with the view to respond to the overall needs of the membership.

The FGNA Service Mark Committee views education and support as a significant first step in protecting the Service Marks and our Feldenkrais practices.

Issues completely resolved in 2021 since formal meeting: 20

Interested in volunteering?

Reach out to Sue Seto (fgnacan@gmail.com)

Communications Report

2021 Communications Team



Joe Webster



Lavinia Plonka



Yulia Kriskovets



Karen Donelson

Communications

- Added Joe Webster to team
- Changed YouTube channel name
- Re-did YouTube channel to be more organized
- Edited videos to make them more attractive
- Published Guild News and SenseAbility
- Published In Touch quarterly

Communications

- Created YouTube interviews
- Increased our Social media presence
- Continued tweaks and oversight of the public website – feldenkrais.com
- Supported the website committee in their selection of a new Event module
- Helped the conference committee develop their graphics and pages

Website Committee

Website Committee



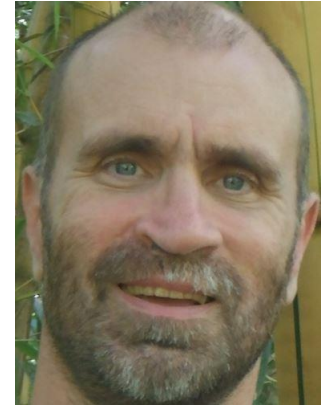
Jane Johnston



Jim Crawford



Lavinia Plonka



Jim Baker

Website Committee

- Committee to enhance and improve both the FGNA website for the public and the FGNA website for FGNA members. The main focus in 2021 was on www.feldenkrais.com to improve our message to the public
- Work on the look and feel of the website for the public – feldenkrais.com
- Enhance the search function for both practitioners and their events
- Make data entry of events easier for practitioners
- Enhance the look and feel of the practitioner's profile page

CORR

(Council of Regional Representatives)



Council of Regional Representatives



Jane Johnston
Chairperson
corrchair@gmail.com

The Feldenkrais Guild® of North America is divided into ten regions.

- Canada
- Eastern
Midwest
- New England
- New York
- Northern
California/Northern
Nevada
- Northwest
- Southeast
- Southern
California/Southern
Nevada/Hawaii
- Southwest/Rocky
Mountain

CORR holds an election and elects one of the representatives to act as Chair of CORR. The Chair of CORR is be appointed by the Board of Directors to a seat on the Board and facilitates communications between the BoD and CORR and thus the members

Council of Regional Representatives

CORR meets 10-12 times per year

The Region Representatives Responsibilities Include:

- Represent the members of their region
- Do many activities, meetings for their regions online
- Interact with the Professional Trainings in their region
- Interact with the Board of Directors and the FGNA staff
- Attend CORR meetings.
- Communicate with region members by newsletters and other means.
- Volunteer extensively at the annual conference.
- Facilitate outreach activities in their region.
- Assist extensively with the FGNA membership drive.

Council of Regional Representatives

CORR coordinates with other regional volunteers to ensure that:

- An accounting of all monies spent and held by the region has been communicated with FGNA.
- A budget is created for the region and put out for vote by members.
- Regional elections are held in a timely manner.
- A regional annual meeting is held each year.
- Regional activities are coordinated and planned
- An accurate inventory of each region's library and other equipment is published annually.
- Regional newsletters are emailed frequently to region members.
- Attend CORR meetings.
- Communicate with region members by newsletters or other means.

Council of Regional Representatives

CORR has concentrated on doing inter-region group projects

- New in 2021 - Hosting the Teachable site that is available to all members with educational videos
- New in 2021 - Coordinated the region libraries to make them available to all members
- Ongoing Google Ads for the Feldenkrais Method® paid for and managed by the regions
- Facilitating International Feldenkrais Week events and other events for public outreach
- Contributing to the enhancement of the website for the public – www.feldenkrais.com
- Outreach to current trainees and new graduates

The Regions

Canada



Representative: Oliver Reimer
fgnacanada@gmail.com

Treasurer: Oliver Reimer
fgnacanada@gmail.com

Librarian (Toronto): Judith Dack
judithdack@uptownstudio.ca

Librarian (Vancouver): May Nasser
may.m.nasser@gmail.com

Eastern

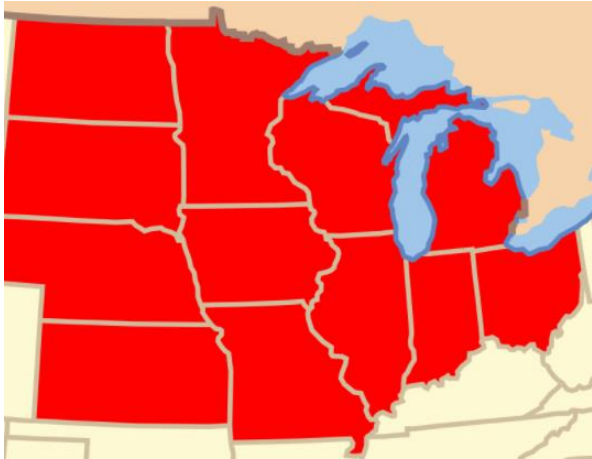


Representative: Jane Johnston
feldyeastern@gmail.com

Treasurer & Librarian: Heidi Menocal
hgmenocal@gmail.com

Communications: Jane Johnston & Lisa Hylton
feldyeastern@gmail.com & care4em2@gmail.com

Midwest

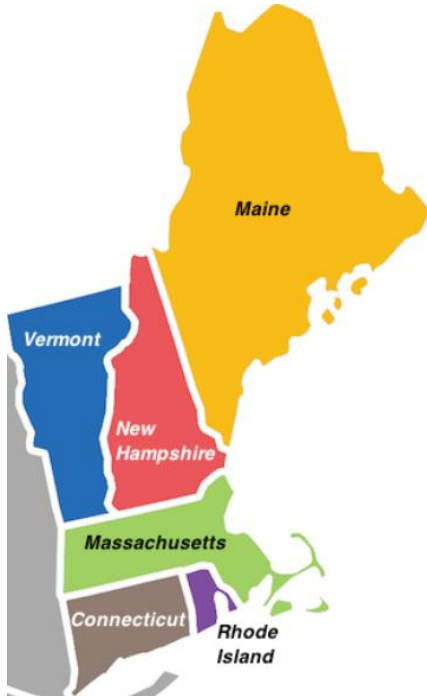


Representative: Sandy Weiss
midwestregionfgna@gmail.com

Librarian: Marjorie Levine
marjarts@comcast.net

Treasurer: Sue Robuck
FeldieSue@gmail.com

New England



**Representative, Secretary, Newsletter Editor,
& Treasurer:**

Misha Forrester

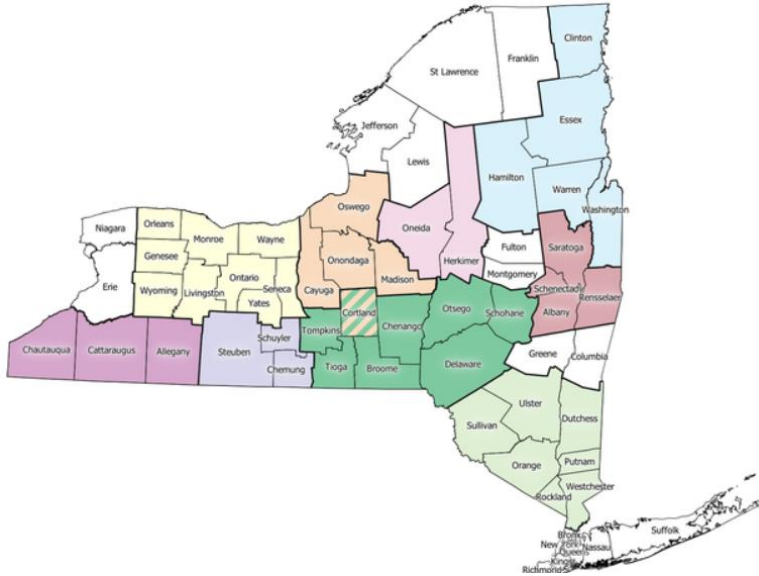
feldynenewsletter@gmail.com

Regional Librarian

Margo Hennebach

nefgnalibrary@gmail.com

New York

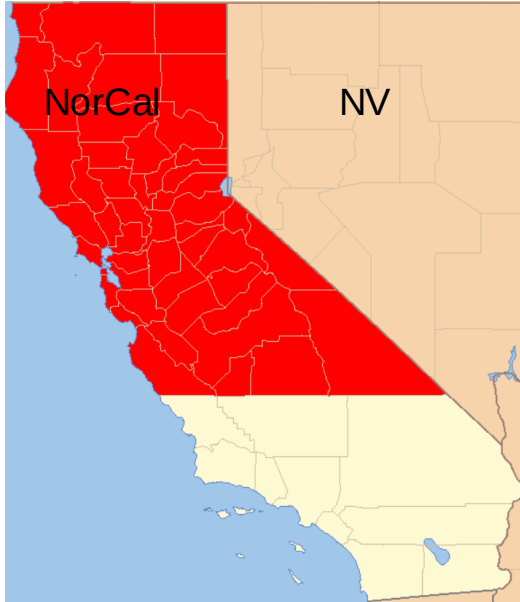


Treasurer & Communications: Scott Fraser
sfraserfeld@gmail.com

Librarian: Tasha Taylor
tashataylor68@gmail.com



Northern California/Northern Nevada



Representatives: Sonja Sutherland
FGNA Northern California Region
fgnanortherncal@gmail.com

Treasurer: Kwan Wong
kwantwong@gmail.com

Librarian: Celeste Binning
Contact email: fgnanortherncal@gmail.com

Northwest

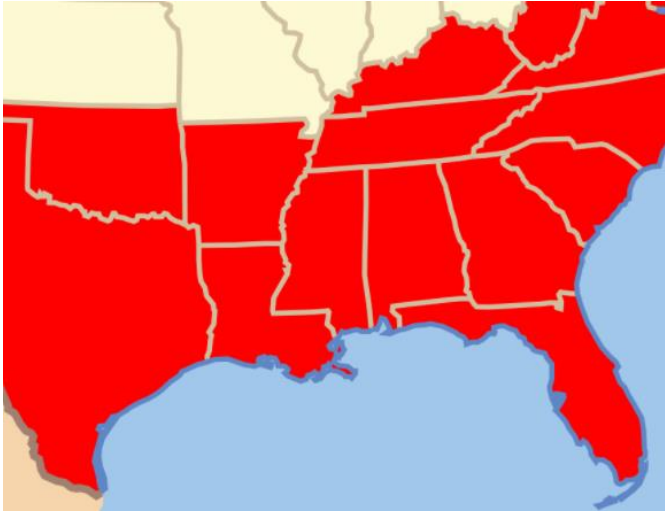


Representative & Librarian: Katherine
Wieseman

feldenkraisnw@gmail.com

Treasurer: Erik LaSeur erik@alkimoves.com

Southeast



Representative: Jane Johnston
fgnasoutheast@gmail.com

Treasurer: Heidi Menocal
hgmenocal@gmail.com

Librarian: Diana Griffin
dianagriffinpt@gmail.com

Southern California/Southern Nevada/Hawaii



**Representative &
Newsletter Coordinator:** Elsie Sleeter
fgnasocasonvhi@gmail.com

Librarian: Terry Miller
Chateaumiller@sbcglobal.net

Treasurer: Heidi Menocal
hgmenocal@gmail.com



Southwest Rocky Mountain



Representative: Jim Baker
fgnasouthwest@gmail.com

Librarians:
Eleanor Montano lnrsmiles8@gmail.com
Nicki Fauble nickifauble@gmail.com

Treasurer: Sue Robuck
FeldieSue@gmail.com

2021 Conference



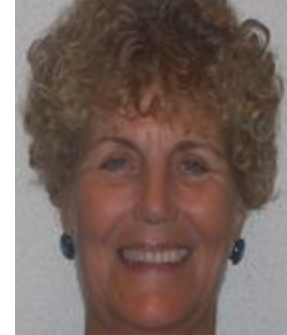
2021 Conference Committee



Elinor Silverstein, Chair



Darcia Dexter



Jane Johnston



Virtual Event Team

2021 FGNA Conference

We successfully pivoted and adapted!



NATAB



Bonnie Humiston, Chair



Violet van Hees Co-Chair



Rob Black



Marilupe Camparo



Olena Nitefor



Donna Simmons



Anna Wolf



Elizabeth Beringer

NATAB offers special thanks and deep gratitude to Bonnie Humiston, who served as either NATAB member or staff from 1986 – 2021. Bonnie made enormous contributions to the development of the *Feldenkrais Method*® of somatic education in North America and internationally. Her knowledge of the history of the Guild and international bodies is unparalleled. Bonnie's clear thinking and strong leadership skills have been enormously valued by NATAB. Her deep and kind heart shines through all that she does.

NATAB also thanks Andrea Wiener, NATAB Administrator for her dedication and attention to detail in helping NATAB to do their job.

Applications Approved in 2021:

- San Diego *ATM*® Teacher Training Program
- New England *ATM*® Teacher Training Program
- Martin Mosimann, Trainer
- Francesco Ambrosio, Trainer Candidate
- Susan Hammond, Assistant Trainer

2021 Highlights

- Approved assessment frameworks for pilot *ATM*® and Practitioner training programs
- Reviewed requirements for online teaching (in particular to address the COVID situation)
- Published report of trainee survey on experience with online learning
- Published report of practitioner survey and focus groups about experience preparing to be ready to teach *ATM* lessons
- Updated case study guidelines for Assistant Trainer applications

2021 Highlights

- Discussed options for graduates of *ATM* teacher training pilot programs to complete practitioner training program
- Prepared website content for how to organize a training program
- Met several times, and corresponded with, the FGNA Board of Directors on a number of topics
- Collaborated with other TABs on:
 - ✓ Review of International Training Accreditation Guidelines
 - ✓ Guidance to training programs during COVID
 - ✓ Discussing pilot project training programs
 - ✓ Discussing Assistant Trainer, Trainer and Trainer Candidate application policies and processes.

The Feldenkrais® Journal

Journal Editors and Editorial Board



Helen Singh-Miller, **Editor**



Elin Lobel, **Asst. Editor**



Adam Cole



Jacki Katzman



Dana Fitzgibbons



Belinda He



Anita Noone



Jessica Pink



Margot Schaal



Mercedes von Deck

In 2021 the editorial board worked with writers to round out the upcoming issue of The Feldenkrais Journal™, adding and refining articles. Several pieces benefited from Lavinia Plonka's bi-weekly input over the summer and fall. What a blessing it was to receive Lavinia's straightforward, sophisticated feedback.

The topic of listening surfaced in several articles and ultimately became the theme for the 2022 issue. An article on the employment of the Feldenkrais Method® in anger management was tightened up as was a case study grappling with potential pitfalls to medical diagnosis.

A lovely series of photographs from practitioners accompanied by paragraphs on their experience teaching Feldenkrais during the pandemic was collected, and all writer bios and image credits were completed. Permission for the use of an image of a wonderful and wonderfully relevant Italian painting was secured, other images edited.



Feldenkrais Journal™ Update

We have left names and details out of this quick update so that you can enjoy them for the first time in a matter of weeks. We think that this issue illuminates important connections to the fields of medicine and music education and can't wait to share it with you. (Just today, we resolved the design of the cover when an acclaimed artist donated the use of her art:).

Thank you for all of your support, listening, and hard work on behalf of the writers, editors, and readers of The Feldenkrais Journal.



2021 IFF Funding Projects

- Copyrights and contracts. Renewal of logo contracts for several countries come up this year.
- Competency Facilitators Meeting in Michelstadt, Germany. Since last year they call themselves the My Potent Self Group.
- Changes on IFF website. The Competency/My Potent Self Group, has been able to construct a place to share resources and stay in touch. Practitioners and students can easily find it on the website.
- Funding for a Research Coordinator for the Research Working Group.
- Funding for Research Journal and publication of new materials
- Funding was arranged for digitization of material for the Archives

IFF Assembly

The 2020 IFF Assembly took place online for six hours each day, May 27-30. There were 45-55 attendees each day from 25 member countries this year, along with some guests from Russia.. The IFF created a 2021 Assembly website with easy access to all documents, reports, motions, Guild posters and power point presentations. In addition to the regular business of running an organization there were some exciting developments.

- Finland became a member of the IFF.
- International Trainer Collaborative was approved.
- The IFF is supporting the formation of "Feldenkrais International Youth Congress"
- Argentina, Chile, Colombia, México, Brazil, Ecuador, Perú, Venezuela have formed an alliance to support the development of Feldenkrais in Latin America
- Upcoming materials projects include editing 45 hours of the Vancouver workshops and approximately 100 videos of Gaby Yaron Functional integration lessons.
- The themes for the next two Research journals are:
 - Volume 7 General Volume with a sub-theme of the Feldenkrais Method and Mindfulness
 - Volume 8: Research Methods for the Feldenkrais Method

Governmental Relations

FGNA has protected Practitioners' right to practice for over 30 years, in dozens of jurisdictions. Volunteers devote countless hours to win and retain exemptions from restrictive massage laws, in collaboration with FGNA Government Relations Administrator Andrea Wiener. FGNA works closely with allies on the Joint Government Relations Committee of the Federation MBS (Federation of Therapeutic Massage, Bodywork and Somatic Practice Organizations) and others.

Governmental Relations

In 2021, FGNA was active in:

Kansas: Thanks to our work with allies, massage therapy licensure bills that were introduced included the exemption for movement practices that FGNA supports. Bills were in process at the end of year.

Ohio: Bills to broaden the definition of massage were reintroduced in 2021. FGNA members, staff and allies submitted strong testimony to request exemptions. FGNA hired a lobbyist funded entirely by generous contributions from individuals. Thanks to the lobbyist and testimony, a movement education exemption was added to one bill, which passed the House. Bills were in process at the end of the year.

Governmental Relations

Massachusetts: Past bills to remove exemptions failed due to strong opposition from FGNA and others. In 2021 new bills were introduced to require licensure as alternative healing therapy. Over 40 people, including 7 Feldenkrais® practitioners testified in opposition to the bills, which were in process at the end of the year.

Minnesota: Bills to license massage therapy and Asian bodywork therapy were reintroduced in 2021. FGNA played a key role in revising the exemption language. Bills were in process at the end of the year.

Vermont: A bill passed in 2020 requiring registration for massage therapists, bodyworkers and touch professionals. FGNA will request clarification in rules that registration is not required for Feldenkrais teachers because the definition of massage and bodywork doesn't apply to the Feldenkrais Method.

Federation of Therapeutic Massage, Bodywork and Somatic Practice Organizations



**70,000+ Members
Working Together**



Rolf Institute®
of structural integration



Member Advocates

In 2020, this committee was disbanded due to lack of use. Today, the current ethics and grievance protocols provide these services.

Feldenkrais® Educational Foundation of North America





President Nancy Haller



Treasurer Erik LaSeur



Secretary Fariya Doctor



Kathleen Lempka



Elinor Silverstein



Chrish Kresge

 **FEFNA**

Mission Statement

The Feldenkrais® Educational Foundation of North America (FEFNA) supports and promotes advancing the legacy of the Feldenkrais Method® *of somatic education* through research, education, and public awareness.

- FEFNA Fund – general, website, administrative, operational expenses
- Esther Thelen Research Fund – the importance of research
- Feldenkrais Legacy Forum Fund – a vision for the future
- Hana Elter Memorial Fund – the importance of education
- Bonnie Rich Humiston Scholarship Fund – becoming a Feldenkrais practitioner
- Leave your Legacy

Collaborations

- FEFNA (Feldenkrais® Educational Foundation of North America)
- IFF (International Feldenkrais® Federation Membership)
- IFF Materials
- Federation MBS (Federation of Therapeutic Massage, Bodywork and Somatic Practice Organizations) Membership
- ISMETA (International Somatic Movement Education & Therapy Association) Membership

FGNA is an affiliated
Professional Membership Organization



Elisa Cotroneo
Executive Director



All FGNA Professional Members are eligible to become an ISMETA Registered Somatic Movement Educator (RSME) and receive a \$20 yearly discount on membership dues. ISMETA membership offers a reduction in fees for FGNA members.

FGNA Staff



FGNA Program Administrator



Andrea Wiener

Virtual, Inc. Staff



Tom Pappas



April Veilleux



Bridget Gallagher



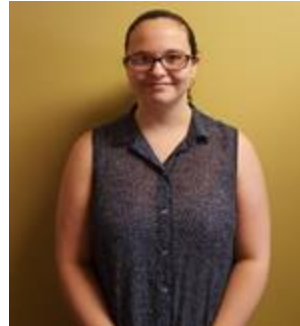
Alissa Bredbenner



John Lessard



Casey Joyce



Tara Prak



Debra Powell

Virtual, Inc.

- Financial Oversight
- Membership Services
- Website
- IT Expertise
- Marketing
- Conference Event Team

FGNA works for YOU and Your Practice!

5 Minute Break

2021 Volunteer of the Year



Erick LaSeur

FGNA Nominations

2021 Nominating Committee



Misha Forrester



Katarina Halm



Jane Johnston



Cathy Wright

Call For Nominations

Contact the Nominating Committee:

Misha Forrester formisha@gmail.com

Katarina Halm katarina@thinkinginmovement.ca

Jane Johnston fitfeldy@gmail.com

Cathy Wright cathy@cathywright.com

Prize Giveaway!



- 2023 FGNA Membership (*does not include certification*)
- Registration to 2023 FGNA Conference
- Registration to 2023 FGNA Speaker Series



When The Memory Becomes a Treasure



1984 through 2020

2021 / 2022

Stanley Brown

Edie Jane Eaton

Hana Elter

Margaret Jemison

George Krutz

Martha Lockey

Nancy Magnusson

Nancy Parker

Kay Pepitone

John Sawyer

2022 MOVING FORWARD

Our goals for the upcoming year include:

- Focus on the health of the Association in order to make it stronger and more viable for years to come
- Make Trainings more accessible
- Assess the needs of the ATM[®] only pilot trainings
- Improve support for new grads
- Improve support for those that wish to become Assistant Trainers, and Trainers
- Increase the number of available trainings in North America

Thank You Tom!



THANK YOU

Thank you to all Board members,
CORR, Volunteers in various
committees, staff, the Virtual staff and
YOU, the membership for giving us the
privilege to serve you all.