

WHAT'S INSIDE:

PAGE 2

Assignments, Guests, Hospitality, Announcements

PAGE 3

Fines, Happy Dollars, New Member, Announcements Continued

PAGE 4

Report by Susan Smith on Kiwanis Scholarship Program

PAGE 5

Club Calendar and Weekly Numbers

PAGE 6

Memory Gem, Club Info, Thanks to Our Advertisers

PAGES 7- 10

Thrift Sale Work Schedules



Kiwanis®

CLUB OF ANN ARBOR

Volume 10, Issue 7

November 12, 2018

TODAY'S PROGRAM...Mott Children's Hospital

Every Monday noon we hear another convincing story that shows Ann Arbor's Quality of Life is top drawer. The **Child and Family Life Department** and the administration at **Michigan**



Guest Speaker Lindsay K. Heering

Medicine's C.S. Mott Children's Hospital receives \$100,000 annually from the **Kiwanis of Michigan Foundation**. Club member **Jim Carey** introduced **Lindsay K. Heering, MS, CCLS**, Administrative Director for Inter Healthcare at Mott Hospital, who presented the broad breath of state-of-the art programs, special areas of treatment and news about the hospital school (*which was initially funded by the Kiwanis Club of Ann Arbor beginning 96-years-ago.*) Ms. Heering said, "Through this longstanding partnership, we are able to enhance the physical and emotional well-being and coping abilities of pediatric patients and their families throughout their healthcare experience."

A novel program at Mott features the hospital staff accompanying a child facing surgery in a sequence of trial examinations, a review of the medical equipment and the diversity of experience he/she will face during surgery. A finely crafted, locally produced video that is narrated by a child-age patient helps to soothe the patient including parents of any apprehensions about the procedures ahead.

Through the past few years, the **Kiwanis of Michigan Foundation** funding has helped create or expand child life services that include, but are not exclusive to, the following clinical areas:

- Urology Clinic Child Life Specialist
- Second Neonatal Intensive Care Unit (NICU) Child Life Specialist
- Cardiovascular Center Comfort Coach
- Congenital Heart Center Education specialist/Teacher
- Hospital Teacher Education Fellowship and an
- Additional Music Therapy person.

The **Kiwanis Club of Ann Arbor Foundation** is the largest annual contributor of financial support to the **Kiwanis of Michigan Foundation** for the Child and Family Life Department at C.S. Mott Children's Hospital. You can contact **Lindsay Heering** at 313-593-5090



Jim Carey announces today's guest.

NEXT WEEK'S PROGRAM...

- **November 19– Aktion Club. Speaker:** Paul McKelvey, Introduction by **Don Kossick**

UPCOMING PROGRAMS...

- **November 26– Community Music School. Speaker:** Kasia Bielak-Hoops, Introduction by **George Gilligan**
- **December 3– Speaker:** Red Berenson, Introduction by **Jim Carey**

MEETINGS...

- ◆ No meetings reported



Officers and Directors

President:

William V. Hampton

President-Elect:

Dan Dever

Treasurer:

Greg Meisner

Secretary:

Kathie Wilder

Immediate Past-

President:

Alan Burg

Board Members:

Gordon Beeman
Marianne D'Angelo
Margaret Krasnoff
Peter Schork
Mary Stewart
Ellen Webb



Newsletter:

Editor

Dale Leslie

Photos

Bob Gray

Publisher

Sandy Rabadoux



Do you have news for the newsletter, or are you interested in advertising? Contact Publisher, John Kidle, at jkidle@gmail.com.

ASSIGNMENTS FOR THE COMING WEEK...

Mon-Sat Sale	<u>See Pages 7, 8 and 9</u>
Fri-Sat Sale	<u>See Pages 9 and 10</u>
Vouchers	11/15—Ellen Webb, Bob Johnson, Kathy Barden-Perlberg, Jerry Brown, Bud Roberts, Dee Smit, Carla Summers, Alan Burg, Ken Hillenburg, & Mark Lavin
Invocation	Luke Panning
Meeting Greeters	Emily Allshouse, Kathy Barden-Perlberg, Jim Dries
Hospitality	John Dahl - home 734 470-6196 / cell 734 395-3840
Newsletter	Dale Leslie
Cashier	Dale Leslie

GUESTS AT OUR CLUB...

President William hosted frequent attender, non-member, his wife Esther Hampton and David Stone who is a regular volunteer at the Thrift Sale on the weekends. Prospective Member, **John Kinzinger** (johnalva@aol.com), accompanied **Dale Leslie**; Mamadou accompanied **Harry Hawkins** and Arno Buhner (sale volunteer) was the guest of his wife, member **Pat Buhner**. U-M Circle K representatives were: **Skylar Gleason, Jaylene Gutierrez and Melissa Zhou. Go Blue!** Welcome!

HOSPITALITY...

November's chair, **John Dahl**, whose telephone/email numbers are [734.470.6196](tel:734.470.6196) / jedwardd20@gmail.com, welcomed member **Fred Miller**- new knee included- back with us. **Bill Robb** was at the meeting while he recovers from cataract surgery not a cardiac operation as originally reported. (Editor's Note: **Bill** was probably a candidate for a cardiac operation after seeing his bill for the cataract surgery.) Other points of note:

- **Clarence Dukes** has worn a path between his home and Michigan Medicine due to his needless fluid retention; a drop-in nurse to his home will help in his intended path to health;
 - **Peter Schork's** mother, Hely Anna Merle (Schork and Benner) has passed away and a memorial service will be held shortly after Thanksgiving;
 - Marion Seyfried, widow to former club member **Fred Seyfried**, has died and her service will be in the Brecon Village Auditorium, Saturday, Nov. 17th, at 1:00 p.m.;
 - **Rod Grambeau**, former honorary member, will be remembered in a service Nov. 24 at the Northside Community Church, 929 Barton Drive, AA, at 10 a.m.; Grambeau post service Tail Gate will be held at AA Golf & Outing, Main @ Stadium (TV tuned to U-M vs. Ohio State.)
 - **John Dahl** recently talked to past president John Goff and apparently he is back on his feet to full strength (healthy);
- Ray Smit**, past president, celebrated his 90th birthday in the home of member **Dick and Dee Smit**; Ray and wife Donna reside year-around in Escanaba.

ANNOUNCEMENTS...

- ❖ **Member Notice:** "The Board approved at its October 16, 2018 meeting, the **Kiwanis Environmental Education Preserve (KEEP)** Project as a multi-year project of Kiwanis. The submission of such to the general membership is required for a vote to adopt the KEEP as a multi-year project under Article IX of the Kiwanis Club of Ann Arbor Foundation, Inc. by-laws. At least two different readings are necessary prior to the paper ballot vote. We have decided to have the vote on November 26th to allow for maximum assessment time."
- ❖ **"And The Hits Just Keep on Coming!"** – Another new sales record of over **\$22,000!** in gross sales from the Friday-Saturday Thrift Sale, Nov. 2-3 reported by **Jim Wolfington**

Announcements Continued on Page 3...

Help someone, even if you know they can't help you back.

FINES...

We collected \$23.86 in fines today, enough for some warm boots for a child. Keep those fines coming!

HAPPY DOLLARS...

☺ **Jim Meretta** was ready with a Happy Dollar to announce Measure for Measure's upcoming "**Sounds of the Season**" Concert at St. Francis Assisi Church on Friday, November 30 at 8:00pm. **Jim, Dan Burrows and Rick Hendricks** have tickets for sale at \$12 each (at the door it's \$18 adults and seniors/ \$12 students and children). The EMU Chamber Choir will share our program. Hope to see you there!

NEW MEMBER...

We have the pleasure of announcing a Prospective Member, **John Kinzinger** (johnalva@aol.com), sponsored by **Peter Schork**. Please say hi, introduce yourself and tune in next week for more information on John.

ANNOUNCEMENTS CONTIUED...

- ❖ **CHEERS FOR GAME BOY** - Toy designer **Garry Donner** generated \$165.00 for the Bell Ringing project through his auction sale of board and card games from his business **Random Games and Toys**. **Garry** and his daughter designed many of the toys sold. Good show, Donners.
- ❖ **BELL RINGING PROJECT** - Another **Garry**, **Garry Evans**, reminds club members to sign up for our ambitious and remarkable **Salvation Army Bell Ringing** coverage. December 22nd, we person every red pot of gold (we hope!) in Ann Arbor and vicinity. It was a family ringing opportunity for the **Leslies** (see below). Call **Garry** and schedule a shift: 734.223.6760; mar99gar@hotmail.com



Garry Donner auctions new games to Kiwanians from his company to support the SA.



Preparing to Ring Bells with Santa, Graham (left) and Drew Leslie

- ❖ **FEEL THE SEASON! WE'RE CLOSE TO A MATCH!** **John Sampsel** reports we are within striking difference of matching an anonymous donor's \$3,000 challenge grant for the **Haiti Nursing Foundation**. Write your check payable to the Kiwanis Club of Ann Arbor Foundation and note Haiti Nursing Foundation on the memo line. Please complete your donation in care of **Eloise Lavin** in November. One member stepped forward on Monday and pledged \$250.00. Thank you! Call **John** with any questions: 734.239.1442; or by email at jsampsel@gmail.com

❖ **OTHER BUSINESS TO NOTE:**

◆ **Mary Stewart** has the **Warm the Children** forms that volunteers need to carry with their escort family for shopping at Walmart of Saline;

◆ Extended deadline for the **Thomas Oliver Greeting Card program** in the Builder is November 16th. Call the Michigan District office of Kiwanis at 517.676.3837

or see last week's Newsletter for a copy of the flyer and donation form;

- ◆ **FOR SALE** - A complete package bus tour led by club member **Carol Presley** to Chicago, November 20-21st. NOTE: the trip includes an overnight stay AND a ticket to the highly praised **HAMILTON**, a traditionally sold-out production. Price: \$399.00. Call **Max Ziegler** if interested, 734.649.3979 or 734.480.1516; and
- ◆ Lt. Governor candidates for 2018-2019 for our division in the Michigan District are being requested by **Lt. Governor Jackie Otto**, 2017-2019. Our club's most recent Lt. Gov. was **Julanne Williams** - see her for a recollection of serving, 734.358.2603.



Known worldwide as the place for the "funkiest" gift.

Check for Special Items on



and



Every Week!

*Since 1921,
proceeds from
Kiwanis Thrift
Sale, gifts from our
members, and the
work of our
volunteers to
benefit our
community totals
over \$6,700,000.*

Buy Kiwanis Club of Ann Arbor Gear!



*Click [here](#).
Kiwanis Nike Golf Dri-FIT Swoosh Perforated Cap Only \$25!*

Our Sponsored Programs in Service to Youth:



Huron High School
Pioneer High School





Susan Smith

KIWANIS SCHOLARSHIP PROGRAM ANNOUNCEMENT OF POSSIBLE CHANGES DELIVERED AT NOV. 12, 2018 MEETING

I would like to share with you the results of the research conducted by members of the Scholarship Workgroup over the past few months concerning changes to the Kiwanis Scholarship Program. First, I will give you a brief history of the past two years and share with you the problems experienced during these two years. Then I want to tell you about the changing climate surrounding the awarding of scholarships to High School Seniors. And lastly, I would like to outline a proposed revamped Kiwanis Scholarship Program.

Brief History

In 2017, 41 scholarships of \$1,000 each were awarded from a combination of Kiwanis, Cross Foundation and Members' gifts. In 2018, the Committee felt that \$1,000 was not enough and increased the award to \$1,500, thinking they would be giving fewer scholarships. Donors rose to the challenge and 45 scholarships of \$1,500 each were awarded from the \$67,500 donated. However, the amount of time it took to work with the High School Counselors, get the Awardees to the Luncheon, and then have them complete the paperwork to claim their Scholarships became prohibitive. And a significant amount of time was spent by Claire Dahl in ensuring that students got enrolled and funds were disbursed to the various institutions. In addition, problems were incurred in substantiating each applicant's "financial need" and that each student met all the criteria for his/her scholarship. No follow up to see how many of the past scholarship recipients achieved a college degree was ever conducted.

Searching for Modifications to the Program

The Committee decided to investigate the Scholarship Program administered by The Ann Arbor Area Community Foundation, AAACF for short. At a meeting in August, AAACF shared the following:

AAACF in 2014 was administering about 40 Scholarship Programs, most of which were based on a \$1,000 annual payout. Bothered by the lack of assurance all of these scholarships were really aiding students to achieve a college degree (two or four year), AAACF researched "best practices". They discovered that:

- Freshmen have many opportunities to receive scholarships, but the opportunities diminish in Junior and Senior years.

- \$1000 a year is no longer enough for the Freshman year.

- Needs increase for upper classmen because costs increase for credit hours, books, etc.

- The demographics of the students needing scholarship help the most are:

- Students of color; First generation college students; and Students from low income households.

They also found scholarship aid alone was not the best indicator of achieving graduation. Students need "guidance" or "success" coaching. Therefore, it was decided to pair their scholarships with dedicated trainers. Currently AAACF is supporting one highly trained individual and beginning the support right after the scholarships are awarded in the spring. Students need help in deciding which college to attend, which program to go into, which classes to take when, etc. and these decisions will be very important to achieving graduation. The salary of this person is being paid by AAACF and/or donations.

It was also discovered their scholarship students needed access to emergency funds. Things come up and, while small, they need to be quickly resolved. Colleges have these kinds of funds, but access takes time. So once again, AAACF set up an Emergency Fund for their scholarship recipients and are funding the costs.

Proposed Revamped Scholarship Program for Kiwanians

For the scholarships to be awarded in the Spring of 2019 by Kiwanis, with help from the Cross Foundation and Members, AAACF is willing to bend their rules a bit to permit the following:

If, by December 31, 2018, the Cross Foundation establishes a \$100,000 "permanent" scholarship fund at AAACF with a TBD name that honors the Cross Foundation and Kiwanis (for example the Cross-Kiwanis Scholarship Fund) the size of this fund qualifies it to award **one** five-year \$4,000 per year scholarship **every five years** to a named individual. If another \$100,000 "permanent" scholarship fund were to be established at AAACF by another Kiwanian by December 31, 2018, it, too, would fund **one** five-year \$4,000 per year scholarship **every five years** to a named individual.

For every \$100,000 "permanent" scholarship fund established by a Kiwanian by December 31, 2018, in 2019 and each subsequent year, AAACF will provide **one** additional five-year \$4,000 per year "pass-through" scholarship to an individual for an additional **\$20,000** contribution. The "pass-through" scholarship is so named because AAACF will be absorbing the estimated \$8,000 Administrative, Success Coach and Emergency Fund costs associated with each of these scholarships over its five-year term.

Because Kiwanis may wish to provide more scholarships, AAACF is willing to offer **one** additional "pass-through" five-year \$4,000 per year scholarship **for each \$28,000 raised**. This means, if \$76,000 is raised with ONE "permanent" scholarship fund, there would be FOUR scholarships awarded providing \$20,000 over a four or five year period. One would come from the "permanent" fund, one from \$20,000 raised and two from the remaining \$56,000 raised. It should be recognized that the \$28,000 amount will change over time.

It should also be recognized that in future years, the annual amount of each scholarship may be increased over the current \$4,000 amount, as determined by the AAACF.

A scholarship recipient who is able to take 15 vs 12 credits per semester may be able to convert their five-year \$4,000 per year scholarship into a four-year \$5,000 per year scholarship and graduate one year earlier.


Residents of Washtenaw County are eligible for AAACF Scholarships.

While the number of scholarships awarded are many fewer, the opportunity to assist individuals to achieve a degree after four or five years of college is vastly improved. More importantly, the tremendous expenditure of time on the part of Kiwanians selecting recipients, arranging for the Scholarship Luncheon and following up on awardees, etc. will have been greatly reduced. In addition, each scholarship recipient will have access to the AAACF provided "success coach" to help the student select a school and college curriculum which fits his/her desired course of study. He/She will also have access to the AAACF Emergency Fund. AAACF staff will work with the schools to help select the awardees, using their people who do this for many of AAACF's scholarships. This should improve the ability to document "need". AAACF is also negotiating with colleges and universities to have them agree not to offset dollars awarded via a Cross-Kiwanis Scholarship against other financial aid awarded to the student.

Next Steps: It is recommended that the Kiwanis Club of Ann Arbor pursue a collaborative arrangement with the AAACF for the 2018-19 Kiwanis Year.

"Serving the Children of the World...our motto, our mission"

November 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 Sale & Donations: TKC 9-1	3 Sale & Donations: TKC 9-1
4	5 <u>Honorary Member Recognition</u>	6	7 Kiwanis Young Professionals 7:00pm	8	9 Sale & Donations: TKC 9-1	10 Sale & Donations: TKC 9-1
11	12 <u>Mott Children's Hospital</u>	13	14	15	16 Sale & Donations: TKC 9-1	17 Sale & Donations: TKC 9-1
18	19 <u>Aktion Club</u>	20	21	22 	23 Sale & Donations: TKC 9-1	24 Sale & Donations: TKC 9-1
25	26 <u>Community Music School</u>	27	28	29	30 Sale & Donations: TKC 9-1	

December 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 Sale & Donations: TKC 9-1
2	3 <u>Red Berenson</u>	4	5 Kiwanis Young Professionals 7:00pm	6	7 Sale & Donations: TKC 9-1	8 Sale & Donations: TKC 9-1
9	10 <u>Member Recognition</u>	11	12	13	14 Sale & Donations: TKC 9-1	15 Sale & Donations: TKC 9-1
16	17 <u>Warm the Children</u>	18	19	20	21 Sale & Donations: TKC 9-1	22 No Sale & Donations: Today
23	24 Christmas Eve No Noon Meeting	25 	26	27	28 Sale & Donations: TKC 9-1	29 No Sale & Donations: Today
30	31 New Year's Eve No Noon Meeting					



This Week's Numbers

Attendance:
59

Fines:
\$23.86

Happy \$:
\$5

Mott Pot:
\$0 Today
\$222.50 YTD

Vouchers:
\$1,685
9 Families
\$8,625 YTD
56 Families YTD

Thrift Sale:
Friday:
\$10,513

Saturday:
\$11,663

Other:
\$0

TOTAL:
\$22,176
\$113,065 YTD
(Unofficial)

The fact that you are taking time to read this indicates a high aptitude for being a newsletter editor. Email John Kiddle at jkiddle@gmail.com immediately to volunteer.



**KIWANIS CLUB
OF ANN ARBOR
Meetings:**

Noon on Mondays at
The Kiwanis Center
100 N. Staebler, Suite C
Ann Arbor, MI 48103-9755

www.a2kiwanis.org

Building Phone:
734-665-2211



Sale and Donation Hours

The Kiwanis Thrift Sale
At The Kiwanis Center
100 N. Staebler at Jackson
Fridays and Saturdays
9am-1pm

Saleable Donation Drop

Off:
Fridays and Saturdays
9am-12:30pm

Call for Donation Pickup:

734-665-0450



Other Links:

- [Michigan District Kiwanis](#)
Click [here](#) to read the latest *Michigan Builder*.
- [Kiwaniis International](#)
- [Kiwaniis Young Professionals of Washtenaw County](#) Meets 6:30pm first Wednesday of Month
- [U of M Circle K](#)
Meets 7pm Thursdays at UM Union or League (Check Calendar on Website)
- [Kiwaniis Club of Ypsilanti](#)
Meets Noon Wednesdays at EMU Student Center
- [Ann Arbor Western](#), Meets Noon Tues. at Quarter Bistro

"Serving the Children of the World"

Interested in becoming a member? Please send an e-mail to MembershipGrowth@a2kiwanis.org or visit the website www.a2kiwanis.org.



The Kiwanis Center

2021 A CENTURY OF SERVICE

100K Memory Gem
KIWANIS CLUB OF ANN ARBOR

Service Club Takes Over Salvation Army Kettles: Members of the Ann Arbor Kiwanis club and the advisory board of the Salvation Army rang the bells inviting contributions to the Army's kettles in the business section yesterday afternoon. Assisting at this kettle were **Forney W. Clement**, Kiwanis district secretary, left, and **Ashley H. Clague**, president-elect of the Ann Arbor club.



AA News December 23, 1937

Thanks to Our Advertising Supporters...

Emily Allshouse | Kemner Iott Benz | 734.929.3877

eallshouse@kemneriottbenz.com | We Know Insurance. You Know Us. Let's Talk!

Jim Carey Realtor®, Charles Reinhart Realtors

734-717-5591, jcarey@provide.net

Andrea Kotch Duda, CFP®, Raymond James and Associates, Inc.

www.RaymondJames.com/andreakotchduda, 248-932-5450

Gardner & Associates, P.C., Attorneys

Ron@GardnerLawAA.com

Betty Jean Harper, Visiting Vet

Veterinary Visits in YOUR Home 734-475-9474

Carol's VIP Adventures - Group Travel for Active Adults

Carol Presley, Travel Coordinator carolsvipadventures.com

Clarity Financial Advisors, Mark S. Wishka, ChFC, CFP, CLU, CRPC, CASL, REBC, RHU, CDFA, CLTC—734-995-3996, markwishka.com



RE/MAX Platinum Realtors, Doug Ziesemer

734-769-8111, dfziesemer@aol.com

Monday-Saturday
Sorting,
Pricing,
Testing and
Repair
Schedule
Page 1 of 3

KEY FOR SORTING GROUP- AD:Admin, DH: Doll Hse, KP:Keep, SO:Sorting, SP:Sorting/Pricing, SR:Sales/Repair, SS:Sorting/Stocking Shelves, TR:Test/Repair, U:Unavailable, VR:Vouchers,			Date	12-Nov	13-Nov	14-Nov	15-Nov	16-Nov	17-Nov	19-Nov	20-Nov	21-Nov
AREA	Task		M	T	W	Th	F	S		M	T	W
Aiken, Erin*	Sort	SO	U	U	U	U	U	U		U	U	U
Allshouse, Emily												
Anglin, Mike	Sort	SO										
Aquino, Sandy*		SO										
Aquino, Woody*		SO										
Argyle, Ray	Eict	TR										
Bagchi, Carol*	lin	SO	U	U	SO	U	U	U		U	U	SO
Barden, Marti		SO										
Barden-Perlberg, Kathy	Sort	SO	D									
Barhydt, RoseMarie	Voucher	VR										
Barillas, Cara			U	U	U	U	U	SO				
Bartlett, Lisa*	Jewel	SP										
Bassett, John	Men	SO	SP	U	U	SP	U	SP		SP	U	U
Bell, Dave	Sorting	TR	TR	U	U	U	U	U		TR	U	U
Berg, Isabel*	Bks	SO										
Bingham, Eve*	Sorting	SO	SO		?	SO				SO		
Birkle, Aaron	Sorting	SO										
Birkle, Lea*	To	SO	SO							SO		
Birkle, Mike*	Sort Test/Rep	TR	TR							TR		
Bomar, Francine	Sort	SO	U	U	SS	U				U	U	U
Boone, Elizabeth*	CI-W	SO										
Bower, Jan*	Glss	SO,SS										
Brown, Jerry			D									
Brown, Pamela*	Sort	SP	U	U	U	U	U	U		U	U	U
Burbridge, Cecile*	Jewelry	SP										
Burg, Alan	Vouch, AD	AD,V										
Burroughs, Dan	Hard, Sort	SO,	D									
Buttrum, Carole*	Clothes	SO	SO	U	U	?	U	U		SO	U	U
Carey, Jim	Vouch	VR										
Carr, Bob	Vouch	VR										
Cebulski, Linda*		SO	SO			SO				SO		
Charles, Kristie*	Flip	TR										
Choate, Susan*	Hard	SO	SO	U	U	U	U	U		SO	U	U
Clear, Janet*	HO OS	SO SS	SO	U	SS	U	U	U		SO	U	SS
Colley, Karen*	Sort	SO										
Cramer, Susan*	Toy	SO SS	SO				SO			SO		
Dahl, Claire	FI	SO										
D'Angelo, Marianne	Sort	SP	U	U	U	U				U	U	U
Dailey, Sue*	Hard	SO	SP							SP		
Damon, Jill*	CI	SO	SP	U	U	SP	U	U		SP	U	U
Danforth, Jim*	Hard	SO	SO	U	U	SP	U	U		SO	U	U
Dapprich, Dan*	Sorting	SO						SO				
Dapprich, Patty*	Sorting	SO	SO					SO		SO		
Day, Mary Beth*	Art	SO										
Dever Nick	Sorting	SO										
Dittmar, Larry	Sort	TR	SO	U	U	SS	U	U		SO	U	U
Dittmar, Prudy*	Ho, OS	SO,	SO	U	U	U	U	?		SO	U	U
Doyle, Bernie*	Sorting	SO	U	U	SS	U	U	U		U	U	SS
Drake, Dave	Vouch	VR										
Dries, Jim	Sort	SO	U	U	U	U	SO	U		U	U	U
Evans, Garry		VR										
Evans, Linda*	Dolls	SO,DH										
Evans, Mary*	Dolls	SO,DH										
Ferguson, Mary*	CI	SO				SO						
Finch, Billy*	Bk	SO,	D					SO				
Frederick, Muriel*	Womens	SO	SO	U	U	SO	U	U		SO	U	U
Gallup, Al	Shoe	SO	SO	U	U	U	U	U		SO	U	U
Gallup, Karen*	SO	SO	SO	U	U	U	U	U		SO	U	U
Gerlinger, Rick*	Test/Repair	TR	U	U	U	TR	U	U		U	U	U
Gilligan, George	Lig, El	TR										
Grapentine, Gloria*	Womens	SO										
Gutierrez, Jaylene												
Gravlin, Katherine*	Bk	SO SS	U	U	U	U	U	U		SO	U	U
Gray, Bob	Floor, AD	TR,SO			AD	AD						AD
Duynslager, Peggy	lin	SP	U									
Haas, Jared*	Camera	SO										
Hadwin, Karen	Sort	SO	U	U	SO	U	U	U		U	U	SO
Harback, Mike*	Bk	SO SP										
Harper, Betty	Bk	SO SS										
Hartman, Alice*	Cloth	SO	U	U	U	SO	U	U		U	U	U
Hendricks, Rich	SO											
Herkhof, Magda*	Soft goods	SO										
Hill, Mary*	Cloth	SO	U			SO	SO	SO		U	U	SO

KEY FOR SORTING GROUP- AD: Admin, DH: Doll Hse, KP:Keep, SO:Sorting, SP:Sorting/Pricing, SR:Sales/Repair, SS:Sorting/Stocking Shelves, TR:Test/Repair, U:Unavailable, VR:Vouchers,			Date	12-Nov	13-Nov	14-Nov	15-Nov	16-Nov	17-Nov	18-Nov	19-Nov	20-Nov	21-Nov
NAME	AREA	Task	M	T	W	Th	F	S	S	M	T	W	
Hillenburg, Ken	Vouchers												
Heuter, Pat													
Hyde, Bob	SO	SO	U	U	TR	U	U	U		U	U	TR	
Ignatoski, Phillip					TR							TR	
Ishmeal, Elaine*	SO	SP	U	U	SO	U	U	U		U	U	SO	
Johnson, Bob	Cash so	SO,	AD			VR				AD			
Johnson, Linda*	Sort, Drafts	SO	U	U	U	SS	U	U		U	U	U	
Kavanagh, Gary	Sort	SO SS					?						
Keyes, Sharon	Ar	SO SS	U	U	U	U	SO						
Kidle, John	Ei Li	TR											
Kotch Duda, Andrea													
Lamkin, Sally	Vouchers	VR											
Lamoreaux, Dave	Mens	SP	SO	U	U	SO	?	SO		SO	U	U	
Lavin, Eloise	Vouches	VR											
Lavin, Mark	Vouches	VR				VR							
Leslie, Dale	Vouches	VR											
Lillie, Joan*	Toy	SO	SP				SP			SP			
Lillie, Rob*	Toys	SO											
Lutton, Louise*	An, Lin,Kid	SO SS	SO			SS				SO			
Lyman, Fran*	Sort	SO	SO							SO			
MacDonald, Margaret*	Cloth	SO											
Mast, Greg*	Shoes		U							SO			
Masters, Joan	Clothing												
Maten, Glenda*	Cloth	So SP	SP	U	U	SP	U	SP		SP	U	U	
Maten, Ralph*	Doc	TR	TR	U	U	TR	U	TR		TR	U	U	
Maten, Steve*		SO											
Mathews, Joan*	Toys,	SO	U	U	U	SO	U	U		U	U	U	
Mattson, Ann	Sort	SO											
Mattson, Jim	Ant/Cam/Sort	SO	U										
McNish, Jan*	VinTo	SO SS	SO		SP					SO			
Meisner, Greg													
Memmer, Larry	Sort,TR												
Meneghini, Linda*	Lin	SO	SO		SO	SO	U	U		SO	U	U	
Meretta, Jim	Shoes	SO,SP				SO							
Messer, Joan*	Sort	SO	SO							SO			
Miller, Fred													
Misko, Susan*	Sort	SO	SO	U	SO	U	U	U		SO	U	SO	
Moler, Kay*	So Glass		SO	U	U	U	U	U		SO	U		
Mortonsen, Cynthia*	Sort	SO	SO			SO				SO			
Neff, Merry*	Cloth	SO	SO	U	U	SO	U			SO	U	U	
Nuhn, Rob*	Sort	TR											
Olcott, Cynthia*	Lin/Fabrics	SO				SO							
Orlowski, Bill*	Repair	TR											
Passion, Betty*	Seas Sort												
Penkalski, Sandra*	Sort	SO											
Perhai, Katie*													
Pothoff, Robin*	Sort	SO											
Presley, Carol	Sort/VR												
Preston, Gretchen	Sort	SO											
Rabidoux, Sandra *	Sort	SO SS	U	U	U	U	SO	U		U	U	U	
Raggett, James*	Bikes	TR	U	U	U	TR	U	U		U	U	U	
Raubolt, Dan*	Elect	TR	U	U	U	U	TR	TR		U	U	U	
Reider, Katie*	Sort	SO											
Rescorla, Meg*	So	SO											
Richard, Veronica*	Jewel	SO,											
Robb, Bill	Elect	SO TR											
Robb, Michele	Sort	SO SS											
Roberts, "Bud"	vouchers	VR SP				VR							
Robinson, Jean	Vouchers	VR											
Rolka, Lynn*													
Rupp, Brittany*	Repair	TR											
Rydzon,Debbie*	Sort, Vouch	SO	U	U	U	VR	SO	U		U	U	U	
Schaffner, Paul*	HW	TR											
Schenk, John	Art	SO SS											

Monday-Saturday
Sorting,
Pricing,
Testing and
Repair
Schedule
Page 2 of 3

KEY FOR SORTING GROUP- AD: Admin, DH:
 Doll Hse, KP:Keep, SO:Sorting,
 SP:Sorting/Pricing, SR:Sales/Repair,
 SS:Sorting/Stocking Shelves, TR:Test/Repair,
 U:Unavailable, VR:Vouchers,

Date>	AREA	Task	5-NOV	6-NOV	7-NOV	8-NOV	9-NOV	10-NOV
			M	T	W	Th	F	S
Stewart, Mary	Sort/Pr	SO,		SO	SO	SO	SO	SO
Stine, David*	Test/Repair	TR						TR
Stuber, Elsa*	Sort	SO					SO	U
Summers, Carla*	Sort	SO,		SO	SO	SO		
Supica, Sue*	Glass	SO	SO					
Supica, Max	Mens	SO			SO			
Vondenberger, Annette*	Sort	SO						SO
Webb, Ellen	SO, SP	SP				VR	U	U
Wells, Marcia*	Glass	SO	U		SO	SO	U	U
Wells, Michaela*	Sort	SO						
Wells, Sherrel*	CL	SO	U	U	U	U	SS	SS
Wilder, Kathie	Q	SO,						
Ziegler, Carol*	Q-W	SO		U	U	SO	U	U
Ziegler, Max	Sort	SO	SO	SO	SO	SO	SO	SO

**Monday-Saturday
 Sorting, Pricing,
 Testing and Repair
 Schedule
 Page 3 of 3**

**Friday and Satur-
 day Sale Workers
 Schedule
 Page 1 of 2**

Key for F & S Sale Workers. A:Available,
 CC:Cashier/Sales, DK:Dock,
 GR:Greeter, FTL: Frontend Team Leader,
 P:Preferred work date, SK:Sales/Dock, SA
 or SS:Sales, WR: Wrapper, U:Unavailable,

Day of week>	Area	Task	16-NOV	17-NOV	23-NOV	24-NOV
			F 9-1	S 9-1	F 9-1	S 9-1
Allshouse, Emily	Cash	CC				
Argyle, Ray	Elect	SS	U	U	?	?
Babcock, Bryce	Cash, Sales	CS				
Barden, Bob	Dock, Floor	SS	DK		DK	
Barden, Kathy	Greet, Cassh	GR,CS				
Barhydt, Rose Marie	Greet*/Antiq	GR,SS				
Bartlett, Lisa*	Jewel	CS		CS		CS
Beeman, Gordon	Cash, Sales	CS	CC			
Bell, Dave	Sales	SS				
Blomquist, Jim	Dock, Sales	DK,SS				
Brown, Jerry	Greet, Sales	CS, GR	CC			
Burbridge, Cecile*	Jewel	CC, CS		CS		CS
Burg, Alan	Sales	SS		CS		
Burroughs, Dan	Dock, Sales	SS/DK				
Carrier, Kelly	Sort	SO,WR				
Clemence, Mary*	Jewel	CS	CS		CS	
Dabbs, Mike	Sales	SS	DK			
Dahl, Claire	Cash, Sales	CS				
Dahl, John	Cash, Greet					
Dever, Dan	Variable	DK, SS,WR	WR			
Dever Nick	Dock, Sales	SS/DK	SK	SK	SK	SK
Dever, Nancy*	Greeter, Sales	GR,WR	CC	CC	CC	CC
Dittmar, Larry	Sales	SS	U	U	?	?
Dittmar, Prudy*	Sales	SS	?	?	SS	SS
Drake, Dave (CC)	Sales	mens				
Duda, Anna	Womans, WR	SS,WR				
Dukes, Clar	Cash, Sales	CS				
Evans, Garry	Cash	CC				
Evans, Mary*	VintToys	SS				
Fomby, Paula	Cashier, WR	CA,WR				
French, Larry	Cash, Sales	CS	CC		U	U
Gardner, Ron	Sales, Greet	SS,Gr				?
Gilligan, George	Dock, Sales	SS	DK			
Grachak, Caroline	Wrap, Sales	WR				
Gray, Bob	Everywhere	CS, FTL	FTL		FTL	
Haas, Jared*	Camera	SS		CC		CC
Hadwin, Karen	Sales	SS		SS		SS

Key for F & S Sale Workers. A:Available, CC:Cashier, CS:Cashier/Sales, DK:Dock, GR:Greeter, FTL: Frontend Team Leader, P-Preferred work date, SK:Sales/Dock, SA or SS:Sales, WR: Wrapper, U:Unavailable,

Day of week>			16-Nov	17-Nov	23-Nov	24-Nov
			F	S	F	S
			9-1	9-1	9-1	9-1
Hampton, William	Area	Task				
	Dock	DK				
Harper, Betty	Books,	SS, SO				
Hart, Kim*	Dock	DK		DK		DK
Hendricks, Rick	Dock/Soring	DK,SO				
Hillenburg, Ken	Cash, Sales	CS		CS		
Hiller, Steve	Dock,sales	DK	U	U	U	U
Hitchcock, Kate*	Jewel	CS		CS		
Ishmeal, Elaine*	Sales	SS	SS		SS	
Johnson, Bob	Cash, Shoes	CC, SO		CS		CS
Jones, Deb	Cash, Sales	CC, CS				
Jones, Ken*	Ant/Coll	CC, CS	CS		CS	
Krasnoff, Margaret	(Sub)	CC, CS				
Lamkin, Sally	Ant/Coll	Sales	U	SS		
Lande, Lynne	Greet,Sales	CC, CS				
Lavin, Eloise	Cash, Sales	CC				
Lavin, Mark	Cash, Wr	Wr				
LeRoy, Evan	Cash, Dock	CS				
Leslie, Dale	Greeter, Sales	FI		GR		GR
Linden, Terry	Greeter, Sales	SS WR				
Lofstrom, Len	Salse,WR	SS,WR				
Luke, Gerry	Sales	SS		SS		
Maten, Glenda*	Jewel	CS				
Mattson, Jim	Camera	CS	U	U	U	U
McNish, Jan*	Sales	CL, Vtoys	SS	U	SS	U
Medrano, Joe	Sales	SS, Gr				
Meisner, Greg	Dock, sales	SS, DK	U	U	U	U
Miller, Fred	Sales	SS	?			
Panning, Luke	Dock	DK				
Phibbs, Charlie	Sales, Elec	SS				
Powers, Dennis	Sales-An	CC		CC		U
Presley, Carol	Sales, Greet	SS,GR	U	U	CC	CC
Rescorla, Meg*		CC	CC			
Richard, Veronica*	Jewel	CS				
Robb, Bill	Elec	SS	SS	SS	SS	SS
Robb, Michele	Cash, Sales,	CS, SO		CC		
Roberts, "Bud"	Wrapper	WR	WR	WR	WR	WR
Rolka, Lynn*	Jewel	CS				
Sampselle, John	Wrapper	WR		SS		
Sanchez, Fred	Cash, Sales	CC, CS				
Schenk, John	Sales, Dock	SS SO				
Schork, Peter	Sales, Dock	SS DK				
Schmerberg, Kurt	Dock	DK				
Service, Genia*	Jewel	CS			CS	
Shaw, Ron*	Sales, Dock	SS, SK	DK			
Sheldon, Cliff	Cash, Sales	CC			CC	
Smit, Dee*	Greet	GR	GR		GR	
Smit, Dick	Sales-Mens	SO, SS	SS	SS	SS	SS
Soyars, Caroline	Gr Wr					
Springer, Sallie*	Cash, Sort	CS, SO	CC			
Springer, Sheridan	Cash, Greet	CC				
Steinbach, Shannon	Wr	WR				
Stephenson, Meg*	Jewel	r		SS		SS
Summers, Carla*	Cash	CC	CC	CC	CC	
Talcott, Jane	Greet	GR				
Tse, Leo	Dock	DK				DK
Webb, Ellen	Cash	CC FTL	FTL	FTL	FTL	FTL
Wilder, Kathie	Cash/Sales	CCCS	CS			CS
Williams, Julianne	Cash, Sales	CS				
Williams, Nicolette	Cash, Sales	CS				
Wolffington, Jim	Jewel	CS				
Ziesemer, Doug	Dock, Sales	SS			SK	
Ziesemer, Pam*	Cash, Greet	CC,GR,Wr			WR	

Friday and Saturday Sale Workers Schedule Page 2 of 2