



# NFORMATION

Spring/Summer 2008

### President's Corner

#### What Can You Do for Your Chapter

There is a famous quote that I imagine you will recognize. "Ask not what your country can do for you, ask what you can do for your country." John F. Kennedy's call to order made a great impact on this country. Without this plea we may not have been the first country to put a man on the moon. Obviously the impact you would have on your West Michigan chapter of IFMA would not be as large as John Kennedy's; however, whatever impact you would have is far greater than no impact at all.

My hope is that in the last year you received value for being a member of our chapter. My vision is that we take what we have built to date and continue to increase the value you get out of your membership. Since our chapter is only as strong as its members, we need your help to continue to grow. I ask what you can do for your chapter. Please consider getting involved in opportunities in our chapter. I realize that getting involved takes time. We are all busy these days, time is at a premium; however, the enrichment you receive by being involved is time well spent.

I ask you to consider working on a committee, programs or membership committees. Share your knowledge and experience by writing an article for the

news letter - everyone has something worth sharing. Hosting a meeting gives you the opportunity to showcase your facility and the work you have done. Bringing an associate to a meeting is a great way to allow someone to learn more about our association and what they can gain by being a member. The bottom line is we need you to be involved, and without your input and interaction the board can only guess at what we can do to make this a chapter that will assist you in the advancement in the field of facilities management.

Even if you give only a day to participate in the Jim Hickey Memorial Golf Outing, it will be an addition to the success of our chapter. Feel free to invite a vendor or an associate and create a team with some other members. Please become active in the chapter - we need each of you to be strong and engaged for us all to flourish.

K.C. Mitchell, CFM





Do you have questions or concerns regarding your chapter membership?

Please feel free to directly contact our

Membership Chair, Marilyn Gould,

mgould@ameritech.net

White Caps Baseball Game Wisconsin vs. Caps July 23, 7:00 p.m. See details inside n This Issue

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## January Member Meeting -Tour of Lamar Construction Corporate Headquarters

Spring/Summer

We were very excited to be guests at the new unique Lamar Building in Hudsonville for our January 16 member meeting. We had a great turnout of 36 members and guests. Jason Hall, Business Developer from Lamar, was our host; he kept us on our toes at each turn we took throughout the tour. The highlight of the meeting was venturing out onto the cantilever patio - for those of us that dared - the tip of the cantilever!

To start our meeting, Jason gave us insight into the building process and construction details with a PowerPoint presentation of the building construction. He covered the intriguing details of how the cantilever portion of the building was so gracefully supported, it appears to be floating. Jason informed us that the construction of the unique facility began with the steel and concrete tower to which the 52-foot by 125-foot cantilevered office complex would be anchored. The height and alignment of each of the four columns had to be extremely precise. The entire weight of the cantilever would ultimately be supported by a pair of very hefty K-braces.

The architect of record is Integrated Architecture, Grand Rapids. The exterior structural elements flow to the interior of the building, giving you a sense of what this building is all about - an engineered structural masterpiece! The interior is an open plan layout and the structural members delineate the private offices instead of traditional walls. The color

orange is the primary accent on the interior which serves as a perfect companion to the exposed steel and glass walls.

For more information on Lamar Construction -

www.lamarconstruction.com













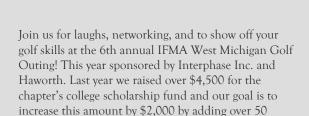
#### 6th Annual

# IFMA West Michigan Jim Hickey Memorial Golf Outing

Sponsored by Interphase Inc. & Haworth

Friday, August 8, 2008 7:30 am Registration – 8:30 am Shot Gun Start

Quailridge Golf Club



INFORMATION

Quailridge is a 27 hole course just east of Grand Rapids – near Cascade Road and 36th Street. We are offering three sponsorship levels (Platinum, Gold, and Silver). We will be offering a lunch at the end of the 18 holes and assigning prizes as you are golfing, so that will make more time for networking.

golfers to the event for a total of 140 golfers!

The golf committee has been working hard to make this the best experience possible for you, and we could also use more volunteers (even non-golfing ones) to help make this event a success. Please contact any of the committee members below for more details.

Sign up for the golf outing ASAP by filling out the registration form on line from the website. Or click here for a copy to fax in. This is a great opportunity to market your company and services to area facility managers and construction professionals while also making more friends in the meantime. We will be publishing details of the outing to many local organizations, newspapers, and associations so your company name will be spread fast. As a sponsor of the event, you may distribute your company's materials and information during our luncheon and also give away prizes on the course if you would like.

Here is some of the excitement planned for this year's event:

- Streamlined Registration Table to make check-in quick and easy!
- Shot gun start at 8:30 am so that everyone will finish around the same time
- Contests on the course, including longest drive and closest to the pin
- Improved Sponsor Recognition
- Lunch menu of Steak and Chicken
- Cash Prizes
- Gift Bags
- Silent Auction
- Team Photos which you will be able to take home with you 50/50 raffle and mulligan tickets
- Free bucket of range balls prior to start

What a great deal for \$125 per golfer! See the various sponsor opportunities, which also include the golfing fees for your teammates. As soon as you sponsor, your company logo, paragraph describing your services, and your website link will be added to the IFMA website.

and pay on line

Checks should be made payable to IFMA West Michigan

## Golf Outing—Sponsorship Opportunities/Registration Form

Registration: 7:30 – 8:15 am Tee Time: 8:30 am Lunch: 1:00 pm approximately Golf Captain:	Please check the appropriate line
Name	Platinum Sponsor\$750.00
Company	Golf for four
	Company logo on hole flag at a contest hole*
Address	Company name and logo on event signage
City/State/Zip	and on IFMA WM website
Phone	
Email Address	Gold Sponsor\$500.00
Golf Partners:	Golf for two
	Company logo on tee sign at one hole*
Name	Company name and logo on event signage
Company	and on IFMA WM website
Phone	
Email Address	Silver Sponsor\$250.00
	Golf for one
Name	Company name and logo on event signage*
Company	and on IFMA WM website
Phone	
Email Address	Tee Sponsor\$150.00
Name	Company logo on tee sign at one hole*
Company	Golf and Silent Auction Only\$100.00
Phone	
Email Address	Lunch and Silent Auction Only\$ 25.00
Please complete and return along with your payment to:	Patron Donation\$
IFMA WM GOLF SPONSORSHIP COMMITTEE	Patron Donation
Attn: Dave Kuiper	
3266 Oakridge Circle Hamilton, MI 49419	*Condinators the second state of the second st
Or	*Send .jpg format logo and web page link to jkkitchen@ftch.com
Visit our website at www.ifma-wm.org to register	

## FOCUS

#### Welcome

Tom Manikowski, Haworth with our new quarterly FOCUS Organizational Performance Series for the upcoming year.

## Organizational Performance - Office Environments

By: Jay L. Brand, Ph.D. Haworth Inc. Ideation Group

#### Office Environments to Support Future Organizations

Real Estate and Facility Managers must not only optimize their office work environments for their organizations' employees; they must also plan for future contingencies. What are the most important trends that must be considered to which organizations must respond as they develop a future vision for their company? One of the best ways to prepare for an unpredictable future where many of the determinants of success lie outside the control of most corporations is to intentionally include a broad, flexible platform of products. Such a strategy allows quick, nimble responses from the real estate and facilities group to inevitable, unforeseen opportunities in ways that preserve the earth's natural environment much better than more traditional construction methods and materials.

As the old saying goes, to understand where you're going, you must understand where you've been. Some historians have linked the development of modern offices with the railroad industry. As the contracts governing the distribution of manufactured goods by rail burgeoned, clerks became necessary for their timely processing. These early "offices" tended to be vast rooms containing row after row of free-standing desks, with only a few private offices for a sparse management layer. Thus, status-based distinctions concerning privacy and space accompanied the earliest instantiations of corporate offices. As service industries grew to supplement manufacturing and distribution operations, more managers needing "office space" joined the work force.

Currently, the desire of architects & designers to be creative & innovative; the interest of corporate clients for a productive, satisfied workforce; and the need for real estate savings imposed by CFOs, Facilities Managers, and shareholders all compete to determine the outcome of corporate office projects. Up until recently, the economic metrics wielded by real estate and facilities managers have invariably curtailed the creativity of architecture & design firms, and the pseudoscientific "new ways of working" solutions offered with "cubicles" have placated corporate clients' commitment to productivity. However, in spite of the recent economic downturn, recruitment & retention remains a concern, and corporations planning for the future have

begun to explore job satisfaction issues in earnest, along with their economic implications.

Up until quite recently, internal considerations such as core competencies, personnel, suppliers, products & services, distribution, process engineering, and other "outside-in" factors could be focused on to improve the business. Increasingly, external considerations such as market share; customer interests, needs, wants & behavior; societal & cultural trends; generational trends and other "inside-out" factors figure prominently in strategies that position organizations for future success. Almost any technique that can reduce cycle time to understand customer issues and meet their needs with timely new products and services will be a great investment to make. Corporations of the future will keep their businesses current by maintaining an external, "inside-out" focus.

Corporate executives, facilities managers, and designers have all begun to recognize the impact of the physical environment on the mental functioning and capabilities of employees. We can no longer afford to evaluate design and building performance

issues independently of the preferences, responses, and needs of occupants.

Organizations of the future will manage design projects in terms of occupant-centered definitions for both problems and their solutions. While customers will drive the "front-end" of these businesses, employees will drive the "back-end" and both constituencies will be accepted as critical for long-term survival.

Success can thus be defined quantitatively both in terms of objective engineering criteria and the subjective experience of occupants. This process can thus determine the value of design investment—a persistent challenge for many other approaches that do not define success directly in terms of occupants. Defining design problems and goals in terms of occupants allows clear comparisons among alternatives to be made in both objective and subjective terms. Organizations of the future will provide proper environmental support for knowledge workers, and occupant-centered design can ensure they reach that elusive goal.

This summary on the "Office Environments to Support Future Organizations" can be read in it's entirety by contacting Tom Manikowski at

Tom.Manikowski@haworth.com or 616-560-507



## February Member Meeting - Green Compass

There were 24 members and guests present for Paul VonPaumgartten's overview of this program for green buildings developed by Johnson Controls, Inc. The compass is a webbased software program that effectively couples the typical project management process with LEED® standards. Whether you want to certify your building or just operate to LEED® standards, the program evaluates your building's "greenness," helps streamline your decision-making process, as well as measures and verifies your building's performance.

The compass tool provides a systematic application of green building standards for organizations seeking third-party certification. It consists of five distinct processes, as follows:

- Building assessment
- Investment evaluation and project scope development
- Green building project management
- LEED certification preparation
- Facility management for green buildings

Each of these components can be purchased piece-by-piece as the building moves through the greening process and additional support is required.



## Wayne's World

This is the inaugural column from what our editor wants to call "Wayne's World." The purpose is to keep the West Michigan Chapter current on all things to do with being or remaining a CFM. Most of you may know that IFMA offers a 2-day CFM exam review course that is offered each year at World Workplace (followed immediately by the exam) for those who wish to take it. All around the country the local chapters offer the review class at least once a year. Each student must then make individual arrangements to take the exam at a Prometrics site.

What most of you may not know is that IFMA requires that the review course must be taught by an IFMA-certified instructor. In March I attended a Train the Trainer session offered by IFMA in Atlanta. After that three-day class and an application process I became one of about 11 certified instructors.

Since then I have co-taught the review course for the Philadelphia Chapter in April and I solo-taught the course for the Mid-Pennsylvania Chapter in Harrisburg in June. In August I will teach the course in Bloomfield Hills for the SE Michigan Chapter.

It is my intent to teach the course for our chapter sometime in the fall if there is adequate interest from those who seek the CFM designation. At that time I will also teach that select few the secret handshake used only by CFMs.

In the future I will be discussing CFM items of interest as well as presenting some sample questions that would be similar to those found in the exam itself. If you have any suggestions on what you would like to see in this column or have any questions on the process of becoming a CFM or FMP, please contact me at 616-890-8122 or at wvenekla@comcast.net

## West Michigan Chapter participates in IFMA's Green Grass Roots Campaign

Chapters from around the country held roundtable discussions to gather information on green buildings as it pertains to FM professionals. This was West Michigan's opportunity to identify the primary green issues facing FM professionals and in turn help IFMA National determine its focus on this hot topic.

Priority Health hosted our Green Roundtable meeting on January 30 at their Grand Rapids facility. It was a blizzard of a day, but we still had a turnout of 24 people. Mike Johnson led the discussion and took us through the questions compiled by IFMA National; we documented our answers and comments for each question. IFMA collected the information from each chapter that participated and a green advisory committee has utilized our comments to develop a sustainability and FM platform.

Thank you to all who came out on that wintry day to give us your valuable input. We were pleased to be an integral part of this nation-wide study.

See the following link to view the outcome of the Green Grass Roots Campaign study

http://www.ifma.org/ifmanet/tools/ IFMAGreenWeekFeedbackSummary.pdf

## CAREER

INFORMATION

IFMA's Online Career Center offers you a convenient way to search for jobs or employees for Free. It targets FMs and FM opportunities for job seekers, as well as employers and recruiters.

http://jobnet.ifma.org

#### Post an Anonymous Resume

Post your anonymous resume for free and let employers submit opportunities to you. A great tool whether actively or passively seeking.

#### View Jobs

View the newest/freshest jobs available for Professionals seeking employment.

#### Personal Job Alert

Create a Job Alert and new jobs that match your search will be emailed to you.

#### Create Job Seeker Account

Your Job Seeker account will let you store job openings, resumes, cover letters, and more. Manage your job search online and with ease.

#### Access your Job Seeker Account

Login to your free account to manage your job search, update your resume, and more.

#### View the Resumes

View the resumes, and only pay for the ones that interest you. Browse the best professionals in the field.

#### Post a Job

Reach the most qualified candidates by posting your opening with our Online Career Center.

#### Products/Pricing

No matter what your staffing needs or budget, we have a recruitment product for you.

#### Create Employer Account

Your Employer account will let you manage your job postings, store candidates, contact candidates, and more. Manage your recruiting online and with ease.



### Annual Awards Banquet at the BOB



Ferris University Students & Guests

We were pleased to be guests at the BOB this year for our Annual Awards Banquet – the food and drinks were first-class and the turnout of 50 people made for the perfect size party. Everyone seemed to enjoy themselves – the evening dinner entrée of sautéed chicken breast with boursin cream sauce was a the perfect compliment to the enjoyable evening. The BOB sure knows how to throw a party!

A big congratulations to - David Zeeb, FM student, Ferris State University, our honored student scholarship winner for the Kathy Pruden Memorial Scholarship. We were delighted to have David's parents join us for the evening, as well.

And the chapter winners are....

Member of the Year, Jaime Rueffer, Access Business Group

Eveready Award, Mike Johnson, Priority Health

Associate Member Award, Jim Thompson, A-1 Building Services

Special Achievement Award, Nicole Fleminger, FTC&H



Jim Thompson



Mike Johnson



Wayne Veneklasen, Sergeant at Arms/Historian



Jaime Rueffer



David Zeeb



Nicole Fleminger

## HEADLINE

## Early Full Event Registration for World Workplace

Dear West Michigan Chapter Members,

I'm sure you're aware that IFMA hosts an annual conference and exposition; but did you know that your association's conference and exposition is considered the most important educational, networking, and buying event for the facility management profession?

IFMA's World Workplace is your conference and the event of choice for your profession. For 70% of surveyed conference registrants, IFMA's World Workplace is the only annual conference they attend. It is your best opportunity to see what your association is doing, meet fellow members, learn more about what's happening in the industry, and share knowledge and common experiences with a community of workplace professionals.

World Workplace has a focus on education—that's what sets this event apart as the premier FM conference and exposition.

Choose from more than 80 facility-focused educational sessions. Educators and representatives from the world's top business, association, and government organizations will share experiences, insights, tips, and techniques to help you achieve strategic goals for your company and career.

Get your first look at 2009 products and services from more than 300 solutions providers representing a diverse cross-section of industries. Special sessions and product demonstrations help you discover innovative solutions for maximizing the performance of your facilities.

Networking activities give you the opportunity to meet new people, discuss trends and best practices with professional peers, and build valuable business relationships with practitioners, educators, students, and solutions providers.

IFMA's World Workplace is also the only FM event that gives you so much value for the price of admission! Early Full Event registration (by Aug. 1, 2008) for IFMA members is US\$745 and includes all educational sessions, the expo, the opening and closing keynotes, a copy of opening keynote speaker Chip Heath's book, *Made to Stick: Why Some Ideas Survive and Others Die*, the welcome reception, networking breaks on Thursday and Friday, IFMA's Awards of Excellence Banquet, and a copy of the proceedings.

I invite you to join me and fellow chapters members in Dallas, Texas, this October. You can register online and book your hotel reservations at www.worldworkplace.org.

K.C. Mitchell, CFM

IFMA West Michigan Chapter, President



## May Chapter Meeting at United Way

Our May 21 chapter meeting focused on a topic that concerns many of us in the Spring allergy season - the air we breath. The presentation was coordinated and sponsored by Randy Falconer from Technical Energy Solutions. The specific topic of the meeting presentation was entitled "New Clean Air Technology" and was presented by Don Hess, President of SecureAir. Don gave an interesting review of his career (and career changes) and the history of air filtration technology to set the stage for his discussion of their new technology called Particle Accelerated Collision Technology (PACT). One fact that amazed me was that 98% of the particles in our air are less than a micron in size. He explained what a micron is, and it is definitely too small to see without a microscope. The PACT system helps filtration work more effectively by taking the small particles, charging them, and speeding them up to cause collisions; this

enables the particles to bond together, creating larger particles which are then easier to filter. That is my layman's summary of his technology and, I hope, accurate. This advanced filtration technology is commonly used in "clean rooms" for microchip manufacturing, hospitals, and medical research facilities.

I would like to thank Steve Horner, Director of Facilities for United Way and other non-profits, who graciously hosted the chapter meeting at their 118 Commerce SW facility in downtown Grand Rapids. The facility is a nicely restored building that is rumored to have been a roller-rink at one time. Maybe Steve can confirm that with us at the Whitecaps game or the Jim Hickey Memorial Golf Outing after a few beers.





### Member's Corner

#### Kelly Cassidy

Account Executive at Forbo Flooring Systems-producing Marmoleum since the 1800's.

Grand Rapids native and Aquinas College graduate.

I have been in the flooring industry for 18 years, the last 8 years with Forbo.

I am newly married and a first time mom to 18 month old Eli. When I'm not exhausted, I love to read and entertain.

I represent Forbo Marmoleum Brand of "Old Fashioned Linoleum" or as it is often called "Poor Mans Wood" in the West Michigan territory.

Marmoleum is primarily used as flooring commercially and residentially but can also be used for walls. Wainscoting countertops and furniture. Marmoleum starts from nature... Linseed oil pressed from flax, wood flour from controlled forestry, pine rosins extracted from the abundant supply of pine trees throughout the world, the rosins and linseed oil are mixed

to create a flexible binder; ecologically friendly pigments are added into the backing that is made from spun yarn of strong jute fibers. Marmoleum is biodegradable, allergen free, bacteria resistant and available in sheet or tiles.

#### Regards

Kelly Cassidy
Western Michigan Account
Executive
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www.forboflooringNA.com



INFORMATION Spring/Summer 11

## **Cross-Networking Event**

Wednesday, July 2: thought-provoking documentary "Genetically Modified Food: Panacea or Poison."

The Koning Micro-Cinema (inside Wealthy Theatre)

1130 Wealthy St SE, Grand Rapids

7 p.m.

Film Description: As the global demand for food increases and modern technological breakthroughs give scientists the tools they need to create stronger, healthier crops, the predominance of genetically modified foods has sparked growing concern as to the potentially hazardous effects of playing with Mother Nature's perfection. As millions of health-conscious citizens around the world weigh the benefits of genetically modified foods against the blight of famine, the prospect of unwillingly taking part in a mass experiment in global nutrition has sparked outrage and anger. Now, viewers who wish to challenge the status quo can take in all the facts and make up their own minds about the manipulation of DNA and how it pertains to the foods they put into their bodies on a daily basis. After the film, there will be a discussion period facilitated by the West Michigan Cooperative. The Common Lens Series is made possible by the support of the Dyer-Ives Foundation.

http://www.grcmc.org/theatre/

### Feature On-Demand I-Session

Wind turbine installations for school districts, universities, and local government have many facility managers perplexed about the complexity of the installation. Learn about the steps your facility team should take to ensure a successful project. This i-Session will review:

- · Wind viability for your project
- · Turbine technology selection
- · Turbine life cycle
- · Decommissioning plans
- Review of a "due diligence" checklist (from environmental concerns to citing codes)
- · Wind energy trends
- · Funding options
- Case study: Erie Community School District No. 1

Speaker: Kirk M. Heston,
Business Development
Director for Renewable
Energy Solutions Learning Level: Basic

Register Today
Online or by Fax

#### Cost per site:

IFMA/SAME/Alliance Members FREE

> Nonmembers FREE

#### **Learning Credits**

.10 CEUs and 1 Certified Facility Manager (CFM)
Maintenance Point

## Order your Chapter Logo Items Now

Show your support of the West Michigan Chapter by wearing and using our logo items. We have lapel pins, BicClic pens, gray T-shirts, black polo shirts, deluxe travel mugs, and the chapter baseball caps. The lapel pins are \$2, pens \$1, T-shirts \$5, travel mugs \$5, polos \$20, and the caps are only \$8 (check www.ifma-wm.org under Chapter Chatter for pictures of all the items). To order your chapter logo items, contact

Jim Corby at 616.246.9748 or by email at jcorby@steelcase.com. He'll need to know the item name, quantity, and sizes you would like and will coordinate payment (check or cash) and delivery.



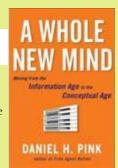
#### Our Chapter Mission:

The West Michigan Chapter of the International Facility Management Association (IFMA) is a professional association to promote the advancement of the facilities management profession at the local level by providing opportunities for education and creating an environment that encourages its members to share knowledge and experiences.

## Featured Book

A Whole New Mind

Pink, best-selling author of Free Agent Nation (2001) and also former chief speechwriter of former vice-president Al Gore, has crafted a profound read



packed with an abundance of references to books, seminars, Web sites, and such to guide your adjustment to expanding your right brain if you plan to survive and prosper in the Western world. According to Pink, the keys to success are in developing and cultivating six senses: design, story, symphony, empathy, play, and meaning. Pink compares this upcoming "Conceptual Age" to past periods of intense change, such as the Industrial Revolution and the Renaissance, as a way of emphasizing its importance.

To Order go to: www. IFMA.org - Tools & Resources, Bookstore

Price: \$24.95



We're on the web! www.ifma-wm.org

## Monthly Meetings & More

White Caps Baseball Game, Wisconsin vs. Caps

July 23, 7:00 PM

Location: The Wolverine Suite at Fifth Third Ballpark

Ticket cost: \$10 each, limited number of tickets available.

RSVP and details to be announced.

IFMA's Best Practices Forum 2008

July 21 -22

Location: The Vanguard Group, Valley Forge, Pa., USA

Cost: IFMA Members - US\$250 Nonmembers - US\$350

More information: e-mail research@ifma.org

Sixth Annual IFMA West Michigan Jim Hickey Memorial Golf Classic

August 8, Friday,

Registration 7:30-8:15 AM, Tee Time: 8:30 AM

(see newsletter pages 3 & 4 for registration and sponsorship forms)

Location: Quailridge Golf Club, 8375 36th Street SE, Ada, MI 49301

www.ifma-wm.org

Tour of Haworth Corporation

September17, 3:30-5:00 PM

Follow-up tour to our previous hard hat construction tour last year – the building is completed and a must see! Details to be announced.

Workplace Violence

October 15, 3:30-5:00 PM

Presented by Don Barnes. Details to be announced

#### Welcome

to our newest chapter members. We hope to meet you at our next chapter event.

- David A. Deno
- Clifford J. Folkert Johnson Controls Inc.
- Russell J. Kiefer Herman Miller Inc.
- Brent Korf Nichols
- Roy J. Mahany ARAMARK Education K-12
- Tom Manikowski Haworth, Inc.
- Bryan Martin, FMP Robinson Solutions
- Adam D. McMillan Grubb & Ellis Company
- Bradley B. Mead Professional Maintenance of Michigan
- Lawrence M. Meredith, II Dunbar Mechanical Inc.
- Kari A. Panse Executive Management Services, Inc.
- Robert P. Salsbury Direct Supply Inc.
- Jeffery Sluiter Gentex Corporation
- John P. Williams Bissell Homecare, Inc.
- Lynn L. Wolbers
   Van Haren Electric

## **Dollar for Chapter Charity**

As you might already know (or have experienced first hand), we have a Dollar for Chapter Charity contribution; here's how it works - during our membership meetings and other IFMA sponsored events our members can be fined a total of \$1 for an incident. The incidents range from distractions of ringing cell phones or answering your cell phone during our meetings; if you come to a meeting late - beware! Our Sergeant at Arms, Wayne Veneklasen, will be tracking you down for your dollar bill. We are keeping it light-hearted and we hope it is a positive way for us all to contribute to those less fortunate on an ongoing basis.