



## Meet Neil Nicoll New CEO of Y-USA



Dottie Eley, NAFYR Treasurer, congratulates Neil Nicoll on his appointment as CEO of the Y of the USA.

Neil Nicoll took over the reins at Y-USA on June 26. Just before he left Seattle to move to Chicago, Dottie Eley arranged a phone interview with OGN so you could all meet our new National CEO.

It will just be Neil and his wife Anita who will be relocating to Chicago. They have two grown daughters who will not be going with them. Neil and Anita are looking forward to the move as it will put them just a little closer to family still living in New England.

When asked what motivated him to seek the top job, Neil stated that it was his love for

the organization and his understanding of its capacity to do good. In other words, he believes in the mission of the Y and he felt the timing was right. He feels he can work with the member associations to achieve their goals and to help them reach out to unserved areas.

Neil says that he is one who did not grow up in a YMCA. He had one contact with a Y when he was about 6 and left kicking and screaming when they wanted to teach him to swim.

His next contact with a Y was when he was in college in

Quincy, MA where he worked the front desk part time.

**OGN:** *What are your objectives in taking on this new assignment?*

**Neil:** I have to be careful here. We are in the middle of a strategic planning process and I don't want to short circuit it. I would like to see us stretch into areas of new service. I will let the strategic plan speak for itself. I think the timing is perfect.

**OGN:** *Will you be tinkering with the delivery of service system that is currently in place?*

**Neil:** The strategic plan will spell out why the National Y exists, what our priorities are and how to deliver those services. We'll look at delivery as part of the plan. How do we help local associations? The plan will drive. I don't want to prejudice.

**OGN:** *What is your position relative to the Christian emphasis of the Y?*

**Neil:** I don't feel there is any conflict between our mission and our ability to attract dollars. We don't have to trade our mission for money. We are who we are. We follow Christian teachings and I don't see any reason to change that. At the Y everyone needs to feel equal and

### Special points of interest:

- **Neil Nicoll** — An interview with the new Y-USA CEO.
- **He made a difference in my life** — Another in our series on people who influenced careers.
- **Eating Healthy Eating Out** — More Health Hints from the Covellos.
- **Who does what at OGN** — Where to go for or to send information.
- **Historical YMCA Postcard Collection** — 10,000 rare postcards dating back to the 1890's.

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## Health Hints . . . By Audrey and Len Covello



**Len and Audrey Covello  
Health Hints**

### Tips for Eating Healthy When Eating Out

It is always enjoyable to “eat out” occasionally, especially at this time of year if the restaurant has an outdoor dining area with a view and fresh air.

Stay healthy while eating out by:

- Ordering steamed, grilled or broiled dishes instead of fried or sautéed foods.
- Ask for salad dressing

“on the side” so you can control the amount.

- Share a main dish with a friend or order an appetizer or side dish instead of an entrée that can be too large to eat at one meal.
- When you have eaten enough, ask for a doggy bag but be sure you can chill this extra food right away.

We wish you a most pleasurable dining out experience.

## Quotes . . .

*“A banker is a fellow who lends you his umbrella when the sun is shining but wants it back the minute it begins to rain.”* - Mark Twain

*“A liberal is someone who feels a great debt to his fellow man, which debt he proposes to pay off with your money.”* - G. Gordon Liddy

*“Democracy must be something more than two wolves and a sheep voting on what to have for dinner.”* - James Bovard

*“The key to wisdom is knowing all the right questions.”* - John A. Simone, Jr.

## A Y Member Who Made A Difference in My Life . . . Donald Greer

Mr. Wood became interested in my work with approximately 20 physically handicapped children.

I have had a membership with the YMCA since the age of 11 (I am now 82) and in August of 1945, after serving four years of military service to the end of WWII, I began my career as a Program and Youth Director with the Wichita Falls, Texas YMCA. During my tenure of 14 years, I became acquainted with Frank Wood, a wealthy oil operator. Mr. Wood became interested in my work with approximately 20 physically handicapped children. Through Frank Wood’s interests and financial assistance, we were able to conduct weekly programs of picnics, fishing and meals at his beautiful ranch. A special fund was established for expenses such as equipment, buses, clothes etc. to be spent by me for his program. We continued this extra program for four years.

One day, a young boy approximately 11 years of age (ironically the same age I was when I first joined the Y) began

visiting our lobby and I questioned why he was not in school. After an hour interviewing this young boy, I found out he was suspended from school. This bothered me, so I gave him a small job to earn some money. At a later period in his many days with us, I mentioned this boy to Frank Wood. Mr. Wood became interested and suggested we have a meeting with the principal to discuss the boy’s problems. Naturally, the young lad was not very interested in school attendance. The young lad was having problems due to the fact that he was depressed and hurt because school children made remarks about his sister who had Down’s Syndrome. The school children called the lad “Frog Boy” in representation of his sister’s physical appearance.

Finally, with our help, we were able to enroll the boy back in school. His mother was a single parent and very apprecia-

tive. Mr. Wood also helped the mother with financial problems. The boy graduated from high school receiving his diploma on graduation day. We were extremely happy to see the graduation program along with his family. Mr. Wood continued to assist the boy in college.

All this happened because of a “great person,” Mr. Wood, who cared for other people. A tribute in my lifetime of 32 years with the YMCA is about people like Mr. Wood and knowing that the Y can make a difference in people’s lives.

*Send us your story of the person who influenced your Y career.*  
- The Editor

**Donald M. Greer**, retired in 1978 as General Director of the New Orleans YMCA. He now lives in Tulsa, OK.

## From the President . . .

Summer is with us, and we pause here in the opening week of July to celebrate two great national holidays.

July 1 is "Canada Day," also known as "Dominion Day." The holiday brings honor to the date of the establishment of the Dominion of Canada in 1867. Today, Canada is a commonwealth nation, a constitutional monarchy form of government.

And, on July 4, 1776, the people of what became the USA, declared their independence. It wasn't that long ago that we called it "Declaration Day."

In both countries, there is much to be proud of, and opportunity to become whatever we choose.

In early June, the NAFYR Membership Task Force met in Phoenix. Past President **Jim Lipscomb** provided the leadership. The primary discussion was focused on the question of, "what is it to be a member of NAFYR?" Topics

covered included the creation of a membership dues structure; identification of member features and benefits; development of a data-base information management system; the possibility of establishing an "Associate" membership category for pre-retirement actives (50 years of age - plus); and the continuing mandate for NAFYR to use its resources to help build strength in the Chapters.

Additionally, consideration is being given to establishing a NAFYR Web Site, created and maintained by NAFYR leadership

Planning for the 2008 Reunion Cruise continues to come together. **Chuck** and **Nancy Goding** and their colleagues from the New England Chapter met with the NAFYR Board, via conference call, and have been given further endorsement to the program design. The cruise will take place along the New England and Mari-

time Coast, and along the Saint Lawrence Seaway, most likely in early September, 2008. Reunion Cruise plans will be featured in the *Old Guard News* as they become available.

The NAFYR Board and the General Council will meet September 25, prior to the kick-off of the 2006 Midwest Reunion, "Heartland Hospitality," to be held in, Illinois.

Mid-month, I'm off to Oshkosh, Wisconsin for the EAA AirVenture, probably the largest gathering of aircraft enthusiasts in the world - it is said to be the busiest airport in the world throughout the week of the convention. There are even special "FAA Oshkosh Rules," governing the skies. If you're in the vicinity between July 14 and 31, drop by the EAA Volunteer Center and say "hello."

Live the spirit of 17:21...

*Hank*



Hank Bagelmann  
NAFYR President

The  
NAFYR  
Board  
and  
the  
General  
Council  
will  
meet  
September 25

## International Senior Service Corps. . . Peg Andrews, Chairperson

The ISSC is pleased to announce that **Judy Claufield Sparanese** who lives in Mission Viejo, California will follow the Jacobys to Beijing, China. Judy has worked for the YMCA of Greater New York, McBurney YMCA Branch, and the YMCA of Orange County.

Judy's husband is still employed, therefore will not be accompanying her at this time. But I am sure he will not be able to resist the lure and fascination of

China and will fly over for a visit at some time during her tour of duty.

The Jacobys have been getting Judy up to speed so that she can get to Beijing running in their footsteps.

Judy has had volunteer experience teaching English As A Second Language and tutoring in many languages.

The Beijing YMCA is welcoming her and has invited her to come for 180 days

beginning in October 2006.

The ISSC would also like to send volunteers to ChengDu, China in October 2006 for a 6-month period. Anyone interested, please contact Peg Andrews as soon as possible since the details to arrange the invitation and finalize travel are very time consuming.

Contact Peg at:  
[pandrews1@cox.net](mailto:pandrews1@cox.net) or  
telephone 623-546-9514.



Peg Andrews, Chair  
ISSC

## From the Chapters . . .



Photo taken by Franca d'Angelo during the Copeland-Budge Chapter Ottawa Excursion.

### Copeland-Budge Chapter:

With regrets from Vice-Presidents **Ed Fox** and **Hal Studholme**, **Jack Pearse** led the Chapter Executive through a busy agenda at a May 10<sup>th</sup> meeting held at the YMCA Canada headquarters. Juggling current titles and appointing new Provincial Representatives and "Tie-Lines" Correspondents, Jack reported that Copeland-Budge has become a truly national organization! **Murray Faulkner** now becomes President-Elect, **Ed Fox** remains VP (East), **Hal Studholme** is now VP (West), and **Jack Bernhardt** becomes VP (Central). Assisting with Regional information collecting and outreach activities are: **Bryon Taylor** in BC, **Garth Toombs** in AB, **Peter Whitenect** in SK, **Brent Thomas** in MB, **Bill Gerhardt** for PEI/NF, **Bob Butler** in NB, **Tony Lugar** in NS, **Peter Noble** ON (South), **Irene Watson** ON (East), and **Gord Saunders** ON (North). Regretfully, despite several overtures, we have not yet recruited a

high profile bilingual Quebec retiree who, by reaching out to former franco-phone and anglophone colleagues, will assist in establishing a Chapter affiliate in that province. The new "Tie-Lines" Correspondents are **Murray Shantz**, who will craft future tributes for the "Remembering" column and **Vic Hryhorchuk** will develop regular "Where Are They Now" member profiles. These changes reflect a determined effort by your Executive to provide a leadership focus and rallying point for former and retired Y staff in all Regions of our country. Vive le Canada!

- **Ken MacKeracher**  
Secretary

### Ellenwood Chapter of upstate NY:

Just had our spring meeting at Stella Maris House in Skaneateles, NY. We had a very interesting tour of the Welck-Allyn Company which was started in the 1800's. They make medical equipment for internal

examinations of ears, eyes and stomachs etc., and external examinations such as stethoscopes and blood pressure monitors. We also visited the Auburn, NY YMCA to see their newest addition and the Seward house, home of Vice President Seward who was behind the purchase of Alaska.

- **Jan Mosher**  
Secretary

### Weatherford Chapter:

Forty-nine members of the chapter enjoyed a great Spring Fling in Wilmington, NC.

The group enjoyed a murder mystery dinner cruise Tuesday evening. A presentation by **Mark Suduth**, founder of the Hurricane Intercept Research Team followed on Wednesday with lots of time to discover Wilmington and enjoy time together. Dinner that evening was followed by "Sounds and Stories of Jazz" presented by the Dr. Dick Conrad Duo. Fellow retiree **Rod Roberts** also shared his beautiful wildlife woodcarvings with the group. The chapter's next gathering will be the fall event October 23-25 at Blue Ridge Assembly.

- **Glenn Mease**

### New England Chapter:

32 attended the Spring Fling on May 17 & 18 at the Putney Inn, Putney, Vermont. The members visited 3 different artisans (hand blown glass, yarn making and weaving) and 2 quality stores in the area, conducted a Silent Auction that raised \$612.00 for Chapter Charities (chaired by

**Nancy and Bob Hoffman** and **Phyllis and John Barclay**), participated in Line Dancing, and had a tour and speaker from Landmark College which is a premier special College for student with Dyslexia, AD/HD, and other learning disabilities (it was an outstanding program). Our group also heard from **Ira Besdansky** CEO of the Keene, NH YMCA on it's future, followed by a business meeting that approved a \$500 contribution to the Sioux Indian YMCA which will be personally delivered by members **Sy Symonds** and **Elly Murphy** this summer. We ended our program with a one hour old fashioned sing-a-long led by a local couple who played their guitars and was enjoyed by all. It was a great reunion that allowed plenty of time for fun and fellowship. The New England Chapter is planning a fall 2006 Annual Meeting in Newport, Rhode Island on Monday, September 18 and Tuesday, September 19. For information contact **Len and Ann Cuneo** at [lennanncun@aol.com](mailto:lennanncun@aol.com).



Learning Line Dancing at the Putney Inn led by Co-Presidents **Andy and Barb Anderson**.

- Photo by **Ellen Fairbend**



Bill Cumler writes that for the 8th year in a row, **Chuck and Dorothy Gomori** have invited some of the Ohio retirees to enjoy an evening of great home cooked food and Y fellowship at their home in Naples, FL. They all enjoyed telling about great jobs they did for the Y during their active years. In fact, some of the stories were so inspiring that they could hardly believe them themselves!

Pictured above: (Seated left to right): **Margie Cornwell, Dorothy Gomori, Jane Swineford.** (Standing left to right) **Lou Bodley, Bill Cumler, Chuck Swineford, Gene Cornwell, Don Long, Chuck Gomori and John McMillan.**

**Ted Ressler** (Camden, DE) just celebrated his 80th birthday and has been tapped by AARP to be a Regional Coordinator for the AARP Driver Safety Program. He will be responsible for the states of New Jersey, Pennsylvania, New York, Delaware and Puerto Rico. He has been involved in the program for 21 years and served six years as State Coordinator for Delaware.

NAFYR members are great travelers. Here are some of the trips that have been brought to our attention.

**Lanny and Jackie Couvillon** (Novato, CA) just returned from Boston and Philadelphia.

**Carl and Mary DuBois** (Reno, NV) cruised from England to the Norwegian

Fiords in June.

**Marty Hanzlik** (Novato, CA) celebrated his 80th birthday in Kauai.

**Dale Greenlee** (Ukiah) enjoyed trips to Yosemite and a family reunion on the Oregon coast.

**Terry and Tessa Horak** (Fresno, CA) spent 10 days touring the East Coast from Williamsburg to New York.

**Dave and Joyce Mercer** (Foster City, CA) were in Holland for two weeks.

**Fred and Sally Stickney** (Moraga, CA) went to Fiji and Australia for 3 weeks.

**Don and Rosella Zerwer,** (Lincoln, CA) enjoyed a 17-day tour of China.

**Ian Anderson** is planning a 3-week trip with his sons to England and Scotland to explore his ancestry.

**Bob and Barb Schmidt** are flying to Istanbul to start a 2-week cruise of the Greek Isles.

. . . And those are just the trips we heard about . . .

**Lou Prock** was awarded the Alameda (CA) County Reading Association's Literacy Educators Award for 2006-7. She was one of two to receive this honor. Lou has been volunteering in the library and computer lab at her local Elementary School for nine years.



**Edwin C. (Pinky) Tews** will celebrate his 100th birthday July 16. Pinky began his Y career in 1928 in Pontiac, IL and retired after 42 years of service, from the Springfield, IL YMCA in 1970. He now resides at 14 Heartland Drive, Apt 313, Bloomington, IL 61704.

## We Remember . . .

**Evelyn Caldwell** (Mrs. Stewart) San Bernardino, CA

**Rufus B. DeWitt**, Executive Director, San Diego YMCA, 4937 Dafter Drive, San Diego, CA 92102. Survived by wife, **Mary.**

**Glenn R. Snyder**, Asst. General Secretary Los Angeles Metro YMCA. Glenn was living in a convalescent home in Long Beach at the time of his death at age 94.

## We Welcome . . .

. . . the following members into the fellowship of YMCA retirees, linked together by our common heritage and our service to humanity.

**Virginia and Robert Varner**, Receptionist, Chambersburg (PA) YMCA, 737 Fireside Drive, Shippenburg, PA 17257.



## GOLDEN TREASURES – JULY

### 64 Years

Martha and Bob Bryan, Green Bay, WI, July 31

### 63 Years

Elsie and Cecil Miller, Tempe, AZ, July 17

Marge and Keith Meyer, Xenia, OH, July 25

### 61 Years

Beverly and Richard See, Newbury Park, CA, July 8

Marty and John O'Melia, Wheaton, IL, July 29

### 60 Years

Helen and Ernest Busby, Newark, OH, July 11

Aleen and Dan Hester, Lancaster, OH, July 13

Dorothy and Fred Haynes, Lansdale, PA, July 27

### 58 Years

Shirlee and Duke Cox, San Bernardino, CA, July 1

Verna and Raymond Brundage, Janesville, WI, July 2

Phyllis and Don Brownell, Spring Hill, FL, July 4

Ruth and Jack Johnson, Tulsa, OK, July 26

### 56 Years

Dolores and Bob Ross, Xenia, OH, July 8

### 55 Years

Nancy and Pat Scott, Carlsbad, CA, July 7

### 54 Years

Nell and Joe Robertson, Jackson, MS, July 6

### 53 Years

Dee and Pres Johnson, Green Valley, AZ, July 18

Pat and Bill Eckelkamp, Spring Hill, FL, July 25

### 52 Years

Patty and Wayne Ray, Clackamas, OR, July 1

Marjorie and David Rymer, Roswell, NM, July 3

Judith and Forest "Pete" Hill, Ludington, MI, July 31

### 51 Years

Pat and Bud Manning, Jacksonville, FL, July 30

### 50 Years

Jan and Paul Atkinson, Dayton, OH, July 28

Margaret and Bill Elliott, Lakeland, FL, July 7

Grayce and Bill Pearce, Danville, VA, July 20

Barbara and Fred Fuerst, Fripp Island, SC, June 23

Nancy and Paul Bachrodt, Rockford, IL, May 26

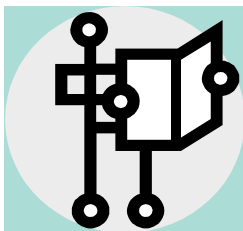
### List Your Golden Treasure

Clark Koechel is keeper of the records for Golden Treasures. Send your listing to him at:

N7576 Sandy Beach Road  
Fon du Lac, WI 54935  
or email: [ick2@charter.net](mailto:ick2@charter.net)

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## Hot News from the Retirement Fund . . .



In case you haven't heard, the Board of Trustees of the Retirement Fund at their May 18, 2006 meeting, carefully reviewed the Fund's asset/liability ratio, asset allocation, investment outlook and the independent actuary's advice before approving a Special Dividend for all retirees.

This will be distributed in two special dividend payments on August 15 and November 15. Together, these two special dividend payments will be an additional amount equal to one month's annuity check during the second half of 2006.

If you would like full details you can go to the Retirement Fund website at: [www.yretirement.org](http://www.yretirement.org) or for those of you without a computer, you can contact the Customer Service Department at 800-738-9622.

Quite often we are contacted about items in The Old Guard News, but more frequently we are asked to change a mailing address. The purpose of this article is to let you know who does what or where to get help when you have a question about our monthly newsletter.

First, the newsletter is written and composed in Scottsdale, AZ (fall, winter) and in Parks, AZ (spring, summer). NAFYR news, emailed to: [wbmclm@aol.com](mailto:wbmclm@aol.com). The deadline is the 8th of the month for the following month's issue.

We receive a list of new retirees from the Retirement Fund each month and this list also includes deaths of retirees. **Dottie Eley** checks the list and OK's the names to print. Also, VP **Doug McNeel** sends a list of new members each month.

Golden Treasures is compiled by **Clark Koechel**. Send your listing to him at: N7576 Sandy Beach Road, Fon du Lac, WI 54935 or email: [ick2@charter.net](mailto:ick2@charter.net).

The printing is done by **Jim Keaney** at Sprint Print, in High Point, NC. The finished copy is emailed to Jim no later than the 10th of the month for the next month.

Jim prints, folds and ships the finished newsletters to the Retirement Fund by the 16th of the month.

**Ron Sargent** and his folks at our Retirement Fund address the envelopes, stuff and mail our monthly newsletter so that it gets to your mailbox by the first of each month. So, if you have a change of address, please notify the Retirement Fund (800-738-9622) that you have moved.

You do not have to contact us at The Old Guard News.

As you can see, it is not a one-person show. It takes many hands to get your Old Guard News to you each month. And, we haven't even mentioned the many chapter editors and photographers who submit their local newsletters from which we glean many of the items we re-print in The Old Guard News.

Keep in mind, we are always looking for interesting stories such as people who influenced your career and photos of NAFYR programs and events. Email is the best way to get them to us, but we will take snail mail too.

Now sit down and write something we can print in The Old Guard News.

## Historical YMCA Postcard Collection . . .



Springfield College alumnus and long-time YMCA executive **Clifford Smith** has donated a collection of postcards to the College's Babson Library chronicling YMCA history. This collection, comprised of nearly 10,000 rare postcards dating from the 1890s that depict YMCA buildings, events, and activities in the United States and abroad, provides a unique and valuable understanding of

the significance of the YMCA around the world. Enclosed is a brochure highlighting the collection.

**Cliff Smith** is a graduate of Springfield College, received a Master's degree from the University of Nebraska, and participated in advanced management programs at Southern Methodist University. Who would know that he would spend a lifetime in service with the YMCA? He was a member of the professional advisory councils for Springfield College and George Williams College and led them in record-setting local association campaigns to support YMCA professional leadership. He was recognized by both colleges for his efforts. **Cliff** has been a loyal supporter of Springfield College for more than four decades.

Babson Library's Archives and Special Collections owns one of the richest collections of YMCA historical material and early physical education in the world. In addition to the YMCA postcards, holdings include nearly 2,000 portraits, posters, lantern slides, and other images of YMCA leaders, places, and programs from 1880 to 1920. Also at Springfield College are rare, full runs of early YMCA journals and convention proceedings as well as publications of

the Association Press. Noteworthy physical education collections include journals, rare books, and manuscript collections (**Luther H. Gulick** and **Peter Karpovich**, among others). For example, there is a complete set of annual volleyball guidebooks documenting the role of the YMCA in the development of what is now called "power" volleyball. There are also coaching manuals and guidebooks for most of the major sports played in North America. For more information about the Springfield College Archives and Special Collections, go to <http://www.spfldcol.edu/archives>.

Those who wish to contribute additional YMCA postcards to the collection may contact Archives and Special Collections, Babson Library, Springfield College at 413-748-3309. Digitized images are accessible through an online database in which postcards may be searched by location, title, or subject. <http://ymcapostcards.spfldcol.edu>

**Paige Roberts**  
Springfield College Archivist



*President* **HANK BAGELMANN**  
1501 Horton Road  
Waverly, IA 50677  
319-352-1198  
[HBagelmann@aol.com](mailto:HBagelmann@aol.com)

*Vice President* **JACK PEARSE**  
*Canada* 274 Shakespeare Drive  
Waterloo, ON N2L 2T6  
CANADA  
519-885-6097  
[JackPearse@rogers.com](mailto:JackPearse@rogers.com)

*Vice President* **DOUG MCNEEL**  
*East* 1128 Arborhill Drive  
Woodstock, GA 30189  
770-928-3304  
[DJMCNEEL@COMCAST.NET](mailto:DJMCNEEL@COMCAST.NET)

*Vice President* **BETTY OLSON**  
*West* 136 Lost Creek Drive  
Folsom, CA 95630  
916-988-5292  
[BOlson170B@aol.com](mailto:BOlson170B@aol.com)

*Secretary* **MIKE ANDRASSY**  
RR #2  
Almonte, ON KOA 1A0  
CANADA  
613-256-1401  
[Andrassy@trytel.com](mailto:Andrassy@trytel.com)

*Treasurer* **DOTTIE ELEY**  
YMCA of Seattle  
909 Fourth Avenue  
Seattle, WA 98104  
(O) 206-382-5003  
(H) 206-282-1693  
[DEley@seattleyymca.org](mailto:DEley@seattleyymca.org)

*Editor OGN* **BILL MOSS**  
7326 East Monte Vista  
Scottsdale, AZ 85257  
480-945-0958  
[wbmclm@aol.com](mailto:wbmclm@aol.com)

*Past President* **JIM LIPSCOMB**  
308 Morrow NE  
Albuquerque, NM 87106  
505-255-4031  
[jlipsc32@aol.com](mailto:jlipsc32@aol.com)

*Consultant* **JOHN PREIS**  
YMCA Retirement Fund  
140 Broadway  
New York, NY 10005  
[Preis@ymcaret.org](mailto:Preis@ymcaret.org)

*Consultant* **HAROLD SMITH**  
105 Duane Street, Apt 26B  
New York, NY 10007  
212-566-4452  
[HCSmith1@email.msn.com](mailto:HCSmith1@email.msn.com)

## 2006 Midwest NAFYR Reunion . . .

Registration has begun, plans are being confirmed, and our Brandenburg and Messer Chapter's Leadership Committee has met to assure you of a fantastic opportunity for NAFYR fellowship! **This will occur on September 25-28 in Springfield, Illinois.**

Registrations and inquiries are coming from well beyond the 12-state Midwest area and recently a NAFYR Board and Council meeting has been added on Monday, September 25 in advance of the reunion.

**Please note that the early bird rate is available until August 15, 2006. The registration form mailed out incorrectly listed another date in one location.**

The primary focus of the planning committee is to provide all attendees with significant time to gather for hospitality and to reminisce with former colleagues and many new members of NAFYR. In addition, tour opportunities are available to many Lin-

coln sites. Special presentations include display and presentation by the YMCA archives computer forums, The Retirement Fund, and a panel on Health Insurance moderated by **Rose Berberian**. All attendees will have a visit to the new and exciting Abraham Lincoln Museum and Library. In addition to the innovative displays at the museum, a visiting presentation on the First Ladies of the United States will be available.

Tuesday includes a gathering of alumni and friends of George Williams College followed by a reception sponsored by Aurora University/GWC. Our evening banquet features a unique Town Hall Format, where each of you can take part in questions to our leadership guests in an open forum, typical of Lincoln's era of Illinois politics and involvement. Featured at the Town Hall will be NAFYR President **Hank Bagelmann**, AYP Executive **John Coduri**, Retirement Fund CEO **John Preis**. The new

YMCA of the USA Executive **Neil Nicoll** has also been invited and we are hopeful of his participation.

Wednesday evening will feature an 1850's candlelight gala at the Old State Capitol Building sponsored by The YMCA Retirement Fund. Capitol volunteers will join us during the evening gathering for dining, fellowship and special presentations unique to the Lincoln years and historic Springfield. You won't forget this special Reunion experience.

For a registration form, further information, or questions, contact **David Bast** (630-393-9833) or [dcbast@comcast.net](mailto:dcbast@comcast.net). You may also go to the reunion website, [www.ymcaretiree.org](http://www.ymcaretiree.org) for information or to send an email question to the reunion committee.

Our Heartland Hospitality awaits all for a great four days in the Midwest Fall season in Springfield. See you there!

New Y-USA CEO . . . *Continued from Page 1*

comfortable. We need to bring people together, not divide.

OGN: Do you have any parting thoughts as we wrap up this interview?

Neil: This is a big undertaking and I'm going to need all the help I can get. There may be some retirees out there who would be willing to take on a volunteer assignment of some kind. I look forward to working with our retirees.