Jamar Clark was an early-twenties black man, living and dying in North Minneapolis two years ago. I’m a middle-aged white man, living in North Minneapolis for more years than Jamar was alive. That's right: North Minneapolis. You have likely heard about my community on the evening news: If it bleeds, it leads. Perhaps you believe everything the news anchors tell you. Perhaps you don’t know they are leaving out a few things.

I was, for many years, someone who didn't know the anchors were telling only a small part of the story. My upbringing in a white suburb of Chicago, through the 60s, taught me to watch out for “those people”. Them. “They” lived in Chicago, a dangerous place. So I was told. My first years here, I was told the same kind of things about North Minneapolis. No surprise, then, that I had, and have, many racist attitudes. Yep, that’s me. A well-meaning white man who still, after all the years I’ve lived in this community, carries many racist stereotypes. When people tell me I don’t act racist, I have to admit that I am very good at hiding it. Have you ever noticed that about yourself? Good at hiding something you are embarrassed about?

So, I've realized that growing up white in a racist country, I have many racist attitudes. There's nothing I can do to get rid of them, any more than I can stop my fingernails from growing. I can, however, choose how I carry and express those attitudes.

In November, 2015, after Jamar was killed, I brought food to the folks demonstrating on Plymouth Avenue at the 4th Precinct station. I also went on some days simply to be a witness and connect with others in the street. I wasn't being virtuous. Just reaching out a bit.

Some several weeks later, an activist friend told me and my sweet spouse about Jamar's funeral on a cold December afternoon. We went with the feeling that this was something important in our community. Three hundred people in attendance with very few white people. Uncomfortable. Uncomfortable until, one of Jamar's brothers was asked to step up to the microphone and say some words about his brother. Eddie, if I remember correctly, looked out at us, said a couple sentences and choked up. Then he said, "All my life I have been taught that men don't cry, that tears are unmanly. So, I guess I'll turn in my "man card". Here I am, tears and all". Suddenly, I heard black men yelling. Startled, I looked around. There were four or five black men standing and calling to Eddie: "You cry, brother!" “It IS manly to cry!” “I’m with you, man”. “Bring it, brother!” Had I seen these men on the street, I likely would have labelled them according to my internal racist filter. You know the words: bad-ass, thug, dealer.

Now, seeing them and hearing them in ways that by passed my filter, I no longer felt uncomfortable. I was among brothers.

Jim Lovestar is a long-time Men’s Center member, former Board member, member of Vietnam Veteran's for Peace, and North-side Minneapolis activist.

---

Tom Maher is a volunteer with the global organization Alternatives to Violence Project which works in 5 different prisons in Minnesota on non-violent conflict resolution. This poem is from a collection of poems called *Between the Bars*, which are based on his experiences in the prison system.
Greetings from the Chair

This column almost didn't happen because I really don't know what to say about this topic. I feel compelled to address the growing number of men who have been implicated in inappropriate sexual behavior, sexual harassment, and sexual abuse and rape, but I am overwhelmed by the scale of the problem and by the realization that this problem is far worse than was commonly known.

In this space, I usually attempt to address issues that are of interest to all men, in part because I firmly believe we have more things in common than things that separate us. But the sex abuse and harassment revelations also cut across all demographics. Straight men, gay men, white men, black men, liberal men, conservative men, famous men and obscure men - all have been accused of some form of illegal or inappropriate sexual behavior, with more being revealed every day. Which makes me want to stand in the middle of the street and yell at the sky, “What the hell is wrong with us?”

The indiscriminate scope of the problem suggests that there isn't an easy explanation or an easy solution. Despite that, all sorts of theories have been floated to explain the problem, with most revolving around the abuse of power, whereby men in positions of power abuse their positions to achieve personal gratification at the expense of women (and men) who are in some way obligated to them. This makes sense, but doesn't explain why. Why is it so easy for so many men in power to dehumanize those around them?

Whatever the root causes of this problem, it is something that all men need to address. All men are affected by this epidemic of abuse because it affects how your mothers, sisters, wives, and all the other women in your life go about their daily lives. And it affects you because you are perceived as a potential threat, just because you are a man.

If there is anything encouraging about the recent flood of revelations, it is the censure that many abusers have received once their actions were made public. It is because of this censure that abusers go to great lengths to hide their actions. The US Army and Air Force military service academies have strict honor codes that not only forbid cheating but demand that it not be tolerated. If you learn that another cadet is cheating, you are obligated to report that cadet. Failure to do so is treated as harshly as cheating itself.

What if no man tolerated another man's abusive or harassing behavior? What if we collectively decided that whenever we learn of a man acting in an abusive or harassing way, we will pull that man aside and tell him that this behavior needs to stop immediately? And if this behavior doesn't stop, we will report it to whoever has power over the abuser? Would this make a difference? I think it would.

I usually like to reach an uplifting conclusion in these columns, some kind of affirming call to action that can improve men's lives. But all I can think of to say at the end of this column is that the abuse needs to stop, and if a woman clearly saying “No” to being abused isn't enough, then other men need to step up to confront the abuser. Tolerating abuse is as bad as the abuse itself.

Joe Szurszewski
Board Chair

TCMC is now eligible to receive Choice Dollars through Thrivent Financial!

Are you a member of Thrivent Financial who's eligible to direct Choice Dollars?

Choice Dollars charitable outreach funds can make a world of difference to the Twin Cities Men's Center! Thrivent Choice Dollars program allows eligible Thrivent members to recommend where they feel Thrivent should distribute a portion of its charitable funds. Directing Choice Dollars to TCMC is easy. Simply go to Thrivent.com/thriventchoice to learn more and find program terms and conditions. Or call 800-847-4836 and say “Thrivent Choice®” after the prompt.

Thrivent also has other opportunities to help the Twin Cities Men's Center, but we need to know which of our supporters are also their members! If you believe in TCMC's mission and you are a Member of Thrivent Financial, please contact Tom at tom@tcmc.org to find out about other ways you can help TCMC through Thrivent Financial!
The mission of the Men’s Center is to provide resources for men seeking to grow in body, mind, and spirit; and from that foundation to advocate for healthier family and community relationships.

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**Dec 2017/Jan 2018**

**Men’s Retirement**
10:00 am

**Support Group**
Divorce/General
12:30 pm

**Class**
Anger Mgmt.
7 pm

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**Christmas Holiday**

**New Year’s Day Holiday**

**Support Group**
Divorce/General
12:30 pm

**Class**
Anger Mgmt.
7 pm

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**Annual Meeting**
9:11 am

**Support Group**
Healthy Sexual Boundaries
10:00 am

**Support Group**
Healthy Sexual Boundaries
10:00 am

**Men Talk Deadline**

**Support Group**
Men's Bisexual & Gay Issues
7:30 pm

**Men’s Brunch**
10:00 am

**Support Group**
Men's Retirement
5:30 pm

**Support Group**
Divorce/General
12:30 pm

**Board MtG.**
7 pm

**Class**
Anger Mgmt.
7 pm

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1976 In Our 41st Year of Public Service 2017

Call us about Anger Management Classes.
lives or desiring to develop sexual skill. To talk further about coaching or invite Rod to speak, contact him at 612-234-5510 or through his website: www.upsidelifeskill.com.

**CLINICS**

**Family Law Clinic**

Leader: Bob Manson  
When: Wed., Dec. 6, 7:00-9:00 pm  
Open to all genders

Targeted to the needs of men or women going through or anticipating divorce or dealing with other family law issues, this Clinic will give you an opportunity to discuss your own questions on such topics as:

- Divorce
- Separation
- Paternity
- Property Division
- Custody
- Spousal Maintenance
- Child Support
- Financial Settlements
- Co-habitation

Attorneys will volunteer their time and expertise for the benefit of those who attend.

**Family Law Clinic**

Leaders: Linda Wray & Steve Yasgur  
When: Wed., Jan. 3, 7:00-9:00 pm  
Open to all genders

Targeted to the needs of men or women going through or anticipating divorce or dealing with other family law issues, this Clinic will give you an opportunity to discuss your own questions on such topics as:

- Divorce
- Separation
- Paternity
- Property Division
- Custody
- Spousal Maintenance
- Child Support
- Financial Settlements
- Co-habitation

Attorneys will volunteer their time and expertise for the benefit of those who attend.

**Anger Management**

Facilitator: various  
When: See calendar for dates  
Open to Men Only, Registration Required

Have you been told that your verbal and emotional expression of anger is out of control? Have you lost your job or spouse because you “blew up” one too many times? Have you been hit with a court order to take an Anger Management Class? Learn how to manage your feelings with the Twin Cities Anger Management Program. This is one of the best, and most affordable, programs in the area. It’s ideal for men who desire to significantly improve their relationships at home and at work.

The focus of the twelve week anger management class is both education and support. Through class interaction, experiential exercises, lecture, and homework assignments, men will develop new ways to manage their feelings of anger. Following completion of the class, participants can join an ongoing support group to reinforce their new skills. These ongoing support groups will also be facilitated by the trained volunteer facilitators.

Classes are filled on a first come, first served basis. Currently, there are classes on Mondays, Tuesdays, and Wednesdays.

Please call TCMC at 612-822-5892 to be placed on the waiting list. State name, address, telephone, preferred starting class. Or if you need further details, call our Anger Management coordinator, John Hesch, at 612-229-3102.

**SUPPORT GROUPS**

“The mission of the Men’s Center Support Groups is to create a safe place, in times of personal and social challenge, for any men and women to receive and give support to one another and share feelings and experiences to facilitate SELF-ACCEPTANCE and PERSONAL GROWTH.”

The Men’s Center support groups are hosted by a trained facilitator. Although each group has a specific focus, all groups are Open to general discussions and attended as a Drop-In basis.

Support groups begin promptly at 7:30, so arrive early such that you can browse the many resources and library materials. A donation of $3-9 helps keep TCMC operational. Liquid refreshments are available at a separate donation rate. All groups are men only, except where listed for all genders.

- Minneapolis Location  
  3249 Hennepin Ave. S. Suite 55
General Men's Issues/
Divorce/Uncoupling
Open to Men Only

Men express feelings about separation, divorce, breaking up with a lover, and topics such as child custody/legal hassles. Men can express what it means to be a man in our culture and other issues in their lives.

- Mondays 12:30 - 2:30 pm
- Thursdays 7:30 - 9:30 pm

Gay Issues
Open to Men Only

Men express feelings about life’s challenges and experiences, and what it means to be gay and male (you don't have to be gay to attend.) This is the Twin Cities longest running gay support group.

- Tuesdays 7:30 - 9:30 pm

Bisexual and Gay Issues
Open to Men Only

Men of all orientations explore a wide range of personal issues including our sexuality. We focus on our feelings about who we are and how we choose to live in the future.

- Fridays 7:30 - 9:30 pm (Currently 2nd and 4th Fridays)

Addiction Busters
Open to Men and Women

Struggling with chemical or behavioral addiction? AA not helping you? Frustrated with twelve-step programs? Don’t like feeling powerless?

Want to bust your addiction rather than being busted FOR your addiction? Would you like to talk about Rational Recovery, SMART Recovery, the works of Stanton Peele, Ann Fletcher, James Prochaska and others in a supportive, confidential, comfortable atmosphere? Come to Addiction Busters support group and discuss alternative, cognitive approaches that may help you battle your addiction in new and different ways!

- Re-starting in Feb 2018

Details next issue

Choosing Healthy Sexual Boundaries
Open to Men Only

Do you have concerns about your sexual behavior? Are you receiving negative feedback about your sexual choices? Worries about excessive, compulsive or obsessive sexual activities? Too much pornography in your life? Too many strip clubs? Ever feel like a sex addict? Feeling uncomfortable about inappropriate fantasies/thoughts/urges? Hurting or disappointing someone you love?

This group is a safe, non-confrontational, non-judgmental place to talk with other men about healthy sexual boundaries.

Healthy Boundaries welcomes all men who are currently participating in, or who have completed, sex offender treatment.

Facilitated by Tom Duvall, Hardy, Rich Powell, Tommy Jones, Bobby Schauerhamer and Gary Weldon.

Minneapolis Location
3249 Hennepin Ave. S. Suite 55
- Tuesdays 12:00 pm - 2:00 pm
- Saturdays 10:00 am - 12:00 pm

St. Paul Location
Project Pathfinder
570 N. Asbury Street, Suite 300
St. Paul, 55104
- Wednesdays 5:30 - 7:30 pm

Sexual Trauma & Abuse Survivors
Open to all Genders

Co-facilitators: Jerry Buchmeier, PhD (Therapeutic Counseling) & Kathleen McDowell, MA (Human Development)

Many adults have been sexually abused in childhood or adolescence, or have experienced sexual trauma as adults. Whether you have clear memories or vague recollections, perhaps you experience feelings of shame, self-hate, guilt, fear, anger, grief, or embarrassment. Sharing your story and feelings with others can release these feelings, while creating and renewing patterns of comfortable, healthy, and rewarding interactions with people of both sexes. This support group provides a safe environment to share your experiences and learn about how others are coping with these issues. Join us in developing healthier attitudes and behaviors that transform us from survivors into living life to the fullest.

Questions, call Jerry, 763-546-4133.

- Thursdays 7:30 - 9:30 pm

Men Facing Retirement Issues
Open to Men Only

A support group for men thinking about retirement or who have already retired. It is an opportunity to share feelings with other men about the importance of work and what happens when paid employment is no longer part of a man’s life.

- 3rd Sundays 5:30 - 7:00 pm

Transitions

This group has been lacking new membership for more than a few years. We have tried to reignite the spark of interest for this group, but have decided that the group has run it’s course. Anyone interested in issues pertaining this group should check out the Saturday Healthy Sexual Boundaries group.

- Canceled

Annual Facilitators Training

Jan. 27, 2018 noon

This year's annual facilitator training will be held on Saturday, January 27, from 12:00-3:00 pm in the big room at TCMC. Lunch will be provided.

This annual training updates facilitators on expectations for facilitators, including setting limits quickly if a group member expresses anger at another group member. We will give needed help on how to lead groups and share our experiences.

If you think you might want to be a facilitator, if you are presently a facilitator who would like to hone some old skills or learn a few new ones, or if you are just curious about all that goes into facilitating, please join us. Long time facilitators who add wisdom and experience to training are always welcome!

Please be advised that this facilitator training event in 2018 will be digitally recorded to be used for training of facilitators throughout the year. You will be asked to sign a consent to be recorded at the time of training. If you do not wish to be recorded then your option will be to watch the recording at some future date rather than participating in the recorded training.

See you there....

Twin Cities Men's Center is looking for a videographer

Do you have a video camera or do you know someone who does? Do you have a passion for video documentation? Or do you need video documentation experience? The Twin Cities Men's Center is looking for a volunteer videographer to record our Facilitator Training in January. Does not have to be professional quality, we just need to capture the training. Digital is preferred, as we would like to transfer content to a DVD format. If interested, contact Tom at the office at 612-822-5892 or you can email him at tomm@tcmc.org.
Here and There

Upcoming Monthly Men’s Sunday Brunches, drop-in anytime 10AM-1PM (bring something to share/cook up):
December 17th at Stephen Sewell’s, 647 Lincoln Ave #E, St Paul, 55105 (just west of Dale Av) 612-229-6699. January 21st at Frank Brandon’s, 975 Como Blvd E, St Paul, 55103. 11 men attended the Men’s Center’s 41st anniversary brunch in October.
– Andy Mickel, 2017-11-10.

“I am grateful that you published John Brantner’s piece from 1978 called “A Radical Proposal for Personal Growth: an excerpt” in your newsletter. Everything John wrote about is true today, in our current situations. I remember meeting John in 1975. I taught at Macalester, and was preparing to teach a “Death, Dying and Bereavement” class in the following year. John was teaching a “Death and Dying” class for the University of Minnesota. We were beginning to talk more about death, and the hospice movement was taking root in America at that time.”
– Michael Ohsatz, 2017-10-17.

“Surely you can do better than the man/self-hating article by Brantner. He lists many negatives about men and the society that they have helped to create, but seems to pass over all the good that men have done and continue to do. This is the worst aspect of the man’s movement, men and self haters.”
– Charlie Hurd, 2017-10-20

“I have the carried the June / July 1987 copy of Men Talk in my satchel every day since first reading the article upon receipt of that issue - over 30 years ago . . . .Have a great day!” - Larry Boatman 2017-10-21.

“Thanks for all you do!” – Allan P. Dahl, 2017-10-22

“Thanks for your work for men and a better world!” – Earl Hipp, 2017-11-02

The Most Unappreciated Fact About Men
There’s a [a] thought experiment I heard from Roy Baumeister, one of the nation’s leading social scientists and author of Is There Anything Good About Men? <https://psy.fsu.edu/ebaumeistericelab/goodaboutmen.htm>“Consider this question: What percent of our ancestors were women? It’s not a trick question, and it’s not 50%. True, about half the people who ever lived were women, but that’s not the question. We’re asking about all the people who ever lived who have a descendant living today. Or, put another way, yes, every baby has both a mother and a father, but some of those parents had multiple children.”

“Recent research using DNA analysis answered this question about two years ago,” says Baumeister. “Today’s human population is descended from twice as many women as men. I think this difference is the single most under-appreciated fact about gender. To get that kind of difference, you had to have something like, throughout the entire history of the human race, maybe 80% of women but only 40% of men reproduced.”

“On behalf of all of us at the MCF-Stillwater Facility and its Transitions Department, I would like to take a moment to thank you for your participation and role in making our 12th Annual Transitions Fair such a great success! Your contribution to the event was greatly appreciated. What you have provided a great number of residents with is immeasurable! We couldn’t have done it without you.” – Steven Richard, Transition Coordinator, 651-779-2738, 2017-10-30.

Don’t Call It ‘Toxic Masculinity.’ They’re Sociopathic Baby-Men.
“...When you really slow down the tape on Weinstein — or Trump, or Cosby, or Stephen Paddock, or Richard Spencer, and make no mistake, you have to work very hard not to draw lines between these men by now — what you see more than anything else is a profound lack of connection to other human beings. It’s not just that women or strangers or people of color or children of immigrants or Muslims don’t rate in their world. It’s that other human beings in general are utterly irrelevant. You are useful and part of the club or you’re cast out like trash. The second you’re not useful, you are waste. Or you were always waste. Your feelings about the matter couldn’t be less relevant. Whether or not their behavior will ruin you or literally end your life and the lives of countless others is utterly insignificant to these people.

Let’s not call that toxic masculinity. Saying “toxic masculinity” implies that masculinity is the core problem here, and suggests that a tiny bit of masculinity might also be a tiny bit poisonous. Using the word masculinity suggests that all men have a toxic core. I don’t buy that. What we’re seeing in the Sociopathic Baby-Man bestrides the world of ordinary men like a colossus. It’s more important than ever to make this distinction. Equating every man with the very worst, most repugnant, infantile robot-men alive is, pragmatically speaking, a very bad idea. Because these Sociopathic Baby-Men are not fucking around. Those who have power seem to become more and more powerful by the day. Their money grows. They seek out and surround themselves with other Sociopathic Baby-Men who recognize in them the same core values of zero values and zero concern for the future of humanity....”
The full article at: <http://readersupportednews.org/opinion2/277-75/46253-dont-call-it-toxic-masculinity-theyre-sociopathic-baby-men>

AMSA’s Annual Conference to Return to Minneapolis March 22-25, 2018.
The 26th American Men’s Studies Association Annual Conference on Men and Masculinities will take place in Minneapolis, Minnesota March 22-25, 2018. The host institution will be the University of Minnesota. The conference last took place in Minneapolis in 2008, and then again in 2014. This year’s conference will be held on campus at the University of St. Thomas. Three AMSA board members are the 2018 Conference Co-Chairs: Jonathan A. Allan, Brandon University; Frank G. Kariorris, American University of Central Asia; and Andrea Waling, La Trobe University. FII: <www.mensstudies.org> – Harry Greenberg, 2017-11-02.

ManKind Project’s I-Group Arrowspace Monthly Men’s Breakfast – Group Arrowspace hosts a monthly Men’s Breakfast on the second Saturday of every month from 8:00 – 11:00, (most people show up around 9:00) at The Lowry Café in North Minneapolis, (NOT in Uptown). The Lowry Café is located at 2207 Lowry Ave N, a half block west of the Lowry and Penn Ave intersection. This is a “pay your own way” breakfast. All men are welcome to join in the discussion and camaraderie. Bring a male friend and enjoy the great food and atmosphere of The Lowry Café! (We usually sit along the west wall). Contact Tom Maher at 763-588-4679 with any questions.

Winter Solstice Gathering: Story & Sound Concert for All Ages. Thurs, Dec 21, 7-9pm. Everyone welcome to celebrate the longest night of the year with a fun blend of activities including story-telling of a Russian folk tale with musical support, with a short dance - all ages; then a peace and healing meditation with sound healing concert including drum, gongs, and Tibetan singing bowl. $10-20 donation. Pre-register: SATTVA, 3200 Bryant Ave S, Minneapolis 55408, 612-823-5450 or www.sattvamn.com
Twin Cities Men’s Center ALL-PURPOSE FORM

Men’s Center members are entitled to: participate in our annual & monthly Board meetings, receive Men Talk, use the reference library, and enjoy reduced fees to Men’s Center-sponsored events such as Weds. presentations.

☐ I want to sustain the activities of The Men’s Center by becoming a “20 x 12 Honor Roll Member.”
☐ Please ENTER/RENEW my membership at The Men’s Center for the next 12 months:
   Enclosed please find $________  □ $25 (Regular)  □ $50 (Patron).
☐ I want to make an additional, tax-deductible gift of $________. (Thanks much!)
☐ My new/correct address/phone is printed below.
☐ Please remove me from The Twin Cities Men’s Center mailing list; this also cancels Men Talk deliveries.
☐ I have these feelings, thoughts, opinions, ideas, news items for The Twin Cities Men’s Center / Men Talk

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Family Law Clinic

Every 1st Wednesday of the month, the Men’s Center is proud to present the Family Law Clinic. Targeted to the needs of men or women going through or anticipating divorce or dealing with other family law issues, this Clinic will give you an opportunity to discuss your own questions on such topics as:

• Divorce  • Separation
• Paternity  • Property Division
• Custody  • Spousal Maintenance
• Child Support  • Financial Settlements
• Co-habitation  • Your personal issue

Attorneys will volunteer their time and expertise for the benefit of those who attend. A nominal fee of $5 is charged for the public. Members of the Men’s Center receive a courtesy discount.

Where: The Men’s Center, 3249 Hennepin Ave S #55, Minneapolis MN 55408
When: Every 1st Wednesday from 7:00 to 9:00 PM
Just come! No advance registration required!

MEN TALK ADVERTISING RATE SCHEDULE

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(612) 822-5892
TCMC Office Hours: Monday through Friday 12:00pm–4:00pm (unless otherwise posted on our online calendar). Our telephone (612) 822-5892 is answered 24-hours per day by voicemail, and an attempt is made to return calls within 1 or 2 days. Our FAX number is (612) 821-6424.

TCMC is in the lower level of “Uptown Office Park,” a brick office building on the Northeast corner of West 33rd Street and Hennepin Avenue in south Minneapolis. Enter through the door on the north (3249) end of the building (it has 2 numbers: 3249 and 3255!), immediately turn left and descend the stairway through the fire door to Suite 55. (Formerly) handicapped access is easiest through a side door on West 33rd Street.

Check out our web site: www.tcmc.org or correspond at our e-mail address: tcmc@tcmc.org

The Twin Cities Men’s Center
3249 Hennepin Avenue South, Suite 55
Minneapolis, MN 55408 USA

ADDRESS SERVICE REQUESTED

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Annual Meeting Notice & Proxy Statement

The Twin Cities Men’s Center 42nd Annual Meeting will be on Saturday, January 6, 2018 at 9 am at the Men’s Center in Suite 55, 3249 Hennepin Ave., Minneapolis, MN

The Annual Meeting will include election of new members to the Board of Directors, thanks to our volunteers, review of our achievements this past year, and socializing with your fellow Men’s Center members. We have moved forward on many projects this year so come and celebrate what has been done and where we are going. If you have any questions, call the Men’s Center offices at 612-822-5892.

The Men’s Center By-Laws require a quorum of members to elect new board members. This mailing constitutes notice to all active members that a vote will be conducted by those members who are present at this meeting. If you cannot attend and wish to vote, please return this page to TCMC prior to Jan 6, 2018 Please include your address label. All members who do not vote by mail or in person, consent to the appointment of the Chair and the Vice-Chair the power to vote on their behalf, on all matters that come before the Annual Meeting.

☐ I VOTE FOR THE DIRECTOR(S) AS PRESENTED AT THE ANNUAL MEMBERSHIP MEETING, JAN. 6, 2018

Directors up for election (circle): Harry Greenberg, Dan Gorbonow, Jim Heaney, Lydell Johnson, Joe Szurszewski, Tom Weaver

☐ I VOTE AGAINST THE DIRECTOR(S) AS PRESENTED AT THE ANNUAL MEMBERSHIP MEETING, JAN. 6, 2018.

Directors up for election (circle): Harry Greenberg, Dan Gorbonow, Jim Heaney, Lydell Johnson, Joe Szurszewski, Tom Weaver

☐ I ABSTAIN FROM VOTING AT THE ANNUAL MEMBERSHIP MEETING, JAN. 6, 2018.

signed_________________________ date__________________.

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