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Valparaiso University Guild Bulletins

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Spring 1994

Spring 1994

Valparaiso University Guild

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**Recommended Citation**

Valparaiso University Guild, "Spring 1994" (1994). *Valparaiso University Guild Bulletins*. 118.  
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**The Valparaiso University Guild:**

*"The international community of*

**CHRISTIAN WOMEN**

*using their GIFTS in VOLUNTEER service*

*as unique and valued PARTNERS*

*in the undiminished PROGRESS*

*of VALPARAISO UNIVERSITY*

*as the leading Lutheran university*

*in the world.*

# THE GUILD ROSTER

## 1993-1994 ROSTER

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# VALPARAISO University

## GUILD *Bulletin*

Spring 1994

Janie Lichtfuss, Editor

Office Phone: 219/464-5315

Volume 67, Number 2

Janie Lichtfuss, Photographer

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Statement of Vision 1994

**The front cover of this issue of the Guild Bulletin displays the Statement of Vision of the Valparaiso University Guild. This continuously improving statement was part of the discussion during a Values, Vision, Mission workshop conducted by 1st Vice President Bev Wick on Sunday morning of the 1994 Executive Council of the Guild.**

# THE GUILD DEVOTIONAL

**EDITOR'S NOTE:** *Because our faith and renewal of that faith are such an important part of our lives, it seems only fitting to your Editor that there should be a section in the Bulletin devoted to the study of God's Word or material that could be used as individual or chapter devotional material.* The following is an excerpt from the **CONFIRMATION DEVOTIONAL BOOKLET** prepared by Rev. Charles Werth, Director of the Office of Church Relations. These booklets are available **FREE OF CHARGE** and make wonderful gifts for confirmands.

## **Rays of God's Light For bright days and dark days!**

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**"The Revelation of Jesus Christ, which God gave him to show to his servants what must soon take place; and had made it known by sending his angel to his servant John. . ."**

Revelation 1:1(NRSV)

Close your eyes and try to walk around in the dark. Unless you are really familiar with the room you are in, you're likely to stumble and bump into things. If you keep this up long enough, you will probably hurt yourself or break something.

Can you imagine what life would be like if you didn't know where you were going, couldn't see the dangers ahead, or had to wander around always bumping into things and forever hurting yourself? That's what life can be like for people who have never "seen the Light."

Jesus shows himself to be "the Light." Imagine that! Jesus cares enough about you to show you the way through life. Jesus "turns on the lights" in your world. And because he does, you can live a much happier and safer life.

Because of Jesus, you always know where you are going. True, there are times when it might not be real clear to you, but you trust in Jesus and he promises to show you the way. Life is never a dark alley for you. Jesus has shown himself to you and you can find your way out of the most difficult and frightening times.

Because of Jesus, you always have a friend. When it seems that no one understands you, when it seems that everyone is against you, when you are confused and just don't know what to do or where to turn, Jesus is there. That is what the book of Revelation is all about.

Back when John recorded the things in Revelation people were confused and afraid. Christians, followers of Jesus, were especially afraid. It seemed like the whole world was out to get them. Through John, Jesus turned on the Lights for his people. In the book of Revelation they learned that Jesus was there with them in the good times and the tough times.

Jesus is still with you, in the good times and in the tough times. And he is still turning on the Lights for you to see your way in the world.

**How Bright is My Light? If someone asked you for three things about Jesus that are important to you, what three things would you list? What does it mean to you to know that Jesus is with you to show you the way through life?**

*Dear Jesus, when I am anxious, when the unknown frightens me, when I don't know which way to turn, reveal yourself to me so that I might know your presence. Thank you for showing me the way. Amen.*

# THE SUNDAY SERMON

**By Pastor David Kehret**

**IN THE NAME OF THE FATHER AND OF THE SON AND OF THE HOLY SPIRIT. AMEN.**

What a marvelous set of scripture readings we have on this Second Sunday in Lent! Not only do they mesh beautifully with each other, they also mesh exceptionally well with many of the things I believe we struggle with—as individuals, in our families, and even in our life together in this university, or your life together as the V.U. Guild.

The metaphor of a "journey" has long been used in reference to our experience of life. We talk routinely about "life's journey." This is not an exclusively Christian metaphor. Our scriptures, however, do indeed "get a lot of mileage" out of it.

Like a journey, life has a beginning and an end point. Along the way, our life may actually be a journey from place to place. Even if we stay in one location for most of our life, the things around us still change. People around us change. We change.

At times the journey of life seems to be upon a straight, smooth surface. We may even be coasting slightly downhill, on a roll. At other times the road seems strewn with boulders and marked with hazardous gullies. There can be mountains to cross and formidable obstacles to overcome.

Now and then we find ourselves along the journey without knowing which

direction to head, without any map, feeling very alone.

It is in just such circumstances that I think today's scripture readings can speak to us.

Let's start with the Gospel for this day, certainly an appropriate reading for early Lent, with Jesus revealing to his disciples his forthcoming suffering and death. It also contains that well-known line: "Whoever would save his life will lose it; and whoever loses his life for my sake and the gospel's will save it."

What strikes me immediately is the way the phrase "for my sake and the gospel's" rolls off the tongue (or the pen) almost as if it is ONE thing rather than two distinct things. And indeed I think that is the case in the Gospel according to St. Mark. This is the gospel which begins, "The beginning of the Good News (Gospel) of Jesus Christ." And as Jesus begins his ministry, Mark tells us of him preaching "the Good News of the Kingdom."

Talk about "The Kingdom of God" is talk about the activity of God, about what God is up to in the world. And what God is up to is clearly pictured in the scriptures. This is the God who brought his people out of slavery in Egypt and who has continued bringing freedom from every form of enslavement. Mark's readers can look back past the resurrection of Jesus and see that this same God in Jesus has brought freedom from death itself and is at work bringing life out of every deathly power that can haunt

human life. This is the Good News that Jesus proclaimed and himself was.

Now back to the irony of losing our life if we seek to save it, and saving it if we are willing to lose it for the sake of Jesus and the Gospel. What is suggested here is that what we often may seek to save is not really life at all, but enslavement and death. Seeking to save our life as we have known it may indeed be clinging to our prisons, our tombs, our old patterns of behavior, old attitudes, old habits, old feelings, old ways of thinking. To receive the freedom and life which God is working in the world and in us may well mean a lot of letting go, a lot of things we have to lose.

Letting go of old things, losing our life as we have fashioned it, is a very painful process. Absolutely! Otherwise we would have done it before! And that takes us to our second reading this morning.

There are a bundle of treasures we could mine from this section of the fifth chapter of St. Paul's Letter to the Romans, but I especially want to focus on two or three verses which fit so beautifully into our consideration this morning. "We rejoice in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not disappoint us..."

That sounds very much like Dave Kehret counseling with students, telling them how they will need to give up some things, let go of some things, endure some pain, if they are to move on to the personal, emotional, and spiritual growth that they are seeking. Now I am not a sadistic person, and I don't think St. Paul was either. Neither of us would want to inflict pain on anyone. However, when the distresses of

life come upon us, pain is the appropriate experience. At that point one must have the courage to face into the pain or run away into hiding from it.

Modern psychology has well defined the road one travels when one refuses to face the pain of life. That refusal to bear the pain leads into the search for ways to numb and avoid the pain. That in turn leads into deeper and deeper addictions to pain-numbing substances and processes. That eventually leads to death, at least emotional and spiritual death, perhaps even physical. This road has become well defined over the past few decades. Ask any clinical psychologist about it.

I am amazed at how St. Paul, nineteen centuries ago, so well defined the other road in stages so parallel to the one I have just outlined. St. Paul tells us about how "rejoicing in SUFFERING" (being willing to face into our pain) leads us into the discovery that we can endure it. Our experience of ENDURANCE supports us as we continue to face into the painful things of life, and that is what CHARACTER is all about. And the final outcome of that journey is that we live in HOPE. This is not "whistling in the dark" hope; such hope is part of the addictive journey. No, this is death and resurrection hope, authentic Christian hope, that does not disappoint us.

That brings us then to the final scripture reading, actually our first reading, the story of Jacob's Ladder from the Book of Genesis. This story is no stranger to us. I can still see my childhood Sunday school leaflet, with Jacob asleep at the bottom, the staircase going up with angels on either side, and the bright light at the top. And, of course, who of us has not sung at some time "We are climbing Jacob's ladder..."

Jacob was on a journey when this story takes place and was somewhere in the middle of nowhere. He was on this journey partly to put some distance between himself and elder brother Esau, from whom Jacob had just stolen not only the birthright but also the blessing, God's blessing that through his descendants all the families of the earth would be blessed.

Both the birthright and the blessing were supposed to have gone to Esau, and it was only through Jacob's cunning thievery that he got them instead. (I am fascinated by how God went along with it. But then God is like that: We screw up and God goes along with it and turns it into good. But that is off on another tangent.) Back to the story. Esau is hopping mad and is out to get his brother Jacob. That's one reason Jacob is on this trip.

The other reason is that Jacob is trying to get to the territory of his uncle Laban, so that he can select a wife from among his kinsfolk. Talk about being between a rock and a hard place! That is where this Jacob's Ladder story happens.

I'm certain I know what Jacob was praying for that night before he fell asleep. The Bible doesn't tell us, but I certainly know what I would pray for in Jacob's place. I would pray for a map. "Please, Lord, show me the way on through this." "Lord, get me out of this and I will serve you forever." You know the prayer.

So Jacob prayed for some sort of map, and what he got was this: "I will go with you wherever you go and will bring you back to this land." No map.

Jacob would have to draw the map himself. But God would go with him. It

might be a faulty map, but God would go with him. Jacob might even go the wrong direction, but God would go with him, AND would bring him to God's destination for him.

That's the same God we have to deal with. I sometimes think that if God were to stand before us and say, "Here, take your pick; you can either have a map or you can have the promise of my presence." We might very likely respond, "Well, Lord, if it's all the same with you . . . the map." Maybe that's why God doesn't give us the choice; we're "stuck" with the promise of God's presence.

So we have to make our own maps, but God will be with us. We have to figure out our own journeys, but God goes with us. We have to make our choices at the crossroads, but God will accompany us either way!

One last thing. We're told that Jacob had only a rock as a pillow under his head that night. I can think of a hundred better substitutes for a pillow. No wonder it was such a restless night. But in the morning Jacob took that restless pillow and set it upright as a pillar, a marker. It became a milestone along his journey.

**IN THE NAME OF THE FATHER AND OF THE SON AND OF THE HOLY SPIRIT. AMEN.**

This sermon was given by Pastor David Kehret on Sunday morning of Executive Council, February 27, 1994. A number of people asked to have this reproduced. The content of the sermon seemed especially appropriate for this particular weekend.



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# Report of the Guild President

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**Barbara Riethmeier**

The Lord God said, "It is not good that the man should be alone. I will make him a helpmeet." (Genesis 2:18) Proverbs 18:22 says, "He who finds a wife finds what is good and receives favor from the Lord."

The Guild History, page 2, says, "In 1925, the Lord of the Church had directed a band of consecrated Lutheran pastors and laymen to purchase a university in a small town of Indiana and to make of it a 'center of culture and a citadel of faith.'" Further down that same page we read, "By 1930, it was a matter of life or death for the University to win the friendship and support of pastors and members of the Church. Realizing the situation to be a grave one, the Lutheran University Association took steps to rebuild its membership to a real and energetic supporting constituency for the University. It soon became apparent that the

organized aid of the women of the Church was essential to this effort." We then read that "under the direction of President O.C. Kreinheder, the Pastors Theo. Andres and Karl Henrichs traveled to Lutheran centers of the Midwest, visited women leaders in these communities, especially women who had shown their interest in the University, arranged a meeting at the home of one of these women, and discussed the possibility and the purpose of the formation of a women's auxiliary of the Lutheran University Association." Twenty-five women met at the University on April 13, 1931, and organized themselves into a permanent group which was named the National Women's Committee of the Lutheran University Association. That is how this special relationship between what we now call the Valparaiso University Guild and the University came to be. We were sought out and courted and then, recognizing that we were needed and desired, we said "yes" to the proposal.

The *Guild History* goes on to say how those women established what their objectives would be, the same four objectives that are stated almost word for word in the Mission section of our new Values/Vision/Mission Statement. With those objectives as their foundation and the loving support and



**Barbara  
Riethmeier  
National  
President**

encouragement of the University, the women began their task of expansion, publicity, recruitment, fund-raising, and all the many other ways they could use to successfully support and promote this unique Lutheran university in their own congregations and communities.

If you have never read the *Guild History*, or if you have not read it lately, let me encourage you to read it soon. It is a fascinating, heartwarming picture of a unique Christian service organization of women voluntarily, freely giving themselves and their gifts to Valparaiso University. The Guild truly is unique. There has never been another organization like us, and there probably never will be again. Other schools have come to us and asked how they could start a group like ours. Many have tried, but none has succeeded. The Guild is like the Valpo spirit that President Harre found so hard to define several years ago. It is that intangible elusive spirit that is a part of the University's being, that cause that motivates and uplifts because one of its synonyms is LOVE.

How can you define love? It exists, and if you are wise, you accept love when it is offered, and you cherish it and nurture it and make it a part of yourself. When you do, you have a partnership that is strong and vibrant and willing to accept hard times, challenges, and disappointments, if necessary; because you know that you are loved and cherished. You have walked together through the years, and the bond is strong and the love is deep and secure. You feel respect, pride, and a compulsion to keep giving and doing for the one you love—not because you have to, not because you are asked to, but because you want to. It is a gift, freely given, to the one you love.

There may come a time in any relationship, however, when one of the partners is asked to do something that she feels is wrong. When that time comes, it may be necessary to say NO; what you are asking is not right for me, it is not right for you, and it is not right for us. Let us sit down together and talk about what is needed and how we can help resolve this problem without hurting our relationship.

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*We have been supportive and helped our partner to become one of the highest-ranking comprehensive undergraduate schools in the nation.*

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The Guild has been in this loving, nurturing relationship with Valparaiso University for 63 years. We have been supportive and helped our partner to become one of the highest-ranking comprehensive undergraduate schools in the nation. We feel the same pride and satisfaction at Valpo's success as we would with a real-life marriage partner; because, in many ways, that is how we see the relationship between ourselves. There are many parallels, and, in many ways, we are as one. We bear the same name, we share many of the same values and dreams, and our fifth objective in the Mission Statement is the same as that of the University in that we "emphasize and reinforce the call of the University to provide highly educated, committed Christian leaders for the nation and the world."

A disagreement on finances and how to use monies earned by one of the partners can endanger some marriages, but it should not affect that special relationship between

Valparaiso University and its Guild. We have done nothing wrong and should feel no guilt or embarrassment in saying NO to a request that we feel is wrong for both partners. We recognize the need for the request, however, and will sincerely search for a way to help as we have always tried to help those we care about and love.

Our present Reach for the Stars project is but the latest example of how the Guild has always been here to help the University accomplish its dreams. The Center for the Visual and Performing Arts was a dream deferred for many years, until, five years ago, we were asked if we could help get the project underway by committing our project funds to the lobby of this proposed building. If the Guild would be ready to make that kind of commitment of monies and time, then other potential donors would see that this building was finally being seriously considered and would soon become a reality. The Guild voted unanimously at our 1989 Convention to assume the largest project in our history when we resolved to raise at least \$500,000 for the lobby of this building. Because the Guild so publicly committed to this project, others who knew our reputation and dedication also came forward with their gifts, and the distant dream is now almost a reality. The Center for the Visual and Performing Arts is under construction and should be ready for the students to use by the spring of 1995. What a wonderful dream that we have helped to make a reality!



We are close to the finish of our five-year project. The theme of our Council meeting this weekend is FINALE because the end really is in sight. We are in the last few months of a major commitment. As you heard from our treasurer earlier this morning, we are doing well. If all continues

to go well with our various chapter projects, we should reach our goal by the end of our fiscal year in June. A sincere thank-you to the many chapters who graciously accepted the challenge of an extra project this year to help us reach that \$500,000 goal. It has been a difficult year personally for many of you, but your commitment to Valpo has remained strong. For this, the Guild and the University, valued partners in service and love, thank you.


As I prepared for this weekend, I spent a lot of time thinking about the unique ties between the Guild and the University. The marriage relationship kept coming out in my thinking and in my quiet times when I prayed about what I would say to you. I was led to the closing verses of the Book of Proverbs and the beautiful description of the godly, hard-working wife who is worth far more than rubies. I remembered, also, the King James version of Proverbs 18:22, "Whoso findeth a wife, findeth a good thing." My husband used to call me "Good Thing" sometimes, and when he did, I knew I'd done something that had pleased him a lot.

You women of the Guild have done great things for this school for 63 years. Because of you, Valparaiso University has grown and flourished and become that center of culture and citadel of faith envisioned by those Lutheran men of vision back in 1925. We have worked diligently and faithfully alongside our beloved, and we can feel that pride of accomplishment of a job well done. You are all "good things" for this university we love and serve. Never doubt that. Believe in yourselves, in our Guild vision and values and mission, and we shall move confidently into the future in faith and love as the "good things" that we truly are.

***A GOAL IS A DREAM WITH  
A DEADLINE*** 

 ***THE DEADLINE  
FOR THE  
"REACH FOR THE STARS" GOAL  
IS***   
***JUNE 10, 1994***

***Join hands with us to make the dream of the  
Guild Lobby in the  
Center for the Visual and Performing Arts  
Valparaiso University  
a reality!***

  
***Don't sit on your hands! Take hold of the rope!  
Work on an extra project. . . Write a check. . .  
Pass the hat. . .  
Pray for God's blessings on our efforts!***

***With His help, and yours, the Guild can make history in 1994!*** 



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# THE NEW MANAGEMENT REVOLUTION AND VOCATIONAL CALLING

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By Dean M. Schroeder\*

It is difficult to read a management journal or magazine and not be bombarded with messages about how the business world is changing radically. The basic nature of work is said to be shifting and managers are advised to adopt new techniques such as *total quality management* (TQM). We are told to *bash the bureaucracy* in order to *empower employees* with *liberation technologies* so they can *delight the customer*. But haven't we been here before? Management fads come, and they go, often leaving little behind except perhaps bigger bank balances for the purveyors of the "new" management miracle cures. Is today's management revolution just the latest batch of snake oil from the caldrons of consultants, old tired ideas in fresh new labels, or is there something fundamentally different this time? If real, how do we make sense of these changes and what do they mean to our lives as Christians? This article addresses these questions. It begins by providing a perspective on management thinking and some background explaining the forces driving the changes. Highlights of the new management revolution are presented before assessing how these changes in the nature of work may affect us as

Christians through their implication for our vocational calling.

## PERSPECTIVE

As managers, we are caught in a quandary. We need all the help we can get to survive in today's highly competitive global economy with its hyper-speed changes; yet we are naturally skeptical of the latest tools touted by consultants and academics. We have been through too many failed management fads. In the 1950s we were exposed to the "contented cow" theory, named after the claim by a dairy that its milk was better because its cows were content. Researchers reported a correlation between employee contentment and productivity. So managers tried to make employees happy. Productivity dropped! They had the cause and effect relationship backwards. Contentment does not lead to productivity; productivity leads to contentment. In the 1960s we were T-Grouped as part of the "I'm OK; You're OK" movement. Managers learned to get in touch with their emotions, and perhaps even cry. But did it really help them face the union? In the 1970s we were MBO'ed (Management by Objective) and in the 1980s we were in search of excellence through management by wandering around (MBWA). Although each new intervention varied in effectiveness, it seemed to have little substantive and lasting impact. Many programs appeared to be merely distractions until the end of the quarter performance reports refocused us

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on business. Anxiety built every time the boss attended a new management seminar. What new "cure-all" will he want to implement when he returns on Monday?

Although skepticism is healthy, this time there is a substantive difference with programs such as TQM. This is not a quick fix for management ills. It is a substantive change in the way we think about management, address competition, and define the nature of work. We have not witnessed such radical changes since the industrial revolution. However, this time the changes are happening much faster. Understanding the forces driving these changes requires a historical perspective.

It all started in 1776. No, not the Declaration of Independence, the publishing of Adam Smith's *The Wealth of Nations*. In this text Smith explained the concept of the specialization of labor, a critical foundation for work design in the industrial age. The next contributor was Eli Whitney in the early 19th century. Yes, he invented the cotton gin, but more important to our point is his development of interchangeable parts. Such standardization provided the basis for mass production. With these tools, and the equipment technologies of the industrial revolution, companies began to take advantage of newly found economies of scale (mass production). Success brought growth and the related problems of managing large organizations. The German sociologist/political economist Max Weber overcame this impedance by developing the concept of the bureaucracy. By providing a hierarchical structure with specifically designed positions staffed by people possessing the required skills, large organizations could be effectively controlled. Professional management began. The final element needed came at the beginning of the twentieth century with Frederick Taylor, Frank Gilbreth, and other proponents of Scientific Management. Here experts determined the best way to perform work using scientific methods, designed jobs accordingly, and trained workers on how to do their tasks the "one best way." Work was designed to maximize output by

adjusting human behavior to the requirements of the machines. True to its roots in specialization of labor, Scientific Management separated the "thinking" related to work from the "doing." Management did the thinking, and workers did the doing.

With these tools the foundation for the traditional practice of management was set. The next eighty or ninety years were spent making minor improvements, and occasionally trying to make the techniques designed to fit the needs of rigid machines more humane to workers. Whether we recognize it or not, every one of us has grown up in a world heavily influenced by these basic management concepts and work arrangements. Their influence is deeply imbedded in our social structures and in the way we think about work.

So what has changed? Everything! At the beginning of the industrial revolution and throughout most of its duration there was a shortage of goods. Inexpensive, standardized, mass-produced goods of "adequate" quality were readily made available to a world accustomed to going without. Quality and uniqueness were less important than cost and availability. Henry Ford could get by with saying that "you can have any color of Model T you want, so long as it's black" because the choice was between a black Model T or no automobile. Today this is no longer the case. Most of us have all the goods we can reasonably consume. Typically, we don't want more goods; we want to raise our quality of life with "better" goods and services. We demand higher quality goods and services that fit our personal needs, and we want them now! Consequently, our institutions must be more responsive to their publics in order to maintain legitimacy and keep the type of support needed to remain viable in a competitive world.

Just a few years ago the cost of providing such products and services would have put them beyond the reach of most people. However, technology has changed the rules. The rigid, mechanical technologies of the industrial age

have given way to flexible intelligent technologies of the information age. It is becoming possible to rapidly produce high quality, customized products in small quantities at costs approaching those of standardized, mass-produced products. Computer controlled "flexible" technologies mean economies of scope are replacing economies of scale. Current communication and transportation technologies reduce geographic barriers. If an American firm can't provide what is needed, Japanese, Korean, or German firms will. Competition has become global and has intensified.

People are also demanding more from their work. Masses of immigrants and poorly educated rural workers in search of economic survival are no longer entering the labor force. Today, more people have college or specialized technical educations and are looking for careers with a sense of calling rather than simply jobs. At the same time, the basic nature of work is changing in order to effectively respond to new customer demands.

Can the management techniques and methods designed to get the best performance from the rigid technologies of the past using narrowly skilled workers satisfy the needs of today's society? Of course not! A radical change in the way we think about work and about management is required, and is underway. In this respect, today's management revolution is clearly no passing fad.

## **NEW MANAGEMENT PERSPECTIVES**

The rigidities of specialized labor, standardized parts, bureaucracy, and separation of thinking from doing helped create the efficiencies that successfully supplied us with the wealth we have today. The traditional structures and tools of management are very effective at dealing with producing the one millionth identical component, at a low cost, for a stable marketplace. However, their rigid rules, cumbersome hierarchies, narrow tasks segmentation, and centralized control lack the

responsiveness required for a dynamic world. Today's manager needs to respond rapidly in order to efficiently produce unique products designed to delight customers. Let's examine the characteristics of the most prominent of these new management systems.

Total Quality Management (TQM) is a broad management philosophy of systematic thinking that captures much of what we think of as the modern management revolution. Although it grew out of the quality movement, it is much more than a quality control or quality assurance tool. TQM requires focusing the entire company on delivering customer defined quality products or services. While every management guru seems to have a somewhat different definition of TQM, and many claim credit for its development, a handful of generally accepted TQM attributes provide much of its vitality. These are: 1) focusing on the customer, 2) empowering employees to make decisions at the lowest appropriate organizational level, 3) working as teams, 4) managing by fact, and 5) continuously learning and improving.

The customer as king is certainly not new. However, the manner in which TQM approaches the concept is quite different. The traditional form of management thinking had sales and marketing acting as liaisons to customers. They, in turn, advocated the customers' position within the organization. The reality was, however, that production's ability to respond to customers was severely limited by the technologies used. The solution to the problem of unsatisfied customers was often to find customers who would be satisfied with what the organization could efficiently deliver. It was too difficult or expensive to operate in any other manner.

In a TQM environment, technologies (both hard equipment technologies and soft people technologies) are more flexible and responsive to the customer. To match what is needed with what can be done, customer contact reaches beyond sales to product design and manufacturing. The people actually doing the

work are in closer contact with the customer in order to assure the delivery of exactly what is wanted. We see examples of shop floorworkers calling on customers with sales personnel, and customer concerns being routed directly to the worker on the shop floor who is in the best position to rapidly resolve the problem. The link of service that was lost in the industrial age is being reestablished in the information age.

A second difference in TQM's perspective on the customers is the recognition of "internal" as well as traditional "external" customers. The internal customer is the person within the organization who uses your work as an input into their's. By serving internal customers we help them to perform their tasks more effectively. Rather than producing to specifications and never seeing what happens to our work when it changes departments, we communicate directly with the users of our work to define exactly what is needed and to deliver quality. Traditional internal departmental barriers are eliminated.

Delivering this quality of service to both external and internal customers requires employee empowerment. Empowerment is more than delegating. It involves providing employees with the authority, training, resources, information, and motivation needed for their work responsibilities. Further, the best people to empower are those closest to the problem. Authority for action is, therefore, pushed down the hierarchy to the lowest practical level.

Because work is seldom done in isolation, and changes typically affect many people, more work is done in teams. Teams become the central structure for controlling and coordinating work in the TQM organization. Cross-functional teams reach across departments to resolve issues. These may be short-lived teams to resolve temporary concerns. TQM teams are not committees made up of top managers representing their respective areas, but consist of the "doers" closest to the issue with the expertise needed to rapidly solve

problems. Teams are self-managed with a team leader who is not always the person with the highest rank. Because of this change, workers interact with one another more as a community. Their interdependence and service to one another is much more direct.

Assuring that the decisions made and actions taken by empowered workers and teams of workers are of high quality, TQM places a great importance on management by fact. At the core of TQM programs is employee training on how to gather data, arrange data using methods that deliver meaningful information, and how to make decisions based on this information. Supposition and conjecture are replaced with fact and objectivity.

We can no longer afford to follow the philosophy of "if it ain't broke, don't fix it." Such static thinking is unacceptable with today's competitive dynamics. Consequently, the facts we developed out of data are also used to continuously improve operations at all levels. This is part of creating a learning organization. TQM involves setting customer-driven improvement goals in all quality and productivity dimensions of the organization and working to achieve them. Once achieved, new goals are set.

## **VOCATIONAL CALLING AND THE CHANGING NATURE OF WORK**

TQM is a management philosophy that radically changes the nature of work. As such, it significantly affects how the Christian looks at vocational calling. A critical part of the sixteenth century reformation was Luther's perspective on calling and vocation. The predominant perspective in Christendom at the time was that work was worldly (of the flesh), and therefore was evil. Luther's perspective was that vocation was part of our calling to serve our neighbor. As God calls us to love our neighbor, such service through vocation is service to God. Luther expands the concept of calling to include all the activities of our earthly station. He states



**“all the duties of Christians, such as loving one’s wife, rearing one’s children, governing one’s family, obeying the magistrate, etc..... are fruits of the Spirit.”<sup>1</sup>**

**Wingren clearly links Luther’s writing on vocational calling to God’s service through work. He writes that “With persons as his ‘hands’ or ‘coworkers’ God gives his gifts through the earthly vocations, towards man’s life on earth (food through farmers, fishermen and hunters; external peace through princes, judges, and orderly powers; knowledge and education through teachers and parents...)”<sup>2</sup> Calvin concurred with Luther’s emphasis of vocation as an integral part of the Christian community. “All the gifts we possess have been bestowed by God and entrusted to us on condition that they be distributed for our neighbors’ benefit”.<sup>3</sup>**

**The Reformation’s direct linkage of vocational calling to God’s service was prior to the dawn of the industrial age. With the structure and work arrangements accompanying industrial technologies, this linkage became severely strained. Calvinist scholars railed against the dehumanization of performing increasingly specialized tasks.<sup>4</sup> Work in the large bureaucratic organization with highly segmented tasks increasingly divorced the fruits of the work’s labors from the benefits provided to their neighbors. Linking vocation to a spiritual calling became increasingly difficult as work became more meaningless and distant from service to the community. In this way our traditional management philosophies, born of the technological necessities of the industrial age, act to weaken the spiritual ties between work and God.**

**Emerging management techniques such as TQM reverse this several hundred year-old trend. Rather than narrowing the focus of work by designing highly compartmentalized tasks, jobs are broadening and workers are being brought closer to both external and internal customers. Work is more directly linked to serving our neighbor and God. We are empowered with**

**greater authority and responsibility over the nature and scope of our tasks and charged with improving service through using and developing more of our talents. Even when narrow specialization of skills is required, today’s specialists work as members of teams (communities) to blend their expertise to collectively serve the customer (neighbor). Emerging management philosophies offer Christians an unprecedented opportunity to serve through their vocational talents. Management practices no longer strain the spiritual elements of vocation by placing barriers between work and service to one’s neighbor. TQM actually strengthens the spiritual ties through more direct contact.**

**The role of the manager is radically changed as well. Traditionally, managers closely supervised workers to assure compliance with rules, provided the primary channel for communications, and coordinated activities with other sub-units of the organization. Under the new philosophy, these tasks are either done with computer systems directly or by the workers themselves. The traditional roles of middle managers are disappearing. Although it is easy for managers to fear an apparent loss of power and the loss of management jobs corresponding to the flattening of hierarchies, the new role is more consistent with a closer spiritual calling to vocation. The manager’s job becomes one of assuring that the frontline employees can more effectively achieve their vocational calling. The manager acts as coach. He assures that all needed resources are available, that workers are properly trained, and that they are fully aware of their responsibilities. He works to eliminate both internal and external barriers to their success. He moves from the role of controller to one of empowerer and champion. The leader becomes the servant.**

## **FINAL THOUGHTS**

**Traditional management practices and structures have been hundreds of years in development and refinement. They are well entrenched in our**

institutions, our education, and our thinking. Every one of us takes many of them for granted. The emerging management philosophies are not yet well established. While we have outstanding examples of early success in well-implemented TQM programs, we are early in the information age and all the "new" rules have yet to be written. But they will be, and they will be written by us. We will choose the nature of the technologies we develop and employ, and with them the work arrangements that are most productive. To think that technologies and their corresponding management structures are predestined is shortsighted. God grants us free will. Within broad natural limits we are given the responsibility for making choices that impact our lives and influence future generations.

Today's smart technologies offer us the opportunity to liberate ourselves from the work limitation of the industrial age and truly move our work closer to the divine calling engendered in service to our neighbor. It will not be easy. It will not be painless. But it is our choice.

<sup>1</sup> Luther, Martin, *Luther's Works*, vol. 26, St. Louis: Concordia, 1958, p. 217. Luther takes a broad perspective on the concept of vocation which he links to our earthly station. For the purposes of this paper, we focus more narrowly on the economic work portion of vocational calling.

<sup>2</sup>Wingren, Gustaf, *Luther on Vocation*. Carl C. Rasmussen, Trans. St. Louis: Concordia, 1957, p. 27.

<sup>3</sup>Calvin, John, *The Institutes of the Christian Religion*, Philadelphia: Westminster, 1960, III. vii.5.

<sup>4</sup>Lee Hardy in *The Fabric of This World*, Grand Rapids, MI: Eerdmans Publishing, 1990, does an excellent job of discussing the linkages between work and spiritual calling.



Representatives from chapters receiving awards for their handbooks.



Above: President Barbara Riethmeler with Dr. Patricia Pakan, Workshop Leader, and, to the right, Dr. Pakan involved in the workshop "I'm Not Being Difficult, I'm Just Being Me."



"The Chariot"—the shuttle back and forth from the motel to the campus.

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# Report of the University President

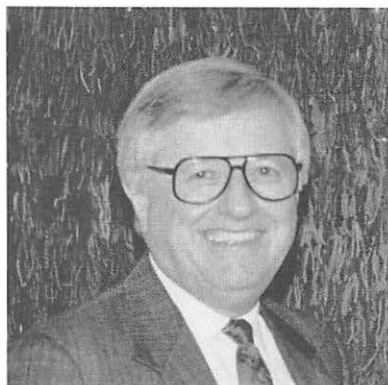
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**Alan F. Harre**

I would like to express a word of welcome to you, although I realize that in the schedule of your meeting I am relatively late in offering you that welcome. I feel much like a finale myself.

I am sorry that attendance for this meeting has been affected negatively by the weather. This is, as all of you know, one of the coldest winters in quite a few years. In fact, I heard a comment from Mr. Vern Hislope, the Associate Director of Mechanical Systems, who keeps records of temperatures, wind chill factors, etc., because all these factors affect how much energy VU consumes to heat our buildings, that this has been the coldest winter in 11 years.

I am sure the women who could not join you this weekend are disappointed by that fact because I know they wanted to be here.



**President Alan  
F. Harre**

I am pleased that each of you arrived safely, and I wish you safe travel as you return to your homes.

In recent weeks I have become aware that apparently many members of the Guild perceive that I either do not appreciate the Guild, or, if I do appreciate the Guild, I do not have a very effective way of communicating that appreciation or that I do not express appreciation very consistently.

I recognize that such perceptions are powerful. People think, act, and behave based on the perceptions they have. I also recognize that perceptions are important in setting contexts for making judgements and in drawing conclusions. Therefore, I want to be very clear today in expressing my feelings about the Guild and its contributions to the University in the past, the present, and most certainly in the future.

As I have said in a variety of settings, if VU did not already have a women's auxiliary, it would be wise to try to establish one. You and your 3,000-plus Guild friends contribute to the life of VU in a variety of ways. I will attempt to illustrate this last assertion to clarify what it is I am trying to say. My goal is to be as expansive as possible and to give you appropriate

recognition. However, I do not claim that I will necessarily list or set forth in the next moments all that could be said.

The members of the Guild provide listening posts (or another way to say it is "early warning signals"), and serve as VU's ears in localities across the face of this nation. That is important. Secondly, the Guild serves as VU's local goodwill or publications' agent in local congregations and in the larger communities in which those congregations are situated. The members of the Guild help to recruit students; they plan "send-offs" for students when those students depart from their homes to come to VU; and they promote attendance at concerts, recitals, athletic events, gatherings, etc., when such events happen in areas of the country where Guild chapters exist.

Guild members encourage congregations to observe VU Sunday; they keep in touch with VU so they can interpret to others what is happening here. While the results produced by most of these activities are difficult to measure, I am personally convinced that all such activities make a positive impact on the University and upon its reputation. Said another way, without such assistance, VU would be poorer because these activities did not happen.

If you were to ask the average student and the average faculty member to describe the contributions of the Guild over the years, they would probably direct your attention to different data from those I have just mentioned. It is likely they would point to such contributions as the construction of Guild Hall, the funding for the racquetball courts in the ARC, Guild scholarships, making Gloria Christi possible, etc. And, when the CVPA is completed, the careful student or faculty observer will know that

the Guild provided funds to assist in the construction of the CVPA. Most particularly, the Guild will be noted for what I believe will be a very beautiful lobby in that new facility.

While on the topic of the CVPA, let me congratulate the members of the Guild both here and nationwide for what I know will be a successful conclusion to your campaign to contribute at least \$500,000 to meet your five-year goal. Your decision to make the pledge five years ago was helpful in launching the project. Your timely payments in striving toward your goal also have been helpful and inspirational to other donors.

Therefore, for all these reasons, and perhaps for others about which I am less conscious, when it became clear to me that my request that the Guild take on as its next project the underwriting of the annual cost of operating the Guild office, and that my request was being perceived and evaluated as an indication of my lack of appreciation for the Guild, I withdrew the request. It was our intention that each of you receive a letter to that effect prior to your arrival on campus. If the personnel of the U. S. Postal Service did not let us down, and if each of you initiated your trip to campus from your home, all of you should have had an opportunity to read that communication because it should have been delivered to you earlier this week.

It is my understanding that the members of your Board will continue to discuss and evaluate a variety of program options and make recommendations to you concerning what they consider to be the best choices among all the possibilities they will consider. I know they will welcome your suggestions as they plan for the September 1994 gathering of the Guild.

I regret that my request was perceived as a communication of a lack of appreciation of the Guild and of its members. That was not my intention nor my desire. If any of you would like me to comment further on this compilation of issues, I would be happy to do so during the question and answer session.

As has been the case in the past four years, enrollment is the biggest issue that VU faces. The University is tuition and fee driven. By that I mean that over 80% of our revenue each year comes from tuition and fees. Every year tuition and fees have become an ever-larger percentage of VU's annual receipts. Percentages of other revenue sources have diminished on an annual basis—whether that be federal and state scholarship grants, endowment earnings, or gifts to the annual fund. Given the realities of what we face, VU's administration and Board of Directors have taken risks these past months as they planned for the 1994-95 budget. The ultimate goal of all of our actions and all of our plans is to turn around the enrollment trend. Therefore, among other things, we have done the following:

We raised tuition by only 4.4%. That is the smallest tuition increase that this University has mandated in over twenty years. We have earmarked an additional \$1.2 million dollars in unfunded scholarship assistance for next year's new students. We also have increased the number of dollars in scholarship assistance from funded sources. Because we limited the tuition and fee increases, and because we have raised the amount of financial aid, VU should be an even better buy in the eye of the consumer. If you read **U.S. NEWS AND WORLD REPORT**, you remember that last fall VU was selected as number two in this area of the nation. A

couple weeks later there was another article by **U.S. NEWS AND WORLD REPORT** in which the writers evaluated the institutions that were named among the leading institutions and compared their costs for each student. If I remember correctly, VU was one of the top ten. Our hope is that even though we were considered to be a "good buy" or a "best buy" last fall, we will be considered an even "better buy" next fall. If you want to address these or other matters later, I would be happy to do so.

If I were asked to highlight exciting themes on campus this year, I would identify the following. This might not be the same list other people would provide simply because all of us have our own perspectives.

You heard an excellent sermon a short time ago in Gloria Christi Chapel. I remain impressed with the quality of preaching I hear on Sunday mornings. I am genuinely saddened when I have to miss a service here on Sunday morning because I am on the road on University business. I find the preaching to be generally very excellent.

Obviously, the construction of the CVPA has created a tremendous amount of excitement on campus. I have been visiting residence halls in recent weeks and currently some students are a little unhappy about all the mud they have to walk through to get to selected places. It is particularly a challenge for those students living in residence halls on the north side of the CVPA, but I think most of them are "grinning and bearing it."

The Board of Directors made a decision at its January meeting to proceed with the planning for the refurbishing/redecorating of Wehrenberg Hall. That is an important

activity. All of our LaPorte Avenue residence halls were built in the days when VU needed many residence halls quickly. Of those buildings, Wehrenberg Hall is structurally the most sound. Wehrenberg is what Mr. Fred Plant (director of Physical Plant) calls "a hundred-year building." In others words, it is almost indestructible. However, at the same time, long corridors and fewer amenities of life are not what current students are expecting when they come to campus. Therefore, upgrading Wehrenberg is extremely important. That initial plan will not only include the refurbishing of Wehrenberg, but also some designs will be developed for the dining facility that joins Wehrenberg and Brandt. There will also be some initial plans drawn for Brandt so that whatever we do in Wehrenberg will be consistent with what we ultimately will do in Brandt Hall.

If you walk through the residence halls on any given day, you will see the students busily engaged in the computer laboratories that were set up in the residence halls last summer. It is amazing how computer use on this campus has multiplied many fold over recent years. Computers are now literally available in residence halls twenty-four hours a day.

We received some very significant special grants this year from philanthropic groups like the Caterpillar Foundation and others. Again, such grants are important indicators of recognition and appreciation of this place by those outside VU.

In January we celebrated Dr. Martin Luther King's birthday for the fifth consecutive year. It is my sense that each year the celebration gets better. We have learned from our previous successes and also from our earlier omissions or mistakes. As a

result of our good planning, I believe VU has one of the best MLK Day celebrations of any college or university in the country. Many people deserve our thanks for this because they worked so hard to make this celebration very special.

It is interesting how little things impact this place. The football team played .500 ball this year, 5 wins and 5 losses. When I visited prospective donors in Northwest Indiana early in the fall, all the people I came into contact with wanted to talk about Crusader football. They did not want to discuss the CVPA; they wanted to talk football. This happened because the team had a better season than in recent years.

We launched women's soccer this year as a full-time sport. This was done for a number of reasons, but one of the reasons is gender equity. Gender equity, by the way, is another important issue we are dealing with during these next months.

The winning record of the men's basketball team has a lot of people excited. VU beat Cleveland State last night by seven points. It is the first time we ever won at Cleveland State since we have been in the conference with CSU.

This is the best record VU's men have ever had in Division I, 18-7. VU plays Youngstown State tomorrow evening at Youngstown. That will not be a "cakewalk" by any stretch of the imagination. Youngstown played UIC to a two-point decision last night, and those of you who read the sports page know UIC beat the Crusaders earlier in the week by almost 20 points.

After a slower start than usual, the women's basketball team is doing much better in

recent days. However, it was defeated by Youngstown State last night and its record is now 11-11.

The number of admitted students is up slightly from last year. Our problem last year was what we call the "conversion rate." In other words, students are admitted but then they decide not to come. Over the years, we have been working in the 43, 45, 46 percentage range of students who have been admitted actually coming to the University. The conversion percentage of admits who enrolled was something like 35% this past year. Thus, if we can convert the class of 1998 at the old rate of about 45%, obviously that would mean VU would have a larger number of students because there are over 1,200 admitted students, an extra 10% of that number would be 120 additional students. Such success would make a big difference.

VU is in the process of working out articulation agreements with some two-year colleges. One such school, South Suburban College, which draws from Chicago's southern suburbs, has over 6,000 students enrolled. VU has been in conversation with SSC. The college offers various options that their students pursue. South Suburban is one of the more aggressive schools to encourage matriculation of its students to four-year institutions. In fact, the college lists in its catalog the various schools with which it has articulation agreements and the courses at South Suburban College that can meet requirements of the other institutions. The catalog lists about 10-12 pages of institutions, and beginning next fall VU will be listed as well. We are working on additional articulation agreements.

Probably the project that has given me the most satisfaction personally has been the success of The Campaign for Valparaiso

University: Lighting the Way. Mr. James Noffke and Vice President Richard Maddox have been doing a wonderful job of leading the campaign. They are providing all of us with good direction and excellent coaching. I have the pleasant, positive responsibility of asking people to make contributions to the Campaign. I believe I mentioned to you in the fall that I consider this a "fun" task. Wonderfully supportive people, people who love this place and want to see the construction of the CVPA completed and wish to fund some of the other projects we have identified in the Campaign, have been very positive.

At the present time we are feeling great sadness because of the death of three of VU's nursing students. College and university administrators are always concerned about having students out on the road in all kinds of situations and particularly when managing clinical programs. We not only offer clinical programs for nursing, we also require such programs for education majors and for social work majors. Also, our athletic teams and other representatives of the University are on the roads in all kinds of weather. Thus, we are continually concerned. This particular incident was especially traumatic at a number of levels.

First of all, as the **POST-TRIBUNE** writer stated, the College of Nursing is a very close-knit group. There are about 400 students enrolled in the College; therefore, they tend to know one another quite well. They also have a much narrower focus. I realize business and engineering, etc. have focuses as well. However, there is something about nursing as a profession that narrows the focus of the person preparing for the profession. The fact that nurses are involved in a helping profession and, when

participants of the helping professions need to be helped themselves, that also creates some problems for them and for others.

Before chapel on Friday I attended a grief therapy session in the College of Nursing that was lead by the personnel from the Counseling Center and was designed to help the survivors deal with their feelings. That was a very difficult session. I told the people in chapel on Friday morning that this particular event has affected me personally more than anything I have ever experienced. I suspect that it has a number of antecedents.

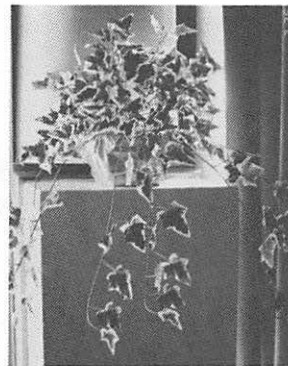
As a parish pastor I always appreciated the good work that nurses did on behalf of my parishioners who were hospitalized. It has been my experience that patients say positive words about nurses about ten times more frequently than they say positive words about doctors. Maybe that is part of what I feel; I do not know for sure. I have often told in the context of making Evangelism talks a story about a nurse in Cottage Hospital in Grosse Pointe who called me one Saturday afternoon and said, "Pastor Harre, I am sorry to bother you, but I have a man here who desperately needs to see a Lutheran pastor. Can you come over?" I went to the hospital and she was there waiting for me. She said, "This fellow is very ill, and he needs you more than he needs me; ignore the ten-minute visiting sign and stay as long as you need to stay." I walked into the room and the patient's color was very yellow. He was completely lucid that day and crystal clear in his thinking. He said he had not been in church for 25 years. He knew he was not ready to meet his Lord. I heard his confession, absolved him, communed him, and sat with him for two and one-half hours. He died later that night. That is just one illustration of what nurses do for people.

Diane and I will attend all three wakes today. I indicated to Bev Wick that we would be leaving prior to her presentation. The wakes are in Zionsville, Merrillville, and Wanatah, Indiana.

(There followed a question and answer period.)

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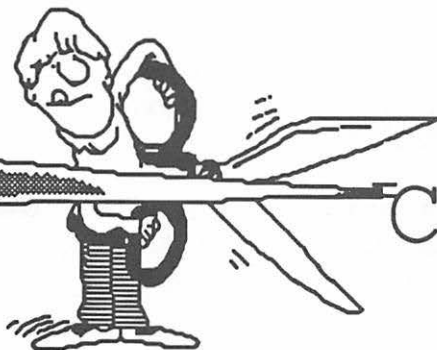
### *COUNCIL DECORATIONS*







# CAMPUS CLIPS



A Short Summary of  
Campus Events

Aid Association for Lutherans has awarded VU a \$22,000 grant. The grant will be used to implement a new donor program targeted at alumni from the classes of 1963-83.

Region 9 of the Association of College Unions-International Conference was held on campus Nov. 5-7, 1993. Students and staff from college unions in Indiana and Illinois attended educational sessions. Janie Lichtfuss, Executive Director of the VU Guild was one of the presenters.

West Indian poet and playwright Derek Walcott, the 1992 winner of the Nobel Prize for Literature, gave a public reading of his poetry at Valparaiso University on Nov. 10, 1993.

The Unit Accreditation Board of the National Council for Accreditation of Teacher Education has reaffirmed accreditation for VU's undergraduate teacher education programs for five years and granted initial accreditation to its Master of Education program.

"Joined in Jubilee, Serving in God's Light" is the theme of a Year of Jubilee celebrating the 50 years since the Lutheran Deaconess Association first became associated with the VU campus during the 1943-44 academic year. The celebratory year will conclude during the annual conference of deaconesses in July at Valparaiso.

The Admissions Office, Multicultural Programs, and Social Work Department are continuing their partnership with Westside High School in Gary. The class, adopted last year, consists this year of 567 students.

Christ College, the honors college of Valparaiso University, has received a grant in the amount of \$550,330 from Lilly Endowment Inc. The grant will enable Christ College, together with the College of Arts and Sciences, to continue the Lilly Fellows Program in Humanities and the Arts for a third two-year period.

Associate Professor Emeritus Robert Rose, 73, died November 27, 1993, following a long illness. Rose joined the faculty in 1969.

Caterpillar Inc., Peoria IL, has made a \$250,000 grant to the Campaign for Valparaiso University: Lighting the Way. This grant establishes the Caterpillar Diversity Excellence Fund at VU. In addition, Caterpillar recommitted itself to the ongoing support of the VU College of Engineering through its Caterpillar Excellence Fund. Over the five-year period, the two funds will provide a minimum of \$400,000 to the University.

David Morgan, professor of art, is one of six to be awarded a 1994-95 Faculty Fellowship in the Pew Program in Religion and American History at Yale University. There were more than 50 applicants. The fellowship will provide Morgan with a one-year leave from teaching and administrative responsibilities during which time he plans to complete a book project.

VU offered a new scholarship this spring for returning African-American, Hispanic, and Latino students. The scholarship, called the William Randolph Hearst Award, will be available to students who have completed at least one semester at VU and who return for the next semester.

The construction of the Center for the Visual and Performing Arts has been delayed slightly because of the very cold weather that occurred this winter. However, it is still anticipated that the building will open as scheduled.

The Gamma Phi sorority and about 300 of its alumnae celebrated their 75th Anniversary this year. The sorority was founded in 1918 by a group of music majors.

A new book by Jochum Professor Walter Wangerin, Jr. has been released by Zondervan Publishing House, Grand Rapids MI. The book is entitled *Little Lamb Who Made Thee? A Book About Children and Parents*.

This spring, 41 VU students are studying in a variety of countries around the world in connection with the International Studies Program. The study locations include Cambridge England, London England, Reutlingen Germany, Tubingen Germany, Paris France, St. Petersburg Russia, Osaka Japan, Namibia Africa and Puebla Mexico.

The Computer Engineering Program, beginning with the 1994-95 freshman class, will be merged with Electrical Engineering because the college can no longer afford to fully staff both programs.

The Board of Directors of the University moved ahead with plans to remodel Wehrenberg Hall. The Board authorized the contracting of Dagit Saylor Architects as the firm to develop plans for the remodeling.

Judith Peters, daughter of Ed and the late Miriam Griessel, has been named the 1994 Warren G. Rubel Lecturer on Christianity and Higher Learning.

Dr. Edgar Luecke has been named Dean of the College of Engineering. Dr. Luecke succeeds Dr. Stuart Walesh.

The new International Student House, located on LaPorte Avenue between the Health Center and the Center for Diaconal Ministry, was opened in February. The house represents another step the

University is taking toward a more multicultural and international community.

An international service major will be offered at Valparaiso University in the fall of 1994. The goal of this major is to create a true global community as well as the obligation within that community to remedy dehumanizing conditions of poverty, conflict, and injustice.

Dr. Walter Rast, professor of theology, will serve as the Annual Professor of the Albright Institute of Archaeological Research in Jerusalem next year.

The Valparaiso University School of Law will honor United States Supreme Court Justice Sandra Day O'Connor on April 8, 1994. The ceremony pays tribute to the contribution of American women to the legal profession. Justice O'Connor is the first woman and the 102nd justice to sit on the nation's highest court.

Three Valparaiso University nursing students, returning to the campus from a clinical class in Michigan City, were killed Thursday afternoon, Feb. 24, 1994, in a crash on icy U.S. 421. Those killed were Jill Rosko of Merrillville, Kimberly Pressel of Wanatah and Laura VanDyke of Zionsville. A memorial service was held on campus on Wednesday, March 16, 1994.

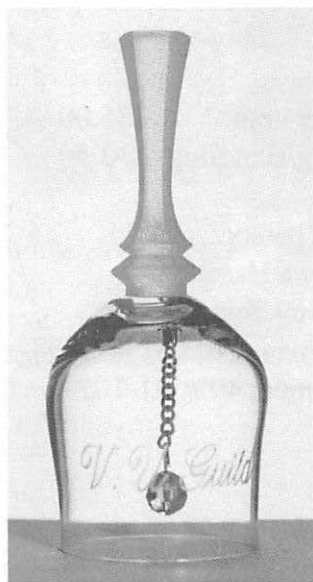


The beautiful calm after the infamous storm as caught by Marian Yunghans, Area IV Director and member of the Puget Sound Chapter WA.

## WESTMORELAND LEAD GLASS BELL

### Mishawaka-South Bend Chapter

These Westmoreland lead glass crystal bells have faceted amber clappers. The bell is 4 1/2" tall, 1 3/4" in diameter, with frosted "VU Guild" etched on one side. They have a frosted "handle." When rung, they have a beautiful tinkling sound. Be sure to include "SHIP TO" information when ordering.



Price per item:	\$8.00
Shipping/Handling:	\$2.00

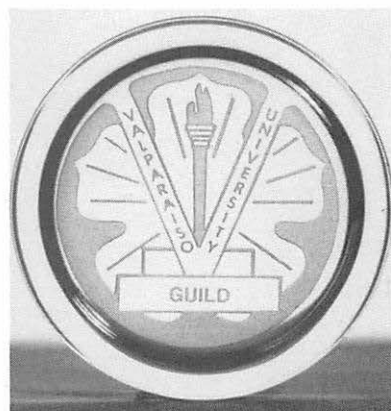
Contact person:

Wilma L. Behnke  
19409 Edinburgh Drive  
South Bend IN 46614  
Phone: 219/291-7153

## FENTON GLASS PAPERWEIGHT

### Mishawaka-South Bend Chapter

The Fenton glass used in these paperweights is crystal clear. They are 3 3/8" x 3/4" thick, with frosted VU Guild seal. They come with a gift box and brown velvet drawstring bag. They are made by Fenton Art Glass Co., Williamstown, W. Virginia. Be sure to include "SHIP TO" information when ordering.



Price per item:	\$8.00
Shipping/Handling:	\$2.00

Contact person:

Wilma L. Behnke  
19409 Edinburgh Drive  
South Bend IN 46614  
Phone: 219/291-7153

## THREE-DIMENSIONAL CRECHE

### Omaha Chapter

A six-piece nesting creche in beautifully grained, solid walnut, handsawed and rubbed with three coats tung oil, all labor done by Omaha Guild Chapter.

Size: 9"x 9 1/2"x 1 1/2".

A truly unique item for display in your home, as a gift for wedding, birthday, celebrations, as well as Christmas. It can be left out year-round, but packs compactly for storage.



Price per item: \$35.00

Shipping/Handling \$ 3.50

Contact person:

Erna Haselton

8769 Templeton Dr.

Omaha NE 68134-2838

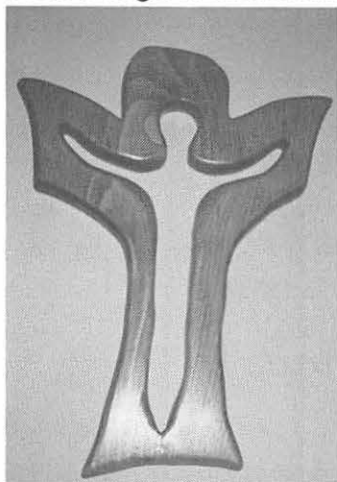
Phone: 402/571-1074

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## CRUCIFORM

### Southtowns of Erie County Chapter

This beautiful wood wall hanging is approximately 12" x 9" in size and is handmade by John Biel. The crucifix is carved out of negative space with the cross in lieu of the traditional sculpture of Christ. When hung, the crucifix throws a shadow within the negative space, outlining the figure of the Crucified Christ. The original design cruciform comes with an explanation sheet that gives further historical data.



Price per item: \$20.00

Shipping/Handling: \$ 2.50

Contact person:

Ann Collord

107 Tree Haven Rd.

W. Seneca NY 14224

Phone: 716/674-5164

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## PHOTOGRAPHIC NOTECARDS AND BOOKMARKS

### Puget Sound Chapter

Five striking photographs of the Redemption, Santification and Creation windows of the Chapel of the Resurrection mounted on fine linen beige cardstock hand-inscribed with scriptural passages, conveniently packaged with matching envelopes and VU Guild seals.

These "Sermons in Color" depict the significance of the Holy Blessed Trinity for the salvation of all mankind. Every stained glass window carries a basic symbolism of "many made into one." God brought together people of varying talents and gifts into one great and beautifully impressive "congregation"



which constantly tells and retells the glorious work of God in creation, redemption, and santification. We rejoice in knowing that the Guild is truly a part of this "congregation."

Five matching laminated photographic bookmarks w/tassle are also available. Scriptural references for both notecards and bookmarks include:

- The Lord's Supper
- The Resurrection
- Christian Wisdom
- Ministry of the Word

Price per item:	Chapel Notecards	\$6.00 per pkg. of five
	Chapel Bookmarks	\$2.00 each

Shipping/Handling - Chapel Notecards:	\$1.00 per pkg.
	\$1.45 two pkgs.
	\$2.15 three pkgs.
	\$2.65 four pkgs.
	\$2.90 5-10 pkgs.

Bookmarks:	\$ .35 for 1-5
	\$ .65 for 6-10

Wholesale prices available upon request for chapter fund-raising.

Contact person:

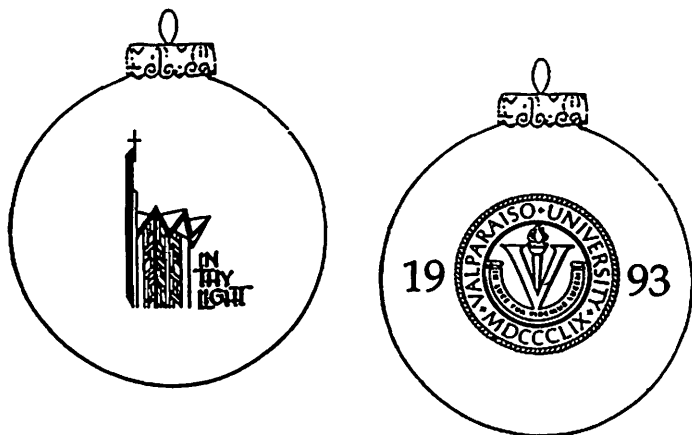
Marian Yunghans  
335 Sudden Valley  
Bellingham WA 98226  
Phone: 206/733-1589

# VALPARAISO UNIVERSITY GUILD ORNAMENTS

## Appleton Chapter

The 1993 ornament, newest in the series which began in 1975, features the windows of the Chapel of the Resurrection. It has a white satin finish with gold shiny print. The date and University Seal are on the reverse side. All ornaments are custom designed and imported from Austria by Bronners of Frankenmuth, Michigan.

Other ornaments available are listed below. Please include shipping and handling and make checks payable to Guild Ornament Project.



Price per item: \$7.00

Shipping/Handling: See below

Send order form and check to:

Guild Ornament Project

3632 South Barker Lane

Appleton WI 54915

Phone:414/735-9463

Year	Description	Price	Year	Description	Price
1993	Chapel Windows	\$7.00	1988	Kretzmam Hall	\$5.00
1992	E. H. Mueller Hall	\$7.00	1987	Athletics-Recreation Center	\$5.00
1991	Student Union	\$7.00	1983	Moellering Memorial Library	\$5.00
1990	Heidbrink Hall	\$7.00	1982	Organ Pipes	\$5.00
1989	Chapel of the Resurrection (blue & white design)	\$7.00	1980	Companile	\$5.00

Buy an Ornament for  
Each of 4 Different Years  
and Save. 4 Different  
Years for \$20.00!  
*What a great Gift Idea.*

Add: shipping and handling by UPS:
1-2 ornaments \$3.00
3-6 ornaments \$3.50
7+ ornaments \$4.00

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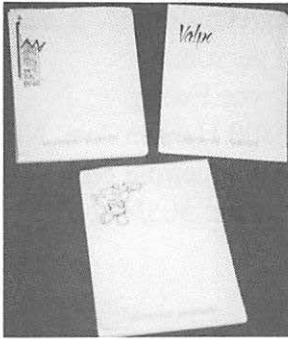
**VALPARAISO UNIVERSITY NOTE PADS**  
**San Diego Chapter**

VU Note Pads, 4 1/4" x 5 1/2", 50 sheets each. Buff with brown ink.

VALPARAISO UNIVERSITY across bottom with top design of Chapel, Valpo Script or Cheerleading Bear. All designs created by Sally Beck.

Great as gifts for confirmands, youth groups, Guild members, friends, pastor, etc. Can use as fund-raiser for your chapter.

Indicate choice of three designs (order can be mixed).



Price per item: 10 pads \$7.50; 25 pads \$18.75;  
 50 pads \$37.50  
 Shipping/Handling: 10 pads \$2.90; 25 pads \$4.20;  
 50 pads \$6.85

Contact person:  
 Ethel Kallsen  
 48 Blue Anchor Cay Rd.  
 Coronado CA 92118  
 Phone: 619/424-7813

**VU GUILD LAPEL PIN/VU GUILD PENDANT NECKLACE**  
**Milwaukee Suburban Chapter**

Your choice of beautiful black gold metal or black silver metal tack lapel pin with military clutch back. Pendant is on 24" gold-plated open link chain necklace. All items made in the U.S.A. The pin and pendant are 3/4" diameter round.

Wear your VU Guild proudly. These jewelry items are beautiful!



Price per item: \$10.00  
 Shipping/Handling: \$ 2.00 per order  
 Contact person:  
 Nancy Kormanik  
 1710 Boulder Court  
 Waukesha WI 53186  
 Phone: 414/547-8488

Additional information needed for order:

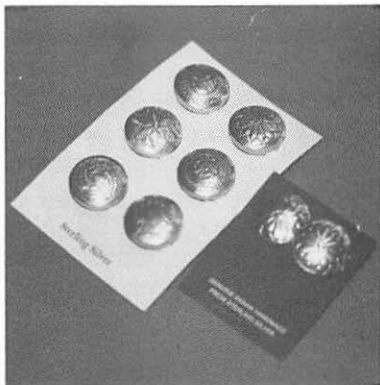
Be sure to designate: LAPEL PIN or PENDANT NECKLACE, and  
 BLACK GOLD or BLACK SILVER



## BUTTON COVERS AND PIERCED EARRINGS

### New Mexico Chapter

Set of six sterling silver button covers with Southwestern designs. Sterling silver earrings are available to match button covers or may be ordered separately.



Price per item: \$12.00 set of six button covers

\$ 6.00 pair of earrings

Shipping/Handling: \$ 2.75 per order

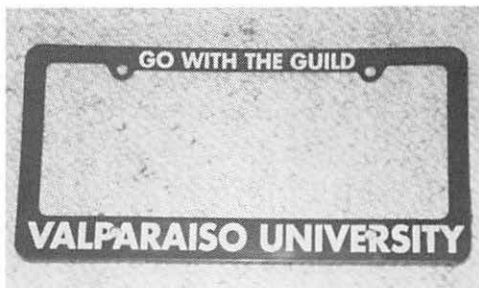
Contact person:

Joyce Ewing  
6800 Hensch Ave. NE  
Albuquerque NM 87109  
Phone: 505/822-9937

## LICENSE PLATE HOLDER

### Cincinnati Chapter

A black plastic license plate frame with white lettering. The top, in half-inch letters, says "Go with the Guild." The bottom 3/4-inch letters spell "Valparaiso University." If you're not in the Guild, a black permanent marker "erases" the top line!



Price per item: \$4.00

Shipping/Handling: \$2.50

Contact person:

Jan Zinnecker  
4730 Sycamore Rd.  
Cincinnati OH 45236-1940  
Phone: 513/791-8246

## FRAMED DIPLOMA

### Valparaiso Chapter

Beautiful metal or wood framing for diplomas. Sketch of Chapel is included within the frame. A color photo of the Chapel can be chosen for \$2.50 extra. If you like, a 5" x 7" photo of your own choice can be substituted for the picture of the Chapel. Frame, mat and inset choices are as follows:

**Frame Choices:**

- Brown Metal
- Gold Metal
- Wood

**Mat Choices:**

- Dark Brown Suede
- Soft Gold Suede
- White Suede

**Inset Choices:**

- Chapel Sketch
- Color Photo of the Chapel (\$2.50)
- Photo to be Provided by You (5"x 7")

Price per item: \$50.00 for the framing  
\$ 2.50 if choosing color photo of the Chapel  
Shipping/Handling: \$ 5.00 per order (IN residents add \$2.50 tax)  
Contact person:

Bette Galow  
1907 Rock Castle Park Dr.  
Valparaiso IN 46383  
Phone: 219/464-2071 or  
219/464-5249 (phone mail,  
please leave message)



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# GUILD WOMEN

## Ellen Spalding

Ellen Spalding began her enthusiastic and heartfelt support of Valparaiso University in 1943 when she married Carl Spalding, a 1929 Valpo graduate. Always finding the University an exhilarating place to be, Ellen and Carl found themselves becoming an even closer part of the University family as their two daughters, Karlynn (Emanuel) and Sandra (Peters), and a son-in-law, John Peters, were also graduated from Valparaiso.

As a firm believer in the strength of the ideals of Valparaiso University, Ellen has always been a strong advocate. But not until a chapter was formed in San Jose, California in 1980 did she begin her official role of carrying out the work of the University through the Valparaiso University Guild (sometimes single-handedly.)

Truly she has approached her membership as a labor of love. She has worked endlessly

and without tiring on every aspect of the Valparaiso University Guild—membership, special projects, and Person-to-Person. Faithfully she has served as chapter officer (through the years she has held each office at least once) and made every trip back to Valpo in that capacity for the Convention and Executive Council meetings. From recycling to cookbook sales, hand-braided rugs, pfefferneuse cookies, and, of course, the Guild bows, creativity, enthusiasm, dedication, and true devotion have been exemplified.

Every job is done with detail and care. The Spirit of the University is vibrantly active in Ellen Spalding, and she brings that vitalness to others. The members and families of the Santa Clara Valley Chapter of the Valparaiso University Guild honored Ellen with a special plaque and a donation to the Valparaiso University Current Project Fund in her name in gratitude for her years of dedication to the University and its families.



Ellen Spalding



l-r: Grace Miller, Pres. Santa Clara Valley Chapter, Ellen Spalding, Marian Yunghans, Area IV Director

# YOU SHOULD KNOW

## Betsy Nagel

*From Charities Foundation December news release*

### Nagel Named President of Lutheran Charities Foundation

Betsy Nagel, Honorary '83 and former Executive Director of the Valparaiso University Guild, has been named president of Lutheran Charities Foundation of St. Louis.

Nagel has been the Foundation's director of grants administration since the first grants were made in 1986. From 1986-1989, she also served as director of community relations for Lutheran Charities Association. Nagel has served as interim president of the Foundation since June 1993.

In her eight years with the Foundation, Nagel has helped to review over 1500 grant proposals and to monitor the 331 projects that have received funding. These grants total over \$23 million, including two significant grants to Valparaiso totaling \$1.25 million. The Ament-Brenner Scholarships in Nursing were established in 1986, and the Eckrich Chair in Religion and the Healing Arts, held by Dr. James Bachman, was endowed in 1987. Current grantmaking is limited to projects serving the St. Louis area.

"She is 100% committed to our mission, and her work reflects well on this organization and the Lutheran congregations we represent," wrote Herbert F. Eggerding, Jr., chairman of the board, in a letter dated December 10 to the Foundation's congregational delegates and pastors. "She has earned the respect of her

Board and of the community. She will be able to continue the excellent program of grantmaking she has helped to establish."

Nagel received her Master's degree from the University of Michigan as a fellow of the American Council of Learned Societies. From 1975 to 1983, she was the Executive Director of the national Valparaiso University Guild. She served as the director of community relations for Lutheran Medical Center in St. Louis before joining the newly formed Foundation in 1986.

Mrs. Nagel's husband, the Rev. Dr. Norman Nagel, dean of the Chapel at Valparaiso University from 1968-1983, is currently a professor of systematics at Concordia Seminary (St. Louis). The Nagels are members of Christ Memorial Lutheran Church in Affton, Missouri, and have three sons and two grandchildren.



Betsy Nagel

# DID YOU KNOW THAT:

Somehow or other, one of the 1994 calendars found its way into a prison in Illinois. This is the only calendar that the prison officials will permit in the prison for use by the inmates. Rita Foltz, calligraphist for the calendar, found out about this and has been given permission from the prison officials to bring more calendars to the prison because the inmates have been asking for them. One inmate, after looking through the calendar, (he loves the Chapel pictures) has decided that he wants to go on to college!

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Due to weather conditions—a terrible snow storm—the attendance at the 1994 Executive Council was the lowest in the Guild's history. However, in the spirit of the Guild and because this was a very important meeting, the women did everything in their power to get to campus! Many were stranded at airports far from their homes but also far from Chicago's O'Hare Airport, which was closed. A number of women started out by car—only to be turned back by closed roads or roads that were more like skating rinks than roads.

A number of women had flights that arrived very late at night into a "finally opened" O'Hare just in time to make the very last Tri-State shuttle from O'Hare to Merrillville. (Tri-State even waited longer than normal to make sure they had everyone from the last incoming flight who might be wanting transportation to Merrillville.) Armin Lichtfuss, husband of Executive Director Janie Lichtfuss, ran his own shuttle service from Merrillville to the Bridge View Inn in Valpo long into the night in order that

the women would not be stranded in Merrillville.

Friday evening found only 35 people in attendance. The number "swelled" to a high of 68 by the end of the weekend.

Regardless of the problems, however, the Executive Council meeting was a very good and positive meeting. Be sure to read the Minutes that are included in this *Bulletin*.

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The Diablo Valley Chapter of the Guild is planning to have ready-made receipt books available for the Bazaar in September. They will probably sell at the Bazaar for \$2.00 for a book of 25. These should help chapters do the requested receipting for monies received.

\*\*\*\*\*

Future Convention dates are:  
September 22-25, 1994  
September 21-24, 1995  
September 26-29, 1996

Future Executive Council dates are:  
February 24-26, 1995  
February 23-25, 1996  
\*\*\*\*\*

The Guild Office has a new supply of seals. They are gold with a brown background and sell for three cents per seal. These are very useful for program covers, project packages, etc.



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# Report of the Executive Director

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## Janie Lichtfuss

The comments below were a part of a workshop given by Executive Director Janie Lichtfuss on Saturday night of Executive Council 1994.

\*\*\*\*\*

You have probably never received so many VERY IMPORTANT letters before, have you? Sorry about that, but they truly were very important and I needed to get your attention.

When your Guild Board was planning for this Council meeting, we thought that this evening would have only one part—that concerning how we use our project monies and why. Thus, the title that is in your agenda. Then, when other things came up, we knew we had to divide this time in order to discuss two very important topics.

We have approximately two hours time. If the discussion concerning project monies does not take the entire first hour, we will move on to the topic concerning Pres. Harre's proposal. If, however, we are still involved with project monies at the end of the first hour, I will stop that discussion and go on to the next question. In the first portion of the meeting, I propose that I give a short presentation, and then we can answer any questions that you might have

concerning project monies and their use. During the second portion, I would like to give a presentation to bring you up-to-date on President Harre's proposal, and then I would like to give all of you the opportunity to share information from your chapters concerning their concerns and their suggestions of possible options. Because of a change in the situation and the Board's response to this change, I am not sure that we will need a real question and answer time. All of this will become more understandable as we go along. Is there agreement on this?

So, now to PROJECT MONIES.

I believe that most of you received a copy of the talk that I gave at the Administrators' Forum meeting on campus concerning the history of the Guild. In that, I noted the progression of the Guild from a very dependent organization to one that became much more independent through the years. The Guild became incorporated for the very reason that incorporation would allow it, the Guild, to receive monetary gifts rather than have all funds go through the University. In receiving monetary funds, incorporation also allows the Guild to invest these funds, manage these funds, and decide how these funds will be spent.

LET ME READ YOU A FEW PHRASES FROM OUR HISTORY. These phrases will actually be appropriate for both discussions we will be having this evening, so please listen very carefully.

In 1925, Lutheran pastors and laymen purchased a university in a small town of Indiana. The purchase of Valparaiso University had been costly and the sacrifices of these men in time, effort, and money can be attributed solely to their faith in God with Whom all things are possible. Then came the depression years, and the collection of campaign pledges was difficult and sometimes impossible. Our beloved Synod as a whole and many of her congregations were unable to meet their financial obligations, thus placing an added



**Janie Lichtfuss**  
Executive  
Director

strain upon the monetary contributions of the friends of the new Lutheran University. By 1930 it was a matter of life or death for the University to win the friendship and support of pastors and members of the Church. It soon became apparent that the organized aid of the women of the Church was essential to this effort.

Our history goes on to say that Pastors Andres and Henrichs traveled to Lutheran centers of the Midwest, visited women leaders in these communities, especially women who had shown their interest in the University, arranged a meeting at the home of one of these women, and discussed the possibility and the purpose of the formation of a women's auxiliary of the Lutheran University Association. The reactions, in every instance, were so favorable that a meeting of these women was arranged at the University.

The point in all of this is that the LUA came to the women. The Guild was not formed because a group of women came to the LUA and said we want to do this—will you support us.

Our history points out that this was the first national women's organization to be formed within the confines of the Synodical Conference.

It was originally thought that this group would organize along the lines of the LUA, that is, individual members meeting annually at Valparaiso. **"BUT THE WOMEN FOUND THAT THEY COULD DO MORE EFFECTIVE WORK THROUGH ORGANIZED GROUPS IN THEIR RESPECTIVE COMMUNITIES."**

At the third annual meeting of the group, a resolution pertaining to the allocation of funds was adopted. **THIS PRACTICE HAS BEEN RETAINED THROUGH THE YEARS:**

- Membership fees were to be used for current support of the University.
- All monies raised through chapter activities were to be used for special projects to be decided upon by the group.

The fall meeting of 1935 was also history-making. The minutes reveal that each chapter was assigned a goal to strive for during the following fiscal year.

So, the setting of goals for each chapter is not a new idea. The women had great optimism and a very defined focus of who they were, why they existed, and where they were headed.

Then, in the mid-80s, the University was involved in a challenge campaign and part of that challenge had to do with the University getting a certain amount of money together. The University

came to us and asked if we would consider sending in our project monies throughout the year rather than keeping them ourselves during that year and sending them in at the end of the year. They agreed to guarantee us a certain percent of interest on our money—an enticement to have us agree to do this. We did agree to their request. We were to receive a **GUARANTEED 5%** interest on our project monies figured on an average of our contributions over the most recent three years. Whether the banks gave the University 8% or 3%, we were to always receive 5% on these monies. Sadly, this agreement was never in writing. There is now a misunderstanding about what was meant. For some time, we **DID** receive that 5% and it became a part of our contributions to the University in project monies. But now we are only receiving whatever the "going" rate is—about 3%—and no one seems to know anything about the other arrangement. The people who were involved are no longer here at the University. However, I believe this arrangement **WAS** truly what we **THOUGHT** it was; otherwise, it would not have paid us to give up investing our own funds.

We **DO** receive 5% on our endowed funds, such as the cookbook money, and it is this 5% that is the amount that we spend for scholarships. But, the other guarantee has disappeared.

The point is that, whether we kept our project monies ourselves or whether we sent them into the University as we received them, our project monies are designated for Valparaiso University. We may decide as a **GROUP** in **CONVENTION**, in accordance with our Bylaws, and our Values, Vision and Mission Statements, just for what we will designate them. But whatever that designation is, it must be something at Valparaiso University.

While the national Guild does not tell individual chapters what events they may or may not have in order to raise funds, it is a fact that each chapter of the Guild is one part of what makes up the **TOTAL** national VU Guild. While individual chapters may decide how to raise funds, it is the total national VU Guild, in **Convention**, that decides how to spend these monies. The authority for those kinds of decisions does not rest with one chapter, but rather rests on the decisions made by all the chapters—through representatives—at **Convention**. This is one of the reasons it is so important—yes, actually expected, according to our Bylaws—that each chapter have a representative present at **Convention**. It is this disciplined and orderly forum that allows input and discussion and ultimately the decision for the disbursement of these funds.

Now another bit of history. In previous times,

prior to the Giant Step program, the chapters would raise monies for the University and would send these monies to the national Treasurer. At the end of the fiscal year, June 30th, the national Treasurer would determine, following expenses, the amount of project monies available for disbursement for a project which, in most instances, had been chosen the previous September. However, the amount that we would actually have was not known. This is how most volunteer groups function. These are, after all, individuals who choose to give their time and efforts and money.

It was only at the time in the mid-80s when the challenge campaign came about and when the gym (ARC) was being built, that we were asked to function a bit differently. The process was turned around. We knew BEFORE the money was raised what it would be spent on and the amount that would be expected of us. Then, we as individuals and chapters raised that money.

This new emphasis brought about some long and hard thinking on the part of your Board at that time. How could they help chapters, who had never had to think about meeting a specific pledge amount BEFORE the money was raised, determine whether they were on target in what they were raising? A type of goal was set up having to do with a certain amount per capita. The Board never meant this to be a demand, even at that time, but rather a yardstick. Even then, there was unhappiness with the system. If a chapter met this per capita amount one year and was recognized for that but failed, for whatever good reason, to meet it the next year and did not get recognized, that chapter felt poorly treated and defensive; and, as some have mentioned, as though they had let the Guild down. Your Guild Board felt terrible because they had never meant to cause distress among the very people for whom they worked and labored and held in such esteem. Eventually, though, that pledge was met.

Then, a very few years later, about the time when the Guild was declaring they would never do another five-year project, what happens. The very project for which they had wished, dreamed, and prayed was about to be initiated—the Center for the Visual and Performing Arts. The dilemma: To become involved in this project would mean another five-year project. It would mean, once again, knowing the monetary goal ahead of time—BEFORE the money was earned—and raising the money for it over five years. How could the Board ever keep the chapters interested and on target for another five years? The Board knew the problems that had come up the first time with the ARC. What

could they do that would help chapters know if they were on target but not exert undue pressure?

After much deliberation—and I believe you can talk to any of those Board members and they would tell you it was MUCH deliberation—it was decided to give each chapter a SUGGESTED amount—a goal. It was explained many times that these amounts were GOALS. It was also explained many times that IF each chapter met the suggested goal, the total national Guild would complete its pledge. The suggested goals were NEVER considered an end in themselves. The reality is that some chapters would or could never meet the goal suggested. Perhaps, like with the Valparaiso Chapter (a group that no one doubts is very committed and dedicated) the figures used in making their suggested goal were compiled from years that just happened to be a fluke of large monetary receipts probably never to be duplicated again! It was going to be almost impossible to meet the very large goal given to that chapter by the Board. But, within the figuring was the ASSUMPTION that there would be some chapters who would make more than their suggested goal. Not only was that assumed, it was hoped for and counted on! We would need every cent raised BY EVERY CHAPTER in order to meet that \$500,000 goal.

Obviously, there are dangers in giving suggested goals. While, again, your Board was only trying to help and give a yardstick by which to measure progress and, although the Board told chapters many times that if the amount given them was too great they should contact the Board so the Board could plan accordingly and look for other ways to cover these loses, chapters felt pressured.

The other danger with this goal plan was that once a chapter met the suggested goal, that chapter might feel that any monies they raised BEYOND that goal belonged to them to spend as they wished for other worthy charitable causes, even for other causes at Valparaiso University. NOT SO!

**YOU SEE, THOSE MONIES HAD ALREADY BEEN SPENT!**

Whether the recipient had already been chosen, such as with the ARC and the CVPA, or whether the recipient was still to be chosen, THOSE MONIES WOULD BE SPENT FOR SOMETHING DESIGNATED BY THE MEMBERS CORPORATELY IN CONVENTION. No individual chapter has ever been able to decide how monies raised can be used. That decision, through our accepted Bylaws, is made only by the membership in Convention. While we have individual chapters, as I read in our history, we are



really only ONE UNIT, the Valparaiso University Guild. No chapter is an island unto itself. That not only affects project monies, it is also a protection for each chapter. That becomes quite obvious when tax time rolls around. No chapter should complete a tax form. No chapter should have money to declare. Each chapter should have been sending in project monies through the year to the national Treasurer. The individual chapters never want to place themselves in a position of investing monies themselves. The only person who can legally be doing that is the national Treasurer of the VU Guild. To violate this is to jeopardize our "not-for-profit" status. We could lose everything if that were to happen. So, there is "help" in the plan and there is "protection" in the plan. That is how it should—and must—be.

Because of misunderstandings about these funds, it came to my attention that some chapters, those who had met their suggested goal, had decided to contribute funds to other charitable groups. This discussion tonight, and I really want this to be understood, is not meant to be a reprimand for these chapters. It was very good that this has all come to light before the Guild really got hurt by any of this. It has allowed for some hard thinking and discussion by the members of the Guild Board. So, you see, like so many things, there are blessings in everything!

So, there have been almost two extremes. While my training had been from Ber Ruprecht, who said to NEVER touch project monies for anything except to send them to national for the national project, there was the other extreme that resulted in already committed project monies virtually being spent twice. Somewhere there had to be a "happy medium."

The Guild Board decided that we have had a sort of double standard. Obviously, the national Guild uses the project monies sent to it by the chapters. That is, after all, how we pay our expenses. That is how we pay the travel money for a member of each chapter to attend the Convention and the Executive Council meetings on campus—a very important element of membership in the Valparaiso University Guild. That is also why it is stressed that each traveler use the least expensive mode of travel. Good stewardship is asked but NEVER that a chapter not be represented! SO, if the national Guild can take expenses out of project monies, how can the Board tell chapters they cannot do the same? Obviously, they can't! That is an unacceptable double standard. Please understand that IF a chapter still wishes to add an amount to its dues in order to cover chapter expenses, it certainly may do so.

So, much time and effort on the part of your Board has resulted in what I believe you will find to be a much more comfortable situation concerning project monies. The result is a "Decision Tree" that may be helpful to you in the future when questions come up as to the use of project monies. We hope that this will help you.

**DOES YOUR VENTURE:**

- X. SUPPORT OUR ONLY BENEFICIARY, VALPARAISO UNIVERSITY.
- X. SUSTAIN AND SUPPORT YOUR CHAPTER MEMBERS.
  - Cards and flowers for members who are ill, etc.
- X. PROVIDE FOR EXPENSES SO THAT CHAPTER IS REPRESENTED AT BOTH CONVENTION AND EXECUTIVE COUNCIL MEETINGS.
  - Chapter may pay registration card fees.
- X. COVER EXPENSES REQUIRED OF CHAPTER BY NATIONAL BYLAWS.
  - Guild Special monies can be taken from project funds.
- X. FULFILL THE GUILD'S MISSION STATEMENT:
  - Create and develop a greater interest in the University as an institution of Christian higher learning.
    - Will there be immediate and direct correlation between your project and the University?
    - Give financial assistance to the University.
      - Will this assistance be given through the national Guild? (Chapters should not provide gifts to the University on their own.)
      - Do your chapter monies get to the national Guild in a timely and orderly fashion?
      - Have you sent ALL your cookbook, calendar, dues, and project monies (keeping only what "seed" money is necessary for the continuation or start of other projects) to the appropriate national officer?
    - Assist in increasing student enrollment.
      - Does your venture get students to campus for a visit or provide prospects with direct information about the University.
      - Does your venture have the "blessing" of the University and/or the

Guild? (In other words, do both of these groups know you are doing this?)

—Does your venture provide a prize that will benefit the student immediately and is it specific? (Bookstore gift certificate rather than Savings Bond)

—Provide facilities necessary for the students' physical and spiritual welfare.

—This would almost always be accomplished via the national Guild.

—Students should never "see" money. Any financial help sustained and provided by a chapter should be very specific (transportation to visit campus, gift certificate for the Book Center. Scholarships should NOT be undertaken by individual Guild chapters.)

—Emphasize and reinforce the call of the University to provide highly-educated, committed Christian leaders for the nation and the world.

—It is always appropriate for chapters to communicate to the University President if there is concern about whether the University is maintaining a Christian environment on campus physically, socially, and academically. That is, after all, what our Bylaws and Mission say we will support.

The main thing to remember is that our sole beneficiary is Valparaiso University. We, the Valparaiso University Guild, declared that in 1967 when we became incorporated. I believe this had been assumed before 1967 and certainly our Bylaws show our allegiance, but now it was declared, in black and white, in a legal document. Unless we, as the national Guild, vote differently, that is how it remains.

Our national Treasurer, Judy Mason, has prepared a sample accounting page that can help you keep track of funds. I'll let Judy explain this to you. JUDY.

Now, there are a couple of other items that need explanation.

It is ALWAYS appropriate for an individual to contribute funds through the matching funds program of an employer. There are forms that both the individual and the employer must fill out, but the entire process is quite common and works well.

However, some years ago, we were involved in a matching fund challenge program for the University in which each chapter had to fill out a card, and this

card was sent to the national Treasurer. As funds came in, these cards were placed with our funds and Lutheran Brotherhood matched them. In fact, I believe you recently got a report on how that should be done. Well, would you believe that this challenge has been accomplished and so that form of matching funds is no longer possible for us?

However, there is still a PACT matching fund process. I believe that in the past, anyone who had a LUTHERAN BROTHERHOOD policy signed a card and then it was paired with chapter funds for a match. Well, that is no longer possible either, UNLESS the individual who signs the card can verify that she actually contributed the \$100 herself. In other words, the cards can't just match a lump sum in a treasury. There must be proof that at least \$100 of the treasury amount was actually contributed by the individual who signed the card.

The second item that needs to be covered is a new policy established due to a new IRS ruling concerning a substantiation requirement. Primarily the new ruling says that the charity must provide proof of contribution. The policy the Guild will have is this: Each chapter must provide a receipt to an individual who makes a direct contribution of cash or a significant amount of property. The receipt contents should include:

- 1) Valparaiso University Guild
- 2) Chapter Name
- 3) Name and Address of Donor
- 4) Amount of Contribution (only if cash)

If property is donated, the value of the property is the responsibility of the donor and no amount is given on the receipt.

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## ANNOUNCEMENT!!

On Thursday, April 7, 1994, Kristin Kayla Mathuny was born to past national Treasurer Diane Mathuny and husband Rob. Kristin weighed 7 lbs. 12 oz. and was 19 inches long. She has lots of dark hair. Both mother and baby—and father—are doing fine. Their address is:

1539 Sandcastle Dr.  
Corona del Mar CA 92625

## In Memoriam

The following is a list of Guild members who have died since the publication of the last issue of the *Bulletin*.

Alvina Werling, Ft. Wayne IN  
Milda Bernreuter, Saginaw MI  
Dolores Cenkush, Mishawaka-South Bend IN  
Lillian Fleischfresser, Merrill WI  
Louise Umenhofer, Gulf Coast FL  
Meta Krueckeberg, Decatur Circuit IN  
Carol Weber, Indianapolis IN  
Ella Mahnken, Ann Arbor MI  
Marie Kionka, Milwaukee Afternoon/Sub. WI  
Hatsue Heinz, Dundee IL  
Clare Perteit, Dundee IL  
Mary Sievers, Valparaiso IN  
Helen Gilchrist, Sun City AZ  
Erna Graef, Kentuckiana KY  
Naomi Holverstott, Kentuckiana KY  
Dorothy Winter, Evansville IN  
Matilda Siess, St. Petersburg FL  
Norine Schluckbier, Ft. Wayne IN  
Thiel Kalb, Ft. Wayne IN  
Marie Nuechterlein, Saginaw MI  
Elizabeth Jehn, Detroit MI  
Margaret Papay, Cleveland OH  
Cecelia Dausch, Baltimore MD

Other members of the Guild grieve the loss of family members.

Barbara Schwarz, a member of the Northern Virginia Chapter, lost her father in November 1993.

Robert Wolf, son of Grace and Paul Wolf, was killed on his birthday by a drunk driver. He was soon to be married. Grace is a member of the Indianapolis Chapter. Robert's aunt, Jean Bichsel, is a member of the Rochester NY Chapter.

Oleta Wolfanger's husband, Howard, has died. Oleta is a founding member of the Rochester NY Chapter. Oleta's daughter-in-law, Lois, is also a member of the chapter as is granddaughter Lori Wafler.

Joan Lowitzer, daughter-in-law of Charlotte Lowitzer, died November 20, 1993. Joan was a member of the Rochester NY Chapter and Charlotte is a founding member of that chapter.

Delmar H. Brumm, husband of Beverly Brumm of the Park Ridge IL Chapter, has died.

Walter Fechner, husband of Carol, has died. Carol is a member of the St. Petersburg FL Chapter. Several of their children are VU grads.

Lois Pukall's husband, William, died at the end of last year. Lois is a member of the Evansville IN Chapter.

Eleanor Sutton of the Omaha NE Chapter lost her husband in March 1994.

Carol Prange's husband, Lester, has died. Carol is a member of the Milwaukee Suburban Chapter.

*We pray for our Lord's continuing care and comfort for all who mourn.*

*Editor's Note: Your Editor realizes that there have no doubt been others within our Guild Family who have died recently. Their names were not omitted intentionally. If chapters will keep the national office informed, names will be included in future issues of the Bulletin.*

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# CHAPTERCHATTER

## CHATTER

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By Sharon Hersemann

**Area I—Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia, and Washington D. C.**

### ROCHESTER NY

The Rochester Chapter held its January 15, 1994 meeting at the home of charter member Mary Ann Gollin. Reports were received of another successful Advent Vesper service, and the approaching Theater Party to be held on May 6th.

Chapter members attending this meeting pictured below, left to right, are:

Row 1 - Julie Riethmeier, Judy Bielicki, Christine DeLooze, Katherine Beese

Row 2 - Chita Easton, Jean Bichsel, Myra Stechholz, Nancy Bauchle, Ursula Kerst, Vicki Robisch

Row 3 - Audrey Velepec, Mary Ann Gollin, Carolyn Moritz, Carolyn Krause, Barb Riethmeier, Judy Cook, Christine Flammann, Sue Hagen.



### NORTHERN VIRGINIA

The luncheon/fashion show sponsored by the Northern Virginia Chapter on November 6, 1993, was a great success, and even received newspaper coverage in the Reston VA paper. Wedding dresses dating as far back as 1920 were modeled or displayed, to the delight of the luncheon guests at Good Shepherd Lutheran Church.

Catering continues to be an important fund-raiser for this chapter, with several holiday events on the schedule.

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### Area II—Illinois plus Quad City Chapter IA/IL

#### CHICAGO WEST SUBURBAN IL

Pictured below are members of the Chicago West Suburban Chapter gathered in celebration of their Chapter's 60th Anniversary! Executive Director Janie Lichtfuss attended the festivities and told the group about the progress being made on the construction of the Center for the Visual and Performing Arts.



#### PARK RIDGE IL

The Park Ridge Chapter of the Valpo Guild held its Annual Brunch on Sunday, March 6, 1994, as its host church, St. Andrews, celebrated Valpo Sunday. The participants were entertained with light jazz music presented by Valpo alums from the classes of '92 and '93.



Pictured above are some of the dedicated members who worked hard for two days to make this event a success. Left to right are: Ruth Harker, Holly Wilke, Eileen Kahlfeldt, Kristi Kahlfeldt, Marilyn Rotermund, Jeanette Rensner, Carol Prueter, Diane Wilk, and Meta Krause.

### QUINCY IL

AD Judy Rullman and Executive Director Janie Lichtfuss, as speaker, attended a luncheon on October 30, 1993, with the members of the Quincy Chapter. Those attending are pictured below, left to right:

Front: - Mary Lou Scott, Kay Wiest, Loraine Bell, Madeline Hagemann, Judy Rullman  
 Back: - Janie Lichtfuss, Chris Fischer, Fritzie Hagemann, Millie Hagemann, Nancy Bluhm



### SPRINGFIELD AREA IL

Meeting at Our Savior's Lutheran Church on September 12, 1993, this new chapter is off to a strong beginning. Shown below attending this meeting are, left to right:

Front: - Lois Hoelter, president, and Marty Chapman  
 Back: - Eileen Buckley, Diane Wagner, Sara Schlichting, secretary, and Amy King, treasurer.



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## Area III—Colorado, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Wyoming

### GREATER KANSAS CITY KS/MO

This active Kansas/Missouri group will gather three times in the spring, and enjoy food and fellowship each time they do. January 29th was a January Brunch meeting; March 5th a Potluck Party for members, spouses, and guests at the home of Pat Ilten; and April 25th will be a Salad Supper at Bethany Lutheran Church, Overland Park KS.

### LAND OF LAKES MN

A large group of Valpo related people gathered at the "Stroh Haus" in St. Paul MN on March 4, 1994, for the purpose of honoring Norma May, a member of this chapter, as she was presented the Alumni Service Award. John Oelschlaeger, representing the VU Alumni Association, made the presentation, as pictured below.



Guild Executive Director Janie Lichtfuss was among those gathered for this event.

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## Area IV—Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Utah, Washington

### CHEECHAKO AK

This chapter reports a Bake and Gift sale in October, a Valpo display at a Lutheran activity fair, and having assisted with a college fair in Anchorage. This chapter has four members and four students on campus. What a ratio!

### SUN CITY AZ

Fountain of Life Lutheran Church was the setting for an Advent Song and Sandwich Supper on December 8th, sponsored by the Sun City Chapter.

### DIABLO VALLEY CA

This busy chapter has assisted in three college fairs and helped host Christmas church bazaars for fund-raising.

### HARBOR LIGHTS CA

Harbor Lights Chapter celebrated a special holiday treat with lunch at Muldoons Irish Pub Restaurant, followed by an afternoon of shopping at Roger's Gardens Christmas Fantasy in Corona del Mar.

### ORANGE COUNTY CA

A lively fun Christmas gathering for this chapter was hosted by chapter president JoAnne Sloan in her home. Among the highlights of the evening was the introduction of a new chapter member, and two guests, both current Valpo students.

### SADDLEBACK VALLEY CA

New president Gail Hodel is working hard to strengthen and enlarge this chapter.

### SAN DIEGO CA

This chapter reports five new members ranging from a 1992 grad to a senior citizen. Congratulations! Ethel Kallsen, chapter president, is a member of the West Coast Committee planning Valpo's first "Homecoming West" scheduled for Sept. 30-Oct. 1, 1994. The chapter will be selling "Homecoming Mums" at the event!

### SAN FRANCISCO-BAYSHORE CA

This chapter boasts a new member, mother of a new Valpo student from this area. Chapter members are pictured below at the time of a visit by Area IV AD, Marian Yunghans.



### SAN GABRIEL VALLEY CA

A five-day Bed and Breakfast stay for Wisconsin folks attending Rose Bowl festivities was indeed profitable for this chapter.

Chapter president Marty Hoffman and husband welcomed new daughter (and future Guild member) Elizabeth Rae into their family on February 28th. Chapter members and guests are pictured below at the time of a visit by Area IV AD, Marian Yunghans.



### SANTA CLARA VALLEY CA

This group has recently added three new members to its roster. They are hosting a Valparaiso Night in Cupertino on March 15th. Speaker for the evening is Louise Williams, Executive Director of the Deaconess Association at VU.

### BOISE ID

The newest Area IV chapter reports four charter members and is already planning a social in April and a pool party in the late summer. It is also sponsoring a VU Alumni and Friends gathering plus a Guild Brunch in July.

### COLUMBIA CASCADE OR and PUGET SOUND WA

Both of these chapters hosted receptions for Rev. Charles Werth and his wife, Ruth, last October during the Werths' travels to the West Coast.

### SPOKANE WA

Fourteen people attended the chapter's Christmas social on December 5th. President Kathy Murray states that the event was well received. The chapter also celebrated a very successful Valpo Sunday on the same date.

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## Area V—Wisconsin

### MILWAUKEE SUBURBAN WI

Activities abound in this vibrant chapter. The members held a cookie walk and mini-bazaar fundraiser in December 1993. In March the group will have a Greek lunch and tour a Greek Orthodox church in Milwaukee to which one of the chapter

members belongs. The 13th Annual Sunday Brunch will be held on Sunday, April 10th, at the Elm Grove Women's Club. Judy Schumacher will chair the brunch which will feature recipes from Volume IV Guild Cookbook.

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## Area VI—Michigan

### DETROIT MI

Monday, December 6, 1993, at noon, the Detroit Chapter held its "Christmas Tea and Advent Service" at Historic Trinity Lutheran Church in Detroit.

### SAGINAW MI

The Saginaw Chapter held its Guest Day Luncheon in October. The picture below was taken at that event and shows, left to right: Janice Zeile, Past President; Marleen Alexander, President; and Irmie Roggow, Vice President.



This chapter is eagerly anticipating the celebration of its 60th Anniversary in May of 1994. A special dinner meeting is planned with Barbara Riethmeier, National Guild President, as the speaker. The chapter notes that there are seven living charter members who are still members of the chapter. Blessings to those women, and to this chapter in its planning for this milestone celebration!

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## Area VII—Indiana and Kentucky

### EVANSVILLE IN

Darla Olberding of the Evansville Chapter was on campus the 23rd of March to receive the Distinguished Alumnus Award from the VU Alumni Association. Janie Lichtfuss was on hand for the presentation. Darla gave a lecture to the Department of Education at the same gathering. Pictured on the next page, Darla receives plaque from Karl Krueckenberg, Director of Alumni Affairs.



### INDIANAPOLIS IN

November 13, 1993, was the date for the annual Tasting Luncheon of the Indianapolis Chapter. Recipes from all the Guild Cookbooks were used, including ones from the new Volume IV.

Pictured below are on the right, Debbie Meyer, the luncheon chair, and on the left, Patti Vollmer, Indianapolis Chapter president. Also pictured, and delighted to attend the event, are Sharon Hersemann, center, Guild Office staff, and Debbie Meyer's aunt. It is also a joy to note that Patti and Debbie were freshmen roommates at Valpo!!



### VALPARAISO IN

When each chapter was asked to take on a special project to boost the fund-raising efforts in this final year of the CPVA pledge, Valparaiso Chapter's Betsy Bird shared an idea, and then assumed the direction of a seven-course served "Gourmet Dinner". Two hundred tickets were sold and a profit of over \$3,700 was realized. Thanks, Betsy!



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## Area VIII—Ohio

### MEDINA OH

The Medina Ohio Chapter of the Guild met in March 1994 at the home of Marianne Halvorson. The hostess displayed many hats she had made over the years and the ladies were asked to wear an Easter bonnet to the meeting. Plans were made for a plant sale around Mother's Day. Deanna Stritof's Fresh Apple Coffeecake recipe from Volume IV was served!

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## Area IX—Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee

### GULF COAST FL

Area IX AD Corrine Roy attended the fall kick-off and fund-raising luncheon of this chapter on November 11, 1993. Pictured below attending this luncheon are, left to right: Area Director Corrine Roy, Gulf Coast Chapter president Jo Loesch, Rev. Victor Mennicke, Development Director for VU, who resides in Florida, and Pat Mennicke, member of the Gulf Coast Chapter.



### TREASURE COAST FL

The annual Wine and Cheese Party was held on February 26th at the home of Marilyn and Dick Albrecht in Palm City. Chapter members were also looking forward to the performance of the VU Concert Choir and Chancel Drama Troupe, Soul Purpose, at Redeemer Church. Chapter members were to be involved in providing overnight housing.

The following pictures of the Executive Council Area meetings reflect the ability of the Guild women to be flexible. With so many unable to attend, including some Area Directors, some areas were combined with others and joint meetings held.



Areas I and VII



Areas II, III, and V



Area IV



Areas VI, VIII, and IX



**MINUTES of the  
EXECUTIVE COUNCIL  
VALPARAISO UNIVERSITY GUILD, INC.  
FEBRUARY 25-27, 1994  
ACT FOUR: FINALE**

The Executive Council of the Valparaiso University Guild was called to order by President Barbara Riethmeier at 9:00 a.m. on Saturday, February 26, 1994, in the Great Hall of the Valparaiso University Union.

Opening Devotions were given by "Gift of Song" guitar choir.

**WELCOME AND INTRODUCTIONS**

The President welcomed Guild leaders from around the country. She introduced the other National Guild Officers: Bev Wick, 1st Vice President; Ann Louise Pera, 2nd Vice President; Lorraine Dorough, Secretary; Judy Mason, Treasurer; Janie Lichtfuss, Executive Director; and Lynn Bahls, Parliamentarian. Members of the Guild office staff were introduced: Sharon Hersemann, Administrative Assistant; and Esther Kruger, Technical Assistant. Past National Guild Presidents in attendance at the meeting were: Lynn Bahls, Beata Madoerin, Janie Lichtfuss, Virginia Amling, Phyllis Schuessler, and Paula Sauer. A special welcome was extended to Bonnie Johnson, representative of the newly-formed Idaho Chapter in Idaho. Also recognized was Rick Thomas, Associate Director of the Union.

**REPORT OF THE STANDING RULES COMMITTEE**

By direction of the Board of Directors, the Secretary moved adoption of the following standing rules which were adopted:

1. When addressing the chair, a member shall speak at a microphone, giving name and chapter affiliation.
2. Motions and amendments from the floor shall be submitted in writing, signed by the maker and the seconder, and presented to the Secretary.
3. Notices of announcements shall be submitted in writing to the Executive Director.

**ADOPTION OF THE EXECUTIVE COUNCIL PROGRAM**

The 2nd Vice President moved adoption of the Executive Council Program with the following modification: the workshop, "Meetings, Bloody Meetings," be struck out. Motion adopted.

**MINUTES APPROVAL COMMITTEE**

The chair introduced the Minutes Approval Committee appointed for this Executive Council: Esther Hildner, Central New Jersey Chapter NJ; Margaret Zobel, St. Petersburg Chapter FL; and Lynn Bahls, Parliamentarian.

**CORRESPONDENCE**

Lorraine Dorough, Secretary, read a telephone message from Dot Nuechterlein and a letter of thanks from Daniel C. Brockopp, Dean of the Chapel of the Resurrection.

## **REPORT OF THE TREASURER**

Judy Mason, Treasurer, gave the following report: The beginning balance on July 1, 1993, was \$63,125. Receipts to date total \$128,359. Disbursements are \$96,705, leaving a balance as of February 5, 1994, of \$94,779. The complete report of the Treasurer is appended to these minutes. The report will be filed for audit.

## **REPORT OF THE 1st VICE PRESIDENT**

**REACH FOR THE STARS:** 1st Vice President Bev Wick encouraged all chapters to continue their efforts in the final three months of the project to raise at least \$80,000 to meet the project goal. If successful, this will be the first major project completed by the Guild within the original project time frame.

**GUILD GOODIES:** 1st Vice President Bev Wick reviewed the existing Guild Goodies. The newest Guild Goodies were introduced: license plate holder from Cincinnati Chapter OH; custom-matted framed diplomas from Valparaiso Chapter IN; and sterling silver earrings and button covers from New Mexico Chapter.

## **REPORT OF THE 2nd VICE PRESIDENT**

**BLACK MANUAL:** 2nd Vice President Ann Louise Pera instructed the Council to replace certain parts of their Black Manuals with those pages provided for them in their packets.

## **REPORT OF THE CREDENTIALS COMMITTEE**

Sharon Hersemann, reporting for the Credentials Committee, announced a registration of 57 members in attendance. By general consent, the roll of 57 members was adopted as the official roll of voting members of the Executive Council.

## **REPORT OF THE NATIONAL PRESIDENT**

1st Vice President Bev Wick introduced Barbara Riethmeier, National Guild President. (See page 8 in the *Bulletin* for the National President's entire report.)

## **APPOINTMENT OF TELLERS**

The following were appointed and served as tellers for the Guild Special balloting:

Judy Wolff, Chairman

Virginia Amling

Lois Bohde

Deanna Stritof

## **ALLOCATION OF THE GUILD SPECIAL**

By direction of the Board, the Secretary moved adoption of the Resolution for Allocation of the Guild Special; the resolution contained a blank.

The President called upon 2nd Vice President Ann Louise Pera to present the proposals to fill in the blank.

1. Interactive video - College of Nursing; Safety training tapes - University Physical Plant
2. Mountain bike - Campus Police; Lab stools - Department of Physics and Astronomy
3. Reference desk - Moellering Library; Transcript validator - Registrar's Office
4. Interactive videos in French, Spanish and German - Department of Foreign Languages;

Grant for revitalizing MALS program - Graduate Studies; TV and VCR for International House - International Studies

## **REPORT OF THE CREDENTIALS COMMITTEE**

Sharon Hersemann, reporting for the Credentials Committee, announced a revised registration of 61 members in attendance. By general consent, the revised roll of 61 members was adopted as the official roll of voting members of the Executive Council.

## **REPORT OF THE ACTIVITIES CHAIRMAN**

Sue Dumford, Activities Chairman, introduced Nancy Fehr and Janet Bunn, Chicago Northwest Suburban Chapter IL, to introduce the winners of the handbook competition judged by their chapter. Twenty-eight chapters sent in handbooks to be judged. The chapters were divided into two divisions based on chapter size. The representatives of the winning chapters were presented with "Olympic" medals.

The winners of Division 2, smaller chapters, were:

- Gold Medal - Harbor Lights Chapter CA
- Silver Medal - Springfield Area Chapter IL
- Bronze Medal - Puget Sound Chapter WA

The winners of Division 1, large chapters, were:

- Gold Medal - Baltimore Chapter MD
- Silver Medal - Appleton Chapter WI
- Bronze Medal - Rochester Chapter NY

## **REPORT OF THE COORDINATOR OF AREA DIRECTORS**

2nd Vice President Ann Louise Pera introduced the six Area Directors who were in attendance. Each presented highlights of the chapters in her respective area who have risen to the challenge to do something extra to help meet the Reach for the Stars goal.

- Area I - Barbara Town, The East
- Area II - Judy Rullman, Illinois/Iowa
- Area IV - Marian Yunghans, The West
- Area V - Cindy Russler, Wisconsin
- Area VII - Deanna Stritof, Indiana, plus Kentucky
- Area IX - Corrine Roy, The South

## **LUNCHEON RECESS**

The luncheon prayer was led by Barbara Town of Hudson-Mohawk Chapter NY. The Executive Council recessed at 12:00 p.m. for Area Luncheon Meetings and reconvened at 1:30 p.m.

## **WORKSHOP**

The afternoon meeting of the Executive Council was spent with Patricia M. Pakan, Ph.D. Dr. Pakan led a workshop titled, "I'm Not Being Difficult; I'm Just Being Me."



The assembly adopted the following resolution:

**RESOLVED**, That the \$2,250 of the 1993 Guild Special Fund be allocated to the College of Nursing: interactive video; Physical Plant: safety training tapes.

### **REPORT OF THE CALENDAR COMMITTEE**

By direction of the Board of Directors, the Secretary moved adoption of the following resolution which was adopted:

**WHEREAS**, The cost of printing and postage have increased since the calendar price was last raised, and

**WHEREAS**, Members of the Guild welcome opportunities to provide for special needs of all members of the campus community, and

**WHEREAS**, The calendar project has given us the means to provide gifts to meet these needs; therefore, be it

**RESOLVED**, That the Executive Council affirms the decision of the Board of Directors to raise the price of the Guild calendar to \$3.00, effective with publication of the 1995 calendar.

### **MESSAGE FROM THE UNIVERSITY PRESIDENT**

Secretary Lorraine Dorough introduced Dr. Alan Harre, President of Valparaiso University. (See page 18 in the *Bulletin* for Dr. Harre's address.)

### **PRESENTATION**

1st Vice President Bev Wick presented the Values, Vision, and Mission Statement of the Valparaiso University Guild.

### **CLOSING PRAYER**

The closing prayer was given by Lois Hoelter of the new Springfield Area Chapter IL.

The Executive Council was adjourned at 11:40 a.m.

Lorraine Dorough  
Secretary

Approved by the Minutes Approval Committee:

Lynn Bahls—National Parliamentarian  
Esther Hildner—Central New Jersey Chapter NJ  
Margaret Zobel—St. Petersburg Chapter FL

**REPORT OF THE TREASURER****VALPARAISO UNIVERSITY GUILD  
STATEMENT OF RECEIPTS AND DISBURSEMENTS  
JULY 1, 1993 TO FEBRUARY 5, 1994**

<b>RETAINED EARNINGS JULY 1, 1993</b>		<b>\$ 63,125.00</b>
Cookbook Fund	\$ 33,561.00	
Operating/Project Fund	22,375.00	
Calendar Reserve	3,000.00	
Calendar Fund	2,568.00	
Jo Feller Memorial	1,000.00	
University Fund	350.00	
Celebration Cards	165.00	
Guild Special	<u>106.00</u>	

**RECEIPTS**

Operating/Project Fund	\$ 82,864.00
Cookbook Fund	14,290.00
University Fund	9,422.00
Restricted Fund - Matching	5,400.00
Restricted Fund - Interest Earned at University	3,078.00
Bed & Breakfast	2,824.00
Guild Run	2,295.00
Guild Special	2,110.00
Calendar Fund	2,090.00
Restricted Fund - Memorials	1,729.00
Guild Office Fund	960.00
Past National Officers' Scholarship	500.00
Interest Earned	394.00
Christmas Card Fund	178.00
Celebration Cards	165.00
Miscellaneous & General	<u>60.00</u>

<b>TOTAL RECEIPTS</b>	<b><u>\$128,359.00</u></b>
<b>TOTAL CASH AVAILABLE</b>	<b><u>\$191,484.00</u></b>

**DISBURSEMENTS**

To Valparaiso University		
- Cookbook Scholarship Endowment	\$ 10,000.00	
- Project Fund	8,708.00	
- Calendar Fund	2,500.00	
- Guild Office Endowment Fund	960.00	
- Past Nat. Officer Endowment Fund	<u>500.00</u>	\$ 22,668.00

Cookbook - Printing for Volume IV	36,633.00
Travel - Chapter Presidents	14,704.00
- Roster	13,808.00
Bulletin Printing	3,967.00
Operating/Administrative Expense	3,755.00
Printing/Stationery	920.00
Calendar - Printing	<u>250.00</u>

<b>TOTAL DISBURSEMENTS</b>	<b><u>\$ 96,705.00</u></b>
<b>ENDING BALANCE</b>	<b><u>\$ 94,779.00</u></b>

## GUILD GOODIES APPLICATION

Guild chapter submitting application \_\_\_\_\_

Date of application \_\_\_\_\_

Item \_\_\_\_\_

Full description of item:

Price per item \_\_\_\_\_

Shipping/Handling \_\_\_\_\_

Total \_\_\_\_\_

Person responsible for handling orders:

Name \_\_\_\_\_ Telephone \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Zip \_\_\_\_\_

Additional information needed from customer to complete an order such as size, color, etc.:

**Sample of the item and a clear, glossy photograph must accompany this application.**

Send application to current Guild Goodies Chair or to the Guild Office.

**GOOD LUCK WITH YOUR GOODIES!**

**Application For**

**VALPARAISO UNIVERSITY GUILD COOKBOOK SCHOLARSHIP**

Each year receipts from the sale of Guild cookbooks provide \$2,000 scholarships for sons and daughters of Guild members. Scholarship awards are based on academic ability, extracurricular involvement, and financial need. Provided the freshman recipient maintains a satisfactory academic record, the award will continue through the senior year.

This special Guild Application should be submitted to the Office of Admissions and Student Financial Planning along with the regular University admissions forms.

Name \_\_\_\_\_  
Last First Middle or Maiden

Home Address \_\_\_\_\_  
Street City State Zip

Phone \_\_\_\_\_ Name of Parent or Guardian \_\_\_\_\_

College you plan to enter:

- Arts & Sciences
- Business Administration
- Engineering
- Nursing

Month and year you plan to enter Valparaiso University \_\_\_\_\_

Name and address of high school \_\_\_\_\_  
\_\_\_\_\_

I have filed an application for admission to Valparaiso University.

Please send me an application for admission to Valparaiso University.

I am the son ( ) daughter ( ) of a Guild member in the \_\_\_\_\_ Chapter.

**DEADLINE FOR SUBMITTING APPLICATION: MARCH 1st of each year.**



# LIVING BOOKS MEMORIALS

The following Living Books Memorials, given from July 1, 1993 through December 31, 1993, totaled \$1,470.00.

**Ann Arbor MI**  
Jonathan Paul Marschke

**Appleton WI**  
Fred Froehlich

**Battle Creek MI**  
Richard Ehrhardt

**Chicago NW Suburban IL**  
Irwin Mueller  
Audrey Chott

**Columbus Capital Bells OH**  
Ruth Petzold

**Decatur Circuit IN**  
Robert Zwick  
Meta Krueckeberg

**Des Moines IA**  
Laura Philipp  
Mary Nelson  
David Henderson

**Detroit MI**  
Nathan Rosen  
Philip Moon  
James Steele

**Detroit West MI**  
Ray Ensinger  
Lillian Baehr  
Edward Clor

**Diablo Valley CA**  
Hilda Hamann

**Dundee IL**  
Mrs. Hatsue Heinz

**East Central Illinois IL**  
Dorothy Rieckhoff  
Herbert Miller

**Fort Wayne IN**  
Alvina Werling

**Four Winds (Idaho)**  
Jeffrey M. Raymond

**Glenbrook IL**  
Kitty Hoover's Mother,  
Mrs. Wallace

**Greater Kansas City KS**  
Celia Owens  
Earmalee Trost

**Hammond IN**  
Marie Haller

**Houston TX**  
Quin Koepke

**Indianapolis IN**  
Carol Weber  
Irma Vahle  
Barbara Heinrichs

**Individual**  
Sidney Leversen  
Paul Phipps  
Doris Boerger  
Edward Ziegner  
Dorothy Dossin  
Paul Lange  
Mrs. Carl Schmalzriedt

**Madison WI**  
Fred Froehlich

**Merrill WI**  
Lillian Fleischfresser  
Marcella Kell  
Timothy Nickel

**Milwaukee Suburban WI**  
John Matthei  
Bertha Beckler  
Janet Lamack

Dan Drouin  
Joyce Schwern  
Harold Seider  
Katherine Schultz

**Mishawaka-South Bend IN**  
Dolores Cenkush

**Nassau-Suffolk NY**  
Frieda Brinkman

**New Mexico NM**  
Ellen May

**Orange County CA**  
Fred Froehlich

**Quad City IA/IL**  
Clarence Woods

**Rochester NY**  
Helen Norman  
Alice Longbine

**St. Louis MO**  
Mr. I. H. Flos, Jr.

**St. Paul MN**  
Arline Gibson

**St. Petersburg FL**  
Rev. Arthur Haupt  
Irwin Glos

**San Diego CA**  
Hilda Hamann

**Valparaiso IN**  
Vera Rose  
Hallie Borgelt  
Clara Gieseler  
Fred Froehlich

**Wausau WI**  
Della Bopf  
Ruth Doede

## CELEBRATION CARDS

*"For what thanksgiving can we render to God for you, for all the joy which we feel for your sake before our God . . ." I Thessalonians, 3:9*

Fred Froehlich

Mr. and Mrs. Harold Hormann

Mr. and Mrs. Arthur Karsel

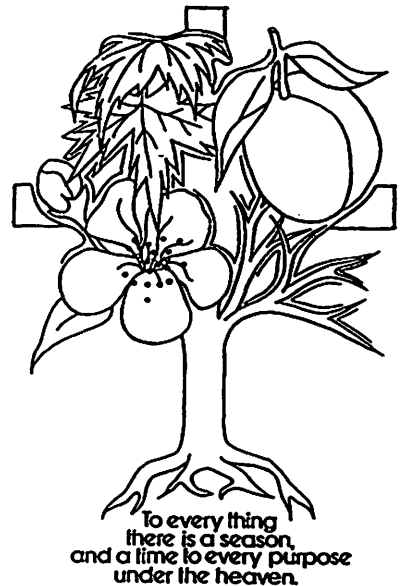
Stefan Knott

Janie Lichtfuss

Beata and Hershel Madoerin

Mathilda Telschow

Esther Trotters



Celebration cards have been given with joy on the occasion of baptisms, birthdays, confirmations, weddings, anniversaries, recovery from illness, birth of a child. Gifts in honor of the above persons, given from July 1, 1993 to December 31, 1993, totaled \$155.00.

# CURRENT PROJECT GIFTS

Gifts to the Current Project of the Guild on behalf of individuals, given from July 1, 1993 through December 31, 1993, totaled \$1,609.00.

**Battle Creek MI**  
Selma Johnson

**Buffalo NY**  
Norma Mast

**Des Moines IA**  
Mary Nelson

**Glenbrook IL**  
Jerry Frech

**Hudson-Mohawk NY**  
Christian Clausen

**Milwaukee Suburban WI**  
Marie Kionka  
Gerald and Eunice Koepke  
Catherine Schultz

**Mishawaka-South Bend IN**  
Dolores Cenkush

**New Orleans LA**  
John Waldmann

**Omaha NE**  
Reuben Knegge

**Puget Sound WA**  
Lola Kettner

**Quad City IL/IA**  
Erna Almquist

**Rochester NY**  
Evelyn Kodweis  
Alice Longbine  
Joan Lowitzer  
Robert Wolf

**Saginaw MI**  
Milda Bernreuter  
Rudy Block  
Adelia Losch  
Norine Schluckbier

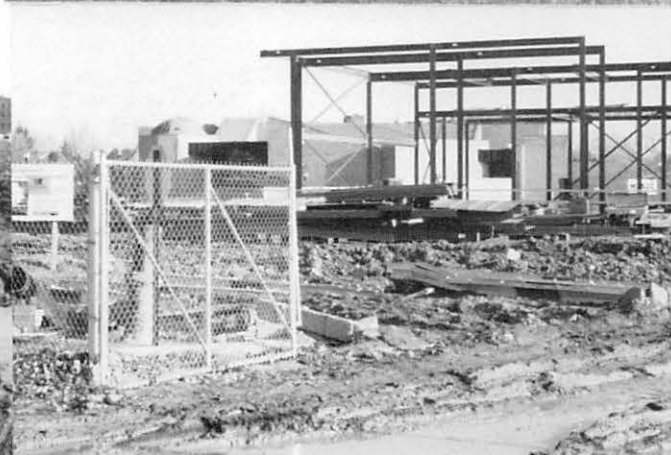
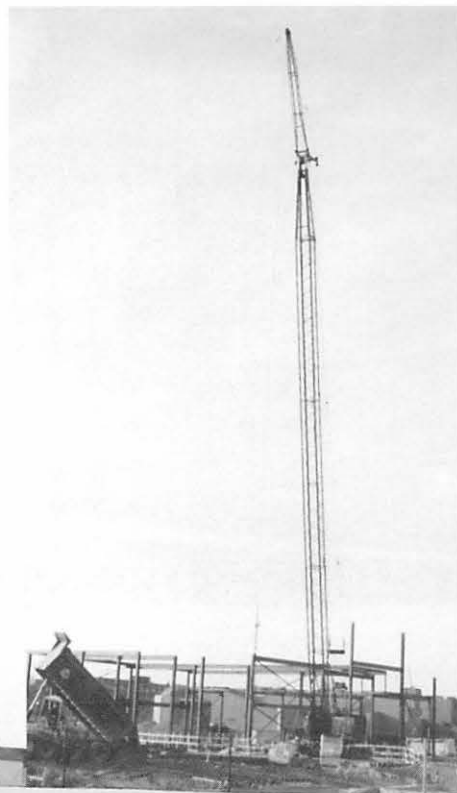
**St. Petersburg FL**  
Walter Fechner  
Matilda Siess

**Santa Clara Valley CA**  
Ellen Spalding

**Wausaw WI**  
Della Bopf

**Individual**  
Luella Hoff

the  
*“glorious  
mess”*  
continues



**Valparaiso University Guild  
Valparaiso University  
Kretzmann Hall  
Valparaiso IN 46383-6493**

**Non-Profit Org.  
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