Osher Lifelong Learning Institute
Carnegie Mellon University

20th Annual Meeting

April 27, 2012

Phipps Conservatory and Botanical Gardens

Phipps Conservatory
©Robert Pernell | Dreamstime.com
Minutes of the 19th Annual Meeting of the Osher Lifelong Learning Institute at Carnegie Mellon University held the 21st day of April 2011 at the Rangos Ballroom 3, University Center.

The meeting was called to order at 2:20 PM by the President, Betsy Martin.

The minutes of the previous Annual Meeting were accepted as written.

Treasurer’s Report (see attached).

Joseph Shirk presented the Treasurer’s report. Highlights of the report show that $147,000 in grant income was received this year. The first Annual Fund drive yielded $20,000 with about 20 percent of the membership participating. A Financial Committee has been established to advise investment strategies for assets. $71,000 was income from the endowment. As grants and endowments from Bernard Osher are undetermined for the future, our intention is to be financially independent going forward.

By Law Amendments: (see attached synopsis of By-Law Revisions)

Article 1 (Name) A motion was presented, seconded and approved to delete the old Article 1 and replace it with a new Article 1 (Governance).
Article 2 (Purpose) A revised Article 2 was presented, seconded and approved.
Article 6 (Committees) A motion was presented to add a Fund Raising Committee. The motion was seconded and passed.
Article 12 (Miscellaneous Provisions) A motion to revise Article 12 was presented, seconded and passed.

A motion to remove the tabled motion from last year’s annual meeting was presented, seconded and approved.

A motion that “The board may determine from time to time the number of members of this organization. New members will normally be approved for membership based on the date of application, but individuals may be admitted to membership by vote of the Board in order to fulfill strategic objectives” was brought before the membership for vote. Vote did not pass.

NEW BUSINESS

ELECTION OF NEW BOARD MEMBERS AND OFFICERS

A motion to add Byron Gottfried and Susan Parker to the board was seconded and passed. A motion to approve a second term for Rosalyn Treger was seconded and passed.

A motion to elect the following officers was passed:

Betsy Martin  President
Jan Davis  Vice President
Gloria Bodek  Secretary
Joe Shirk  Treasurer

Betsy Martin extended a special thank you to Helen-Fay Rosenblum and Gloria Kleiman for their many contributions to Osher during their term on the board.
Betsy Martin extended a special thank you to Jeanne Hanchett, Bob Dickman and Suzanne Gibbon for their hard work and many accomplishments as Chairpersons of their respective committees.

Thank You Awards were presented to the School of Psychology with Michael Scheier present to receive the award. The department is most grateful and will report back to us how they used the award to help their students. David Koltas, from the School of Architecture, was on hand to thank us for their award. The School of Architecture plans on using the funds to support their students.

The business meeting adjourned at 3:35 PM

Entertainment, Tea and Adjournment:

Following adjournment of the business meeting, the members enjoyed refreshments and wonderful music played by the Con Brio Flute Quartet.

Date April 21, 2011

Respectfully submitted:
Betsy Martin, President
Jan Davis, Secretary
Millicent Lynch, Admin. Coordinator

Attachments
THE OFFICIAL FAMILY 2011 - 2012

OFFICERS

President         Jan Davis
Vice President    Joe Shirk
Secretary         Gloria Bodek
Treasurer         Byron Gottfried
Past President    Betsy Martin

BOARD OF DIRECTORS

Alan Ackerman       Alan Colker       Byron Gottfried       Susan Parker
Ann Austin          Filomena Conti    Jeanne Hanchett       Joe Shirk
Gloria Bodek        Jan Davis         Carl Hohnbaum         Rosalyn Treger
Paul Caswell        Michael Driver    Betsy Martin           Brian Weller
Sally Cohen         Leslie Evans      Fritz Okie

Gloriana St. Clair, University Liaison

PAST PRESIDENTS

Gretchen Lankford, Deceased       Helen-Faye Rosenblum       Patricia Swedlow
Lucian Caste                     Mary Lane Salsbury           Rita Zecher
John M. Feeney, Deceased         Gloria Kleiman                Julian Eligator
Joseph Scorpion                  Lester Berkowitz               Betsy Martin
President

The last two years have flown by, so I must have had fun being your president. I have tried in It’s All Talk to keep you abreast of the Board’s activities, and will now attempt to summarize them. In these two years we have added three important committees to draw on the talents of more of our members and to better carry out our mission. The first was Diversity, charged with encouraging more people from minority groups to participate in Osher. To do this we have asked them to teach as well as to attend our functions. This is a slow process but little by little, more persons of color are discovering and joining Osher. Last fall’s amazing program with an exhibit and talk by Rod Doss, editor of the New Pittsburgh Courier at the Heinz History Center, followed by lunch, a tour, and a major art show at the August Wilson Center was a promising effort to do this.

The second newest committee is fund-raising, created at the behest of the Osher Foundation, which asks that we become self-sufficient in the future. Fundraising has two prongs: annual giving and bequests. We have had annual giving in place for two years now and have raised over $30,000 from approximately 20% of our membership. We would like to increase both the amount and the participation in years to come. The cookbook created by our members has also raised $1,000 to date. The other responsibility of the Fund-Raising committee is to solicit legacy gifts from our loyal members. You will be getting notice in the near future of how you can make a bequest to Osher at CMU in your wills. What better way to show how much Osher has contributed to our lives.

The new Investment Committee is a sub-committee of Finance. Our treasury has accumulated cash in our checking account over the years which has now been put to work earning interest in what we call our Plaid Fund, managed by a professional financial planner. This is independent of the Osher endowment in the University, which we are not permitted to augment. The annual donations will go into this fund, and the income from it can be used for our expenses or can be reinvested. A separate fund will be established for bequests. The capital from both of these funds will also be available for any unexpected or extraordinary expenses, such as new classrooms.

Because of the outstanding success of our programs, there is increasing demand for membership in Osher, with over 1,000 on our waiting list. We are appointing a third new committee for Strategic Planning, to look into our future and see if and how we can grow. This is our biggest challenge. In the meantime we encourage those on the wait list to fill empty seats in some of our classes, and to attend or give lectures, and to arrange for or go on day and overnight trips. Those who have generously volunteered for the past year have moved to the head of the wait list. We always need more help in the office and in the classrooms.

Without listing all the hard-working Board members and committees whose reports are included in the following pages, I want to thank each and every one of them for making this organization run so smoothly, and for making my job easier. Of course our excellent staff has a lot to do with this too. We shall all miss our Registrar Mary Cay Burke-Hamill, but she is retiring only from her job, not from Osher.

Thank you for the privilege of serving as your president.

Betsy Martin
**Vice President**

The job of Vice President is to offer support, make decisions and chair Board meetings when necessary, in the absence of the President. Those opportunities did not often present themselves this year, as Betsy Martin excelled in performing her duties as President.

In addition to these support duties, the Vice President oversees the activities of the Special Events Chairs. Bob Dickman, Roz Sherman, Jayne Keffer, RoseMarie DeRiso, and Michael Driver have done an outstanding job in organizing and executing our many day trips, lectures, multi-day trips, and luncheons. Thank you all for the wonderful, successful efforts this past year. Details of these popular events and offerings appear later in this report.

Jan Davis  
Vice President

---

**Treasurer**

Dear Members,

Our organization continues to remain in good financial health thanks to the generosity of the Osher Foundation’s continued support and prudent management by the Board and staff.

This year we realized income and grants of $143,040 from the Osher Foundation. This, plus the generosity of our members’ contribution to the Annual Fund, has allowed us to keep our dues and registration fees low while allowing for an income of $107,019 for the year, before taking the remaining years of depreciation of $94,378 in the current year. After the accelerated depreciation, we still maintained a positive income for the year of $11,104.

We now have equity of over $450,000 again made possible by the generosity of the members and the Osher Foundation. Our goal is to develop and maintain significant internal funds to provide for future income to replace Osher funding - which is expected to decline over time. This will enable us to maintain a low fee structure for our members.

Sincerely,

Joseph B. Shirk, Treasurer
## Balance Sheet - 2011

<table>
<thead>
<tr>
<th></th>
<th>12/31/11</th>
<th>12/31/10</th>
<th>$ Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Checking/Savings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1000 CMU Acct 1538</td>
<td>(46,729)</td>
<td>(17,042)</td>
<td>(29,687)</td>
<td>174%</td>
</tr>
<tr>
<td>1001 CMU Acct 0238</td>
<td>150,089</td>
<td>110,256</td>
<td>39,833</td>
<td>36%</td>
</tr>
<tr>
<td>1003 PNC Ck 3847 (1 Sign)</td>
<td>69,671</td>
<td>36,215</td>
<td>33,456</td>
<td>92%</td>
</tr>
<tr>
<td>1004 PNC Ck 4161 (2 Sign)</td>
<td>35,493</td>
<td>52,814</td>
<td>(17,321)</td>
<td>-33%</td>
</tr>
<tr>
<td>1005 PNC Money Mkt 0021</td>
<td>4,588</td>
<td>283,958</td>
<td>(279,369)</td>
<td>-98%</td>
</tr>
<tr>
<td><strong>Total Checking/Savings</strong></td>
<td>213,113</td>
<td>466,201</td>
<td>(253,088)</td>
<td>-54%</td>
</tr>
<tr>
<td>Other Current Assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1006 Plaid Fund B37-408140</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1008 Plaid Fund Securities</td>
<td>242,330</td>
<td>-</td>
<td>242,330</td>
<td>100%</td>
</tr>
<tr>
<td>1007 Plaid Fund Cash</td>
<td>115,108</td>
<td>-</td>
<td>115,108</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total Other Current Assets</strong></td>
<td>357,437</td>
<td>-</td>
<td>357,437</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>570,550</td>
<td>466,201</td>
<td>104,350</td>
<td>22%</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1701 Equipment - Office</td>
<td>13,296</td>
<td>13,296</td>
<td>-</td>
<td>0%</td>
</tr>
<tr>
<td>1702 Equipment - Classrm</td>
<td>45,970</td>
<td>45,970</td>
<td>-</td>
<td>0%</td>
</tr>
<tr>
<td>1703 Leasehold Improve.</td>
<td>129,465</td>
<td>129,465</td>
<td>-</td>
<td>0%</td>
</tr>
<tr>
<td>1800 Accumulated Deprec.</td>
<td>(188,731)</td>
<td>(94,354)</td>
<td>(94,378)</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total Fixed Assets</strong></td>
<td>-</td>
<td>94,378</td>
<td>(94,378)</td>
<td>-100%</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>570,550</td>
<td>560,579</td>
<td>9,972</td>
<td>2%</td>
</tr>
<tr>
<td><strong>LIABILITIES &amp; EQUITY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Current Liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2350 Federal Payroll Tax</td>
<td>1,045</td>
<td>1,071</td>
<td>(26)</td>
<td>-2%</td>
</tr>
<tr>
<td>2351 PA State Tax Withheld</td>
<td>353</td>
<td>333</td>
<td>19</td>
<td>6%</td>
</tr>
<tr>
<td>2352 PA State Unemployment</td>
<td>82</td>
<td>90</td>
<td>(8)</td>
<td>-9%</td>
</tr>
<tr>
<td>2353 City of Pgh Tax Withheld</td>
<td>174</td>
<td>163</td>
<td>10</td>
<td>6%</td>
</tr>
<tr>
<td>2354 White Oak Tax Withheld</td>
<td>57</td>
<td>182</td>
<td>(125)</td>
<td>-69%</td>
</tr>
<tr>
<td>2355 Federal Unempl. Tax</td>
<td>-</td>
<td>122</td>
<td>(122)</td>
<td>-100%</td>
</tr>
<tr>
<td>2356 City of Pgh LST Tax</td>
<td>30</td>
<td>36</td>
<td>(6)</td>
<td>-17%</td>
</tr>
<tr>
<td>2410 Accrued Payroll</td>
<td>853</td>
<td>997</td>
<td>(145)</td>
<td>-15%</td>
</tr>
<tr>
<td>2600 Deferred Membership Income</td>
<td>71,885</td>
<td>71,830</td>
<td>55</td>
<td>0%</td>
</tr>
<tr>
<td>2601 Deferred Registration Income</td>
<td>37,555</td>
<td>38,340</td>
<td>(785)</td>
<td>-2%</td>
</tr>
<tr>
<td><strong>Total Other Current Liabilities</strong></td>
<td>112,033</td>
<td>113,166</td>
<td>(1,132)</td>
<td>-1%</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>112,033</td>
<td>113,166</td>
<td>(1,132)</td>
<td>-1%</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>112,033</td>
<td>113,166</td>
<td>(1,132)</td>
<td>-1%</td>
</tr>
<tr>
<td>Equity</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3900 Net Assets</td>
<td>447,413</td>
<td>356,619</td>
<td>90,794</td>
<td>25%</td>
</tr>
<tr>
<td><strong>Total EQUITY</strong></td>
<td>458,517</td>
<td>447,413</td>
<td>11,104</td>
<td>2%</td>
</tr>
</tbody>
</table>

- Total equity of $458,517 is $11,104 better than last year.
- The Board decided to take the entire remaining depreciation in the amount of $94,378 during the fiscal year rather than spreading it out over the remaining five years. This is in line with the decision in 2010 to expense all expenditures.
- Our financial security for the year was enhanced by the addition of a $50,000 grant from the Osher Foundation and the $93,040 earning from the Osher Endowment Fund.
- The Plaid Fund assets provide insurance for both stability and facilities improvements for the time when we can no longer expect financial assistance from the Osher Foundation.
## Profit & Loss Statement -- 2011

<table>
<thead>
<tr>
<th>Minor items not shown but in total</th>
<th>Jan-Dec 11</th>
<th>Jan-Dec 10</th>
<th>$ Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ordinary Income/Expense</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4300 Osher Endowment</td>
<td>$ 93,040</td>
<td>$ 121,688</td>
<td>$(28,649)</td>
<td>-24%</td>
</tr>
<tr>
<td>4004.2 Cookbook Sales</td>
<td>$ 918</td>
<td>$ -</td>
<td>$ 918</td>
<td>100%</td>
</tr>
<tr>
<td>4004.1 Annual Fund</td>
<td>$ 15,099</td>
<td>$ 14,309</td>
<td>$ 790</td>
<td>6%</td>
</tr>
<tr>
<td><strong>Total 4004 Fundraising Activities</strong></td>
<td>$ 16,017</td>
<td>$ 14,309</td>
<td>$ 1,708</td>
<td>12%</td>
</tr>
<tr>
<td>4001 Membership Dues</td>
<td>$ 72,680</td>
<td>$ 75,180</td>
<td>$(2,500)</td>
<td>-3%</td>
</tr>
<tr>
<td>4002 Registration Fees</td>
<td>$ 127,245</td>
<td>$ 122,800</td>
<td>$ 4,445</td>
<td>4%</td>
</tr>
<tr>
<td>4003 Contributions</td>
<td>$ 526</td>
<td>$ 20</td>
<td>$ 506</td>
<td>530%</td>
</tr>
<tr>
<td>4006 Grants</td>
<td>$ 50,000</td>
<td>$ -</td>
<td>$ 50,000</td>
<td>100%</td>
</tr>
<tr>
<td>4007 Winter Address Fees</td>
<td>$ 330</td>
<td>$ 250</td>
<td>$ 80</td>
<td>32%</td>
</tr>
<tr>
<td>4008 Late Fees</td>
<td>$ 765</td>
<td>$ 600</td>
<td>$ 165</td>
<td>28%</td>
</tr>
<tr>
<td>4100 Interest Income</td>
<td>$ 5,534</td>
<td>$ 1,428</td>
<td>$ 4,106</td>
<td>288%</td>
</tr>
<tr>
<td>4201 Registration Refunds</td>
<td>$(3,065)</td>
<td>$(4,150)</td>
<td>$ 1,085</td>
<td>-26%</td>
</tr>
<tr>
<td>4202 Membership Fee Refunds</td>
<td>$(200)</td>
<td>$(120)</td>
<td>$ 80</td>
<td>67%</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>$ 363,092</td>
<td>$ 332,012</td>
<td>$ 31,081</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5000 Administrative Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5001 Printing</td>
<td>$ 3,000</td>
<td>$ 4,510</td>
<td>$(1,510)</td>
<td>-33%</td>
</tr>
<tr>
<td>5002 Telephone</td>
<td>$ 3,451</td>
<td>$ 3,121</td>
<td>$ 330</td>
<td>11%</td>
</tr>
<tr>
<td>5003 Mailing</td>
<td>$ 511</td>
<td>$ 708</td>
<td>$(197)</td>
<td>-28%</td>
</tr>
<tr>
<td>5004 Data Network</td>
<td>-</td>
<td>$ 1,072</td>
<td>$(1,072)</td>
<td>-100%</td>
</tr>
<tr>
<td>5005 Insurance</td>
<td>$ 700</td>
<td>$ 458</td>
<td>$ 242</td>
<td>53%</td>
</tr>
<tr>
<td>5006 Computer Supplies</td>
<td>$ 2,109</td>
<td>$ 96</td>
<td>$ 2,012</td>
<td>2096%</td>
</tr>
<tr>
<td>5007 Copier Usage &amp; Maint.</td>
<td>$ 3,833</td>
<td>$ 3,072</td>
<td>$ 761</td>
<td>25%</td>
</tr>
<tr>
<td>5008 Office Repairs</td>
<td>$ 618</td>
<td>$ 263</td>
<td>$ 355</td>
<td>135%</td>
</tr>
<tr>
<td>5009 Desktop Support</td>
<td>$ 12,843</td>
<td>$ 2,850</td>
<td>$ 9,993</td>
<td>351%</td>
</tr>
<tr>
<td>5010 Office Supplies</td>
<td>$ 3,527</td>
<td>$ 6,323</td>
<td>$(2,796)</td>
<td>-44%</td>
</tr>
<tr>
<td>5011 Postage</td>
<td>$ 10,108</td>
<td>$ 11,719</td>
<td>$(1,611)</td>
<td>-14%</td>
</tr>
<tr>
<td>5012 Accounting</td>
<td>$ 6,031</td>
<td>$ 5,549</td>
<td>$ 482</td>
<td>9%</td>
</tr>
<tr>
<td>5013 Payroll Processing</td>
<td>$ 486</td>
<td>$ 247</td>
<td>$ 239</td>
<td>97%</td>
</tr>
<tr>
<td>5015 Website</td>
<td>$ 3,678</td>
<td>$ 1,350</td>
<td>$ 2,328</td>
<td>172%</td>
</tr>
<tr>
<td>5017 Bank Fees</td>
<td>$ 1,233</td>
<td>$ 161</td>
<td>$ 1,072</td>
<td>666%</td>
</tr>
<tr>
<td>5019 Employee Parking</td>
<td>$ 784</td>
<td>-</td>
<td>$ 784</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total 5000 Administrative Services</strong></td>
<td>$ 53,564</td>
<td>$ 41,669</td>
<td>$ 11,895</td>
<td>29%</td>
</tr>
<tr>
<td>5100 Public Relations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5104 Newsletter Printing</td>
<td>$ 3,182</td>
<td>$ 2,921</td>
<td>$ 261</td>
<td>9%</td>
</tr>
<tr>
<td>5105 Newsletter Mailing</td>
<td>$ 649</td>
<td>$ 971</td>
<td>$(322)</td>
<td>-33%</td>
</tr>
<tr>
<td><strong>Total 5100 Public Relations</strong></td>
<td>$ 3,831</td>
<td>$ 3,932</td>
<td>$(101)</td>
<td>-3%</td>
</tr>
<tr>
<td>5200 Membership</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5201 Printing</td>
<td>$ 1,324</td>
<td>$ 368</td>
<td>$ 955</td>
<td>259%</td>
</tr>
<tr>
<td>5203 Mailing</td>
<td>$ 1,028</td>
<td>$ 377</td>
<td>$ 651</td>
<td>173%</td>
</tr>
<tr>
<td><strong>Total 5200 Membership</strong></td>
<td>$ 2,351</td>
<td>$ 1,424</td>
<td>$ 927</td>
<td>65%</td>
</tr>
<tr>
<td>5300 Social</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5301 Printing</td>
<td>$ 1,281</td>
<td>$ 246</td>
<td>$ 1,035</td>
<td>422%</td>
</tr>
<tr>
<td>5320 Annual Meeting</td>
<td>$ 1,701</td>
<td>$ 2,439</td>
<td>$(737)</td>
<td>-30%</td>
</tr>
<tr>
<td><strong>Total 5300 Social</strong></td>
<td>$ 3,069</td>
<td>$ 2,766</td>
<td>$ 303</td>
<td>11%</td>
</tr>
</tbody>
</table>
## Profit & Loss Statement -- 2011

<table>
<thead>
<tr>
<th>Minor items not shown but in total</th>
<th>Jan-Dec 11</th>
<th>Jan-Dec 10</th>
<th>$ Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5400 Curriculum</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5404 Study Leader Recognition</td>
<td>$14,263</td>
<td>$14,774</td>
<td>$(511)</td>
<td>-3%</td>
</tr>
<tr>
<td>5420 Parking for Study Leaders</td>
<td>$ 3,040</td>
<td>$ 5,140</td>
<td>$(2,100)</td>
<td>-41%</td>
</tr>
<tr>
<td>5421 Off-Campus Facilities</td>
<td>$ 14,441</td>
<td>$ 12,643</td>
<td>$ 1,799</td>
<td>14%</td>
</tr>
<tr>
<td>5422 Instructional Technology</td>
<td>$ 5,088</td>
<td>$ 8,150</td>
<td>$(3,062)</td>
<td>-38%</td>
</tr>
<tr>
<td>5424 Classroom Repairs</td>
<td>$ 151</td>
<td>$ 27,707</td>
<td>$ 27,556</td>
<td>-99%</td>
</tr>
<tr>
<td><strong>Total 5400 Curriculum</strong></td>
<td>$36,684</td>
<td>$68,102</td>
<td>$31,417</td>
<td>-46%</td>
</tr>
<tr>
<td><strong>5500 Registrar</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5501 Printing</td>
<td>$16,523</td>
<td>$16,807</td>
<td>$(284)</td>
<td>-2%</td>
</tr>
<tr>
<td>5503 Mailing Catalog</td>
<td>$ 1,610</td>
<td>$ 1,528</td>
<td>$ 82</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Total 5500 Registrar</strong></td>
<td>$18,138</td>
<td>$18,335</td>
<td>$ 207</td>
<td>1%</td>
</tr>
<tr>
<td><strong>5700 Executive</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5791 Merchandise</td>
<td>$ 949</td>
<td>-</td>
<td>$ 949</td>
<td>100%</td>
</tr>
<tr>
<td>5720 Parking for Volunteers</td>
<td>$ 2,290</td>
<td>$ 3,556</td>
<td>$(1,266)</td>
<td>-36%</td>
</tr>
<tr>
<td>5721 Signatures Publication</td>
<td>$11,391</td>
<td>$10,508</td>
<td>$ 883</td>
<td>8%</td>
</tr>
<tr>
<td>5779 Salary - External</td>
<td>$39,437</td>
<td>$35,029</td>
<td>$ 4,407</td>
<td>13%</td>
</tr>
<tr>
<td>5780 Salary - CMU Internal</td>
<td>$41,156</td>
<td>$36,926</td>
<td>$ 4,230</td>
<td>11%</td>
</tr>
<tr>
<td>5781 Payroll Taxes and Expenses</td>
<td>$ 3,857</td>
<td>$ 3,848</td>
<td>$ 9</td>
<td>0%</td>
</tr>
<tr>
<td>5785 Employee Benefits</td>
<td>$12,051</td>
<td>$10,508</td>
<td>$ 1,543</td>
<td>15%</td>
</tr>
<tr>
<td>5790 Miscellaneous Executive</td>
<td>$ 855</td>
<td>$ 473</td>
<td>$ 382</td>
<td>81%</td>
</tr>
<tr>
<td>5801 Thank You Awards</td>
<td>$ 2,000</td>
<td>$ 2,000</td>
<td>-</td>
<td>0%</td>
</tr>
<tr>
<td>5803 Contribution Expense</td>
<td>$13,300</td>
<td>$ 1,000</td>
<td>$12,300</td>
<td>1230%</td>
</tr>
<tr>
<td><strong>Total 5700 Executive</strong></td>
<td>$127,402</td>
<td>$ 95,304</td>
<td>$32,098</td>
<td>34%</td>
</tr>
<tr>
<td><strong>6000 Special Events</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6072 Frick Tour</td>
<td>$ 75</td>
<td>-</td>
<td>$ 75</td>
<td>100%</td>
</tr>
<tr>
<td>6001 Printing</td>
<td>$4,453</td>
<td>$ 2,686</td>
<td>$ 1,767</td>
<td>66%</td>
</tr>
<tr>
<td>6002 Lectures</td>
<td>$ 4,704</td>
<td>$ 2,822</td>
<td>$ 1,882</td>
<td>67%</td>
</tr>
<tr>
<td>6003 Mailing</td>
<td>$ 647</td>
<td>$ 1,671</td>
<td>$(1,024)</td>
<td>-61%</td>
</tr>
<tr>
<td>6050 Ice Cream Social</td>
<td>$ 702</td>
<td>$ 1,671</td>
<td>$(969)</td>
<td>-58%</td>
</tr>
<tr>
<td><strong>Total 6000 Special Events</strong></td>
<td>$ 9,823</td>
<td>$ 7,339</td>
<td>$ 2,484</td>
<td>34%</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td>$256,074</td>
<td>$238,872</td>
<td>$ 17,202</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Net Ordinary Income</strong></td>
<td>$107,019</td>
<td>$ 93,140</td>
<td>$ 13,879</td>
<td>15%</td>
</tr>
<tr>
<td><strong>Other Income/Expense</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Other Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9400 Unrealized Gain in Investment</td>
<td>$(1,537)</td>
<td>-</td>
<td>$(1,537)</td>
<td>-100%</td>
</tr>
<tr>
<td>9000 Osher Grant</td>
<td>-</td>
<td>$25,000</td>
<td>$(25,000)</td>
<td>-100%</td>
</tr>
<tr>
<td>9100 Osher Grant Income</td>
<td>-</td>
<td>$(7,000)</td>
<td>7,000</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total 9000 Osher Grant</strong></td>
<td>-</td>
<td>$18,000</td>
<td>$(18,000)</td>
<td>-100%</td>
</tr>
<tr>
<td><strong>Total Other Income</strong></td>
<td>$(1,537)</td>
<td>$ 18,000</td>
<td>$(19,537)</td>
<td>-109%</td>
</tr>
<tr>
<td><strong>Other Expense</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8000 Depreciation</td>
<td>$94,378</td>
<td>$20,346</td>
<td>$74,032</td>
<td>364%</td>
</tr>
<tr>
<td><strong>Total Other Expense</strong></td>
<td>$94,378</td>
<td>$20,346</td>
<td>$74,032</td>
<td>364%</td>
</tr>
<tr>
<td><strong>Net Other Income</strong></td>
<td>$(95,915)</td>
<td>$(2,346)</td>
<td>$(93,569)</td>
<td>3989%</td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td>$11,104</td>
<td>$ 90,794</td>
<td>$(79,690)</td>
<td>-88%</td>
</tr>
</tbody>
</table>

The Board decided to take the entire remaining depreciation in the amount of $94,378 during the fiscal year rather than
NOTES TO FINANCIAL STATEMENTS

MODIFIED ACCRUAL BASIS
Our relationship with Carnegie Mellon University (CMU) enables us to utilize various service departments of the University. These costs include mailing, telephone, printing, catering, audio visual aids, and parking for study group leaders and volunteers. Charges for these services are made by journal entry into the CMU accounting system and are reflected in the financial statements after the cost appears on the month-end financial report. When the charge has been specified on the original work order, it is booked in Accounts Payable as a Current Liability.

Revenues from Membership Dues and Class Registration Fees are recorded when received and are not amortized within the applicable period.

CASH and CASH EQUIVALENTS
These funds are maintained in accounts at CMU, PNC Bank, and Commonwealth Financial Network.

INVESTMENTS
Over a period of years, Osher has accumulated cash reserves not required for current operations. These funds are invested in Certificates of Deposit and in the Plaid Fund at Commonwealth Financial Network. The interest earned and investment appreciations are recorded as current revenue.

EQUIPMENT
Equipment purchased for office and classroom needs was previously recorded at cost and depreciated over five years using the straight-line method. Depreciation expense was recorded annually at the close of each fiscal period. In 2009, all equipment, leasehold improvements, etc., are expensed, eliminating the need to create depreciation schedules, simplifying our accounting procedures. All remaining depreciation for future years was taken in 2011.

LIABILITIES
Deferred Membership Dues represents the amount of dues received in the current financial period but applicable to the following fiscal period at which time it is recognized as Revenue.
Deferred Registration Fees represents the amount of class registration fees received in the current financial period but applicable to the following fiscal period, at which time it is recognized as Revenue.

OTHER UNRECORDED LIABILITIES
There are no unrecorded liabilities.
SUMMARY OF THE PROPOSED CHANGES TO THE BYLAWS OF
THE OSHER LIFELONG LEARNING INSTITUTE
CARNEGIE MELLON UNIVERSITY

Revisions (in red) to the Bylaws will be proposed by the President upon the recommendation of the Board of Directors at the Annual Meeting of the Osher Lifelong Learning Institute held on April 27, 2012. The substantive changes are summarized below:

Article IV: BOARD OF DIRECTORS

Paragraph 3 is revised to read:
Terms of directors other than the officers and the past president are for three years.

A new paragraph 4 is to be added:
4. Commencing with the fiscal year 2013, Elected Directors shall be divided into three groups as nearly equal as possible, with one group being elected each year to serve a three-year term, unless elected to fill a vacancy or to accommodate the expansion or reduction of the Board, in which case a shorter term may be specified. As to the directors now serving, the President, with the concurrence of the Nominating Committee, shall assign each of the directors to a term expiring in 2013, 2014, or 2015, as the case may be, without regard for their existing terms.

Article V: OFFICERS

Paragraph 3 is revised to read:
3. Vice President shall preside at all meetings in the absence of the President. He/she shall be responsible for the arrangements for the Annual Meeting, and obtain committee reports for inclusion in the Annual Report. Special Events as hereinafter set forth, shall be coordinated by the Vice President.

Article VI: COMMITTEES

2. STANDING Committees shall be composed of the chair, the co-chair and at least two others from the membership. Their responsibilities are as follows:

An addition is added to paragraph 2 to include the Diversity Committee:

Diversity shall promote diversity in classes, programs, and membership in Osher.

Article VIII: FISCAL YEAR

The fiscal year of Osher shall be January 1 through December 31.
New Article XII: INDEMNIFICATION

To the extent legally permissible, Osher shall indemnify each person who may serve or who has served at any time as an officer, director, or employee of the corporation against all expenses and liabilities, including, without limitation, counsel fees, judgments, fines, excise taxes, penalties, and settlement payments, reasonably incurred by or imposed upon such person in connection with any threatened, pending, or completed action, suit, or proceeding in which he or she may become involved by reason of his or her service in such capacity; provided that no indemnification shall be provided for any such person with respect to any matter as to which he or she shall have been finally adjudicated in any proceeding not to have acted in good faith in the reasonable belief that such action was in the best interests of Osher; and further provided that any compromise or settlement payment shall be approved by a majority vote of a quorum of directors who are not at that time parties to the proceeding.

The indemnification provided hereunder shall inure to the benefit of the heirs, executors, and administrators of persons entitled to indemnification hereunder. The right of indemnification under this Article shall be in addition to and not exclusive of all other rights to which any person may be entitled.

No amendment or repeal of the provisions of this Article which adversely affects the right of an indemnified person under this Article shall apply to such person with respect to those acts or omissions which occurred at any time prior to such amendment or repeal, unless such amendment or repeal was voted by or was made with the written consent of such indemnified person.

This Article constitutes a contract between Osher and the indemnified officers, directors, and employees. No amendment or repeal of the provisions of this Article which adversely affects the right of an indemnified officer, director, or employee under this Article shall apply to such officer, director, or employee with respect to those acts or omissions which occurred at any time prior to such amendment or repeal.
### Board of Director Terms and Expiration Dates, 2012-2013

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>1st Board Term</th>
<th>1ST TERM EXPIRES</th>
<th>2nd Board Term</th>
<th>2ND TERM EXPIRES</th>
<th>Extension</th>
</tr>
</thead>
<tbody>
<tr>
<td>Martin</td>
<td></td>
<td>2006-2009</td>
<td>2009</td>
<td>2009-2012</td>
<td>2012</td>
<td>Past President</td>
</tr>
<tr>
<td>Ackerman</td>
<td></td>
<td>2007-2010</td>
<td>2010</td>
<td>2010-2013</td>
<td>2013</td>
<td></td>
</tr>
<tr>
<td>Conti</td>
<td></td>
<td>2007-2010</td>
<td>2010</td>
<td>2010-2013</td>
<td>2013</td>
<td></td>
</tr>
<tr>
<td>Gibbon</td>
<td></td>
<td>2009-2012</td>
<td>2012</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Austin</td>
<td></td>
<td>2010-2013</td>
<td>2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Birnberg</td>
<td></td>
<td>2010-2013</td>
<td>2012</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bodek</td>
<td></td>
<td>2010-2013</td>
<td>2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Colker</td>
<td></td>
<td>2010-2013</td>
<td>2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Davis</td>
<td></td>
<td>2010-2013</td>
<td>2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hirsh</td>
<td></td>
<td>2010-2013</td>
<td>2012</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gottfried</td>
<td></td>
<td>2011-2014</td>
<td>2014</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parker</td>
<td></td>
<td>2011-2014</td>
<td>2014</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caswell</td>
<td></td>
<td>2012-2015</td>
<td>2015</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Driver</td>
<td></td>
<td>2012-2015</td>
<td>2015</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hohnbaum</td>
<td></td>
<td>2012-2015</td>
<td>2015</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Markel</td>
<td></td>
<td>2012-2015</td>
<td>2015</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Okie</td>
<td></td>
<td>2012-2015</td>
<td>2015</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weller</td>
<td></td>
<td>2012-2015</td>
<td>2015</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Due to the 2009 change to the By-Laws, Curriculum Committee and Membership Chairs are Board Members.**

**Term has expired and Board member is eligible for re-nomination.**

**Board Member has resigned.**

**Past President.**  
**University Liaison.**
Terms of Office
2012-2013

The following officers have been nominated for a one year term for the period of 5/1/12 to 5/1/13:

President           Jan Davis
Vice President      Joe Shirk
Secretary           Gloria Bodek
Treasurer           Byron Gottfried

The following members have been nominated to the Board of Directors for the period of 5/1/12 to 5/1/15:

First Term:
Paul Caswell        2012 - 2015
Michael Driver      2012 - 2015
Leslie Evans        2012 - 2015
Carl Hohnbaum       2012 - 2015
Fritz Okie          2012 - 2015
Brian Weller        2012 - 2015

Second Term:
Jeanne Hanchett     2012 - 2015
Joe Shirk           2012 - 2015
Nominating Committee Report
2012 - 2013

The Nominating Committee unanimously nominated the persons listed below to serve as the officers and members of the Board of Directors for the Osher Lifelong Learning Institute for the term commencing and ending as indicated.

OFFICERS

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Jan Davis</td>
<td>5/1/2012-2013</td>
</tr>
<tr>
<td>Vice President</td>
<td>Joseph Shirk</td>
<td>5/1/2012-2013</td>
</tr>
<tr>
<td>Secretary</td>
<td>Gloria Bodek</td>
<td>5/1/2012-2013</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Byron Gottfried</td>
<td>5/1/2012-2013</td>
</tr>
<tr>
<td>Past President</td>
<td>Betsy Martin</td>
<td>5/1/2012-2013</td>
</tr>
</tbody>
</table>

BOARD OF DIRECTORS

<table>
<thead>
<tr>
<th>Term</th>
<th>Name</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Term</td>
<td>Paul Caswell</td>
<td>5/1/2012-2015</td>
</tr>
<tr>
<td>First Term</td>
<td>Michael Driver</td>
<td>5/1/2012-2015</td>
</tr>
<tr>
<td>First Term</td>
<td>Leslie Evans</td>
<td>5/1/2012-2015</td>
</tr>
<tr>
<td>First Term</td>
<td>Carl Hohnbaum</td>
<td>5/1/2012-2015</td>
</tr>
<tr>
<td>First Term</td>
<td>Fritz Okie</td>
<td>5/1/2012-2015</td>
</tr>
<tr>
<td>First Term</td>
<td>Brian Weller</td>
<td>5/1/2012-2015</td>
</tr>
<tr>
<td>Second Term</td>
<td>Jeanne Hanchett</td>
<td>5/1/2012-2015</td>
</tr>
<tr>
<td>Second Term</td>
<td>Joseph Shirk</td>
<td>5/1/2012-2015</td>
</tr>
</tbody>
</table>

Unlike prior years, those considered for the Board were asked to complete a questionnaire which was helpful in selecting members with a diverse experience and expertise. Recommendations were also solicited from the present Board.

All of the above persons have agreed to be placed in nomination.

Respectfully submitted,

Julian Eligator, Chair
Alan Colker
Jeanne Hanchett
Edgar Landerman
The role of the Administrative Coordinator is to supervise office functions and to work with the Executive Committee, Board of Directors, and other committees on various projects and activities.

Our membership numbers during the past year stayed in the range of the 1800’s, which matches the cap determined in a prior strategic plan. Comparing our program to other Osher programs, here are the most recent stats:

<table>
<thead>
<tr>
<th>OLLI Group</th>
<th># of Members</th>
<th>Year Estab.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Univ of Delaware, Wilmington</td>
<td>2960</td>
<td>1980</td>
</tr>
<tr>
<td>Coastal Carolina Univ., Pawleys Island</td>
<td>2167</td>
<td>1987</td>
</tr>
<tr>
<td>Carnegie Mellon</td>
<td>1802</td>
<td>1992</td>
</tr>
</tbody>
</table>

This past year, we started a fast-track membership program for wait-list members. People on the waiting list who were willing to volunteer 30 hours for the Osher program could accelerate their time on the wait-list queue. The program became so popular that it had to be placed on hold. So far,

- 57 waiting list members signed up for fast track
- 10 are actively volunteering
- 13 have become members
- 15 are on “hold”
- 16 didn’t materialize

We also started a trial program of allowing wait-list members to register for open classes. The main reason for starting this program was to allow us to fill up more of our classes and hopefully, to avoid cancelling some of our classes. Sixty-seven people on the waiting list decided to take advantage of this offer and signed up for Winter-Spring 2012 classes.

We continued with our second year of fundraising during 2011-2012. The Annual Fund letter was mailed in November, plus this year, we inserted a line on our class registration forms to make it easier for members to donate. One of the more-creative ideas was to publish a cookbook as a fund-raiser. The cookbook, A Taste of Osher, was delivered before the December holidays, and to date, more than half have been sold.

During 2011, we worked with our webmaster on facilitating the payment of membership, registration, and donations online, through PayPal. PayPal is a secure online service that allows payment transfers through the Internet. The online system was in place for Summer 2012 registration. This is a first step in evaluating the feasibility of purchasing full-blown registration software.

One small purchase that was made in January was a projector for the office conference room. Having the projector will be helpful for instructors who would like to use their laptops during smaller classes and will also be useful for Board meetings.

One ongoing challenge is to encourage more members to participate in our multi-day trips, which are not only educational but a good way to socialize and meet new members. If you look at the report for multi-day trips, six had to be cancelled last year due to a lack of participation. It would also be gratifying to see more members attend our monthly evening lectures.

In summary, the year was busy and we had some additional projects, but working with Mary Cay Burke-Hamill and Phyllis Davidson always makes the challenges doable.

Millicent M. Lynch
Sr. Administrative Coordinator
Numerical Highlights of the Year

<table>
<thead>
<tr>
<th>Term</th>
<th>Total Members</th>
<th>Total Registrants</th>
<th>Percent Registered</th>
<th>Total Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 11</td>
<td>1810</td>
<td>768</td>
<td>45</td>
<td>90</td>
</tr>
<tr>
<td>Fall 11</td>
<td>1813</td>
<td>951</td>
<td>53</td>
<td>122</td>
</tr>
<tr>
<td>Winter/Spring 12</td>
<td>1807</td>
<td>680</td>
<td>37</td>
<td>100</td>
</tr>
</tbody>
</table>

This year we will see changes in the Registrar’s office. Our biggest change is the introduction of a modified version of online registration.

Other changes have occurred in this office. The Registrar Assistants for Tuesdays this year have been Elissa Hirsh and Irene Ellis. The Thursday assistants have been Leslie Evans and Judy Holahan. Suzanne Flood, Barbara Mogus, and Shirley Zionts continue to serve, and Gerri Moldovan will join us soon. The Registrar Assistants do a wonderful and difficult job of calling members to be study leader assistants and then compiling all of the material that is sent to the SLA’s as well as organizing the packets that are placed in the classrooms.

Perhaps the biggest change is that after 7-1/2 years as your Registrar, I will have retired by the time of the Annual Meeting. I certainly thank all of you who have made my job a pleasant one. May Osher continue to grow and serve the wonderful people of Pittsburgh who desire so much to continue their intellectual pursuits.

Mary Cay Burke-Hamill
Registrar
Committees and Chairpersons, 2011-2012

Curriculum:  
Sally Cohen, Chair  
Beatrice Jones, Co-Chair

Finance:  
Joe Shirk

Fund Raising:  
Harvey Zeve

Mailing:  
Elissa Hirsh and Joe Scorpion

Membership:  
Al Colker, Chair

Newsletter:  
Rosalyn Treger, Editor

Personnel:  
Julian Eligator

Reception Desk:  
Phyllis Silver

Special Events:  
Day Trips: Bob Dickman and Roz Sherman  
Lectures: Michael Driver  
Luncheons: Jayne Keffer  
Multi-Day Trips: RoseMarie DeRiso

Ad Hoc Committees:  
Investment: Joe Shirk  
Strategic Planning: Julian Eligator, Interim Chair
Curriculum Committee

As of February, 2012, the Curriculum Committee has 23 members. The procedures used to carry out curriculum development have gradually been refined and have resulted in committee members working more efficiently.

As the program has expanded, so have the records that document program details. The Curriculum Chair receives valuable assistance from Osher office staff. The office now maintains the Curriculum History, which lists study leaders, their courses, preferred times to teach, suggestions for future topics, etc. With input from the Chair, the information is updated. These records and other forms are duplicated for the committee to use at planning meetings for each term.

Byron Gottfried has become the Communication Coordinator for the committee, and this, too, provides great support for the Chair. He contacts the committee about meeting arrangements and later, requests information about members’ contacts of potential study leaders. The return information becomes part of records kept by the Chair.

There have been several additions and changes to the curriculum process this year. As of Summer Term 2011, classes were extended into the early evening year-round. Previously, there have been a few evening classes in the summer and early fall. But recently members who are working and want to take courses have requested late-in-the-day classes. Evening classes were increased during Summer ’11, and by Winter-Spring 2012, the catalog presented 14 late courses. A significant number of members registered for these classes. Thus, the committee has continued to carry out its goal to create programs that appeal to members’ interests.

Two other changes: the committee met to revise the course evaluation form that members complete at the end of each course. These forms assist the committee in making programming decisions. The Osher Board voted to increase the honorarium given to study leaders for teaching a course from $50 to $100 per term. With great pleasure, this increase was instituted as of the first session of Winter-Spring Term 2012.

Continuing the effort to extend diversity throughout the faculty, this year’s catalogs presented four courses led by African-American instructors. There always have been courses given by individuals from other countries, and many spontaneously ask to teach in our program.

Once more, in spite of the large number of courses, there has been no problem scheduling all of them. Most courses are six weeks long, but there have been some single-day courses and others that range from two to five weeks in length. Course registration numbers continue to be good. In Summer Term 2011 there were 96 courses in the catalog and 17 new study leaders. Fall Term 2011 had 121 courses in the catalog and 12 new study leaders. Winter Spring Term 2012 had 108 courses in the catalog with 10 new study leaders.

Respectfully submitted by
Sally Cohen, Chair
Mailing Committees

Two mail crews take care of the large number of announcements and fliers that are sent throughout the year to the members of Osher and to those on the waiting list. An office mail crew consists of several volunteers who have expressed an interest in helping with the many mailings that the office processes each year. Osher members who have volunteered to serve on the Mail Committee are asked to prepare various types of mailings such as invitations, special-event announcements, fliers, and course confirmation letters.

The mailing schedule is determined by the Osher Administrative Coordinator, who contacts Joe Scorpion or Elissa Hirsh, Mail Program Chairpersons. Elissa or Joe then calls the volunteers to come to the Martha Orringer Conference Room in Hunt Library at a specific time to complete the mailing. They are also responsible for overseeing that the mailing is completed efficiently and correctly.

The Administrative Coordinator assembles the materials to be mailed, provides the envelopes and mailing labels, and has these ready for the mail crew. Mailings may go to members only or may also include the people on our wait list. In the case of a bulk mailing, volunteers sort and bundle the envelopes according to zip code and pack them into boxes/trays for pick up and processing by the Carnegie Mellon Mail/Print Shop. A first-class mailing is treated in a similar manner, except that it is not sorted by zip code. A typical mailing for special events notices averaged about 372 pieces during 2011-12. Larger mailings include confirmation letters and yearly invoices.

As a convenience and cost-saving measure, fliers are mailed online to Osher members and wait-list members who have email addresses.

Our ongoing appreciation and thanks goes to the following members, and new this year, wait-list members, who spend many hours stuffing and labeling envelopes:


Elissa Hirsh
Joe Scorpion
Chairpersons
In August, we invited about 250 individuals from the wait list to become members of Osher. This allowed us to maintain the approximately 1800 members (1802 as of January 2012). Because of the low number invited and the program popularity, our wait list continues to grow and is now at 980 people as of January 2012. This means the wait list time is over two years.

The Board is pursuing several strategies to expand membership within the constraints of classroom space and staff.

A program was instituted last year wherein a limited number of wait-listed individuals could achieve membership status by doing 30 hours of volunteer service. This proved very successful, having achieved its goal.

I want to thank Millie Lynch, Mary Cay Burke-Hamill and Phyllis Davidson for all their help, which makes my job a pleasure.

Alan Colker
Membership Chair

“It’s All Talk” is published three times a year during the three academic terms to inform the membership about important issues and activities in the Osher Lifelong Learning Institute at Carnegie Mellon. In addition to reports from the President, the Curriculum Committee Chair, and the Administrative Coordinator, the newsletter includes a variety of information about organization history, special events, member achievements, and the roles of volunteers. We also include articles on topics of general interest, such as travel and book reviews, reflecting the expertise and experience of the contributors. We welcome material written by veteran members and new members.

We would like the newsletter to stimulate the interest of members—especially new members—in becoming involved and participating as volunteers and leaders in our organization. Suggestions, comments, and contributions are always welcome.

I thank the Newsletter Committee—Filomena Conti, Leslie Evans, Joan Gaul, Joan Morse Gordon, Millie Lynch, Sylvia Sachs, Joe Scorpion, and Diana Yankes—for keeping the ball rolling by generating ideas, planning content, and writing articles, and I thank Filomena Conti, Joan Morse Gordon, Millie Lynch, and Joe Scorpion for their enormously helpful proofreading.

Rosalyn Treger
Editor
Personnel Committee

With the March retirement of the Registrar, Mary Cay Burke-Hamill, the Personnel Committee was tasked to recommend the hiring of a new Registrar. The committee members are Norma Artman, Jan Davis, Gloriana St. Clair, Julian Eligator, and ex-officio member Betsy Martin. The committee added Sally Cohen, Curriculum Chair, as the Registrar works closely with the Curriculum Committee. The Personnel Committee reviewed more than twenty resumes, interviewed twelve, and four of those interviewees were selected for a second interview before hiring Lyn Decker.

In addition, the Personnel Committee chairs had the task of Millie’s annual evaluation. As before, all committee chairs and the Executive Committee participated in Millie’s evaluation via a questionnaire. Committee recommendations were sent to the Board for salary increases.

A recommendation for an annual salary increase for Phyllis Davidson will be proposed and sent to the Executive Committee and then to the Board for approval.

Julian Eligator
Personnel Committee

Reception Desk Volunteers

This is my sixth year acting as chair of the reception desk volunteers. It has been a very fulfilling year, meeting the enthusiastic and very capable volunteers and working with our well-qualified Administrator and Registrar, who don't hesitate to offer help when needed. The volunteers provide six hours of coverage per day, three hours in the morning and three hours in the afternoon. This requires 40 to 45 volunteers a month who provide pleasant, informative responses to people coming to the office or calling on the phone with a myriad of questions. Since the membership has increased, the reception desk volunteers have become essential in keeping the students’ schedules of classes running smoothly and other activities available to them, i.e., trips and lectures. At the end of 2011, we had 50 member volunteers; however, due to illness, vacations, weather, etc., we experienced frequent cancellations, and a last-minute replacement is necessary and sometimes difficult to obtain. Recruitment is by word of mouth, articles in It’s All Talk newsletter, and follow-up phone calls to new members who express an interest on their initial membership application. These new members are oriented by the experienced volunteers while on duty in the office and by various scheduled meetings in the office. In the spring of 2011, an additional recruitment policy was put into effect. Anyone on the wait list could elect to be a volunteer and after earning 30 hours of volunteer work could become a member and be able to attend classes. If they volunteered to assist at the front desk, they still had to go through an orientation as others did. Most volunteers sign up on the monthly calendar in advance so as to facilitate getting their volunteer dates of choice. Once they sign up, they are to call the chair with their choice so that both schedules are consistent. As our membership increases, more responsibility will be placed on the reception desk volunteers. There is a comprehensive book on the desk explaining procedures for all volunteers, which is there for them to study upon orientation.

Respectfully submitted,
Phyllis Silver
Special Events Committee

Lectures

This year saw a change in the chair of the Lectures Committee, with Michael Driver taking over from Jeanne Hanchett. The committee would like to place on record a sincere vote of thanks to Jeanne for her hard work and dedication to the lectures for the past two years. We are pleased that she is continuing to be a member of the Lectures Committee, where her wisdom and experience are invaluable. Several members of the committee decided to step down this year. They include Rhoda Eligator, Sibby McCrady, and Jane McCleod. The committee wishes to thank them for their service. Thanks are also due to Bob Dickman, who is in charge of cookies, Sue and Gerst Gibbon, and a new member of the committee, Dick Fisher. Last but not least, the committee wishes to thank Millie Lynch, who has been a stalwart during the year and without whom we should not be able to function.

2011 to 2012 Program

September 9, 2011.
Rod Doss, Editor and Publisher of the New Pittsburgh Courier: Day Trip to the Heinz History Center and the August Wilson Center, "Newspapers, Food and Art, Lessons in African American History and Culture," Mr. Doss gave a fascinating insight into the history of the New Pittsburgh Courier, a historic Pittsburgh newspaper, and its relationship with Pittsburgh. This was followed by a visit to the History Center for an exhibit on the New Pittsburgh Courier. The event concluded with an ethnic lunch at the August Wilson Center.

A total of 55 people attended. The number was limited due to the nature of the event.

September 13, 2011.
Dr. J.M. Adovasio, Director of the Mercyhurst College Archaeological Institute in Erie, PA: Multidisciplinary Excavations at Meadowcroft Rockshelter," Dr. Adovasio has built what is widely considered to be the foremost anthropology/archeology program based in a smaller college setting in all of North America. He has also developed Meadowcroft into a world-class archaeology site. He related a fascinating story of Meadowcroft and the people who have gathered there for over 16,000 years! Attendance was 169 people.

October 12, 2011.
Adrianna Shembel, Speech Language Pathologist and the Educational Outreach Coordinator in the Department of Otolaryngology at the University of Pittsburgh Voice Center: "Have You Talked to Your Larynx Today?" Ms. Shembel gave a very interesting talk on the most-prominent voice problems seen in older populations and common treatments used for these problems. Attendance was 85 people.

November 9, 2011.
Dr. Michael Natelson, retired manager of Reactor Technology at the Bettis Atomic Power Laboratory (39-year career): "Is Nuclear Energy Safe after Fukushima?" Dr. Natelson gave an easily understood review of energy sources in the Unites States and where nuclear energy stood relative to them. He showed the problems of the Fukushima accident in Japan and reviewed the danger elements in this accident. Attendance was 78 people.
December 14, 2011
Stewart O’Nan, Pittsburgh author: Discussion of “Emily, Alone”
Mr. O’Nan gave a brief discussion of his writing methodology and then answered a battery of questions. He was an engaging, spirited speaker who made a real contact with his audience. Copies of “Emily, Alone” were available for sale and signature before and after the talk. Some 30 copies were sold by the CMU Bookstore.
Attendance was 175 people.

January 25, 2012
Dr Alan Solter, retired dermatologist: “An Evening with Mark Twain”
This was an interesting event with Dr. Solter appearing in costume and in character as Mark Twain. He delivered a series of Mark Twain’s jokes and monologues.
This event had the highest attendance at 408 people!

February 7, 2012
Marilyn Taft Thomas, Professor of Theory and Composition in the Carnegie Mellon School of Music: “The Courage to Create”
Professor Taft Thomas gave an inspirational, interesting, and highly amusing account of what it takes to be a professor of music, and more importantly a composer of music. She also played a CD of two of her compositions.
Attendance was 80 people.

Summary
This year saw a variety of topics across the arts, sciences, and humanities. The quality of the speakers was generally very high. The committee will add new members for next year and will endeavor to maintain the quality and diversity of speakers. We may seek additional advertising of the events in order to increase attendance.

Michael C. Driver
On behalf of the Lectures Committee
February 8, 2012.
Special Events Committee

Luncheons

Hard to believe that another year has gone by so quickly, but here we are with another annual report.

Our luncheons are planned on a calendar year of September to June. It has been our experience not to schedule luncheons for the summer months because members and volunteers are involved in other events. My committee and I use the summer to try different restaurants and to hold brainstorming sessions to plan the new year of dining events. However, starting with this past summer we now plan and organize the summer “thank-you” ice cream social for all the Osher volunteers.

This year the ice cream social was held on a Saturday in August at the faculty dining room in the University Center at CMU. The ice cream and toppings were similar to previous years, and entertainment was again the new and improved Osher ukulele group. This group, organized by Joan Dickerson, played their ukuleles while the audience sang along. Again, we think a good time was had by all. The thank-you gifts were Osher pins.

The fall luncheon was held at the new August Wilson center. Catered ethnic food was served. The day started at the Heinz History Center where Rod Doss, editor of the New Pittsburgh Courier, spoke to the group about the historic newspaper. The Romare Bearden exhibit was ongoing at the August Wilson Center, and our members were able to view his works.

In December our annual holiday luncheon was held at the Pittsburgh Athletic Association in Oakland. This, our largest and most festive luncheon gathering, was attended by approximately 75 people. For this year Fran Ortenberg so graciously played the club’s grand piano while we dined. After lunch, again the Osher ukulele band performed a medley of winter tunes and vintage popular songs. The audience was given lyrics to sing along as the band played. Further entertainment of the day was provided by our brave and fun-loving members who took up the challenge to entertain our diners and earn a poinsettia for doing such.

The next luncheon was held in three different groups at the Café at the Frick because the restaurant could not hold more than 12 members at a time. The focus of the day was really to have a docent tour of the Fabergé exhibit of the Hodges family collection.

Thanks to the Luncheon Committee members, Dee Davis, Marlene Parrish, Jayne Prantl, Heather Stein and Carole Wolsh for all of their help this past year!

Jayne Keffer, Chair
Special Events Committee

One Day Trips

Thursday, June 30, 2011: The National Aviary

Many thanks to Susan Farrell, Osher member and long-time volunteer at the Aviary, who helped to make this unique trip possible. It began with a power-point presentation by Dr. Pilar Fish, a renown and charismatic avian veterinarian who described the history and mission of Pittsburgh's National Aviary. The Aviary is doing cutting-edge research into avian conservation programs and veterinary care. We then met Dr. Fish's staff and received a behind-the-scenes tour of the avian hospital and some of its patients. Osher was the very first group to receive this exclusive tour at the Aviary. The penguin handler and a penguin entertained us and we learned about the African penguins in residence. This was followed by a delicious lunch provided by the Aviary. In the afternoon, we were treated to an exciting demonstration of bird training with several colorful species in free flight in the outdoor Rose Garden. We ended the afternoon with a self-guided tour of the public areas of the Aviary which featured owls, kookaburra, finches, bald eagles, and over 200 other exotic and colorful species in naturalized environments. Altogether, it was truly an educational and visually stunning day that was “for the birds.”

Friday, September 9, 2011: A Day of African American History and Culture

Our day began with a trip to the Senator John Heinz History Center in the Strip District. In collaboration with Osher Lecture Chairs Jeanne Hanchett and Mike Driver, we were treated to a fascinating program by Rod Doss, editor and publisher of the New Pittsburgh Courier. He educated us about the long and prestigious history of the Courier, one of the oldest African-American newspapers in the country. Mr. Doss's presentation was an excellent introduction to our tour of the History Center's special exhibit, "America's Best Weekly: A Century of the Pittsburgh Courier" which displayed rare photographs, artifacts and audio-visual exhibits tracing the rise of the Courier from a start-up publication in 1907 to the most influential African American newspaper in the country. We then proceeded by bus to the August Wilson Center Downtown where a highlight of the day was an ethnic lunch prepared by Patrix Catering. We were tantalized by delicious dishes such as fried chicken, Bar-B-Q brisket, sleek, sweet potato pie, and corn read. Lunch was followed by a tour of the beautiful August Wilson Center and the exhibit they hosted entitled “From Process to Print: Graphic Works by Romare Bearden.” Romare Bearden was one of the pre-eminent artists of the Harlem Renaissance with a strong Pittsburgh connection. He spent part of his youth with family in Pittsburgh and received an honorary doctorate from Carnegie Mellon. The day was a smorgasbord of fine art, great food, and pride in Pittsburgh's cultural history.
one of America's great private art collections. We also had an opportunity to visit the unique shops and tour the building and grounds on our own. Our visit to Nemacolin was capped by an invitation to visit the beautiful condominium of Bob and Gene Dickman, who treated us to a cocktail hour of wine and hors d'oeuvres. Our twilight return to Pittsburgh was accompanied by a multitude of requests to "go back again next year."

Tuesday, October 25, 2011: Fall Foliage and Fabulous Nemacolin

This trip demanded a perfect sunny autumn day, and that is exactly what our Osher travelers enjoyed. What a stunning trip through the hills of western Pennsylvania, awash with brilliant falling leaves! When we arrived at the entrance to the Nemacolin Woodlands Resort in Farmington, PA, we were welcomed by the concierge, who boarded our bus to give us a guided tour of the grounds. Nemacolin's vast property includes beautiful gardens, golf courses, a zoo, a classic car museum, outdoor adventure center, lavish spa, and many other attractions. The tour was followed by an outstanding three-course luncheon that was as visually attractive as it was delicious. Service by the wait staff was a virtual ballet of precision and dramatic flourish. During lunch, we were introduced to the general manager of Nemacolin, who traced the interesting history of the property. Lunch was followed by a guided tour of the magnificent public rooms and

All three trips proved to be very popular and we look forward to another year of interesting and exciting Osher day trips. "Just leave the driving to us!"

Roz Sherman, Day Trip Co-chair
Bob Dickman, Day Trip Co-chair
**Special Events Committee**

**2011 Multi Day Trips**

<table>
<thead>
<tr>
<th>Destination</th>
<th>Dates</th>
<th>No. of Reservations</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Petersburg, Ft. Myers St. Augustine, FL</td>
<td>Feb. 28 - March 9</td>
<td>6</td>
<td>Cancelled</td>
</tr>
<tr>
<td>VA Military Spectacular</td>
<td>Apr. 29 - May 2</td>
<td>8</td>
<td>Cancelled</td>
</tr>
<tr>
<td>Philadelphia Art Museum</td>
<td>May 17 - 19</td>
<td>24</td>
<td>Executed</td>
</tr>
<tr>
<td>Nashville, TN</td>
<td>May 27 - 30</td>
<td>4</td>
<td>Cancelled</td>
</tr>
<tr>
<td>Bedford Springs</td>
<td>June 5 - 6</td>
<td>17</td>
<td>Executed*</td>
</tr>
</tbody>
</table>

*The Bedford Springs trip was under the minimum required for a trip; however, the trip did transpire and transportation was arranged via minivan rather than a motor coach.*

<table>
<thead>
<tr>
<th>Destination</th>
<th>Dates</th>
<th>No. of Reservations</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shaw/Stratford Festivals, Niagara on the Lake and Stratford, Ontario</td>
<td>June 14 - 18</td>
<td>10</td>
<td>Cancelled</td>
</tr>
<tr>
<td>The Berkshires of W. Mass.</td>
<td>June 7 - 11</td>
<td>20</td>
<td>Executed</td>
</tr>
<tr>
<td>Shaw Festival Niagara on the Lake, Ontario</td>
<td>July 19 - 22</td>
<td>42</td>
<td>Executed</td>
</tr>
<tr>
<td>Chautauqua, NY</td>
<td>Aug. 22 - 26</td>
<td>12</td>
<td>Cancelled**</td>
</tr>
</tbody>
</table>

**Since there were not enough sign-ups for the Osher multi-day trip, the 12 people who wanted to take the trip asked RoseMarie’s Tours to arrange for their private travel.**

<table>
<thead>
<tr>
<th>Destination</th>
<th>Dates</th>
<th>No. of Reservations</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art on the Hudson, Saratoga Springs, NY</td>
<td>Oct. 20 - 23</td>
<td>21</td>
<td>Executed</td>
</tr>
<tr>
<td>NYC</td>
<td>Nov. 15 - 18</td>
<td>7</td>
<td>Cancelled***</td>
</tr>
</tbody>
</table>

***One Osher/CMU person booked the trip. The other 6 persons were from Osher/Pitt.***

Some of the trips listed above were executed despite having under 25 reservations. The decision was made to proceed with the trips to maintain the reputation of RoseMarie’s Tours.

RoseMarie DeRiso
Donors to the Annual Fund
Calendar Year 2011

Barbara Abraham
Patty Ahlbrandt
Madalon Amenta
Parke Americus
Bill and Elizabeth Amis
Nancy and Ron Angerman
Marcella Apter
Judith Arnowitz
Norma Artman
Ann Austin
Ruth Bechtle-Pierce
Judy Bell
Les and Nancy Berkowitz
Suzanne Berman
Barry and Carole Berman
Bill Belardi
Stephanie and Jacob Birnberg
Stewart Bleckman
Carol and William Block
Marian Block
Dolores and Alfred Blumstein
Gloria Bodek
Diana Bowden
Cheryl Braver
Jack and Posy Brill
Alice Buchdahl
George and Patricia Buerger, Jr.
Anthony and Mary Burlando
Sidney and Sylvia Busis
Philip Buttenfield
Del Button
William Cadwell
Denise Capurso
Hugh and Lillian Casper
Paul Caswell
Chester and Anna Chorazy
Susan Clancy
Carole Cohen
Dick and Sally Cohen
Frances Cohen
Cleon Cornes
Hanley Cox
Penny Crary
Judy Crow
Robert Cunningham
Nellie Curran
Patricia Cutkosky
Harry Davidson
Phyllis Davidson
Bernice Davis
Jan Davis
Delia DiCarlo
Holly Dick
Bob and Gene Dickman
James Dill
Colette Dugan
Barbara and Robert Dunkelman
Joe and Helen Eaton
Julian and Rhoda Eligator
Arnold and Eva Marie Engler
Gloria Ennis
Anna Estop
Philip and Phyllis Feinert
Leonard Felman
Velma Ferrari
Marian Finegold
Suzanne Flood
Joan Friedberg
Ed and Roslyn Friedman
Howard Garfinkel
Joan and Stuart Gaul
Arlyn Gilboa
Ann Giorgi
Carol Gluck and Albert Weiner
Richard and Arline Gold
Arthur and Zandra Goldberg
Martin and Sally Goldhaber
Shirley Goldstein
Joan Gordon
Donna and Gordon Gordon
Byron Gottfried
Rita Gould
Edythe Green
Jacob and Alexandra Greenberg
Abby and Edwin Grinberg
Marjorie Gross
Howard Grossinger
Arthur and Barbara Grossman
Claire and Jerome Hahn
Jeanne Hanchett
Frances and James Hardie
Verna Hart
Louise Haskett
Marlene Haus
Mary Heath and James Reitz
Linda Herrington
Eleanor Hershberg
Carol Higgins
Chas and Elissa Hirsh
Carl Hohnbaum
Reva and Stanley Horn
John Houston
Barry and Judy Huff
Robert Iland
Marguerite Iole
Gila Issenberg
Jeanne Iwler
Irene Jacob
Lynne Jacobson
Alan James
Carol Kann
Joan Kaplan
Jayne Keffer
Arthur and Lois Kelly
Lucille Kenworthy
Therese Kim
Kathryn Kirk
Gloria Kleiman
Jennifer Kohl
Bobbee and Elliott Kramer
Corinne and Seymour Krause
Winifred Kredell
Alison Kresh
Norman Kresh
Ruth Kuschmierz
Edgar Landerman
Diane and Ronald Lane
Ruth Stone Lasday
Thomas Lazaroff
Marcia Levaur
Judy and Marvin Levick
Frances Levin
Lawrence Levine
Linda Levine
John Lipchak
Connie Long
Ruth Love
Robert and Saundra Lumish
Millicent Lynch
Norma Sue Madden
Gladys Maharam  
Margaret Mahoney  
Gertrude Mallet  
Bernard Mallinger  
Alfred and Genevieve Mann  
Leslie Marcus  
Janet Markel  
Fred Marks  
Betsy Martin  
Celeste Massaro  
Helene Massof  
Rudy Mattioli  
Sherryl May  
Marjorie Mazer  
Janet McCarthy  
Sibby McCrady  
Gertrude McCrum  
Marilyn Meltzer  
Joel and Nancy Merenstein  
Karl and Rachel Meyers  
Bernice and Jack Meyers  
Robert Miller  
Barbara and Francis Milton  
Silbert and Grace Moritz  
Marcia and Thomas Morton  
Jerry Muye  
Jeanne and Scotti Mulert  
Noel Marie Newell  
Nancy Noyes  
Johanna O’Loughlin  
Ann Ostergaard  
Mary Lou Ott  
Cornell Owesny  
Alan Papernick  
Susan Parker  
Jean Peterson  
Barbara and Rocky Raco  
Connie Rapp  
Rita Reese  
James and Joan Reich  
Robert Resnick  
Sylvia Reznick  
Barbara Richman  
Agnes Roche  
Bette Rom  
Patricia Rose  
Michael Rose  
Linda and Michael Rosenbaum  
Janice Rosenberg  
Helen-Faye and Ray Rosenblum  
Dolores Roskies  
Ruth Rubenstein  
Jo Anne Rubinoff  
Joanne and Robert Runzo  
Selma Ryave  
Sylvia Sachs  
Mary Lane Salsbury  
Howard and Pamela Saunders  
Loreen and Seymour Schafer  
Marla Scheinman  
Harold Scheinman  
Robert Schmitt  
David Schreiber  
Jolie Schroeder  
Carol Schutte  
Constance Schwartz  
Joann Scully  
David and Elizabeth Segel  
Morton and Rita Seltman  
Rosalyn Shapiro
Sorley Sheinberg
Sally Sherfinski
Roz Sherman
Carl Shipley
Joe and Rosemarie Shirk
Rhoda and Seymour Sikov
Phyllis Silver
Marjorie Silverman
Lee and Myrna Silverman
Susan Smerd
Elayne and Philip Smith
Elaine and William Smith
Thelma Snyder
Cecile Springer
Michaeline Srsic
Shirley and Sidney Stark
Andrew and Virginia Starr
Patty Steffey
Barbara Stein
Carol and David Steinbach
Miriam Sternberger
Marcia and Mervin Stewart
Arlene Stromberg
Lee Sullivan
Patricia Swedlow
Marilyn Swimmer
Rafael Tarnopolsky
Madelain Tauber
Rick Taylor
Cheryl Teplitz
Marian Thompson
Barbara Tisherman
Barbara Weiner Trachtenberg
Al and Roz Treger
Clarice Vayda

Mary Vincent
Betsy Watkins
Ethel Weikers
Beverly Weinstein
Andi Weiss
Marcia Weiss
J. Brian Weller
Irving Wender
Francis Wilson
John and Margareta Wilson
Ruth Winer
Barbara Wolf
Jerry and Joan Wolfson
Maureen Young
Florence Zeve
Al and Shirley Zionts