

# Wing Wisdom

## From the Director's Chair

Hello and Happy New Year to Everyone,

As 2006 starts to unfold, we would like to remind everyone that "training starts at home." Well, that's not quite the way that old saying goes, but it is true for training in GWRRA. Sure, we have done training at Rallies since the mid nineties. But over the last few years, LTD has been trying to break out of that mold. For those of you out there in "Trainingland" that haven't heard my plea (and that can't be too many of you since I say this just about every chance I get), the underlying principle of the Training Timeline is that training sessions should be held in clusters near local chapters whenever and wherever possible. This can be anything from one chapter up to as many as five or six, depending on geographical locations. The goal is to ask members to travel no more than one hour to attend a training session, and ½ of that would be even better.

And what kind of training are we delivering at these "cluster training sessions?" The answer to that is simple; whatever the members want. But wait a minute, the training timeline calls for leadership skills training during the "off-season" months. That's right, it does. But that doesn't mean that a Trainer or Certified Instructor can't deliver seminars of interest to the general member using the cluster training concept. It just means that leadership skills training should not be held during the Rally Season (or riding months) because those same officers are busy working for the members and don't have much time to attend seminars. The "non-officer" members may also be getting a slight case of cabin fever by the time February or March rolls around and they may want an opportunity to socialize with their GWRRA friends that they haven't seen often enough through the winter.

If any of you Trainers out there hear of some of your members coming down with a bad case of *Friendship Withdrawal*, don't hesitate to set up a session of seminars geared toward the general member (i.e., Member Orientation or Life Skills Programs). You may want to give them a special name like, "Tri-Chapter Gathering" or Mid-Winter Attitude Adjustment Get-Together." The name is only important as a spark. It is the event that fuels the friendships that we enjoy. Don't over-schedule, leave lots of time for socializing. Plan the event to run from 9 am until 3 or 4 pm but only deliver 4 or 5 seminars and leave the rest of the time for "visiting." If your session will be drawing three or more chapters together, you may even consider asking your Rider Ed or MED counterpart to join with you and give a seminar or two from their curriculum. With that big a crowd, you may even be able to hold two seminars simultaneously if the facility can handle that.

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## From the Director's Chair *(continued)*

The most important thing to keep in mind is to stay focused on fun. We can't emphasize that enough. GWRRA is first and foremost a social organization. Yes, we are a "not-for-profit" organization that delivers education and training to our members (friends), but the first "for" in our motto is FUN; don't forget that!



As with just about everything in life, there is a price associated with implementing the cluster training concept. Every District/Region will need a sufficient number of Certified Instructors in order to hold all the sessions required to properly serve the members. OK, but what is a sufficient number? That's a very good question and one that we can't answer for you. Only you District and Region Trainers can determine what number is sufficient for your particular territory. You must take into account the number of chapters in your district and how large an area each one covers. Once you have estimated how many instructors your district needs, you can look at the latest copy of the LTD Directory and see how many you currently have. From there it is a simple "a minus b" math exercise to see if you need to hold a Certified Instructor Development/Certification class. Since many of our District Trainers are new, it is a sure bet that many of you will need to call on your Region Trainers to conduct this training class for you. In the event that your Region Trainer is also new, or you don't have one in place currently, you may call on us. Whatever your needs are, we **will** find a way to meet them.

We have been making forward progress for quite some time now, and we believe that LTD is poised to make a **leap** forward. We have a clear direction: *implement the Training Timeline*. We have upper level support: *Don Brock has promised and delivered every time we have asked him*. And we have the people in place: *there are only three regions out of eleven and 12 districts out of 54 that are not currently staffed (and some of those may be filled this year)*.

Bo and I are asking each of you to re-double your efforts in 2006 and push LTD forward. Our personal goal is for eight regions to be actively supporting the Training Timeline by the end of this year. Five Region Directors have pledged to begin implementation, and four of those have already started. For our goal to be met, we need the remaining three regions with Trainers in place to start putting plans in motion to enact the Timeline. It takes time to fully enact the program, and we fully recognize that. All we are looking for is for everyone to take that first step and sign on. We can do this, but it will take a concerted effort on everyone's part. We are a team, and a team pulls together. And if we all pull together, this big (85,000 + members) body will move ahead. It's up to you.

Thank you for all that you have done in the past year, but even more importantly, thank you for what you will do in 2006.

Best Wishes and Happy New Year,

CJ & Bo Karcanes  
International Directors - LTD

*"Success is to be measured not so much by the position one has reached in life as by the obstacles which he has overcome."*

- Booker T. Washington

## The Curriculum Corner

I have just finished a re-write of the Instructor Development/Certification Program. I'm very excited about it because it is something that has been long overdue. When I put out the 2004 Curriculum Update, I meant to have this program scrubbed and ready but somehow that didn't happen. I just knew I'd have it done for the 2005 Update, but again, it didn't happen. Well, a request from our friends in Rider Ed finally got me into gear. That and being asked to deliver the program in Tennessee in early December really got me off the dime.

Everything that we needed was in the old program. It was just rather disjointed and didn't flow well. To make matters worse, what I put out in 2004 had a couple of options that the program instructor had to choose from at the very last minute, and that never makes for a good situation. So I spent some serious time and developed a package of pre-course material containing some of the stuff I was not covering in the class and also some of the quizzes that I kept skipping for lack of time. The other big change is in the tool-box. I have re-inserted some of the slides that I had taken out and made each of the three sub-sections much more understandable. Along with that, I made the exercise (Building A Presentation) much clearer. I hope you all find this version of the program clearer and easier to follow and implement.

I had hoped to put a couple of additional seminars into the '05-1 update but they just didn't get to me in time. I would really appreciate any comments and /or suggestions about this update, and I look forward to seeing many of you in Nashville in July for Wing Ding. The '06 Update will be made available to each Region Director at the Trainers Meeting. All Trainers (Region and District) are invited to attend as are all Certified Instructors. As an additional incentive to attend, I will have additional copies of the '06 Update available at the meeting and I'll give one to each District Trainer and Certified Instructor who attends.

Also, please give some thought to attending a ½ day workshop during Wing Ding for all Certified Instructors (includes Senior and Master Instructors). The purpose of this workshop is to share experiences and identify weaknesses in the curriculum. I am looking for input about the best time and day to hold this workshop. As I am also the Wing Ding Seminar Schedule Coordinator, I have some flexibility with this so make your wishes known soon.

Happy New Year to all and remember "Keep Training."

CJ Karcanes  
Curriculum Coordinator

## Have You Sent Your 4th Quarter 2005 Report?

The Quarterly Report covering LTD activities between October 1, 2005 and December 31, 2005 in each region was due to CJ Karcanes on January 10, 2006. If your region has not submitted its report to CJ (or if you are a District Trainer that has not submitted your report to the Region Trainer), please do so as soon as possible. Reference the *Trainer's Handbook* on page 45, or November's e-mail with the electronic version, for more details.

*"In every community,  
there is work  
to be done.  
In every nation,  
there are wounds  
to heal.  
In every heart,  
there is the power  
to do it."*

- Marianne Williamson



## Take 5 – Neurobics

*These “Take 5” articles are intended to provide information that can be presented by chapter members at monthly meetings or social events to help promote the Leadership Training Division and its programs. The hope is that chapters will enlist the help of members to share the information to make it a FUN and interesting new experience.*



Are you becoming forgetful? Do you have trouble learning new things? Neurobics is a unique brain exercise program based on the latest neuroscience research. There are many simple exercises developed by researchers to help stimulate nutrients that grow brain cells. Instead of utilizing logic puzzles, memory exercises and solitary practice sessions, neurobic exercises are intended to work with the brain’s natural drive to form associations between different types of information. Neurobics uses the five senses to shake up everyday routines to keep the brain younger and stronger. The result: a mind fit to meet any challenge – whether it’s remembering a name, mastering a new computer program, or staying creative in your work.

One area to start may be brushing your teeth with your non-dominant hand. This includes opening the tube of toothpaste and applying the toothpaste to the toothbrush. Styling your hair, shaving, buttoning clothes, eating and operating the television/stereo remote could be substituted for variety and similar results.

This deceptively simple exercise requires you to use the opposite side of your brain than you normally use. The circuits, connections and brain areas that are normally inactive for these every day activities are suddenly required to direct a set of behaviors in which they normally don’t participate. Research has shown that this type of exercise can result in rapid and substantial expansion of circuits to parts of the brain that control and process information from your non-dominant hand.

Motorcycling also provides a “window of opportunity” for your brain. Simply opening the windows as you drive your car or taking your motorcycle out for a drive enables you to experience a tapestry of smells and sounds – fresh rain, leaves burning, birds singing, kids playing. Your brain will begin to search for and recall associations between the sights, sounds and odors that you encounter during the drive.

The hippocampus section of your brain is involved in associating odors, sounds, and sights to construct mental maps of memories and experiences. Riding your motorcycle or opening the windows of your car provides these circuits with more “data” and sensory input to make more connections in your brain.

Learn more about these and 81 other neurobic exercises in *Keep Your Brain Alive* by Lawrence Katz and Manning Rubin, or visit [www.keepyourbrainalive.com](http://www.keepyourbrainalive.com).

Make it a great 2006!

Amy Peterson  
Region E Trainer

*“Most people never run far enough on their first wind to find out they’ve got a second. Give your dreams all you’ve got, and you’ll be amazed at the energy that comes out of you.”*

- William James

## This Is How We Make It Work

*[Editor's Note: This information is a continuation of an article in the Region D "Great Lakes Reporter" regarding motivating people and working with volunteers.]*

Last newsletter we talked about motivating people and pushing the right buttons. Now we want to tie it all together.

This is how we make it work: because what you expect is what you usually get, learn to expect only the best from yourself and others.

You can do this by:

- Giving responsibility – Give people the feeling that if they don't do it, it won't get done. Also, let them know that they will share in any rewards or recognition that comes from getting the job done.
- Let them know you care – Have enough involvement with them so they know that you are interested in each of them individually, and that you are supportive and loyal.
- Guide them toward good decisions – Give people enough guidance to make the decisions you want them to make. Don't tell them what to do, but encourage them to do what is best.

Success is inevitable if you find out what people want, then show them how you can help them get it (satisfy their needs). To motivate others, you must be motivated yourself.

Help people raise their (and your) self-image by:

- Doing what is right
- Doing the best you can (as though you were going to put your name on it)
- Treating others as you would like to be treated

Let people know that you appreciate them before it is too late. Everybody needs positive reinforcement, and everybody wants to win.

Everyone must have these three questions answered before they will commit to any action:

1. Can I trust you?
2. Are you committed to what you are proposing?
3. Do you care about me as person, not just my ability to do what you are asking?

Once you have completed these few easy steps of motivation, you are on the road to creating a leader to fill your shoes and to shoulder some of the responsibilities of running a great chapter.

Paul and Cheryl Brosher  
Region D Trainers

***"Other people may complicate our lives, but life without them would be unbearably desolate... None of us can truly be human in isolation. The qualities that make us human emerge only in the ways we relate to other people."***

***- Harold Kushner***



## By The Book

*The “By The Book” articles are intended to help familiarize Volunteer Leaders and GWRRA Members with the guidelines, policies, procedures, and information contained in the GWRRA Officer’s Guidebook. Please feel free to reprint these articles in Region, District and Chapter newsletters.*



Hello again everyone!

Soon after the Christmas holiday season, our attention is directed to activities such as GWRRA “Chapter/Officer Financial Statements... Checking Accounts”, etc. Accurate tracking of income and disbursements is a challenging responsibility. However, careful reading of our *Officer’s Guidebook* (OGB) will provide all the advice, direction, and resource that we need to accomplish our task. The subject information of this article can be found on page D12 of the OGB. Additional advice can be obtained by consulting with your District or Region Directors or Treasurers. The point is... there is no need to fear the task. It can be conquered and accomplished in short order, and it’s actually painless. Pages D10 – D12 in the OGB is where you will find everything you ever wanted to know about GWRRA tax status and the required IRS forms. You may even find out what “UBI” is. How cool can that be?

### ***Financial Statements... Checking Accounts***

GWRRA, Inc. holds a 501-C4 “non-profit” status with the Internal Revenue Service, which means we are not subject to corporate income tax on certain portions of our income. This also means that we, who are responsible for the maintenance of operating funds, must keep accurate records of income and disbursements. Each January, these records must be summarized on the annual Financial Statement (See section I in the OGB for all forms).

**You, as the officer, have the total responsibility of insuring that your Financial Statement, along with the Financial Report Cover Sheet, Equipment List and respective bank statements are submitted to your District Director, on or about January 31st of each year.** All District and Regional officers have similar responsibilities. *(This Policy regarding bank statements is effective December 1, 2004 for Chapters and is effective immediately for Districts and Regions.)*

When a new Chapter Director is appointed to an existing chapter, the Chapter Treasurer must close out the books and prepare a closing financial statement. A check should then be made payable to the depository institution selected by the new Chapter Director for the balance of the account, less any checks that have not been presented for payment. In addition to the Financial Statement and the aforementioned additional documentation, certain checking account information must be on file at the GWRRA International Headquarters in Phoenix. This information consists of the account number, bank name, and signatures and must be reconfirmed annually as well as when any change in information occurs. **Like the Financial Statement, the checking account information needs to be submitted on or about January 31 each year.**

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*“The key is to keep company with people who uplift you, whose presence calls forth your best.”*

*- Elizabeth Willett*

## By The Book *(continued)*

Submitting this information is just as important as the chartering fee discussed on page D11 of the OGB. Failure to properly supply this information will result in a confrontation with the IRS. Remember, the Chapter Treasury belongs to the chapter and if for any reason the chapter ceases its operation, the balance must be turned over to the appointing officer upon request. Checks of this nature should be made payable to the GWRRA district and the balance will be held in escrow for 90 days. After 90 days, the balance will be turned over to the GWRRA International Headquarters in Phoenix until the chapter is reinstated.

If proof of GWRRA's non-profit status is requested, please refer to the following: The subject of taxes, non-profit organizations, 501 (c) (3) and (4), and filing of annual tax returns continues to surface periodically. There is, understandably, still some confusion as to reporting and the use of the tax ID number. All checking accounts that are opened for the benefit of a chapter, district or region must have an assigned Taxpayer ID number. Each chapter, district and region is required to have its own special number and is different from the Home Office ID number. This number can be obtained by making application for an Employer Identification Number using form SS-4, a sample of which is included on page I18 in the OGB. Please be sure to use your own ID number on all correspondence with the IRS.

David Barham  
Region H Trainer

## PowerPoint Viewer

Some LTD Instructors do not have PowerPoint software to view the presentations that are now available for the seminar modules. At a recent Certified Instructor Course, Denis Tasker, Iowa Assistant District Trainer, shared details on how this "viewer" can help LTD Instructors that don't have PowerPoint software on their computers. The web location below allows you to download the necessary software (free of charge) to view all of the features of presentations created in PowerPoint 97 and later versions. You can view and print the PowerPoint presentations, but you cannot edit them in this PowerPoint Viewer 2003. To reach the download screen for this viewer, type the following into your "search" line at the top of the screen:

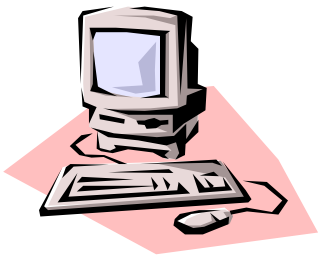
<http://www.microsoft.com/downloads/details.aspx?FamilyId=428D5727-43AB-4F24-90B7-A94784AF71A4&displaylang=en>

One way to create handout pages for participants is to print out the presentations 3 slides per page where it has lines for them to make notes on the right side. To do this, left click on "File" (located in the toolbar at the top of the screen), left click on "Print" and then look for an area that allows you to choose what you would like to print. (This varies depending upon the version of your software.) Generally you will have the choice of printing slides, handouts, note pages and outlines. For the handouts described above, choose the handout option with 3 slides per page.

Viewers for other Microsoft programs are also available from [www.microsoft.com/downloads](http://www.microsoft.com/downloads).

*"In order to get what we want, we must say what we mean. In order to say what we mean, we must know what we want. When we know what we want, we can think and speak positively with great expectations."*

- Iyanla Vanzante



## Horizon Program: Fiction vs. Fact

What's on **your** GWRRA horizon? It doesn't matter whether you are a member who has been around for awhile or whether you are a member who has recently joined this great association. What **does matter** is that you are an active, vibrant, participant! Every organization needs new blood and new ideas to continue to thrive. If you aren't the 'new blood' then you can still be the one to come up with new ideas! When members grow bored with activities and routines, they often stop participating, which may lead to them discontinuing their membership. Each of us plays an integral part in recruiting and retention. The most important thing we can do is stay interested, stay active, and stay committed to GWRRA's motto: Friends for Fun, Safety and Knowledge!



So, what does all this have to do with the Horizon Program? Continued learning is key to maintaining interest, expanding knowledge, and creating fun in any organization. Learning is a social activity. It gives people an opportunity to socialize and interact with others during times and in places where they otherwise might not have such an opportunity. Think about it: other than your monthly gathering, how often do you see your GWRRA family between November and March? Probably not as often as you do between April and October! The Horizon Program is just one opportunity during the 'down' months to gather with old friends, meet new friends, and have the opportunity to learn something that will improve both you and your chapter!

From the beginning, Ken and I have wanted to dispel the mystery and myths of the Horizon Program. So, here are a few **fiction vs. fact** thoughts for your consideration:

Myth #1: The Horizon Program is a 'by invitation only' program.

**Fact #1: The Horizon Program is open to everyone, no invitation is needed. Your interest is your invitation.**

Myth #2: The Horizon Program is for chapter officers only.

**Fact #2: The Horizon Program is open to everyone. You do not have to be a chapter officer to attend. If you are interested in learning more, you are welcome to attend.**

Myth #3: The Horizon Program is boring and you already know everything about everything.

**Fact #3: The Horizon Program is NOT boring! You may laugh yourself silly when you attend a Horizon Program. Besides, who among us actually knows everything about everything? Every one of us can learn something new.**

Myth #4: The Horizon Program costs money to attend.

**Fact #4: The Horizons Program is free to attend. Members are responsible for their own travel, lodging, and food expenses. Morning coffee breaks and lunch on Saturday will be provided by the Tennessee District.**

*"You can make more friends in two months by becoming interested in other people than you can in two years by trying to get other people interested in you."*

*- Dale Carnegie*

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## Horizon Program *(continued)*

So, what can you expect when you attend the Horizon Program? On Friday evening, from 7-9pm, there will be a welcome reception. This is a time for you to gather and meet those who will be your classmates for the weekend. On Saturday, we will begin at 8:30am. Topics will include GWRRA principles and basics (you might be surprised at the things you will learn here), knowing yourself better (see yourself from someone else's perspective), and team building (why it's important, how to do it, and where do you fit in). There will be plenty of breaks and a nice buffet lunch will be provided. Saturday evening is a time for you to enjoy the facilities and socialize with your new friends. Sunday morning we will reconvene at 8:00am. Topics will include chapter operations (finances, newsletters, gatherings, FUNdraisers, etc), as well as the couple relationships and the role it plays when holding positions within the organization. Group presentations will also be made and awards will be given to all!

Ken and I are committed to improving Tennessee through well-trained, knowledgeable, members who are eager to learn and have fun. We know the key to a strong state is strong chapter participation. This can only be attained when all members feel welcome and enjoy participating in their chapter activities. We hope you will join us for this fun-filled weekend of learning, making new friends, and growing! Registration is required and may be completed online at our web site: [www.tngwrratraining.org](http://www.tngwrratraining.org). For further information, please visit our web site or contact us at [ken.zahn@smokymtnit.com](mailto:ken.zahn@smokymtnit.com).

Ken and Julie Zahn  
Tennessee District Trainers

## Changes to the International Website

There have been enhancements made to the International website [www.gwrra.org](http://www.gwrra.org). Instead of the "Site Map" link at the bottom of the page, you will now find a drop down menu box in the middle left of the page. Look for "Additional Links and Information" and left click on the arrow to view all of the options. [NOTE: If your webmaster has links set up to LTD or another area of the website, now would be a good time to check and see if those links need to be updated!]

- ⇒ To navigate to the LTD area from "Additional Links and Information," left click on "National Divisions" or "Site Map." You will be able to left click on Leadership Training from either list.
- ⇒ If you would like to access information about a region, you will find a Regional Operations section in the middle right of the new home page. Simply left click on the map and then the region desired (or you can left on the "Site Map" option under "Additional Links and Information"). State sites will need to be accessed through the region websites so make sure there are easy to find (and accurate) links for the states in your region.
- ⇒ Motorcycle Sounds was the area on the website that provided officers and staff with helpful information specifically for the volunteer leaders in GWRRA. This resource now has a new name so look in the upper left hand portion of the home page for "GW Info Exchange" next time you visit the website.

*"Knowing others  
is wisdom;  
Knowing the self  
is enlightenment;  
Mastering others  
requires force;  
Mastering the self  
needs strength."*

*- Tao te Ching*



## Training Calendar

There is always room for more events to be listed here so please continue to e-mail details of upcoming training events to [amysescape@aol.com](mailto:amysescape@aol.com). (This list is forwarded to update the Events link in the Leadership Training portion of the GWRRA website.)

### JANUARY 2006

**1/21:** Saturday Seminars in Hickory, NC (Region N). Leadership Survival Skills, Chapter Finances, The Write Stuff and Conflict Management to be presented. Contact Paul Granger at 910-433-2663 or PDGran34@aol.com.

**1/21-1/22:** Horizon Program in Springfield, MO (Region E). Contact Tom and Beverly Richardson at 314-606-4498 or hawk252@centurytel.net.

**1/28:** Saturday Seminars in Goldsboro, NC (Region N). Coaching and Mentoring, Conflict Management, Chapter Finances and Managing Change to be presented. Contact Paul Granger at 910-433-2663 or PDGran34@aol.com.



### FEBRUARY 2006

**2/3-2/4:** Member Orientation in Bloomington, IL (Region E). Contact George and Ketra Wanamaker at 309-221-2744 or george@macomb.com.

**2/4:** Horizon Program in Valpariso, IN (Region D). Contact Mike and Susan Jennings at 260-356-6103 or smjennings@skynet.net.

**2/18:** Saturday Seminars in Hickory, NC (Region N). Coaching and Mentoring, Problem Solving, Chapter Communications Plan and Leadership-A Self Portrait to be presented. Contact Paul Granger at 910-433-2663 or PDGran34@aol.com.

**2/18-2/19:** Horizon Program in Fitchburg, MA (Region B). Contact Dottie and Ed Bahrenburg at 607-648-4351 or wingin-it@stny.rr.com.

**2/19:** Sunday Seminars in Paintsville, KY (Region N). Contact Jerry and Marilyn Elam at elams23@adelphia.net.

**2/25-2/26:** Horizon Program in Nicholasville, KY (Region N). Contact Jerry and Marilyn Elam at elams23@adelphia.net.

**2/25:** Saturday Seminars in Goldsboro, NC (Region N). Leadership Survival Skills, the Write Stuff, Problem Solving and Chapter Communications Plan to be presented. Contact Paul Granger at 910-433-2663 or PDGran34@aol.com.

### MARCH 2006

**3/4:** Horizon Program in Indianapolis, MN (Region D). Contact Mike and Susan Jennings at 260-356-6103 or smjennings@skynet.net.

**3/11-3/12:** Horizon Program in Montage, TN (Region N). Contact Ken and Julie Zahn at Ken.Zahn@smokymtnit.com.

**3/11:** Horizon Program in Obetz, OH (Region D). Contact Joe and Stormee Lupo at 513-779-2812 or wolf52@fuse.net.

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*"Try changing the words 'have to get' to 'get to.' For instance, instead of saying 'I have to see the doctor today,' try saying 'I get to see the doctor today.' It will change your life.*

*- Barry Manilow*



## Training Calendar *(continued)*

**3/18-3/19:** Horizon Program in St. Louis, MO (Region E). Contact Tom and Beverly Richardson at 314-606-4498 or hawk252@centurytel.net.

**3/24-3/26:** Fun Shop in Binghamton, NY (Region B). Contact Dottie & Ed Bahrenburg at wingin-it@stny.rr.com.

**3/25-3/26:** Horizon Program in Lynchburg, VA (Region N). Contact John and Peggy Bebb at firedog937@aol.com or pegesue2@aol.com.

### APRIL 2006

**4/1-4/2:** Horizon Program in Bedford, PA (Region B). Contact John & Bonnie McAllen at 717-733-1870 or jmcclun@dejazzd.com.

**4/8-4/9:** Horizon Program and Intermediate Leadership Skills Programs in Bloomington, IL (Region E). Contact George and Ketra Wanamaker at 309-221-2744.

### JUNE 2006

**6/9-6/10:** Advanced Leadership Skills and Life Skills Programs in Pontiac, IL (Region E). Contact George Wanamaker at 309-221-2744 or george@macomb.com.

### OCTOBER 2006

**10/21:** Knowledge Enhancement Program in Springfield, MO (Region E). Contact Tom and Beverly Richardson at 314-606-4498 or hawk252@centurytel.net.

### NOVEMBER 2006

**11/11:** Knowledge Enhancement Program in St. Louis, MO (Region E). Contact Tom and Beverly Richardson at 314-606-4498 or hawk252@centurytel.net.



*"Live out of  
your imagination,  
not your history."*

- Stephen Covey

## International LTD Staff Listing

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