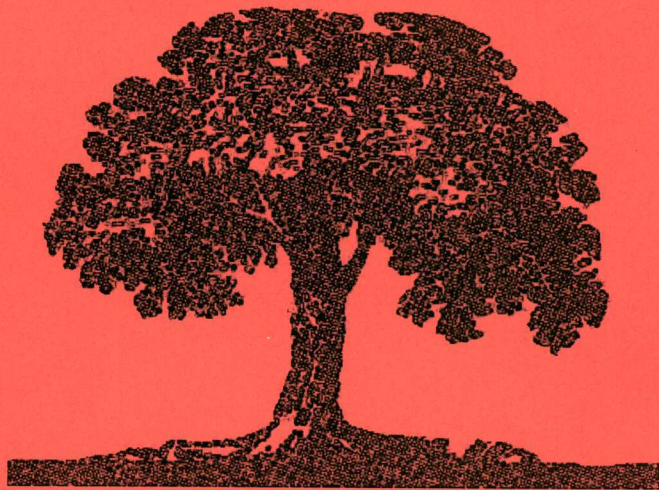


Five College Learning in Retirement

To enrich our lives by providing forums for sharing the pleasures of active learning

Annual Report – 2003



Amherst College
Hampshire College
Mount Holyoke College
Smith College
University of Massachusetts Amherst

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The President's Report – Charles K. Gillies

This is 5CLIR's first Annual Report since 1995. Council agreed this year that we should produce an Annual Report each year which the President, with the assistance of the Vice-President should put together from reports gathered from all officers and committee heads. Because much of my attention went this year into the strategic planning report, -- a once every seven to ten year effort -- this year's Annual Report is simply a compilation of the individual reports. In the future it is recommended that more care be given to the production of the Annual Report and that a summary might be done up in a more public style.

When I was chosen as Vice-President/President-elect two years ago one of the former presidents said, "the president has no power." After the fact I would agree that he or she has no "real power," but add that the president does have opportunities to be significantly influential in the organization. In addition to the obvious -- setting the Council agenda, running the Council meetings and handling occasional crises, complaints or ideas from members -- the President has the ability if he or she chooses to use the "bully pulpit" and put issues before the members, push for "reforms," or to just attempt to inspire members to recommit to the organization. The pulpit consists of two general meetings (the opening pot luck in September and the Annual Meeting in May -- the December meeting was dropped this year), monthly opportunities to address Council (I made "significant" remarks only at the July, '02 meeting, my first as President, and at the June, '03 meeting, my last, and finally to use the Newsletter to discuss issues or make points. Whether any of my efforts were noted or will mean anything over the long haul is impossible to tell. But, at least, I tried.

I had been with 5CLIR for six years before becoming president, which meant that this year I had been in the organization for half of its fourteen year life. A surprise, as I always considered myself a "newcomer." But it was pretty well shaped when I took office. If I had clear goals they would have been listed as (1) make the organization better "organized," (2) establish the President and Council as the clear leaders of the organization, (3) enhance our ability to grow for the long haul, (4) protect the founding principles of the organization, as designed for active retirees with academic and creative interests, but to also encourage innovation within those principles.

Much of my time and energy went into the strategic planning process. This had been started under my predecessor, Barbara Snoek, and I was determined to see it completed by the end of my time, if not sooner. The eight person committee met over 23 times and ended up producing a report, "Completing the Circle," that was designed to (a) report to Council on our efforts and recommendations and (b) be in a format that would appeal to our "sponsors" at Five Colleges, Inc., and be forwarded by them to the five college presidents. Only time will tell if we have successfully reached our target and become better known at the colleges, but early responses seem favorable. The process we engaged in was eclectic, but for me, was modeled after various "accreditation reviews" that I had been involved with in my career as independent school teacher and administrator.

In addition to serving as strategic planners this committee acted as something of an advisory group to me where I could air problems or try out ideas before having to discuss

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them in Council. I felt this was very helpful and future presidents might consider something similar, such as the executive committee or some other widely chosen advisory group. It is important that this not be some exclusive or narrow group. I felt the Strategic Planning Committee, consisting of a widely representative group from Council, did not raise the concern of being narrow or exclusive.

It is hard to point to clear accomplishments in a short year as President, but I will list the following. Many come from the strategic planning process and from the Council, so any credit is widely shared:

- (1) I hope I have strengthened the idea that Council and President are clearly "in charge" of this organization;
- (2) Through the strategic planning process I believe I have promoted a better connection with Five Colleges, Inc.;
- (3) I hope I have indicated a way to make our organization better known to the colleges;
- (4) We created 5CLIR's first "Mission Statement," which should help to clarify our mission and assist in setting goals;
- (5) By encouraging and supporting the budgeting process begun last year we are better able to manage our financial situation over the long haul. Budget troubles this year were managed by the creation of the new Office Volunteer Committee, asking Committees to perform more of their routine office work themselves, and with significant effort by the Program Coordinator;
- (6) By encouraging a review and decision on the issue of "membership cap," we are on course for continuing growth for several years ahead;
- (7) By encouraging the decisions to reach out to retirees of the five colleges I hope we have strengthened our connection with the colleges and university;
- (8) By bringing focus to the "space needs" issue we have a wider understanding of this issue in a way that is supportive of Karen Tatro, but also emphasizes our five college priority;
- (9) We have taken steps this year to better remember our past decisions and accomplishments, e.g., this Annual Report, a beginning effort on creating a "Policies and Procedure Manual" and the creation of the "President's Folder" -- designed to pass on information from president to president;
- (10) We have initiated an effort to examine the question of diversity in this organization by the appointment of a task force;
- (11) I have frequently reminded Council of the importance of its responsibility as Trustees of this organization;
- (12) I have contributed to improvements in our Newsletter;
- (13) By encouraging all parts of 5CLIR I hope to have strengthened the organization.

A couple of disappointments should be listed to be complete:

- (1) An early effort to form a task force to study the question of why we do not have more five college retirees was frustrated when the planned chair declined and no obvious alternative appeared;
- (2) The issue of a "permanent home" was debated in the strategic planning process, but we only reached an ambiguous result;

(3) The position of the Program Coordinator is essential to 5CLIR. For various reasons we did not perform a professional reconsideration of the job description and the demands of that job. This will be necessary at some future time;

(4) In my opinion every effective organization needs to periodically, if not frequently, review and improve its marketing strategies. We did not do this in any comprehensive way. In addition we did not fully examine a development strategy for 5CLIR.

As I said in my remarks at the last Council meeting this has been a challenging, but rewarding year for me. I am grateful to all members of 5CLIR for giving me this opportunity and for supporting me during the year.

Vice-President/President-elect's Report – Naomi Yanis

The job of the Vice-President is primarily dependent on the mode of the President. The Vice-President presides in the absence of the President, and does such other tasks as the President delegates. This year's President was never absent from Council meetings, and graciously took on so much of the work himself, that my job was very simple. By the by-laws, the Vice-President, in addition to the above, serves on the Finance committee, coordinates the various "special program" committees, and is responsible for the memorial program in conjunction with one of the scheduled January programs. In addition, the Vice-President keeps aware of the needs of the various committees, in which capacity I attended most of the meetings of the Curriculum committee, the Summer and Winter Programs committee, and the Special Events committee. This year I served, as well, on the Strategic Planning committee, and twice met with Lorna Peterson, director of Five Colleges Inc., in conjunction with that project. I was also one of those who met with the Treasurer of Hampshire College about some of their space plans. In the President's absence, I enjoyed being interviewed about LIR, together with Bob Grose, on Amherst's public access TV.

It has been an easy and pleasurable year, and I look forward to another such this year, as President. Having Karen in the office, not only doing the work that needs to be done, but acting as the warm-hearted voice of the organization on a daily basis, keeps the job pleasurable, and having her keeping track of what needs to be done when keeps it easy. The idea of acting as the President of this exciting organization this coming year fills me with joy and pride. I know we will have a great time together.

The Secretary's Report – Jim Scott

Statement of Duties:

The position of Secretary to the Board of 5CLIR is an annually elected Office with a maximum term limit of three consecutive terms. The main responsibilities of this Office are to create and transcribe the Minutes of the monthly Board Meetings and the Minutes of the

Annual Meeting of the 5CLIR Membership. The Secretary distributes these minutes to the Officers, Board Members, Chairs and Co-Chairs of the Standing Committees and any ad-hoc committees extant at that time, and also to the Program Coordinator in the 5CLIR office at Smith College. The Secretary may coordinate the Minutes with the President before distribution. It is recommended to distribute the Minutes by email whenever possible to save staff time, paper and postage. The Secretary maintains a file of the Agendas and Minutes of Board Meetings and the Annual Meetings, and documents and announcements distributed at these meetings. This file is in addition to the one kept by the Program Coordinator in the 5CLIR office.

.....

The Treasurer's Report – Nick Leras

(see Finance Committee Report)

.....

The Program Coordinator's Report – Karen Tatro

The year got off to a rocky start but by second term the problems had subsided. Working with the President, Council members, Committee chairs and moderators, was pleasurable for the most part. I found them all considerate in their requests of my time and the expectations they had of me.

The year 2002-03 seemed to be the busiest since I started work in February 1993. This results from several factors. The major one simply being the increase in the number of members. 1993 numbered 130 - this past year our directory listed 240 full-time and almost 30 associate members.

In addition to our increased membership, our programs have increased and most definitely the attendance to these programs. The first year we offered summer programs, the entire program was taken care of by the chair and the committee. Since then, preparation of the catalog, arrangements (rooms, refreshments, transportation and parking), tallies and confirmations are all assumed by the program coordinator. This year more than 100 people registered for some of our free events.

This past year, it seems, has seen a rise in the activities of some committees. As coordinator, I make the arrangements for meetings, mailing of meeting notices/information and announcements to the membership of coming events. Several committees have two co-chairs, which is an advantage in cases of illness or travel of one chair, however result in my relaying information, often, to two or more people. In the future I plan to suggest that one chair be the "spokesperson" for the committee.

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Presenting 25 seminars for the fall term certainly is a measure of the enthusiasm felt for learning in our organization. A few years back we had to beat the bushes to come up with 12 or 13. Twice as many seminars mean twice as many locations, requests for equipment, parking, etc. Photocopying and mailings for individual seminars places additional demands upon my time.

Phone calls and inquiries are up. Some days as many as 15-20 calls come in during the four-hour period the office is officially open. The adoption of the Volunteer Committee has greatly freed up my time for other things. We should have set up this committee years ago. Approximately 4-8 hours of my time is saved when committee members come into the office to fold, stuff, and stamp, an all member mailing. However, with only one computer and one phone sharing other work is not possible. And, there are simply some aspects of the job that only I can do.

LIR's relationship with the area colleges, Five Colleges, Inc. and outside organizations continues to be very good. Several of my "contacts" moved on to other jobs this year but I've found the new people most agreeable to work with. Most all my requests for space, equipment, parking, etc. are graciously met, I'm pleased to say. Historic Deerfield, Historic Northampton and several other organizations have come to our rescue when we couldn't obtain campus locations because of a "time conflict". I don't foresee seminar space problems in the future - we can always find a room....it might not meet the expectations of some moderators...but we don't need the "Ritz". I can only assume that Smith College will kindly continue to allow us office space. At this time, there are three of us "Five College" offices in Mason Basement.

As I have noted in my past personal reports to Lorna Peterson and Jean Stabell, the position of Program Coordinator is no longer a 20 hour weekly, 10-month job. The responsibilities expected of the coordinator, dealing with so many members and committees, cannot be done efficiently and effectively in 20 hours. For years, I have worked overtime at peak periods (registration time, beginning of seminars, preparation of course catalogs), and it has been sanctioned by past presidents. Overtime this year, I felt, was scrutinized because of unforeseen or overlooked budgeting items. Because of LIR's potential "shortfall" this year I have "volunteered" time. My personal financial situation allows me to do this. However, in fairness I have also submitted overtime hours to be paid for. I state this only for the record, so that the total hours needed for Coordinator's position does not appear distorted.

Because I am 62 years old and retirement is sometime in the near future, I would like to take this opportunity to make two suggestions for consideration. While the coordinator essentially works for all LIR members, the Coordinator reports to the Current President on day to day activity. I feel that any "staff issues" involving hours, overtime, vacation and salary, should be discussed with the Coordinator and President (no other Council members), and only in the presence of a Five College Official.

Secondly, the workload and responsibilities for the coordinator will only increase given the growth rate of LIR. Perhaps, either the position should be made "salaried" (assuming the employee would work overtime when needed without compensation) or the hours increased to at least 30, with the position being 12 months instead of 10.

**Report from the Curriculum Committee - Alex Leras and Dottie Rosenthal,
Co-Chairs**

The Curriculum Committee is composed of 15-18 members all of whom volunteer for three-year terms. Each year, one-third of the committee is "retired" so there always is a majority of experienced members to maintain continuity in the work of the committee. Membership is made up of volunteers who express interest in working in this area. If more members volunteer than there are slots available, a lottery system is used for that selection. The Chair or Chairs of the Curriculum Committee serve two-year terms and are chosen by the committee members and approved by the LIR Council. Meetings are held on the first Thursday of each month and an attempt is made to have an equal number of meetings on each sides of the Coolidge Bridge for the convenience of the committee.

The hallmark of Five College Learning in Retirement since its inception more than 10 years ago is peer learning, i.e., learning from each other. This is accomplished through participation in seminars and workshops led by members (see attached "Types of Seminars and Workshops") which are the heart of the Five College Learning in Retirement program. The main function of the Curriculum Committee is to encourage members to propose and moderate seminars and workshops, (see Proposal for a Seminar form, attached). The Committee reviews the proposals, works with moderators to refine the proposals and, in cooperation with the Program Coordinator, produces fall and spring catalogs of seminars each year (see attached). At the end of each semester, both participants and moderators complete evaluation forms (see attached). Each moderator reviews the evaluations for his or her seminar with the goal of improving future offerings. The Curriculum Committee tabulates and reviews the evaluations from all the seminars and workshops.

Over the last two years, the Curriculum Committee has initiated some innovations that have been favorably received by the membership. We have made the distribution of the fall and spring catalogs a separate function, removing this from the more general meetings in September and May. Currently, there is a reception in early June with all moderators present to distribute the fall catalogs. We also changed the December meeting from a pot luck supper to a holiday open house with catalog distribution for the spring semester. At both of these occasions, we had an excellent turnout with ample opportunity for socializing as well as individual conversations with all the moderators in order to get a perspective on what would be the activity involved in seminars of interest to a member. We have received overwhelmingly favorable responses to both of these meetings with attendance at each reception estimated at approximately 80% of the total membership. These receptions also have been an excellent avenue of introducing LIR to prospective new members who are invited to attend as guests of current members.

We also have experimented with having the spring semester start two weeks later (mid-February) in order to allow for a longer winter break and give members more latitude in their winter travels so as not to conflict with spring seminar offerings. It also gave the "winter" programs committee additional dates with which to work for their programs.

We continue to investigate every possible avenue to encourage members to moderate seminars. This has included newsletter articles, personal contact and staged presentations at our general meetings. The response has been very encouraging with more members showing

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interest in taking on the responsibility of moderating seminars (see Table I, attached). Also encouraged is the approach of an experienced moderator inviting a "rookie" to be a co-moderator of a seminar of joint interest. This allows the novice the opportunity to work with a member who is more experienced and comfortable in the moderator's role. This is becoming more attractive as we continue to promote it.

Moderators' Receptions are held each semester, usually about the third or fourth week after seminars begin and we strive to have those functions alternate on the east and west side of the Coolidge Bridge, again trying to maintain fairness in travel requirements. Attendance has been excellent with 40-50 members at each of the receptions. We also invite members who might want to be a moderator in the future to give them an opportunity to get questions answered and assistance in formulating proposals, if requested. The Moderators' Reception also is an excellent forum of discussion of topics of interest and/or concern to individual moderators as well as questions that have arisen within the Curriculum Committee.

Our budget has held steady at \$150 for the year 2002-2003 all of which is earmarked to offset the cost of refreshments for the Moderators' Receptions.

Another change has been in the conduct of the lottery. We now have the Chair or Co-Chairs and a least one other committee member conduct the lottery immediately after the registration deadline. This protects the integrity of the process and assures that there always are members familiar with the procedure.

In conclusion, the Curriculum Committee currently is addressing several questions pertaining to the success of our seminars. Many of these issues have been identified on the Feedback Forms submitted by the moderators at the conclusion of each semester. Some of these topics are:

1. Keeping number of participants small enough to allow for brief presentations and longer, in-depth discussions.
2. Scheduling some seminars for varying time blocks ranging from 1 ½ hours to 3 hours, as appropriate.
3. Defining seminar topics so they are not overly broad.
4. Dealing with the problem of withdrawals and discretionary absences.
5. Defining a position on the segment of our membership that is comfortable with seminars that require less in the way of active participation and/or outside research.

Attachments: Table I, definition of types of seminars/workshops offered, proposal form, seminar feedback form (participant), seminar feedback form (moderators), catalogs for 2002-2003 (only placed in "office copy")

Curriculum Committee Addenda:

Types of Seminars and Workshops

1. **Seminars** – based on a participatory/active learning model; involves each individual making a contribution to the subject matter through some type of presentation

a. **Participant Choice** – within a subject area, each participant has the opportunity to select a topic of his/her choice

example: Decisive Battles of the World – each participant selects a battle

b. **Participant Choice from a List** – moderator provides a list of suggested topics related to the subject area and participant selects from within that list

example: Our Golden Age of Astronomy – each participant selected a topic from a list prepared by the moderator

c. **Moderator and Participants Make Presentations** – in some cases, especially those in technical subject area, moderators may make several presentations/lectures at the beginning of a seminar to introduce the subject area; this also provides time for participants to prepare their presentations

example: Genes, Languages, and Human Migrations – due to the technical nature of the subject, the two co-moderators presented material during the first three sessions to provide participants with necessary background; after which, participants made presentations according to model 1b.

d. **Film Seminars** – in which participants watch films and discuss them; participants research the film and/or director and provide an introduction and guide the discussion

example: The Films of Billy Wilder

e. **Music Seminars** – in which participants listen to music and discuss the music; participants research a piece and the composer and provide background for the piece for others in the group

example: Chamber Music

f. **Literature-Based Seminars** – in which the emphasis is on close reading of a text and the emphasis in presentations is a discussion of the text; although supplementary research may be used to inform the discussion, the main emphasis is on the literary work itself

example: Fog and Fen

2. **Workshops** – based on a participatory/active learning model; involves each participant in hands-on activity, such as painting, taking roles in reading plays, making an oral presentation, etc.

a. Art Workshops – participants produce works of art under the guidance of a moderator who is experienced in that mode of artistic endeavor.

example: Water Color Painting – each participant produces one or more watercolors; Photography

b. Dramatics Workshops – participants take parts in reading plays

example: Who Wants to Be an Actor?

c. Writing Workshops – participants write in a particular genre and share their works with the other participants

example: Autobiographical Writing; Creative Writing

d. Public Speaking Workshops – participants give talks or other oral presentations in which the emphasis is not on the subject matter but on communications skills

example: Now Hear This: A Performance Workshop

e. Computer Workshops – in which participants learn new skills on the computer under the guidance of other members of 5CLIR who are more conversant with computers

f. Opera Prep Workshops – in which a knowledgeable member of 5CLIR introduces an opera to the membership through recordings, videos, and lectures prior to attending a performance of an opera in the Pioneer Valley

example: Opera Workshop on Madame Butterfly

Table I: Seminar Data, Fall 2001 – Spring 2003

Semester	# Full Members	# Members Enrolled in Seminars	Total Enrollment in Seminars	# Seminars	Average # Members/ Seminar
Fall, 2001	204	192	250	17	14.8
Spring, 2002	230	184	260	16	16.3
Fall, 2002	218	198	315	20	15.8
Spring, 2003	240	204	302	19	15.9

**FIVE COLLEGE LEARNING IN RETIREMENT
PROPOSAL FOR A SEMINAR**

Name(s) of submitter(s) _____
 Phone Number _____ Date _____
 Title of Proposed Seminar _____
 Subject of Proposed Seminar _____

Description of content and format of proposed seminar: (Two or three brief, lively paragraphs, not to exceed 200 words, suitable for use in the Catalog of Seminars. It should seek to arouse the interest and curiosity of LIR members, and should be specific about how seminar members will participate.)

Resources to be used: (books, films, field trips, museum, etc.) _____

Moderator's special interest and/or expertise in the subject: _____

(over)

Other information that would be useful to potential seminar members, or to the Curriculum Committee in evaluating the proposal:

Preferred arrangements:
 Number of weekly sessions: _____
Scheduling preference: (please check at least two convenient times)

	Monday	Tuesday	Wednesday	Thursday	Friday
A.M.	_____	_____	_____	_____	_____
P.M.	_____	_____	_____	_____	_____

Preferred college locations: (number according to preference)
 Amherst College _____ Hampshire College _____ Mount Holyoke College _____
 Smith College _____ UMass _____ Other _____

Preferred number of participants, if other than the usual 15:
 (give rationale) _____

Please return to Five College LIR Office, Smith College, Northampton, MA 01063

Proposal for a seminar form, p 1

p 2

**FIVE COLLEGE LEARNING IN RETIREMENT
SEMINAR FEEDBACK FORM**

Please fill-out this evaluation sheet at this session of your seminar, or turn it in before the last class. This information will be carefully reviewed by the moderator and members of the Curriculum Committee, and will be used to improve future seminars and other study groups.

Responses will be kept confidential, so be forthright in your evaluation, and be as specific as you can in your comments. Do not sign your evaluation, unless you wish to.

Name of Seminar _____

- What overall evaluation rating would you give this seminar? (check one)
 - a Not Very Good _____ Satisfactory _____ Good _____ Very Good _____ Excellent _____
 - b What is your main reason for this rating: _____
- Please give any comments, or suggestions for improvement, that you may have for the following items: Please be specific.
 - a. Moderator's Conduct of seminar: _____
 - b. How might the moderator be more effective in leading the group: _____
 - c. Subject Matter, Text, Presentations, etc: _____
 - d. Any other comments or suggestions: _____
- How do you feel about this seminar as a learning experience? _____
- What one change would you recommend in the format or conduct of this seminar? _____
- Do you think that LIR should offer this seminar or a related one, at some time in the future? (check one) Yes ___ No ___ No Opinion ___

Comments on item 5: _____

(Please use back of this form for additional comments on any of the items)

Feedback Form

To: Seminar Moderators Seminar Title _____
 From: The Curriculum Committee
 Date: November 2002

We are about to complete another interesting series of LIR seminars. Your leadership as moderator is an important contribution to our success and we thank you for it. We would like to have you take a few minutes to think about your experience and share some observations or suggestions with us. Please respond to as many of the questions as you care to. This form should be returned at your convenience, to Five College LIR, Smith College, Mason Hall, Northampton, MA, 01063. Thanks again for sharing your interest and enthusiasm.

- What would you now do differently as a result of your experience this fall?
- What would you suggest as a follow-up seminar? Would you be interested in moderating this further study? Would you want to moderate the same seminar again?
- What worked well or didn't work well?
- What did you learn yourself?
- How would you describe the participation of the class members? Were you satisfied with the level of participation?
- Was there any one presentation given in your class that was particularly noteworthy?
- Could we (the Curriculum Committee) have been more helpful to you in some way?
- Anything else you think we should know about?

Please use reverse side if you need more room for your responses

Feedback Form (moderators)

Report from the Finance Committee -- Nick Leras, Treasurer

FOR THE YEAR ENDED JUNE 30, 2003

The Finance Committee consisted of Ted Belsky, Chuck Gillies, June Guild, Jerry Rosenthal, Harley Unger, Naomi Yanis and Nick Leras, Treasurer.

The committee carried out the request from Council to prepare the annual budget prior to the beginning of the fiscal year.

The format of the financial statements was redesigned for purposes of facilitating the analysis of the data.

A new statement was added; an income statement that compares this year's year-to-date figures to that of the previous year.

Recommendations were made to the Strategic Planning Committee re: the authorization for the Finance Committee to make recommendations to the Nominating Committee re: the nomination of Treasurer and Assistant Treasurer/Treasurer Elect in order to give the incoming treasurer time to be acclimated with the system prior to taking office.

In the interest of saving time at Council meetings, it was recommended that financial reports be presented quarterly unless there is need to do otherwise. In which case the treasurer would give the president ample time to revise the agenda.

A study was initiated to consider the efficacy of replacing the office photocopier.

Due to unexpected draws on reserves last year as well as their potential effect on this and future years, the initiation of the Volunteer Committee was recommended to Council in order to effect cost savings.

Planned projects for next year include:

A midyear assessment of the financial picture as compared with the budget in order to consider recommending to Council the purchase of office or audio-visual equipment.

The further development of a Finance Committee manual that would include policies and procedures and the budget processes.

The initiation of forms for communications between Special Program Committee and Meeting Committee chairs, and the Finance Committee.

Report from the Membership Committee -- Pat Keating, Chair

May 2003

The Membership Committee feels it has had a productive year while carrying out our mandate which is for us to work in all appropriate ways to recruit and welcome new members. We ended the year with 240 full memberships, 36 new members and 27 associate members.

At the beginning of the year our committee members were given the names of all the new members. We divided the names and gave each committee member a list of new members to be personally called and invited to our first potluck supper in September. At that event, we followed up the call with responsibility of personally greeting each one. The members wore special nametags so they could be recognized and greeted by the entire membership.

We omitted our fall orientation event for new members as we were having two special meetings to hear the reports and discussions from the Strategic Planning group.

At our meetings, on the fourth Thursdays of the month, we discussed our mandate as set up in the By-laws and the consensus of our group was that we were fulfilling them. We wanted to be clear that our identity was not being "all things to all people." We are a peer-based learning in retirement program.

We discussed fully the ideas that came to us concerning camaraderie enhancement and we decided not to pursue area dinners, the buddy system and theme dinners.

We spent time on reviewing our present brochure and found it satisfactory with a few minor changes to update the information.

We also plan to be in charge of the June 1st meeting. We will do the social aspect, the greeting, set up and refreshments while the Curriculum Committee will take charge of the program.

We have one more meeting in May to tie up loose ends and to turn the leadership over to Jean Curran for the next two years.

Report from the Newsletter Committee - Sheila Klem and Eleanor Shattuck, Co-chairs

As we assumed our roles as the new editors of the LIR newsletter, one of our first objectives was to give the publication a name. The challenge of coming up with a clever title that wasn't too serious or too cute clearly took up so much of our time that we settled on the *5CLIR Reporter*. Our goal has been to distribute to the membership six issues of Volume XIV throughout the year, with the final paper appearing during the summer. We established in

September a schedule of deadline dates with the LIR Council and have subsequently printed this information in each issue.

Columns by our LIR President are a front page feature, along with a calendar of events. We have attempted to represent the wide range of readers' interests by including articles contributed by committee chairs, LIR travelers, arts reviewers, and creative writers. In some cases, noteworthy seminar reports have been printed. The addition of photographs of events and seminars has helped to reflect the LIR experience. Short, "newsy" items and a classified column allow members to connect in other ways. One particularly important role of the newsletter is to promote use of the LIR website as a dynamic means of communication within the organization. Members are becoming more and more computer literate, and just as a hard copy of the *Reporter* is available regularly, we encourage our readers to keep up with news through the web site

The issues have ranged in length from nine to twelve pages. All pages are computer generated in Microsoft Word and then printed by Paradise Copies of Northampton. Cost for printing and postage for bulk mailings to 267 members have averaged \$130 per issue. The budget for the current year is \$800; we predict that \$1000 would be a reasonable amount to budget for the coming year.

We have enjoyed working together as a team and look forward to our second year with the newsletter, in what is a 2-year term. Our hope is to integrate the paper more effectively with the LIR website. Another objective is to pursue the ever-expanding possibilities of technology, such as the scanning of items into our publication, and the more sophisticated use of graphics and format.

Report of the Publicity Committee -- Peg Bedell

This is, officially, a one-person committee but, in fact, the Program Director has been a major contributor for many years, and it is her knowledge and competence that makes the committee go. In the past year, we have submitted regular announcements -via email or regular mail- of:

- fall and spring programs
- winter and summer programs
- Conversations over Coffee events .Great Decisions programs

These announcements have been addressed to:

- Five College Calendar, through May 2003- then to the Five College website Calendar
- Daily Hampshire Gazette and Amherst Bulletin. Springfield Republican and Union News. Greenfield Recorder
- Councils on Aging in Amherst, Northampton, Hadley, South Hadley, Easthampton.

Five College Learning in Retirement Annual Report, 2003

RECOMMENDATIONS

1. At least one more member, to make a two- or three-person committee, each of whom should be fully computer-competent. This would provide backup, would increase committee reach, and most importantly, would enable us to relieve the Program Director of these duties.
2. The new committee should attempt to go beyond the routine announcements of present practice and cultivate more special coverage in the press and/or local TV stations.

Report of the Summer & Winter Programs -- Dotty Gorra and Gillian Morbey, Co-chairs

ANNUAL REPORT: SUMMER/WINTER PROGRAMS.

This report covers the winter programs only.

Committee Members:

One year term:

Shlomit Cheyette
June Guild

Two year term

Joice Gare
Joyce Mazur
Alex McColl

Three year term:

Dorothy Gorra (co-chair)
Sheila Klem
Gillian Morbey (co-chair)
Marcia Silverman

The program of winter events consisted of the following :

January 6, 2003, Stirn Auditorium. Video, Brother Outsider. Moderator Wayne Cowan. Attendance 40. Approximate cost \$28.00 (Mailing and lunch).

January 17, 2003 Smith College Field House. Michael Gorra "Confessions of a Book Reviewer." Attendance 70. Cost \$10.00. (Lunch).

January 27, 2003 Smith College Field House. Donna Kenny "Recording Life Stories" Attendance 35. Cost \$6.00. (Lunch).

February 8, 2003, Stirn Auditorium. Clifford Matthews "Images of Enlightenment, Connecting Science, Religion and Art." Attendance 45. Cost \$20.00. (Lunch).

The committee is in process of setting up the summer programs.

General Meetings Committee Report – June Guild, Chair

LIR has an established pattern of having three functions, Potlucks, during each program year. They are held in September, a kickoff prior to the start of the fall seminars, a Holiday get-together in December, and the Annual Meeting held in May. The Meetings Committee is responsible for working with Karen in making arrangements for the hall, purchasing supplies for setting up dining and buffet tables, buying snacks/hor-d'oeuvres to go with a wine, cider and soda social time as LIR members gather, accepting the Potluck dishes as they arrive and arranging them on the buffet tables (two tables set up with a mix of entrees and salads, one table for dessert). The committee also prepares coffee and heats water for tea, both to be ready to accompany dessert. Meetings committee members stay to clean up and repack our supplies. The chair schedules the members so that those who come early to help set up are free once the supper is served. Other committee members are scheduled to stay for the cleanup.

The September 26th Potluck was held at St. John Cantius Parish Hall. This time the committee bought and cooked two spiral hams, one for each buffet table. There had been times when the buffet was terribly picked over and scant by the time the last tables were called. The hams were to augment the member-brought entrees to ensure that the last group to be served would have a better selection. It worked well and we plan to continue.

A Holiday Open House to replace the December Potluck was initiated this year. Because it had been difficult to incorporate the introduction of seminars into the potluck format, the Curriculum Committee tried a Drop-in in June, 2002. The Drop-in proved to be very successful both for presenting seminars and moderators as well as providing a social get-together. The Council decided to try the same format in December with the Meetings Committee in charge of the refreshments. The Holiday Open House was held in the Hampshire Barn on December 7th from 2 to 4 p.m. and was festive with wine, wassail, and soda, shrimp, snacks, and holiday treats. We all enjoyed being back in the barn with its rustic ambiance and campus setting. Since there was no need to set up for a sit down dinner with the informal drop-in format, LIR fit without crowding. The Spring Seminar Catalog was introduced and moderators were ranged around the room ready to discuss their seminar plans with interested members. The afternoon was a great success and LIR plans to continue the Holiday Open House in place of a December Potluck. (We did have our problems: we couldn't find our can opener, luckily someone had a Swiss army knife and laboriously pried off the top of the can. Then we blew a fuse and had a long extension cord snaking into the kitchen for coffee. I found I had left wine cups at home and made a rush trip to get them.)

The final Potluck for the year was held May 8th at the St. Johns Cantius Parish Center. The evening went well with about 170 attending. The Annual Meeting was brief and lightened by recognition of our three 10th decade members and outgoing President Chuck Gillies' advice to his successor, Naomi Yanis. LIR is trying another change from the original program of three potlucks per year by planning a picnic at Look Park for the kickoff meeting in September, 2003. This time we will involve some volunteer men in cooking hamburgers and hotdogs. Members will be asked to bring a contribution to go with what comes off the grill.

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The committee has been wonderful and knows just how to set up the buffet tables for most efficient service and the clean up is done quickly. Many have been on the committee more than the allotted three years and are now cycling off. Gillian Morbey, Lora Simon and Shirley Tallent retired mid-year after many years of service. Joice Gare, also on the committee before I started is now leaving. Fortunately there are five new members coming on. Ann Eaton has agreed to serve as co-chair of the Meetings Committee with me for the 2003-04 year. I believe Harley Unger, Wine Steward; Sally Lawton and Jeannine Rosen, Decorators, have been making their contributions from the inception of LIR and deserve special recognition for their long service.

Meetings Committee Members

	Start	Class		Start	Class
Laura Belsky	12/00	03	Pat Goldsher		06
Ann Eaton	12/01	04	Jean Holden		06
Sally Edelstein	5/02	05	Marcia Holden		06
Madge Ertel	5/01	04	Biete Reisterer	5/03	06
June Farmer		06	Lalita Rege	12/00	03
Miriam Fishbaine	12/01	04			

Wine Steward: Harley Unger

Table Decorations: Sally Lawton and Jeannine Rosen

Report of the Nominations Committee, 2003 -- Peg Bedell, Chair

The spring 2003 LIR Nominations Committee consisted of: Peg Bedell, Chair, Connie Anderson, Florence Barondes, Hy Edelstein and Win Firmin.

The Committee's slate of nominees for office,

President: Naomi Yanis

Vice President/President Elect: Jonathan Hanke

Secretary: initially James Scott, who withdrew in favor of Elizabeth
Armstrong

Treasurer: Nick Leras

was approved by Council and presented to the full LIR membership at the Annual Meeting, at which time the proposed slate was approved by the group.

At the suggestion of the Strategic Planning Committee, all nominees, officer-nominees proposed by the Nominations Committee, and Council nominees proposed by the various seminars, were asked to prepare a brief statement introducing themselves. These statements were given without demur by all candidates and a

compilation of the statements accompanied the ballot mailed to all members.

Several days after the ballot-return deadline, tellers (Peg Bedell, Dorothy Dean and Joice Gare) met and their count resulted in clear-cut election of all of the officers and of three new Council members - Dorothy Gorra, David Moriarty and James Scott.

The Committee followed procedures established in the by-laws and by precedent, and those procedures seem to be entirely satisfactory. We introduced two new (we think) approaches which appeared to us to work very well and which we recommend to future Nominations Committees:

1. We included in the Committee makeup the Chairman of the preceding year's Nominations Committee (Connie Anderson) and we felt that her presence afforded a very useful continuity and perspective to our discussions. We suggest, therefore, that future Nominations Chairs include in their Committee makeup any one member of the preceding year's Committee, not necessarily the Chair.
2. The attachment of candidates' self-descriptive statements to the ballot seemed to be generally welcomed by the membership, and is worth being repeated in the future. This year's collection of those statements was a last-minute affair, but in the future, the Committee Chair could approach first-semester nominees as soon as the Committee is formed and second-semester nominees immediately upon their being named.

Report by Special Events -- Dotty Gorra, Chair

The only "Special Event" this year was a trip to N.Y.C. on May 13. The Astronomy seminar had proposed a visit to the Rose Center for Earth and Space at the American Museum of Natural History. It was decided to include an alternate destination, the Metropolitan Museum of Art, in order to have enough participants to preclude a prohibitive cost per person.

Based on a minimum number of participants, 35, we calculated the cost thus:

\$1025	bus (Strong)
<u>50</u>	driver's tip
\$1075	divided by 35 = \$30.71, rounded out to \$35 to include (administrative and mailings) handling costs.

The combination (entrance and space show) admission to the A.M. was expected to be \$15.50 so we calculated the price for those going there to be \$51. In fact, the actual price turned out to be \$14. People paid their own admission to the Met.

As we planned to make a stop in both directions it was decided to not provide a snack.

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44 people went on the trip so here are the figures:

Expenses:	Income:	
\$1025 bus	28 X 35	\$980 (Met people)
50 tip for driver	16 X 51	816 (A.M.)
<u>238</u> combination tickets to A.M.		<u>14</u> extra A.M. sold
		\$1313 total
		\$1810
		<u>\$1313</u>
		\$ 497 PROFIT!!!

In the future: On a long trip like this it would be best to leave by 3:30 so that if there are traffic or other problems people can still be home before dark.

Report of Conversations over Coffee, Gloria Ayvazian, Julie Firman and Ann Grose, Co-chairs

Fall, 2002:

1. October 17. "Show and Tell or Trash and Treasurers"
Bangs Center, Amherst
Led by: Julie Firman
Participants: Lu Stubbs: sculpture
Arthur Quinton, Aborigine Art
Win Firman: soldiers, posters
Bob Grose: wooden planes
Guest: quilts
2. November 21. "Living Everyday Vitally"
Lathrop Center, Easthampton
Led by: Ann Grose
Participants: Win Firman - Moving
Lise Armstrong - Moving, Retrenching
Arnold Friedman - Near Death Experience
Suzanne Lehman - Serious Accident

Winter/Spring, 2003:

3. February 20. "Patriotism Through the Ages"
The Arbors, Hadley
Led by: Arthur Quinton
Participants: Arthur Quinton, Joel Halpern

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4. March 20. "Travel Adventures... Yours"
Munson Library, Amherst
Led by: Gloria Ayvazian
Participants: Hal and Lu Stubbs, Sicily and Salerno
Arnold Friedman, Australia, New Zealand
Jean Curran, Experiences of a Tour Guide
Sabrina and Jerry Braunthal, Vietnam, Laos, Myanmar

5. April 17. "Autobiographical Pieces and a Mini Skit"
Smith Field House
Led by: Arthur Quinton
Participants: Fred Ayvazian, Life in the Adirondacks
Joe Tyrol, Early Professional Years
Sally Wilbur, Early Life in Turkey and Syria
Mini skit by Ring Lardner, "The Tridget of Greva"
Performed by Win Firman, Arthur Quinton and Jay Melrose

This was a successful season with gratifying attendance.

Summary prepared by Gloria Ayvazian.

Report of Great Decisions -- Ted Belsky, Chair

We had another highly successful Great Decisions program this past semester. An average of slightly over 82 participants attended each of our five sessions, and on average forty stayed to continue their discussion over lunch.

What attracts so many of our LIR members to these programs are the relevance of the topics chosen by the Foreign Policy Assoc. to the issues of the day, the video-tapes and topic manuals which the FPA also supplies, along with the expertise of our speakers who lead our discussions. This format continues to provide us with a framework that helps participants to better understand the issues under consideration. Past experience suggests that these discussions lead to an ongoing debate among many of our members.

The Union Station Restaurant is an attractive place to hold our program. It has spacious rooms, provides easy and convenient parking, and offers fine food for those who chose to stay for lunch. The staff has proven flexible and willing in most instances to accommodate our needs. We strongly recommend that next years program again be held there.

Financially, the program is self-sustaining. Receipts exceeded expenses by a little over \$100, even after applying a \$550 surcharge towards incidental overhead expenses.

A special note of thanks go to the Gillies, both Chuck & Janet, for developing and maintaining the records summarized above and to Gerry Rosenthal for taking on the

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responsibility of see that the electronic equipment was available and in good working order for each meeting.

The Great Decisions Committee: Ted & Laura Belsky, Jerry Braunthal, Wayne Cowan,
Dorothy Dean, Chuck Gillies (ex officio), Amy Johnson,
Joyce Mazur, Erwin Millimet, Gladys Rapoport

Suggestions for next year:

Basic format sound. Scheduling one-week break in series of programs a good idea

Selection of speakers:

General agreement that this year's speakers could be improved. Recommend that next year full committee should review list of possible speakers before selection of speakers finalized

Meeting site:

All agree that Union Station Restaurant serves our purposes very well.
If possible try to arrange fish option for each meal

Videos:

Quality of videos suspect. Too one sided and not enough women commentators. Suggest we pass on our displeasure to Foreign Policy Asso.

Registration procedure at Union Station restaurant:

Try to simplify. Chuck plans to have recommendations.

Report of the Computer and Website Committee -- Hy Edelstein, Chair

The LIR Computer Committee's mission is to provide the planning and programs intended to support the various computer activities of LIR.

In 2002-2003 these consisted of:

1) Two computer workshops, one in August 2002 and another in January 2003. They were held in the Smith College computer labs and attended by 20-30 members. Their theme was "Beyond the Basics", that is, they were not for beginners. Both were oversubscribed and successful. Much of the success is due to the volunteer LIR computer users who were on hand to help participants as they ran into difficulties.

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2) Two Computer Circle meetings, one in December 2002 and another being held in April 2003. There are now over 60 LIR members who are computer users enrolled in the Circle. The meetings are an opportunity to find answers to computer questions and to connect with other LIR computer users for mutual help and support. The practice in these meetings has been to start with small group discussions of computer questions and problem, followed by a speaker's presentation of some computer topic of general interest.

3) Maintenance and enhancement of the LIR Website. This is an ongoing activity. In 2002 the website acquired its own unique internet address. It is frequently updated with announcements, photos, seminar papers. Also a Bulletin Board has been added to the website, allowing members to post questions and make comments and announcements on their own.

The immediate future plans of the Computer Committee are:

- 1) Run another summer computer workshop in July 2003 at Smith College
- 2) Moderate a fall 2003 LIR seminar on "Intermediate Computing" intended for the more experienced computer users.

The budget for the upcoming year 2003-04 is \$480 as follows:

Website charge by Crocker Communications (\$20/mo.) \$240/year
Website domain name rental \$35/year (we are paid up for this coming year)
Computer Circle meeting
 Jones library room rental \$40
 Refreshments \$20

We anticipate holding 4 meetings in the year,
thus we are budgeting a total of \$240 for the year for Computer Circle meetings..
Total budgeted for 2003 - 2004 by the Computer Committee: $240 + 240 = \$480$

The LIR Computer Committee

John Armstrong
Jono Hanke
Harley Unger
Jerry Rosenthal
Eleanor Shattuck
Hy Edelstein, Chair

**Report of the Audio-Visual Committee -- David Navon and Harley Unger,
Co-chairs**

The LIR Audio/Video Committee has recently purchased a new PORTABLE overhead projector that will aid in offering future seminar presentations. This equipment can be employed to display the enlarged contents of color or black and white transparencies on a white screen or wall and can be transported to different venues (it weighs 13 lbs.). It folds into a suitcase-type package that can easily be opened. This projector is powerful enough to be used in rooms even with ambient light present. LIR also has available a portable white screen which can be used with this equipment. The transparencies can be generated easily by printing the content of any computer screen onto plastic sheets that are relatively inexpensive. Any hand-drawn sketches on such plastic sheets can be similarly projected.

We have also recently obtained a wireless transmitting lavalier (or clip-on) microphone whose signal can be received by a broadcasting, powered speaker placed up to 200 feet away from the presenter. The Committee has also purchased another powered-speaker. (03/13/03)

.....

**Report of the Office Volunteer Committee -- Barbara Snoek, Past-
President, Chair**

As past president of LIR, my activities have been two-fold: to respond to the president for discussion of issues; and to arrange for volunteers to assist the program assistant when and as requested. To make those arrangements, I have followed Karen Tatro's suggestion of people she knew to be willing to assist her, and I have also announced the need for volunteers at LIR Council meetings. In this way, it was possible to enlist the help of ten to twelve volunteers during the year. Short articles in the LIR Newsletter were not effective in enlisting help. Seminar schedules of "regular" volunteers occasionally limited their participation, and required my making phone calls to individuals I hoped would be available. Most people I asked were willing and cooperative.

In addition to helping with such routine tasks as mailing notices and/or filling packets prior to large meetings, volunteers covered the office on several occasions when Karen planned to be absent from it.

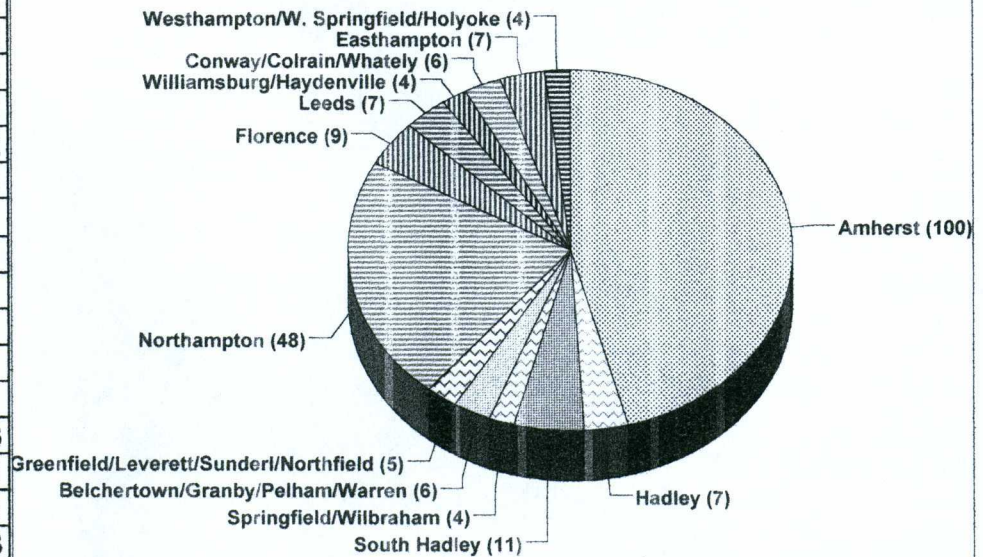
Such volunteer help has been helpful to Karen, and also saved LIR some small bit of money. In the future, I would recommend establishing a committee early in the year (e.g. at the end of summer, before fall mailings get under way) and taking the time to train them in LIR procedures and routines. A few have told me that they are glad to answer the phone, but felt stymied by being unable to answer some routine questions. Others have not known how to handle the phone itself. Additionally, it would be well to precede any volunteer assignments by asking Karen who she might particularly want for that assignment, and conversely, whether any of the people who do volunteer would be unsuited to the assignment, in her opinion.

5CLIR Membership-Geography

East of the River:

Amherst	100	46%		
Hadley	7	3%		
South Hadley	11	5%		
Springfield/Wilbraham	4	2%	Springfield	2
			Wilbraham	2
Belchertown/Granby/Pelham Warren	6	3%	Warren	1
			Belchertown	2
			Granby	1
			Pelham	2
Greenfield/Leverett/Sunderland/ Northfield	5	2%	Greenfield	1
			Leverett	1
			Sunderland	2
			Northfield	1
East of River -Total	133	61%		
West of the River:				
Northampton	48	22%		
Florence	9	4%		
Leeds	7	3%		
Williamsburg/Haydenville	4	2%	Williamsburg	3
			Haydenville	1
Conway/Colrain/Whately	6	3%	Colrain	1
			Whately	3
			Conway	2
Easthampton	7	3%		
Westhampton/W. Springfield/ Holyoke	4	2%	Westhampton	1
			W. Springfield	1
			Holyoke	2
West of River - Total:	85	39%		
Grand Total (F.T.)	218			

5CLIR Membership (Nov., 2002)
Geographical Distribution



File: LIR_Geog/QPW

Full time membership as of Nov. 1, 2002

5CLIR OFFICERS AND COMMITTEE HEADS, 1989 - 2002

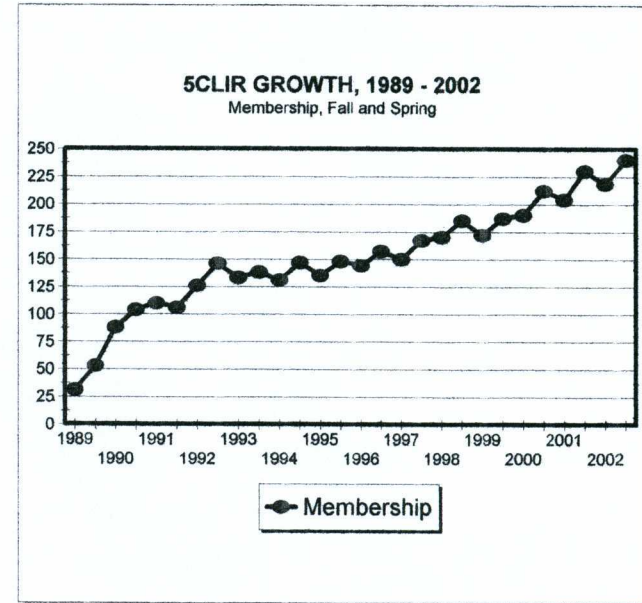
04-Jul-03

	Presidents	Vice-Presidents	Secretaries	Treasurers	Curriculum	Membership
1	1989-90	Bill Gibson	Gladys Rapoport	Bill Lieson	Bill Lieson	Marjorie Kaufman
2	1990-91	Bill Gibson	Gladys Rapoport	Bill Lieson	Bill Lieson	Marjorie Kaufman
3	1991-92	Barbara Southworth	Gladys Rapoport	Lucy McAfee	Lucy McAfee	Virginia Senders
4	1992-93	Barbara Southworth	Bill Lieson	Ellen Goodwin	Anne Keppler	Virginia Senders Pat Keating
5	1993-94	Bill Lieson	Eleanor Reid*	Ellen Goodwin	Anne Keppler	David Navon Priscilla Dolloff
6	1994-95	Eleanor Reid	Harley Unger	Suzanne Lehman	Eve Posada	David Navon Priscilla Dolloff
7	1995-96	Harley Unger	David Navon	Grace Rollason	Eve Posada	S. Lehman Ben Bowditch
8	1996-97	David Navon	Paul Rothery*	Grace Rollason	Eve Posada	S. Lehman/F. Barondes Ben Bowditch
9	1997-98	Bob Grose	Diedrick Snoek	Anne Keppler	Charlotte Winston	Eleanor Reid/M. White Ben Bowditch
10	1989-99	Diedrick Snoek	Pat Keating	Anne Keppler	Charlotte Winston	Eleanor Reid David Moriarty
11	1999-00	Pat Keating	Ted Belsky	Anne Keppler	Charlotte Winston	Lise Armstrong David Moriarty
12	2000-01	Ted Belsky	Barbara Snoek	Chuck Gillies	Harley Unger	Lise Armstrong David Moriarty
13	2001-02	Barbara Snoek	Chuck Gillies	Jim Scott	Nick Leras	A. Leras/N. Yanis Pat Keating
14	2002-03	Chuck Gillies	Naomi Yanis	Jim Scott	Nick Leras	A. Leras/D. Rosenthal Pat Keating
15	2003-04	Naomi Yanis				

	News./Publicity	Gen'l Meetings	Spec. Events	Summer/Winter	Conv. over Coffee	Great Decisions
1	1989-90					
2	1990-91	Suzanne Lehman				
3	1991-92	Suzanne Lehman				
4	1992-93	Jackie Wisneski		Sally Lawton		
5	1993-94	Jackie Wisneski		Sally Lawton		
6	1994-95	J. Wisneski/M. Egginton	Ella Melville	Ted & Laura Belsky		
7	1995-96	J. Wisneski/M. Egginton		Ted & Laura Belsky		
8	1996-97	J. Wisneski/M. Egginton & M.Holden	Lee Snook/Lora Simon	Ted & Laura Belsky		
9	1997-98	J. Wisneski/M. Egginton & M.Holden	Lee Snook/Lora Simon	Ted & Laura Belsky	Jack Glickman	
10	1989-99	J. Wisneski/M. Bedell*	K. & A. Johnson	T. Isaacs/M. Silverman	B. Snoek/P. Rothery	Eve Posada T. Belsky/C. Gillies
11	1999-00	J. Wisneski/M. Bedell	K. & A. Johnson	T. Isaacs/M. Silverman	B. Snoek/P. Rothery	Eve Posada T. Belsky/C. Gillies
12	2000-01	L. Stairmand/M. Bedell	K. & A. Johnson	Dottie Gorra	E. Reid/S. Lehman	Eve Posada T. Belsky/C. Gillies
13	2001-02	L. Stairmand/M. Bedell	June Guild	Dottie Gorra	Doris Leonard	Arthur Quinton T. Belsky/C. Gillies
14	2002-03	S. Klem & E. Shattuck/M. Bedell	June Guild	Dottie Gorra	D. Gorra/G. Morbey	G. Ayvazian/J. Firman/A. Grose T. Belsky
15	2003-04					

5CLIR GROWTH STATISTICS

			1	2	3	4	5	6	7	8	9	10	11	12
			MEMBERSHIP	ASSOCIATES	TOTAL MEMBERS	NEW MEMBERS	REBATES	FTE	MEMBS IN SEMINARS	TOTAL ENR. IN SEM	ENROLLED / MEMBERS	ENR / MEM TAKING	# OF SEMINARS	MEMBERS / # OF S.
Presidents														
Yr. 1	Bill Gibson	Fall 1989	31							77	1.5		8	6.6
		Spr. 1990	53							72	0.7		5	20.8
2	Bill Gibson	Fall 1990	88							133	1.5		8	11.0
		Spr. 1991	104							72	0.7		5	20.8
3	Barbara Southworth	Fall 1991	110							152	1.4		12	9.2
		Spr. 1992	106							152	0.0		10	10.6
4	Barbara Southworth	Fall 1992	126							166	1.3		13	9.7
		Spr. 1993	146							153	1.0		12	12.2
5	Bill Lieson	Fall 1993	133							178	1.3		13	10.2
		Spr. 1994	138							142	1.0		11	12.5
6	Eleanor Reid	Fall 1994	131							183	1.4		13	10.1
		Spr. 1995	147							171	1.2		12	12.3
7	Harley Unger	Fall 1995	135			19			132	200	1.5	1.5	14	9.6
		Spr. 1996	148	0	148	10	12	142	116	166	1.1	1.4	13	11.4
8	David Navon	Fall 1996	144	17	161	20	2		140	224	1.6	1.6	15	9.6
		Spr. 1997	157	18	175	12	4	151	133	217	1.4	1.6	17	9.2
9	Bob Grose	Fall 1997	150	19	169	19	5		146	244	1.6	1.7	18	8.3
		Spr. 1998	167	20	187	16	12	159	135	181	1.1	1.3	15	11.1
10	Diedrick Snoek	Fall 1998	170	17	187	17	1		167	244	1.4	1.5	18	9.4
		Spr. 1999	185	18	203	14	12	178	166	188	1.0	1.1	14	13.2
11	Pat Keating	Fall 1999	172	27	199	21	1		164	220	1.3	1.3	20	8.6
		Spr. 2000	187	24	211	13	3	180	148	243	1.3	1.6	16	11.7
12	Ted Belsky	Fall 2000	190	22	212	23	0		188	256	1.3	1.4	21	9.0
		Spr. 2001	212	18	230	13	18	202	167	242	1.1	1.4	19	11.2
13	Barbara Snoek	Fall 2001	204	30	234	38	4		192	250	1.2	1.3	17 *	12.0
		Spr. 2002	230	21	251	15	5	218	184	260	1.1	1.4	16 *	14.4
14	Chuck Gillies	Fall 2002	218	34	252	25	0		198	315	1.4	1.6	20 *	10.9
		Spr. 2003	240	27	267	11	11	230	204	302	1.3	1.5	19 *	12.6
Five Year Averages:											1.3	1.4	11.3	



- COLUMNS:
- MEMBERSHIP (FULL TIME)
 - ASSOCIATE MEMBERS
 - TOTAL MEMBERS
 - NEW MEMBERS
 - REBATES
 - FULL TIME EQUIVALENT (ADJUSTS FOR 2ND TERM CHARGE)
 - NUMBER OF MEMBERS ACTUALLY TAKING SEMINARS
 - TOTAL ENROLLMENT IN SEMINARS
 - ENROLLED IN SEMINARS DIVIDED BY MEMBERSHIP
 - ENROLLED IN SEM. DIVIDED BY MEMBS. TAKING SEMINARS
 - NUMBER OF SEMINARS
 - MEMBERSHIP DIVIDED BY # OF SEMINARS

*exact number of seminars (incl Current Issues, not Opera and Genome)