



# The Eagles Nest

Orlando Florida Aerie #3496

DECEMBER 2023

*"Here we go on the Eagle Trail, Peace and Harmony Shall Prevail"*

## Worthy President's Report

Greetings Brothers and Sisters,

*Back to the game ...Keep up with me.*

This month's message is full of thank you's and appreciation.

**On the 10th hole** – To everyone who contributed and helped with the "Cancer Sucks in All Colors" Function a big Thank You. Your help and hard work made it a huge success. The food and atmosphere were out of this world. This is usually one of our biggest fundraisers because cancer impacts so many of our members and their families.

**On the 11th hole** – To the work crew who came to help on our Workday, on Veterans Day morning, Saturday the 11th. Thank you from the bottom of my heart. Everything that was cleaned and organized looked fabulous. Sorry about painting over the sensor for the new sign. If it doesn't move, I'll paint it! I was so proud and happy to see everyone working together for a common goal, *your Aerie*.

**On the 12th hole** – Thank you to all who helped or attended our annual Thanksgiving Dinner. Judging by the many compliments we received, it was another great dinner. I'm happy, I get two weeks in a row of turkey and all of the fixings!

**Time to make the turn to tee up for the next hole** – We are taking donations of dry goods and new toys for our needy baskets. Donations can be brought by the Aerie through December 16th. The baskets are being assembled on December 17th. Please check the expiration dates on all items before you donate them. This is not an opportunity to clean expired stuff out of your pantry.

I want to wish everyone a Merry Christmas. There are many events scheduled in December so check the calendar. Please remember that Christmas is not as much about opening presents as it is about opening our hearts.

*Here we go on the Eagle Trail,  
Peace and Harmony Shall Prevail!*

Fraternally,

Rob

Rob McCarthy, Worthy President



## Madam President's Report

Hello Sisters and Brothers,



The **Cancer fundraiser** in November raised over \$6,000.00 even though attendance was not as big as normal. On Saturdays we seem to be competing with the VFW and Gulfstream Harbor for attendance. Lillian and Steve Kellerman won the \$500 prize. Our next fundraiser is **Alzheimer's and Neurological** on January 19th. The theme is "Disco" keep a watch on the bulletin board for more information.

A few of us attended the **District meeting** in Kissimmee on November 12th. We had a total of 10 members in attendance. Just to dispel the rumors - Yes, I got lost both going to and coming back home. Just think I use to live in Kissimmee!

Do you like our **new road sign**? It is much more colorful than the old sign and should get more attention from people driving by our building. Also, the lights along the roof line look so welcoming at night.

Remember to sign up to bring your children and grandchildren to the **Children's Christmas Breakfast with Santa** on Saturday, December 16th. I brought my granddaughter for a couple of years and she had a great time.

Debbie and Cindy will be putting together the **needy baskets** on December 17th. Please bring your donations by the 16th so we know what we have. If you know of a family that is in need of help this year, please sign them up. Forms are available in the foyer.

The **adult Christmas Party** is the following week on Friday, December 22nd.

Join us for the **New Years Eve Party** on December 31st. It's always a good time. We will be posting more information about that later in the month.

May you all have a blessed Christmas and a Happy New Year. See you around the Aerie!

Fraternally,

Andrea

Andrea Kodysz, Madam President



## Upcoming Happenings

Dec	Events
10	Decorate Aerie for Christmas 2:00pm
16	Children's Christmas Breakfast with Santa - 10:00am
17	Assemble Needy Baskets - 10:00am
22	Adult Christmas Party - 6:00pm
23	Officer/Employee Christmas Party - 5:00pm
24	Aerie Closes at 6:00pm
25	Aerie Closed all Day
31	Aerie Closes at 6:00pm / NYE Party at 7:00pm

## In Memory of those Members who recently passed

AERIE

AUXILIARY

Betty Greer



Please watch our Facebook page or the Aerie Events Monitor for information concerning any services.

If you know of a passing that is not listed above please notify the appropriate Aerie or Auxiliary Secretary.

## Aerie Secretary Report

Brothers and Sisters,

Here we are in December and operations at the Aerie are running smoothly. We had a fantastic Thanksgiving dinner on the Friday before Thanksgiving. It was a joint effort of the Aerie and Auxiliary and 88 meals were served and all of the food was donated by members. Carol and Gary Miller and John Shaut spent three days cooking turkeys, peeling potatoes, cutting bread and dicing onions and celery for the stuffing. Then Maureen Casey stepped up big on Friday with all of the food prep along with Michelle McCarthy who was taught how to make a roux in preparing all of the gravy for the meal. She was very excited. Thanks to all of the volunteers that helped dishing up and serving the food. And thanks to all of you that made it a special night by coming out and eating. Thanks for all the compliments. Thanks to the Uptown Band for keeping the place rocking.

Curtis Johnson and Dave Zimmer are sharing the duties of processing our new candidates. Because of their diligence, the Aerie brought 10 new and 1 re-enrolled members in November. It is fantastic to see so many new faces in the club. With all of the new members being signed up by you, our members, Aerie 3496 has already exceeded our 2% goal. This is fantastic, since we usually don't get there until close to the end of our fraternal year in May. We are also one of the top producing Aeries in the State when it comes to new members.

The new Bylaws and House Rules have been returned from the Grand Aerie with one change and approval. They are posted on the bulletin board by the front door. Also the new 2023 Grand Aerie Constitutions and Statutes have been released. I have ordered copies from the Grand Aerie if you are interested in purchasing one.

Again, thank you all for supporting the club. Thank you, thank you to all our Aerie and Auxiliary members that come out and support our charities and our organization. And God Bless our volunteers, for you are the life blood of this organization. Looking forward to another exciting Eagle year visiting with all of you and celebrating renewed friendships and fellowship.

Fraternally,

Gary

Gary Miller, Aerie Secretary



## Auxiliary Report

Dear Sisters,

The Auxiliary is currently at 398 members, plus 6 dual members for a total of 404. This puts it just 9 members away from reaching their Net Gain goal for the year.

They are still in need of an Auxiliary Secretary. Melanie Moses has stayed on for 6 months now as Secretary "pro tem" (i.e., for the present time, but not permanently) but, they really need someone more permanent. Melanie is working full-time now and continues to help out around the Aerie doing breakfast and other volunteering as time permits. There is 6 months left in the year and renewals will be starting before we know it. It is essential that a new Secretary is installed and trained quickly.

It is also time to review and update the Auxiliary By-Laws. If you have any suggestions please submit them to the By-Laws Committee before January so they can study them and see how they fit into the current document.

*Have a good Christmas holiday  
and best wishes for a New Year.*

Seasons Greetings,

Paul

Paul Neumann, Newsletter Editor



## Christmas Gift Bags

We are collecting items to fill Christmas Gift Bags for the memory care residents at Gentry Park Assisted Living facility. The bags are for the Alzheimer "forgotten people" of whom many will not receive any gifts this holiday season.

We are hoping to build 30 generic (male or female) bags to be delivered by our members on December 20th. Deadline for donations is Monday, December 18th.

Suggested donations include: large print puzzle books, crossword & word search books, cookies & sweet snacks, hygiene products (toothpaste, shampoo, mouthwash, body wash), lap blankets, and socks.

Beth Shultz, For more info call me at 407-432-5909



**Welcome New Aerie Members (l-r):**

Robert Finlay, David Staub, Karen Staub, Craig Rose, Lourdes Sullivan, Clifford Wooten, Angie Shroyer, Terry Luck, Peter Marinelli, and Keith Link



**Welcome New Auxiliary Members (l-r):**

Sharon Potts, Diana Hutchinson, and Carly "Happy" Santeler

## Chicklette News

We held our Thanksgiving Bake Sale on Sunday, November 19th and had to extend it for 2 more days due to demand. It was a success and we sold cookie mason jars, and homemade baked goods! Thank you to everyone who purchased the goodies. I know they were delicious.

We will be doing the New Year's Eve Basket Raffle, tickets will go on sale starting Friday, December 1, 2023! The first prize is a 45-inch Pagoda Wood Burning Chimney Firepit with fire pit utensils and a Booze basket. The 2nd place is a wine basket. Items will be displayed in the bar soon.

Don't forget to check out the Chicklette items for sale in the glass case.

**Sharon**

Sharon Coombs, Secretary



## Meat Shoot News

Happy Holiday's to everyone. Hope your Thanksgiving was a blessed one!

We have a busy month ahead of us at Aerie 3496! We have the Kids Christmas party, preparing the needy baskets and of course Meat Shoot Sundays!

Speaking of our preparation of Needy baskets being chaired by Cindy Westfall and Debbie Lyons, the meat shoot team started donating our proceeds beginning November 19th to this very worthy cause. We are so honored to have such wonderful members support Cindy and team during the Christmas season.

Included with the food for the needy baskets, we are including toys for the kids of all ages. Donated toys should be new, unwrapped, and valued at \$5-\$10.00's. If you donate a toy, you will receive 8 free meat shoot tickets. You can use 1 free ticket each round!

Sunday, December 3, 2023, our team will have a special meal during meat shoot. Please feel free to bring in a side dish/dessert. Also, during the meet shoot dates on Sunday, December 3rd, 10th and 17th, we will be doing an extra prize drawing each round! Prizes range from, cookies, cakes, lottery tickets, gift cards, candy, wine or champagne. Please come join us for fun and laughs. It's our way of giving back to our valued members who come play with us each week.

There will be NO Meat Shoot on Christmas Eve or New Years Eve. We will start back up in January.

Please be generous to the food donation bucket, where can you have all you can eat for \$5.00 These donations will go towards future prizes and food for our wonderful meat shoot players!

Our volunteers prepare, set up and clean up so our Meat shoot members can enjoy a meal/food. Thank you to all who help!

We are always looking for volunteers to help, buy meat once a month, call the numbers, banking or just cover if needed. If you can commit to one Sunday a month please see Sharon, Teresa, Al or Marilyn.

**Al**

Al Coombs, Secretary



## Peckerhead News

Well the Peckerheads are still going strong and we enjoy seeing you and visiting with you at the Aerie functions and especially at Peckerhead breakfast. We want to thank everyone that comes out for our breakfast, because they are the most colorful and fun breakfast that you can have anywhere. Don't forget that the Peckerheads make a joyous occasion for anyone's birthdays. Stay after breakfast and have a few rounds with the Peckerheads. It is a time to remember.

The Peckerheads were very involved in the Aerie Workday held last month. John Kurpetski and Brian Eden put the new sign faces on the sign by the street. Rob McCarthy painted the sign post, patched and painted the wall by the band stand and painted the ceiling in the back men's room. Curtis Johnson, Melanie Moses, Carol Miller, John Shaut, Paul Neumann and Gary Miller all helped with the kitchen cleaning and straightening of the dry storage room. All of the mentioned people are Peckerheads, so we were well represented.

The Peckerheads would like to give a special thank you to Bikers Against Child Abuse (BACA) for coming in for their meetings on Peckerhead Breakfast Sunday. I would also like to point out that they do a 50/50 every meeting and then donate half to the current charity. Thank you BACA and the Eagles support you in your work.

If you have never met a PH, then come in on the second Sunday of any month. We will be looking forward to seeing you and you might just get sang to. What a treat!!!!

**Gary**

Gary Miller, Peckerhead #3



## Decorating Committee News

If you would like to help with decorating for the upcoming events please mark your calendar with the following dates:

- ◆ Dec 2nd - decorate bar area and put together Christmas trees @ 9:30
- ◆ Dec 9th - decorate dining area with Christmas decorations @ 1:00
- ◆ Dec 29th - take Christmas decorations down and put up New Year decorations @ 10:00
- ◆ Jan 6th 2024 - take New Years decorations down and put up decorations for the Alzheimer's fundraiser @ 9:30

There is a request to put up a small Christmas tree to decorate with sports team ornaments. If anyone has a gently used tree or would like to donate one please let me know.

Happy Holidays

**Stacey**

Stacey Vogel, Chairperson



**CROSS  
TALK**

*I AM CRUCIFIED WITH CHRIST; NEVERTHELESS I LIVE; YET NOT I, BUT CHRIST LIVETH IN ME: AND THE LIFE WHICH I NOW LIVE IN THE FLESH I LIVE BY THE FAITH OF THE SON OF GOD, WHO LOVED ME, AND GAVE HIMSELF FOR ME.*

*GAL 2:20 KJV*

# SEE WHAT YOU MISSED !

November 11th - Work Day



Auxiliary Thanksgiving Dinner

Chicklettes Bake Sale



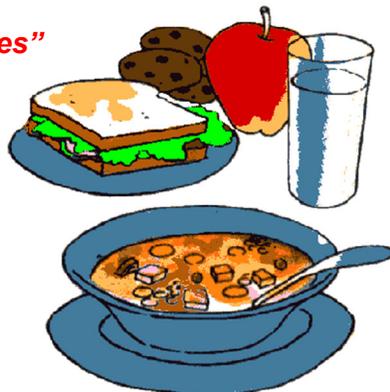
# Happy Thanksgiving

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<b>Children's Christmas Breakfast with Santa</b>  Saturday, December 16th at 10:00am  		<b>Assemble Needy Baskets</b>  		<b>1</b>  Dinner 6:00-8:00pm  Band 7:00-11:00pm Tague	<b>2</b>  Decorate Bar for Christmas 9:30am  <b>Betty Kelley Celebration of Life 12:00-4:00pm</b>
<b>3</b>  Auxiliary Breakfast 8:30-10:30am  Meat Shoot 2:30-4:00pm	<b>4</b>  <u>Weekday Lunch Service Starts Today Monday-Friday 11:00am-2:00pm</u>  Trustee Meeting 6:00pm	<b>5</b>  Café Open 6:00-8:00pm  Queen of Hearts 7:30pm  Dart League 8:00pm	<b>6</b>  Café Open 6:00-8:00pm  Texas Hold'em 6:00pm  <b>Trivia Night 6:30pm</b>	<b>7</b>  Aerie Meeting Officers 7:00pm Members 7:30pm	<b>8</b>  Dinner 6:00-8:00pm  Band 7:00-11:00pm Steel	<b>9</b>  Decorate Dining Room for Christmas 1:00pm  <b>Hall Rental (50th Anniversary) 6:00-10:00pm</b>
<b>10</b>  Peckerhead Breakfast 8:30-10:30am  <b>BACA Christmas Party 10:00am</b>  Meat Shoot 2:30-4:00pm	<b>11</b>  Trustee Meeting 6:00pm	<b>12</b>  Café Open 6:00-8:00pm  Queen of Hearts 7:30pm  Dart League 8:00pm	<b>13</b>  Café Open 6:00-8:00pm  Texas Hold'em 6:00pm  <b>Music Bingo 6:30pm "1978-1979"</b>	<b>14</b>  Chicklette Meeting 6:00pm  Auxiliary Meeting Officers 7:00pm Members 7:30pm	<b>15</b>  Dinner 6:00-8:00pm  Band 7:00-11:00pm Groove Principle	<b>16</b>  <b>Children's Christmas Breakfast With Santa 10:00am</b>  <b>Wreathes Across America - Noon @ Greenwood Cemetery</b>
<b>17</b>  Charity Breakfast 8:30-10:30am  <b>Needy Baskets 10:00am</b>  Meat Shoot 2:30-4:00pm	<b>18</b>  Trustee Meeting 6:00pm  <b>Gentry Park Gift Baskets Items Due</b>  <b>Newsletter Inputs Due</b>	<b>19</b>  Café Open 6:00-8:00pm  Queen of Hearts 7:30pm  Dart League 8:00pm	<b>20</b>  Café Open 6:00-8:00pm  Texas Hold'em 6:00pm  <b>Name That Tune 6:30pm</b>	<b>21</b>  Aerie Meeting Officers 7:00pm Members 7:30pm	<b>22</b>  <b>Adult Christmas Party</b>  Dinner 6:00-8:00pm  Band 7:00-11:00pm Ball & Chain	<b>23</b>  <b>Officer/Employee Christmas Party 5:00pm</b>  <b>Pine Rived Band 6:00-10:00pm</b>
<b>24</b>  Aerie Breakfast 8:30-10:30am  <b>NO Riders Mtg</b>  <b>NO Meat Shoot</b>  Aerie Closes 6pm	<b>25</b>  <b>AERIE CLOSED</b> <b>NO Trustee Meeting</b>	<b>26</b>  Café Open 6:00-8:00pm  Queen of Hearts 7:30pm  Dart League 8:00pm	<b>27</b>  Café Open 6:00-8:00pm  Texas Hold'em 6:00pm  <b>NO Music Bingo</b>	<b>28</b>  Auxiliary Meeting Officers 7:00pm Members 7:30pm	<b>29</b>  <b>Decorate for New Years Eve 1:00pm</b>  Dinner 6:00-8:00pm  Band 7:00-11:00pm DJ Allen	<b>30</b>  <b>Hall Rental (CB)</b>
<b>31</b>  PPC & Eagle Riders Breakfast 8:30-10:30am  <b>NO Meat Shoot</b>  Aerie Closes 6pm  Aerie NYE Party Doors Open 7:00pm	<b>Jan 1st</b>  <b>AERIE CLOSED</b> <b>NO Trustee Meeting</b>	<b>New Years Eve Party</b> Sunday, December 31st Aerie Closes at 6:00pm Reopens at 7:00pm for NYE Ticket Holders Only  			<b>Adult Christmas Party</b> Friday, December 22nd   6:00pm  	

## Lunch at the Aerie

Starting on Monday, December 4th  
11:00am - 2:00pm | Monday - Friday

**Our Goal:**  
"10 Minute Lunches"



Stop in and join us  
for lunch during  
your busy day.

## Assemble Needy Baskets

Sunday, December 17th | 10:00am

Join us to assemble baskets (boxes) of food  
and children's presents for some of the less  
fortunate families within our community.

Family Nomination forms  
are available in the Aerie  
foyer. Last day to submit  
nominations is Dec 10th

Sponsors are responsible  
for delivery to the family.



## Adult Christmas Party

Friday, December 22nd | 6:00pm

EAT, DRINK  
& BE  
Merry



Drink Specials ♦ Dinner ♦ Dancing  
Music by: Groove Principle

Wear your Christmas Sweater or T-Shirt !

## Aerie Holiday Schedule

	<u>Open</u>	<u>Close</u>
Sun, Dec 24	8:00am	6:00pm
Mon, Dec 25	Closed All Day	
Sun, Dec 31	8:00am	6:00pm
Mon, Jan 1	Closed All Day	

The Officers and Employees of  
Orlando Aerie and Auxiliary  
#3496 wish you and your  
families a joyous Holiday  
Season and a Happy New Year.



## New Year's Eve Party

Sunday, December 31st | 7:00pm



Happy  
New Year!

Prime Rib  
Dinner and  
Midnight  
Champaign  
toast

\$20 per person

2024

\$30 per/person  
on day of event  
(If tickets are  
available!)

Music by: Ball & Chain

## Alzheimer's & Neurological Charity Fundraiser

Friday, January 19th | 6:00pm

### It's Disco Time!

Join us to raise funds to  
battle the diseases of the  
mind and nervous system.

Wear your 70's hippie  
or disco era outfits!

Menu: \$15.00  
Chicken Parmesan Over  
Multi-Colored Spiral Pasta,  
Garlic Bread and Caesar  
Salad



### Friday Night Dinners (6:00pm-8:00pm)

Dec 1	Dec 8	Dec 15	Dec 22	Dec 29
SALAD & ROLL <b>GRILLED CHICKEN</b> PENNE PASTA  <b>\$13.00</b>	<b>STIR-FRY</b> <b>PORK OR SHRIMP</b> FRIED RICE EGG ROLLS AND A FORTUNE COOKIE  <b>\$13.00</b>	SALAD & ROLL <b>BAKED FLOUNDER</b> PASTA WITH CLAM SAUCE BRUSSEL SPROUTS WITH BACON AND GARLIC  <b>\$16.00</b>	<b>ADULT</b> <b>CHRISTMAS PARTY</b>  SALAD & ROLL <b>RIBEYE STEAK</b> WITH GRILLED ONIONS AND MUSHROOMS BAKED POTATO MIXED GREENS & BEANS  <b>\$18.00</b>	<b>CHICKEN POT PIE</b>       <b>\$10.00</b>

### Friday Night Bands (7:00pm-11:00pm)

Tage	Steel	Grove Principle	Ball & Chain	DJ Allen
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## Trustee News



This month the kitchen is going to start offering a limited lunch menu from 11:00am - 2:00pm with some daily specials. The menu is still in development and should be out soon. Our goal is to provide a quick **"10 Minute Lunch"** so you can come in and pickup a meal or stay, eat and relax. The bar will be open during this time so you can also socialize with your Eagle friends.

December is always a real busy month with a lot of events planned and several rentals scheduled. Check the calendar close and watch the TV monitor and other notices at the Aerie. A lot of regular events have also canceled because of the holidays.

Tickets are now on sale for our New Years Eve Party. \$20 per person now and increasing to \$30 per/person on the day of the event (if any tickets are still available). Menu includes a Prime Rib dinner with a Champaign toast at midnight. You can bring light snacks for your table, but nothing that needs heated! We will be very busy in the kitchen and will not have room for anything more.

Paul Neumann (again!) for:

**Stan, Cowboy, Eric, Kent and CJ**  
Aerie Trustees

## Eagle Riders News



We have SHIRTS! Like our normal black or white ones but in different colors and ranging in sizes from small to 3X. We even have a few long sleeve T's. We also have license plates, hats and pins ... lots of merchandise to help support our young club. They make great Christmas gifts for the hard to shop loved ones in your life.

We have joined with the Past Presidents Club to do the 5th Sunday breakfast slot and it is a perfect match. So far we have raised funds to donate to the Cancer charity. The next breakfast will be December 31st. Yup, that's right New Years Eve morning so come out and have one of the best breakfasts in town.

Interested in joining? If you ride a motorcycle or not we welcome everyone. Just contact Gary Miller if interested.

**Carol** *Be safe my friends, keep the shiny side up!*  
Carol Miller

## Bartender's News

*Happy holidays everyone!*



Starting on December 4th we will be opening at 11:00am for lunches and will be running two bar shifts daily. Welcome new bartender Trista. Some of you may remember her from the old Pipers bar on Curry Ford Road.

We have a new Christmas Ale on tap and will be doing some Christmas drink specials as the month progresses. Probably something with peppermint or cream or cinnamon in it. What do you think?

As you will see below, prices are going up next month. We have tried to keep them low but our cost of goods just keep rising. We are now at the point of needing to raise the price on quite a few items. We hope you keep coming in to enjoy our beverages and our still low prices. Although a little higher, they will still be cheaper than that \$7 or \$8 beer you pay for at the Ale House or other similar places.

**Cindy**

Cindy Westfall, Lead Bartender

## Price Increases starting in January

All of us are dealing with the increased costs for groceries, gas, utilities and many other things. Well, so is your Aerie dealing with these things!

In the last year beer prices have risen about 5-6% while liquor and wine have increase of 2-3%. And, food costs are going crazy.

In reviewing our current resale prices we have found many items that require a 10% or more price increase.

We are making every effort to keep our prices down, remain competitive, and still cover our costs while ensuring some profitability for unexpected expenses.

We are trying to expand our drink and food offerings to attract both new and old members to come to the Aerie more often. We continue to also encourage volunteerism to also help control costs.



*Thank you for understanding.*

"EAGLES NEST" is published monthly by:  
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**CHANGE SERVICE REQUESTED**

**STANDARD MAIL  
DATED MATERIAL - PLEASE DO NOT DELAY**

**#3496 Member Newsletter Boosters**

**Time to Renew**

- ◆ James Deleo.....(12/23)
- ◆ Cecilia Krajewski .....(12/23)
- ◆ Tom & Jackie Swarhout.....(12/23)
- ◆ John Conner.....(01/24)
- ◆ Dale Shepherd .....(01/24)
- ◆ Dave & Carolyn Zimmer.....(01/24)
  
- PWP Rich & Maggie Marrotti.....(02/24)
- Peggy Ochiltree.....(02/24)
- Monty Grant.....(03/24)
- Pete Spudich .....(03/24)
- Lee & Ladda Wozniak .....(04/24)
- Mark Kaska.....(05/24)
- Mark (PH#8) & Sandy Matson.....(05/24)
- PWP Gary & Carol Miller.....(05/24)
- Steve & Fay Jasikiewicz .....(06/24)

- Joey & Janet Casella .....(07/24)
- PWP John & Pat Shaut .....(08/24)
- Pam Waugh.....(11/24)
- PWP Paul Neumann .....(12/24)
- PWP Steve & PMP Lillian Kelemen (12/24)
- Charles & Joanne Hessler .....(12/24)
- Delia & Richard Bond .....(02/25)
- Aubrey Jones .....(05/25)
- PMP Betty Ross.....(05/25)
- Daniel Jones.....(09/25)
- PMP Barbara Westfall .....(09/25)
- Steve "Animal" Horn.....(10/25)
- Richard Keyser .....(06/28)

Dates behind your name indicates the date your booster expires. Please contact the Aerie Secretary if your name is missing.

Are you reading a hard copy of the newsletter?  
If so, please consider being a Booster to help cover the cost of printing.  
The cost is only \$10 per name/per year.



**Eagles Support Veteran's  
Active, Honorably Discharged  
or Retired**



**The  
Eagles  
Nest**

The Eagles Nest is published monthly and is free online to all members. Some articles have been edited for publishing.

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Your newsletter is one of the best recruiting tools that you have. Pass a copy to a friend, or two, then ask them to enjoy an event with you.

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