

Report

SEPTEMBER 1997

The family...where the future touches now.

Volume 42, Number 3

Parent-Infant Attachment Addressed in Plenary

“Looking Back, Moving Forward: Attachment from One Generation to the Next,” is the topic for the NCFR annual conference plenary address by **Martha Farrell Erickson, Ph.D.** on Sunday, November 9.

The presentation will highlight perspectives on parent-infant attachment and its importance to individual and family development. Erickson will discuss how different patterns of attachment develop between infant and parent, how those patterns help shape development and relationships across the lifespan, and the factors that enable parents to move



Erickson

beyond their own troublesome childhood histories and toward more secure attachments with their children. She draws on 20 years of longitudinal research for her presentation.

Erickson will link research and practice in considering implications for family support professionals, policy makers, and others who care about the well-being of mothers, fathers, and children.

“I’ve always been drawn to children and children’s issues—even while I was still a child myself,” Erickson notes.

She takes a long range view of children’s issues. For instance,

education--“You can’t deal with education without dealing with other factors that touch children’s lives...Larger factors outside the child like family, community and society.”

One of Erickson’s major interests is parent-infant attachment--what she describes as “mutual” and “reciprocal” and “what develops between two (parent and child).” This attachment reaches far beyond bonding which takes place in the earliest days after birth, Erickson explains. “Bonding is primarily a parent phenomenon.”

But attachment isn’t always an automatic, steady development. “Sometimes you need to know what is in the way,” she says. A person’s own relationships, psychological history and patterns will affect attachments.

Educating parents about all aspects of parenting can help, but Erickson maintains that “information is not enough. I think it is a simplistic notion to

Parenting Topic for RUPs

This year’s Research Updates for Practitioners (RUPs) will be given by Charlotte Patterson, Ronald Pitzer, and Gary L. Bowen.

Patterson’s topic is “Lesbian Mothers, Gay Fathers, and Their Children;” Pitzer will address “Corporal Punishment in the Discipline of Children in the Home,” and Bowen will speak on “Parental Involvement with Children’s Education.”

Charlotte J. Patterson is a professor of psychology at the University of VA. She is the director of the Bay Area Families Study, a study of psychosocial development among children who were born to or adopted by lesbian mothers, and as co-director of the Contemporary Families Study, which is examining psychosocial adjustment among children born via donor insemination to lesbian and heterosexual parents.

Her presentation on Saturday, November 8 will provide an updated overview of research on lesbian mothers, gay fathers, and their children. In the context of contemporary legal and social policy questions, she will outline research strategies and studies in this area, summarize the findings to date, and offer one perspective on the relevance of this research to law and policy.

In addition to her research on lesbian mother families, Patterson has co-edited with A.R. D’Augelli, a book entitled

Lesbian, Gay and Bisexual Identities Over the Lifespan (Oxford University Press, 1995) and has served as guest editor for a special issue of **Developmental Psychology** devoted to research on Sexual Orientation and Human Development (1995).

Results from Patterson’s research have increasingly been introduced as evidence in judicial proceedings relevant to child custody, visitation, and adoption in lesbian and gay families, and she has testified as an expert witness in a number of cases relevant to lesbian and gay parents and their children.

In recognition of her work, Patterson received the 1996 award for Distinguished Scientific Contributions from the Society for Psychological Study of Lesbian and Gay Issues (Division 44 of the American Psychological Association).

Pitzer

Ronald L. Pitzer is a family sociologist with the MN Extension Service and a professor of social work with the University of MN. For the past four years he has served as leader of a statewide research/education/community awareness/training



Pitzer

See *RUPs* on Page 4

NCFR Reaches Out To Touch Community

For the second year in a row, NCFR conference attendees can don work gloves, jeans, and t-shirts, and leave behind a little bit of themselves in NCFR’s conference city.

NCFR and the Hyatt Regency Crystal City Hotel are cooperating on a special project with **Habitat for Humanity** in the Arlington area during the conference. Work days are scheduled for November 6 and 7. Last year more than 20 NCFR members participated.

NCFR conference attendees may volunteer for a variety of tasks. No previous experience is needed. Everyone will receive on-the-job training by experienced worksite supervisors provided by Habitat for Humanity, a nonprofit organization that supports the construction of low cost housing for families.

D. Terri Heath is the NCFR member coordinating the event. You must register with her by October 10. Only a limited number can be accepted--apply early! Use the form on Page 5 or contact Heath at 5246 University of OR, Eugene, OR 97403-5246; 541-346-3256; FAX 541-346-5026; dtheath@oregon.uoregon.edu.

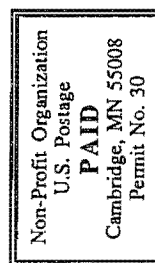
Financial donations will be accepted during the Brigham Young University Ice Cream Social on Saturday, November 8 during the conference.

See *Erickson* on Page 5

What is the Legacy Circle?

Are You a Member?

Check Page 13 to Find Out



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President's Report



An Invitation to Think Outside the Square

There was concern at last Spring's board meeting that as NCFR faces the changes of a new millennium, we have not formulated for ourselves an overall view of the big picture for NCFR's next sixty years. I want to give you an update of the progress made in this effort.

Discussion with Harriette McAadoo, chair of the Long Range Planning Committee, confirmed the idea that this committee would best be reconstituted and the work begun anew. The Board's consensus in April was that a general framework for guiding NCFR's specific long range plans was missing.

To accomplish the missing link, I established a Presidential Task Force as a one-day think tank to formulate some general guidelines for NCFR's future. To think about this larger perspective while keeping NCFR's interests in the foreground, it appeared appropriate to involve members who had been elected and formerly served as presidents. The rationale was that they have been the closest to NCFR's business and are also involved in the broader world in which NCFR increasingly finds itself — business, education, government, religion, health and academe.

On July 24, I convened a presidential task force in Washington, DC with the charge to provide fresh vision, new directions, and creative ideas to help NCFR move forward with vigor. I asked the group to think "outside the square", to be creative and visionary about an organization for which we all have an affection because even as students, it gave us what we needed to become successful in our professional work. Graham Spanier, president of Penn State University and former president of NCFR, graciously chaired this Task Force. Other past presidents who participated were Harriette McAadoo, David Olson, Sharon Price, Alexis Walker, and Lynda Walters. For continuity into the next three years, I also asked that the two presidents-elect also be involved. Greer Fox, 1997 president-elect, was involved electronically since she had a previous commitment for the only date that worked for everyone else. Bill Doherty, who will be president in 1998-99, was present and participated in

the discussion as did Executive Director Mary Jo Czaplewski.

The questions the Task Force addressed are listed below for you to think about and discuss as well. As you can see, they are general. Their answers will serve to guide more specific long range plans emerging from standing committees, sections, and affiliates. They help to set in motion the process for clarifying who NCFR is and where it is going in the new century which will be technologically driven, pluralistic in population and culture, and necessarily collaborative in family research and application.

Guiding Questions

Environment:

1. What is happening to family science programs at colleges and universities nationwide and how does this impact NCFR?
2. What does the future student pool look like?
3. How will colleges and universities be expected to deliver their family programs and research to the broader communities and the world in the increasingly electronic age?
4. What other disciplines touch family sciences?
5. What direction is research funding taking and how can NCFR help its members to be involved in obtaining such funding?
6. Who is really doing family research? Where?
7. Who is really using the research? Where and how?
8. What is the competition out there? Should NCFR be concerned?
9. How can NCFR remain and become more relevant in an increasingly pluralistic society?

NCFR'S ROLE:

1. Is NCFR member driven?
2. Is NCFR following its defined mission and goals?
3. What is NCFR's unique niche?
4. Should NCFR be providing better services for its practitioner members? If so, what do they want?
5. Could NCFR be of service to business, government, (military families), education, in providing research and education that addresses the knotty issues of balancing work and family?
6. Are NCFR's publications fulfilling its mission? Answering member needs? Do new publications, products and services need to be launched?
 - a. Should NCFR be doing this? If so, how?
7. Why aren't more persons of color joining NCFR's membership ranks?
8. How can NCFR make its international members and affiliates more central?

The presidential task force's discussion does not lend itself to a neat summary because it was indeed brainstorming, but some ideas gained consensus:

- (1) Continue to explore the possibility of

Presidential Address

Join President Pauline Boss on Friday, November 7 when she presents the 1997 annual conference Presidential Address, "Fathers and Mothers: Absent or Present?"

Boss will outline how families and children can thrive despite boundary ambiguity.

"Many today don't know if their parents are in or out of their lives," Boss explains. "Often that question is difficult to resolve."

a new name for NCFR, one less confusing with other organizations, more reflective of our members, more congruent with our well known journal titles and more marketable.

(2) Adopt a new approach to running the organization with fewer layers and greater readiness to respond to the rapidly changing environment.

(3) While NCFR began on a shoe string and fiscal conservatism was necessary to survive and bring us to our present state of financial stability, we must now be willing to take some financial risks to

strengthen the long range vitality of NCFR. This requires a new way of thinking and acting.

(4) All agreed that most of the shifts could occur within the existing constitutional structure of NCFR. For rapid response to urgent issues, it was recommended that the executive committee of the Board be convened more often rather than waiting for a meeting of the entire board which only happens twice annually. A smaller group that meets more often is absolutely necessary.

(5) NCFR has information that would of interest and service to the public. We must get it out to the public and ultimately increase the visibility of NCFR.

(6) The consensus was strong that NCFR's best services are its journals, conference, and the Certified Family I Education program. These should be strengthened to meet the needs of the members in an electronic age. This includes application as well as research

While many of you have heard some of these ideas before, the point this task force made is that it is time to act. NCFR has had too many layers to do it easily, but by paring down the layers, can move more rapidly toward implementation by the appropriate entities in NCFR.

Meeting

October 27, 1997—Symposium XXII, "Family Myth, Metaphor, and Reality," by Stephanie Coontz, author of *The Way We Never Were* and *The Way We Really Are*; 10 a.m., noon, and 7 p.m. keynote at Century Community College (formerly Lakewood Community College), White Bear Lake, MN. Contact: 612-779-3300.

I encourage you all to begin thinking "outside the square" about whatever aspect of NCFR in which you are involved. New ideas are needed. Feel free to use this newsletter to respond back with your ideas. The NCFR REPORT is another channel to continue the discourse that was begun by the Task Force. Let's keep talking, but it is imperative that we also ACT! See you in Washington!

Pauline Boss
1996-97 NCFR President

REPORT

of The National Council
on Family Relations

Executive Director: Mary Jo Czaplewski
Printing: Cambridge, MN

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NEWS DEADLINES: February 1 for March issue; May 1 for June issue; August 1 for September issue; November 1 for December issue.



Members of the Presidential Task Force are, standing from left, Mary Jo Czaplewski, NCFR executive director; Alexis Walker; Lynda Walters; Graham Spanier; David Olson; and Harriette McAadoo. Seated from left are William Doherty; Pauline Boss; and Sharon Price. Not pictured is Greer Litton Fox.



CFLE Directions



CFLE - Approved Courses Now Online

NCFR has approved two on-line courses for CFLE credit! **"Grief in a Family Context,"** offered through Indiana University and taught by **Dr. Kathleen Gilbert**, has been approved for 45 Contact Hours or 4.5 CEUs. The course is intended to examine the grief process as it is played out in the context of the family. The course is comprised of one preparatory unit, fourteen content units, and two integrative activities. The course is offered completely over the internet, using capabilities of the World Wide Web and a variety of communication formats, including private (one-to-one) e-mail, an e-mail distribution list, and a web-based group conference. Using these communication formats, students are expected to interact and exchange ideas with each other, the professor, and others involved in the course. Information on this course is available through www.indiana.edu/~hperf558.

The **"FATHERWORK Virtual Workshop"** provides a way to obtain online professional training in the principles of Generative Fathering. 1-5 Continuing Education Units (CEUs) are available depending upon the number of units completed. Like "Grief in a Family Context" the FATHERWORK Virtual Workshop consists of a series of units or modules. Students respond to evaluation questions at the end of each module. The modules contain a series of stories and related activities and exercises. A number of supplemental workshops are also available for additional credit. This course was developed by **Dr. David C. Dollahite** and **Dr. Alan J. Hawkins**, who will also teach it, and is offered through Brigham Young University. For more information contact <http://fatherwork.byu.edu>.

Since 1989, NCFR has been approving conferences, workshops, seminars, in-service trainings, and other continuing education offerings for

Certified Family Life Educator (CFLE) credits. Offerings are reviewed for relevance and coverage of topics related to the standards and criteria needed for the CFLE designation. Approved offerings can be used as part of an original CFLE application, or, as part of the continuing education requirements needed for recertification.

Applicants for the CFLE designation are sometimes Tabled because the Committee feels they need to strengthen their preparation in one or more of the ten family life substance areas. We plan to provide applicants in this situation with a listing of approved courses available through the internet. For many applicants, access to an online course will increase their opportunities for fulfilling the requirement needed for approval. In the past, some applicants had difficulty finding appropriate courses within a reasonable geographic distance.

While we do not intend to focus as fully on approved courses in the future, we felt it was appropriate to describe these in detail because they provide a nice example of the kinds of offerings available over the internet. If you offer or know of an online course you feel would be appropriate, please contact me at Cassidy@ncfr.com

Seven More Schools Approved

At the NCFR annual conference last November, we honored the **University of Wyoming**, **Kansas State University**, and **Messiah College** for being the first schools to have their family programs approved by the Academic Program Review Committee (APR). The APR reviewed their course offerings and determined that they offered courses covering the content needed for the CFLE designation.

Since November, seven more schools have been approved and three more are

currently under review. The approved programs include:

Miami University
Individual and Family Studies - Undergraduate
Family and Child Studies - Graduate

South Dakota State University
Human Development and Family Studies - Undergraduate

Indiana University at PA
Child Development and Family Relations - Undergraduate

University of Southern Mississippi
Child and Family Studies - Undergraduate

Auburn University
Human Development and Family Studies - Graduate

Spring Arbor College
Family Life Education - Graduate

Weber State University
Child and Family Studies - Undergraduate

Graduates of these approved programs qualify to complete an abbreviated application process for Provisional certification and pay a reduced application fee. Congratulations to these schools

FLE Framework Poster Revision

We are in the final stages of revising the Family Life Education Framework Poster. The largest change involved the inclusion of Later Adulthood as a separate life stage. In addition, issues of gender, diversity, and special needs have been incorporated and the entire framework has been placed within the context of the family system with consideration of reciprocal interactions between the family and the ecosystem.

Dr. David Bredehoft, Concordia University, St. Paul, has headed up this ambitious effort. Teaching resources include a handout packet and overhead transparencies highlighting each content area and life stage. They will be available through separate purchase or as a package. See the ad on this page for ordering information.

CFLE Standards Revision Task Force Meets

A panel of former members of the Certification Review Committee met in Minneapolis in late June to clarify the standards and criteria needed for the CFLE designation. Their task was to develop more definitive review criteria and identify measurable minimum standards. The process involved a discussion on the nature of family life education and eventual agreement on the core content and skills needed to provide quality family life education. Members included: **Drs. Stephan Bollman, CFLE; Carol Darling, CFLE; Maxine Hammonds-Smith, CFLE; Jim Van Horn, CFLE; and Carol Rubino, RN, CHES, CFLE.** The results of this meeting will be finalized soon. I am pleased with the work of this dedicated committee and feel confident that their efforts will provide applicants and reviewers alike with a clearer understanding of what is required in order to become a Certified Family Life Educator.

The deadline for the next CFLE Review is September 3, 1997. The CFLE application packet is now available on computer disk which can greatly speed up the application process. Contact me at the NCFR office or visit our website at www.ncfr.com for more information on CFLE or family life education products. **Dawn Cassidy**
Certification Director

In Memoriam

Former NCFR member, **Sylvanus M. Duvall, 96**, died July 20 in Sarasota, FL. He is survived by his wife, Evelyn Millis Duvall, NCFR's first executive director.

He was born in Syracuse, NY. He was professor emeritus at the former George Williams College in Wisconsin.

In addition to his wife, he is survived by a daughter, Joy Johnson, Ladylake, FL; eight grandchildren; and seven great-grandchildren.

There were no local services. Memorial donations may be made to the Duvall Family Foundation, 526 St. Andrews Ct., Ladylake, FL 32159.

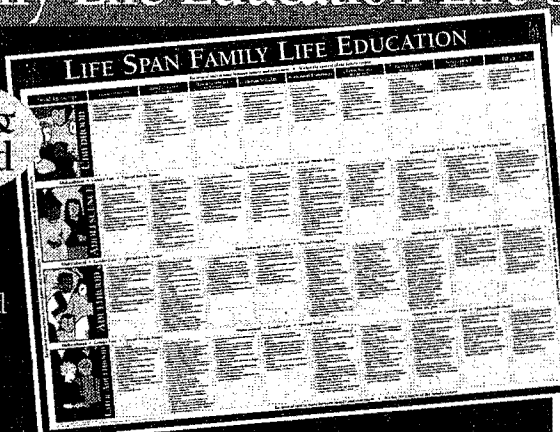
Meeting

November 15, 1997--**"Order and Disorder,"** interdisciplinary graduate student conference, Duquesne University, Pittsburgh, PA. Contact: o&d@duq.edu.

Family Life Education Life Span Framework Poster

Revised & Expanded

Later Adulthood Life Stage Now Included
Available October '97



This attractive, two-color, laminated, 38" x 27" wall poster, based on the Certified Family Life Educator framework, describes nine major content and learning concepts for family life education programs over four life stages: childhood, adolescence, adulthood, and later adulthood - a total of 36 cells.

Latest revisions include the addition of later adulthood as a separate life stage and the incorporation of multi-culturalism, gender, and special needs throughout the framework. Ideal for curriculum design, program development, continuing education, classroom instruction, and program assessment. An excellent resource for those involved in family life education.


Family Life Education Life Span Framework Poster
CF9701 ISBN 0916174-54-9
CFLE/NCFR Member...\$19.95 Non-member...\$24.95

Family Life Education Life Span Framework Teaching Resources
Two outstanding teaching aids to accompany the framework poster.

Overhead Masters
Each cell of the Framework Poster has been reproduced as an individual master copy for making overhead transparencies - nine content areas within each of the four life stages for a total of 36 masters. An ideal classroom accompaniment for the FLE Framework Poster. CF9702 ISBN 0916174-55-7
CFLE/NCFR Member...\$19.95 Non-member...\$24.95

Handout Masters
Handout masters that can be reproduced for classroom use. Each page focuses on one of the nine content areas of the framework throughout the four life stages. For example, one handout page includes Parent Education and Guidance concepts for childhood, adolescence, adulthood, and later adulthood - a total of nine handouts masters. A perfect teaching aid for more in-depth discussion of the concept areas. CF9703 ISBN 0916174-56-5
CFLE/NCFR Member...\$14.95 Non-member...\$19.95

Family Life Education Life Span Framework Teaching Resources Package
Save almost \$10 by purchasing the complete teaching resource package! Includes poster, overhead masters, and handout masters. CF9704
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REP8 97



Executive Review



National Awareness of Family Issues Surfaces

As marriage, family and children's issues continue to peak public and political interest, NCFR is gearing itself for increased involvement with key players while working to direct its own member services to the changing needs of family professionals through a strategic planning process. (See President's Column on Page 2.)

NCFR has joined hundreds of other organizations in discussion of several family related issues including children, families and schools and the future of marriage.

Vice President Al Gore moderated his 6th Family Re-union conference at Vanderbilt University in Nashville, TN on June 25. **REUNION VI: FAMILIES AND LEARNING**, launched a national effort to reconnect schools to families.

Gore urged parent, teachers and communities to "reconnect the classroom and the living room." He likened building stronger families and schools to that of a hero's journey. When a hero makes a journey, he/she always returns as a different person. Teachers need to make the journey to the families - where new communication systems can be mutually agreed upon and activated. This will ultimately transform teachers and reconnect families and schools.

"It should not require a hero's journey for a parent to make contact with their children's school," he said. Research confirms that when parents are involved in their children's education, children do better. He cited principles to ensure strong school/family bonds.

1. First rate education begins with high expectations of the students.
2. Schools must focus on educating the individual -- not an educational monolith.
3. Different students have different learning styles. One size does not fit all.
4. Schools must have good teachers. (How are they being prepared?)
5. Schools must shatter rigid philosophies - offer real choices and honor the elements of good education -- citizenship, honesty, respect, and teamwork.

To accomplish this everyone has to be involved including the private sector, corporations and associations. Everyone (boards of education, technology industry, schools of education, communities) should be focused on "rethinking education for parenthood and children".

President Clinton, who has attended these re-unions for three years, encouraged, "every principal, every teacher, every parent to have a written compact (commitment)..." that lists their highest level expectations and responsibilities for assisting every child to learn.

"Every child should be able to live out his or her dreams," he said. Government policies should empower

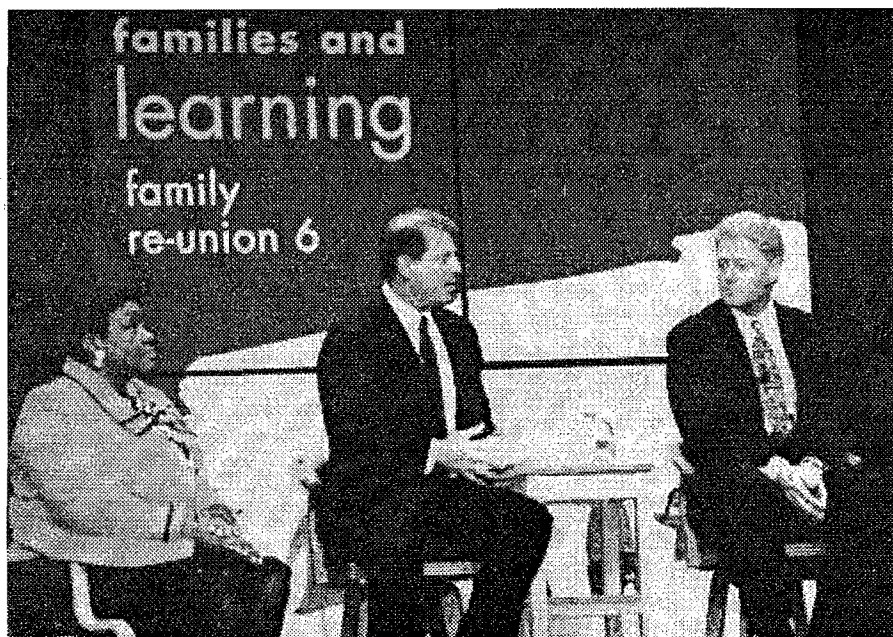
families. He emphasized several policy goals to assist this empowerment effort.

1. Safer streets
2. A better culture (v-chip, the television ratings)
3. work & family issues (family and medical leave, flextime, tax incentives)
4. Public health and the environment (stricter air pollution regulations)
5. Education empowerment (funding for charter schools)

Success stories and best practice models for emulation were related by people like Yvonne Chan, principal of Vaughn Next Century Learning Center, Los Angeles, CA, who worked with parents in the drug infested inner city to buy out crack houses and build a year around charter school for pre-school to 5th grade. It serves as a one stop center for parents needing health care, high school diplomas, English as a second language, parenting education. This dynamic community resource functions on a bartering system and puts PARENTS on center stage.

Voice messaging systems connecting parents and teachers; and an "education dashboard" that allows parents to track kid's test scores on the internet were demonstrated. Discussions with four remote model school sites in Boston, California, Texas, and Minnesota were conducted via satellite during the conference.

U.S. Secretary of Education Richard Riley introduced the Title I COMPACT



Vice President Al Gore leads President Bill Clinton and panelists in a discussion on connecting families to the classroom during the sixth annual Family Re-union on Families and Learning at Vanderbilt University in Nashville on June 25.

FOR LEARNING; an action handbook for school-family-community partnerships. Aimed to help children achieve high standards, communicate effectively and frequently between home and school, and to build capacity for family-school partnerships through volunteering and training. To obtain a copy use the web at www.ed.gov, or call 1-800-USA-LEARN.

The RE-Union conferences were begun in 1991 and are co-sponsored by the Children, Youth and Families Consortium of the University of MN, and the Child and Family Policy Center at Vanderbilt University for the purpose of bringing together key stake holders from federal, state, local lawmakers, parents, corporations, community and professional organizations, to administrators, researchers, program funders, and policy experts. NCFR is one of those organizations which has participated in discussing new ways of thinking about family issues, and generating policies to strengthen children

and families. These REUNIONS attempt to move beyond the pathology of individuals as a means of solving family related problems, to addressing the needs of WHOLE families and communities, by building upon their strengths.

Each year, the conferences focus on a special theme. For example, "Reinventing Family Policy, The Role of Men in Children's Lives, Families and Media, Families and Work." They have been instrumental in stimulating new partnerships among individuals and organizations. The end result has been to stimulate concrete changes in policies and practices. NCFR was represented by the executive director and several of its members and leaders at this conference.

Mary Jo Czaplewski Ph.D. CFLE
NCFR Executive Director



RUPs from Page 1

project focusing on alternatives to corporal punishment in the discipline and nurturance of children by parents.

His RUP presentation on Sunday, November 9 will briefly summarize trends and variations in the use of corporal punishment by parents, review the research literature on the effectiveness and the consequences of corporal punishment as a disciplinary tactic, and briefly describe a Minnesota project designed to translate research on the socialization of children into educational and community awareness programming.

Bowen

On Monday, November 10, Gary L. Bowen's RUP will develop strategies for creating a more productive interface between parents and the schools that their children attend in the context of the larger ecosystem in which families are embedded, including the neighborhood and the workplace.



Bowen

Bowen is Kenan Distinguished Professor of Social Work at the University of NC-Chapel Hill, co-developer of the School Success Profile, consultant with Communities In Schools, and the author of numerous publications addressing the interface between the family and the wider social setting.

He was a distinguished panelist at the recent Family Re-union VI on Families and Learning, hosted by Vice President Al Gore at Vanderbilt University in Nashville.

Special Issue Scheduled

A special issue of the **Journal of Social and Personal Relationships** will be published on social cognition and relationships. The submission deadline is August 15, 1998.

Authors are invited to submit empirical, theoretical, or review manuscripts addressing aspects of social cognition and its links to relationships. Social cognition will be defined broadly

for the special issue and interdisciplinary and multi disciplinary work is encouraged.

Submit four copies of the manuscript to Mark A. Fine, deputy editor, *Journal of Social and Personal Relationships*, Dept. of Human Development and Family Studies, University of MO, 31 Stanley Hall, Columbia, MO 65211; 573-884-6301; hdfsfine@showme.missouri.edu.



Membership Memo



Membership Up; Student Numbers Increasing

This month's column includes an update on membership data and highlights of Membership Committee and Mentoring Committee activities at the annual conference in November.

Membership Data

As of May 31, NCFR had 4,104 active members, which is 171 members higher than the count of 3,933 active members in May of the previous year. This total is broken down by membership type as follows:

Colleague (2 journals)	1484
Associate (1 journal)	851
Student (2 journals)	534
Student (1 journal)	481
Supporting (no journals)	429
Organization (2 journals)	163
Benefactor (2 journals)	126
Life	36

Compared to a year ago, these figures represent a decline in Colleague, and Organization members, and increases in Benefactors, Supporting, Students, and Associates. In fact, the majority of new members joining in May were students. Clearly, it is important that professors encourage their students to renew their memberships each year while they are on campus and to retain

their memberships when they make the transition from school to work.

Besides professors, the chief sources of new members for the month of May were mailings to members of the American Psychological Association, and the American Association of Family and Consumer Sciences; and the NCFR membership brochure (copies are available from Kathy at headquarters). Some people joined by sending in the form inserted in the journals, through the CFLE program, or via the NCFR homepage on the Internet. These data are useful for evaluating NCFR's marketing efforts.

You, too, can help with marketing. Please look around your workplace and identify colleagues and students who are not members of NCFR yet. Give them a brochure and send their names and addresses to Kathy at headquarters for her follow up.

Membership and Mentoring Events at the Annual Conference

On the first day of the annual conference (Friday), the Membership Committee will be busy welcoming new members and encouraging both new and longer-term members to become actively involved in the organization. At 1 p.m.,

we will host an Orientation session, which will include presentations by NCFR leaders and staff on the activities of the Sections, committees, and journals as well as opportunities and methods of participating in those activities.

This event will be followed by the annual Newcomers' Reception at 2:15 p.m., designed to provide networking opportunities for those in attendance for the first or second time. Light refreshments will be served to extend NCFR's hospitality to our newest participants.

On Friday at 7 p.m., the Mentoring Open House will take place, again with refreshments available. Under the direction of Jennifer Kerpelman, both potential and experienced mentors and proteges will discuss their experiences and needs. The evening will conclude with the President's Reception at 8:30 p.m., providing more chances for mixing and mingling among new and long-term conference participants.

On Saturday evening, the Mentoring Committee and the Membership Committee will hold their business meetings to review accomplishments of the past year and make plans for the one ahead.

The Mentoring Committee meeting will begin at 7:30 p.m., with Membership Committee members joining them at 8 p.m. for an overlapped meeting to facilitate joint discussion of shared concerns.

Please feel free to contact me about Membership (rmb@vt.edu) or Jennifer Kerpelman about Mentoring (jkerpel@erickson.uncg.edu) if you would like to become involved in this very important work on behalf of NCFR. We welcome your ideas and suggestions about recruiting new members, retaining current members, and improving member services. Committee members typically serve one-year terms, meet once during the conference, and conduct business by e-mail, letter, and telephone. Come join us!

Rosemary Bliesner
NCFR Membership Vice-president
Dept. of Family and Child Dev.
VA Polytechnic Inst. and State Univ.
Blacksburg, VA 24061-0416
540-231-5437

Habitat

Use the form below to register for the NCFR/Hyatt Habitat for Humanity project during the annual conference. (See related article on Page 1.)

REGISTRATION FOR VOLUNTEERING - HABITAT FOR HUMANITY

1997 NCFR Annual Conference
Arlington, VA - November 6-7

Name _____

Address _____

Phone _____

E-mail _____

Rank Order Preferred Times:

___ Thursday, Nov. 6, 9 am - 3:30 pm
___ Friday, Nov. 7, 9 am - 3:30 pm

You may register for one or both days.

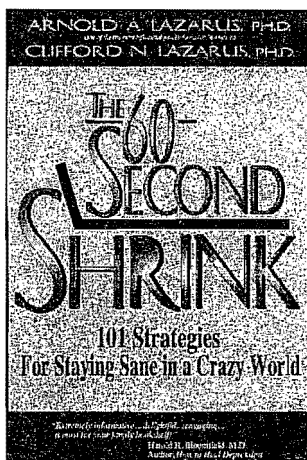
Rank Order Preferred Tasks:

___ Carpentry and woodworking
___ Painting and trim work
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Erickson from Page 1

just give people information."

Erickson has done more than dispense information in her work on behalf of children. She is the director of the Children, Youth, and Family Consortium at the University of MN, a national resource for bringing diverse professionals and concerned citizens together to work for the well-being of children and families.

She also developed the award-winning STEEP (Steps Toward Effective, Enjoyable Parenting) program, a preventive intervention program for high-risk parents and infants that is based on attachment theory and research. She consults and speaks throughout the U.S. and abroad on topics including parent-child attachment, child abuse and violence prevention, program evaluation, and community-based approaches for strengthening families and promoting resiliency.

She has worked with Vice President Al Gore on family policy issues, with a special focus on the role of men in children's lives, the impact of media on children and families, and work/family issues. She has co-chaired Gore's annual family policy conferences, Family Reunion I-VI.

Erickson is co-chair of the national board of Father to Father (an outgrowth of Gore's 1994 conference), has authored many journal articles, book chapters, and a weekly newspaper column and radio feature called "Growing Concerns."



Family Policy Monitor



Health, Advocacy, Census Key Issues

The summer season brought some slowdown in meetings of the different coalitions and national associations, but Congress, in addition to pursuing scandals, is still working on a number of bills of great concern to those interested in families and children. I am not going to write about the tax bill since it should be finished by the time you read this. We can hope for more equality among the sectors and more help for all families, not just the top 10 percent.

Children's Health

As I write this near the end of July, the major issue for children is the **Children's Health Coverage** bill. Both House and Senate have passed their own versions which now will be reconciled in a joint committee. The Senate bill gives \$24 billion over five years, while the House gives \$8 billion less. In addition to the amounts of money, the major difference is that the House version gives the money to the states in block grants which could be spent in any way the state wishes, while the Senate bill mandates the standard Blue Cross/Blue Shield package plus vision and hearing services.

More children will be assured coverage under the Senate provisions. By the time you read this, the final decision should be made. We can all hope that the outcome will be real health insurance for the 10 million children who have none. It is a national scandal that 90 percent of these children have parents who work, but have lost coverage because businesses have cut family benefits even more than those for employees. The coalition heading the lobbying effort for this bill has pointed out the tremendous loss for American which results from inadequate child medical care under our present plan.

"Son of Istook"

A second big issue is the pending reintroduction of an amendment to the Labor, HHS, Education appropriations bill by Rep. Istook (R-OK). This amendment seeks to limit the advocacy voice of local charities who are recipients of any form of federal subsidy, including all non-profits with tax benefits. The amendment, in various forms, has been introduced by Rep. Istook in several sessions of Congress, and so far has been fought off each time by coalitions within the non-profit community, mainly the "Let America Speak" coalition.

Federal rules already prohibit grantees from using federal funds to lobby Congress or state legislatures. Lobbying at local levels is only allowed when the activity is necessary, reasonable, and related to the purposes of the grant. The Coalition has pointed out that to these restrictions on federal and state legislatures which are considered acceptable, the Istook amendment would add, "legislative body of any political subdivision of a state," with no exceptions. The Coalition anticipates that these provisions would "either prohibit or chill virtually all policy communications with local governmental entities." NCFR will sign on to any letter urging rejection

of this amendment.

Patients' Coalition

Dr. Mary Jo Czaplewski has been working closely with a DC coalition of over 80 patient and consumer groups helping to urge opposition to S. 830, the "Food and Drug Administration Modernization and Accountability Act of 1997." Democratic Senators Wellstone, Murray, Dodd, and Mikulski, who usually are strong in supporting consumer issues, have come out in favor of this potentially harmful bill.

According to the coalition, this bill would "lower standards for drug safety and effectiveness by permitting fewer or no well-controlled investigations of drug safety and effectiveness, eliminate or weaken most regulatory protections against unsafe medical devices by allowing manufacturers to select and pay for-profit reviewers to certify that their products are safe and effective, repeal mandatory tracking and postmarket surveillance for all devices to check for serious injury or death to patients, and would weaken restrictions on food health claims and would preempt state and local over the counter drug and cosmetics labeling and inspection laws."

The bill may be amended to preempt state and local food labeling inspection laws. Public Citizen has been concerned that it is possible that the checking of FDA regulatory powers could affect future regulations on tobacco, but without legislation on tobacco, it is too early to know if this will be the case.

NCFR's concern is that no public hearings have been held on this legislation and would urge its members to contact their representatives and urge them not to vote for a bill until the public hearings are conducted and the public reads the bill.

Mental Health, Crime and Justice

The National Mental Health Association has organized a coalition to focus on "Voices vs. Violence." At one Coalition meeting, we heard the three top men from the Office of Juvenile Justice who pointed out the high relationship to crime and its punitive treatment to violence in the home and community.

From their department's extensive research, they have found that the "lock 'em up and throw away the key," approach to juvenile crime is generally ineffective. Most children who get involved in crime need community based help. Their funded research has shown the most effective programs were designed to strengthen families and help parents learn how to deal with their children's behavior problems.

The elimination of guns in society was cited as a major way to reduce crime. If you are interested in these topics, you can reach the Juvenile Justice Clearinghouse: P.O. Box 6000, Rockville, MD 20849-6000, or on the web: www.ncjrs.org/ojhome.htm. Check out their extensive list of research reports and summaries of programs.

Census 2000

The Census called a meeting to enlist the support of local non-governmental organizations. Groups are needed to let people know the importance and excitement of Census 2000. The objective was to build partnerships, especially with communities of immigrants, linguistically isolated populations and of people who worry about the outreach of the government.

I was amazed at the variety of organizations and special groups who were represented--Haitian, Hispanic, migrant workers, Pakistani, Hmong, and on and on. People who speak the local language and have good rapport with their neighbors are very valuable as enumerators and as interpreters of the importance of the Census.

Innovative ways of reaching people are being sought to increase results from the mail survey and to avoid the much more expensive follow ups needed to prevent an undercount.

You must be aware of the controversy raging over the use of sampling as a way to deal with the non-return of mailed forms, and of the areas of "undercount." We all realize how important the Census data is in our

research, but many are not as aware of its use in reapportionment of Congressional districts and for the allocation of funds for special programs. Every NCFR member has a stake in "Census in the Millennium" and should become an advocate and interpreter. Our members can help make sure that students and friends understand the science of sampling, which apparently is a concept a great many of our Congressmen do not understand.

New Publication

America's Children: Key National Indicators of Well-Being: 1997, produced by the **Federal Interagency Forum on Child and Family Statistics** has reached my desk. This is the first in a projected annual series on 25 key indicators of critical aspects of children's lives, including "their behavior and social environment, economic security, education and health." Nine different federal agencies in the Forum contributed to this report. Each page consists of a table or graph showing findings regarding one indicator. There will be no attempt to develop a one number index.

NCFR can take special pleasure in

See Policy on Page 7

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REP997



S/NP Snippets



Conference a Must for Students

I apologize that there was no Student/New Professional column in the last issue of REPORT. Because of the birth of my second child in March and the tremendous impact of the extensive flooding in my area this spring, my time and attention were temporarily diverted.

Since the March REPORT, much has happened! The Program Committee met in April and has put together a very exciting conference for November. Submissions for Student/New Professional sessions was way up! This shows a growing interest in and understanding of our niche at the conference. I encourage you to look through a program as soon as it is available to plan your days ahead of arriving in Crystal City. Here are some of the things to look for:

Student Housing for the Annual Conference

Applications for student housing should be sent to Karen Myers-Bowman by **September 1**. We have had another year of high demand for student rooms! The 15 rooms at the Hyatt (site of the conference) have been filled, but (at the time I'm writing this--mid July) we still have several rooms available at the same rate at the Hilton (approximately 1.5 blocks away). Please remember to have **each roommate** complete an application form and send the \$50 deposit to ensure your reservation.

Student Volunteer Opportunities

Applications for volunteering at the conference are due to Suzanne Randolph by September 1. Don't delay because there are limited volunteering opportunities.

Student/New Professional Member Meeting: I would especially like to call your attention to this session on Saturday from 8:30 to 10 a.m. We will discuss some very important issues regarding the future of the Student/New Professional group. We would like to hear your thoughts and ideas about its structure and purpose. Please plan to attend!

Student/New Professional Networking: Each day from 7:30 to 8:15 a.m., we would like to invite you to grab some breakfast at the food cart and join other students and professionals within five years of their last degree. This year we will provide some structured and unstructured time for networking with other conference participants. Don't miss this chance to share your skills and knowledge as well as learn from others.

Student/New Professional Skills Exchange: Start the conference out by moving from the networking session directly into these round table discussions on Friday from 8:30 to 10 a.m. You may attend 3 of the 15 available sessions. The topics are related to the roles and responsibilities of students and new professionals. They include mentoring, research issues, professional roles, finding professional positions, relationships between faculty and

students, and so on. The conversations will be led by seasoned well-known professionals as well as by students and new professionals themselves. They all promise to be interesting and thought-provoking!

Orientation for Those Who Want to be More Involved in NCFR: This session from 1 to 2 p.m. on Friday is designed to inform all those interested in the structure and leadership opportunities in the organization. It is a great way to learn all you ever wanted to know about NCFR and how every member (YOU) can become involved in its success.

Newcomer's Reception: All participants attending the conference for the first or second time are invited to come to this reception from 2:15 to 3:30 p.m. on Friday to meet Board members and network with other attendees.

Open Forum/Open House for Those Interested in Mentoring and/or Being Mentored: This is a great opportunity to learn about and become involved in the mentoring programs of NCFR. It occurs in a very informal atmosphere on Friday from 7 to 8:15 p.m.

President's Reception: All conference attendees are invited to enjoy this reception in honor of this year's NCFR President Pauline Boss. It is a

OKLAHOMA

"Father Power: The Upside of Fatherfulness and the Downside of Fatherlessness on Our Communities," was the keynote delivered by Dr. Ken Canfield of the National Center for Fathering during the recent annual meeting of the **Oklahoma Council on Family Relations**.

A symposium highlighted research being conducted under the Parenting Research Center in the college of Human Environmental Sciences at OK State University.

Officers in the Council are Linda Robinson, president; Joe Weber, past-president; Robyn Bartlett, president-elect; Kathleen Briggs, secretary; Scott Plunkett, treasurer; and Kay Murphy, George Shepherd, and Robyn Bartlett, board members.

PA / DE

"Healthy Families: A Challenge for the Year 2000," is the theme of the September 27 conference sponsored by the **Pennsylvania/Delaware Council on Family Relations**.

Keynote speakers will be Dr. Pauline G. Boss, 1996-97 NCFR president, a researcher, family therapist, and professor from the Dept. of Family and Social Science at the University of MN, and Dr. James Earl Davis, associate professor in the Dept. of Educational Studies in the College of Human Resources, Education, and Public Policy at the University of DE.

For more information contact Dr. Raeann Hamon at rhamon@messiah.edu or at 717-766-2511, extension 2850.

wonderful opportunity to mingle with other conference participants and meet people in leadership positions in the organization. It will be held from 8:30 to 10 p.m. on Friday.

Student/New Professional Development Forum--The Juggling Act: Balancing Our Family Lives with the Study of Families. Discussion at this session will center around succeeding as a family member as well as a family professional. We invite all attendees to participate in this discussion on Saturday from 12:15 to 1:30 p.m.

New Professionals Networking: Persons who have received their most recent degree within the previous five

Policy, from Page 6

this report since the idea for the interagency forum came from the Coalition of Family Organizations (COFO) which was started in the late 70s with NCFR as one of the four founders. Anyone interested in seeing a copy of this book can obtain one from the National Maternal and Child Health Bureau Clearinghouse at 703-356-1964, or from the National Center for Health Statistics' homepage: www.cdc.gov/nchswww/nchshome.htm.

Meetings and Speeches

Our new Secretary of State, Madeline Albright, spoke at a large luncheon given by the Women's Legal Defense Fund. She opened her remarks by saying that people often ask her what is different about having a female Secretary of State. It is that "a woman can wear make up and therefore look more like the total population."

Senator Mary Landrieu, (D-LA), whose 1996 election has been contested by the previous office holder, talked to the Woman's National Democratic Club about her career and beliefs. She was a state legislator at the age of 23 (now 40+) and found she thought so differently from all the others that she began to wonder about the correctness of her thinking. When she had opportunities to meet other female legislators she found that her ideas were shared by them. She realized that there really was a gender difference in concerns. In the Senate, she is actively working with five Democratic and three Republican women to bring a woman's view of the importance of families and children and a nonpunitive analysis of crime and poverty. She believes that sometimes it is necessary to spend money to save money--for example the WIC program for mothers and children. This points up the need for the election of women to positions of decision making.

Houston 1977 Conference

The 20th anniversary celebration of the 1977 Women's Conference in Houston is being planned for November 20 in Washington, soon after the NCFR conference. A major emphasis of U.S. and international women's meetings has been to bring a woman's point of view to

years are invited to bring a lunch and meet with others who are establishing their careers on Sunday from 12:15 to 1:15 p.m. It will be an informal time to meet and share with NCFR members in similar situations to your own.

Party! All conference participants are invited to attend the party hosted by the students and new professionals. Come on Sunday from 9 p.m. to 1 a.m. to eat, dance, visit and relax!

Karen Myers-Bowman
SNP representative
CDFS Dept. Box 5057
ND State University
Fargo, ND 58105
701-231-8742
myershow@plains.nodak.edu

decision making at all levels of government. If you are interested in coming to the celebration, you could write to the National women's Conference, 2020 Pennsylvania Ave., NW, Suite 267, Washington, DC 20006, to be put on the list to get information.

Visit the National Women's Conference Committee Home Page for a history of the Women's Conference and U.S. women's movement, and for registration information for the conference this year:
<http://www.igc.org/natwom/>

Anniversaries

Two big anniversaries have been celebrated with meetings this spring. One was the 25th anniversary of Title IX which required equal opportunity for women in sports, scholarships, and admission to schools. We were made well aware of the effect of Title IX during the Olympics when our women's teams did so well. College enrollments, women in the professions and in reaching higher levels in business have also shown the tremendous effect this act had on our nation.

The second was the 77th celebration for the Women's Bureau. This event was marked with a satellite conference originating here in Washington with Vice President Gore; Ida Castro, director of the Women's Bureau; and Alexis Herman, newly appointed Secretary of Labor. All stressed the increased viability of women's issues in today's world and called for more attention to the interface of work and family. The growing gap between the high level employees with education and training and those without these assets was cited as being particularly evident in the lives of women.

So--we are coasting into a Congressional recess, and then it will be fall again. Happy summer.
Margaret Feldman
NCFR Washington representative



Conference Comments



Should NCFR Co-sponsor Summer Workshops?

In 1994, President Harriette McAdoo appointed a task force to look at the future of NCFR Conferences. The task force presented recommendations to the November 1996 Board. One of the recommendations was to explore and plan Summer Workshops. On alternate years one would focus on research and the other on practice.

The Board's directive was that the workshops be:

① Sponsored with another university, association, or group to build a stronger program, share expenses, profits, and housing.

② Operated at a break-even point.

③ Operated to avoid increasing the workload of the NCFR Staff.

Why did the Task Force decide to initiate summer workshops?

♦ To further NCFR's mission of providing professional development for family scientists.

♦ To augment the Annual Conference. NCFR has been working to improve the quality of the program. As a result, there has been a steady increase in attendance. The Annual Conference program is so full there is no time to discuss anything in depth. The Summer Workshop is designed to meet the needs of family professionals who wish to concentrate in-depth on a subject. For example: In 1994 NCFR sponsored a summer workshop in conjunction with the UN International Year of the Family. The attendees studied topics in-depth for 3 days in a relaxed atmosphere at the YMCA Blue Ridge

SUMMER WORKSHOP SURVEY

1. Mark the overarching focus or emphasis you would like the workshop to take for the first year.

- ☐ Application
- ☐ Research
- ☐ Combination of Application and Research
- ☐ Neutral

2. Rank your 3 top choices for the following general content areas. List additional ideas following the list.

- ☐ Changing face of American families
- ☐ Early childhood development (brain development)
- ☐ Family and economic issues
- ☐ Family policy
- ☐ Future of marriage
- ☐ Gerontology/Care giving
- ☐ Marital interaction
- ☐ Parent/child relations
- ☐ Parent education
- ☐ Work/family interface

Other suggestions _____

- ☐ I plan to attend a summer workshop if it is offered.
- ☐ Sorry, I cannot attend a summer workshop
- ☐ Our university/association is interested in helping to co-sponsor a workshop.

Name _____

University/Association _____

Address _____

City _____

State _____

Zip/Postal Code _____

Assembly in Black Mountain, NC.

Several universities and national associations (e.g. SRCD) already sponsor Summer Workshops which are viewed by those who attended as valuable as a semester course. NCFR and a willing university can team in building a high-quality Workshop. NCFR would collaborate with the university or association in suggesting program presenters, topics and formats.

When will these workshops take place?
Tentatively they will in 1999 and 2000.

How can you help?

The Summer Workshop Committee will meet during the November 1997 Conference. They would like your input about the focus of the Workshops.

If you are interested in bringing summer workshops to your campus, please fill out this questionnaire and return it by **September 25, 1997** to B. Kay Pasley, Task Force Chair, Dept. of CDFR, 104 Stone Building, Univ. of North Carolina, Greensboro, NC 27412-5001. Phone: 910-334-5307; Fax: 910-334-5076; E-mail: pasleyk@iris.uncg.edu

I hope to see YOU at this year's Conference in November. The program is

outstanding!! You won't want to miss it. Your printed program should reach you the second week in September. If you have questions, please call me toll-free at 888-781-9331, Ext. 15, or e-mail me at winterc@ncfr.com.

Cindy Winter, CMP
Conference Coordinator

Future NCFR Conference Dates

1997 - November 5-10
Hyatt Regency Crystal City
(Washington DC)

Ralph LaRossa, GA State Univ.
Program Vice-president

1998 - November 12-17
Hyatt Regency Milwaukee, WI

1999 - November 9-14
Hyatt Regency Irvine
(Los Angeles, CA)

2000 - November 8-14
Minneapolis (MN) Hilton & Towers

Silent Auction Features Specialties

During this year's annual conference, you will have the opportunity to place bids for everything from Mississippi Mud Pie mix to Minnesota wild rice at the first Association of Councils' Silent Auction.

Proceeds will go to the AC President's Fund. (See related article on Page 15.) Chair of the event is Kathleen Gilbert, Dept. of Applied Health Science, Poplars 619, IN University, Bloomington, IN 47405; 812-855-5209.

Individuals as well as state and regional chapters are encouraged to donate auction items. Please contact Kathy toll free at 888-781-9331 ext. 21 for more information.

All items must be received at NCFR headquarters by October 1.

REMINDERS!

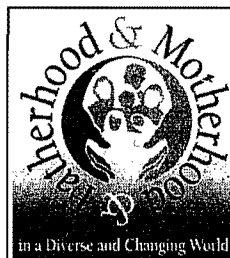
Printed Programs are scheduled to be mailed the last week in August. If you do not receive your copy by the second week in September, please call NCFR toll free at 888-781-9331.

Remember to reserve your room at the Hyatt Regency Crystal City early. NCFR's block of rooms tends to fill a month before the cut-off date of **October 15**, so don't wait until the last minute -- you may not have a room.

Questions about Membership?
Want to Place an Order?

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National Council on Family Relations



59th Annual Conference
November 7-10, 1997

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Post-conference Workshops: Nov. 10-11

Plenary Topics and Speakers

Producing the Mothers of the Nation: Race, Class, and U.S. Public Policy, Patricia Hill Collins, Univ. of Cincinnati.

Looking Back, Moving Forward: Attachment from One Generation to the Next, Martha Farrell Erickson, Minnesota Children, Youth, and Families Consortium, St. Paul, MN.

Daddy Strategies for the 21st Century: Involving Men in Children's Lives, James Levine, Families and Work Institute, New York, NY.

Research Updates for Practitioners (RUPS)


Corporal Punishment in the Discipline of Children in the Home, Ronald Pitzer, Univ. of Minnesota.

Parental Involvement with Children's Education, Gary Lee Bowen, Univ. of North Carolina-Chapel Hill.

Research Update on Lesbian Mothers, Gay Fathers, and Their Children, Charlotte Patterson, Univ. of Virginia.

Author Meets Critic

Life Without Father..., David Popenoe, Rutgers Univ.
William J. Doherty, Univ. of Minnesota, and Constance L. Shehan, Univ. of Florida, dialogue with the author about his controversial book.

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Author Meets Critic

The book, **Life Without Father: Compelling New Evidence That Fatherhood and Marriage are Indispensable for the Good of Children and Society**, by David Popenoe will be discussed during a special annual conference session, "Author Meets Critic."

The critics are William J. Doherty, University of MN, and Constance L. Shehan, University of FL. Ralph LaRossa, conference vice-president, will preside.

Book critics have noted that Popenoe's book is "a strong defense of fatherhood and marriage that is both scholarly and readable," (**Choice**); "...a study of the diminishment of fatherhood in America, a call for wider concern from Americans and for greater responsibility from the millions of men who, for one reason or another, don't stick around," (**Newark Star Ledger**); "...provides a searing picture of contemporary failures and their cost. Fatherhood--good fatherhood--grounds the well-being of children; its absence painfully cripples them and all of us." (**National Review**)

Popenoe holds the masters and doctor of philosophy degrees from the University of PA.



Popenoe

Popenoe specializes in the study of family and community life in modern societies and is the author or editor of nine books, including **Sociology**, a college textbook now in its tenth edition. He also has written numerous scholarly and popular articles.

Popenoe is associate dean of the faculty of Arts and Sciences and the Graduate School, and professor of sociology at Rutgers University. He is the founder and past co-chair of the Council on Families in America, a national, nonpartisan group of scholars and family experts. He is a member of the professional advisory boards of the National Fatherhood Initiative and National Parenting Association.

He is leader of the Family Project of the Communitarian Network, and past member of the executive councils of the American Sociological Association's Community and Urban Sociology section, the International Sociological Association's Housing and Built Environment research group, and the Society for the Advancement of Scandinavian Studies.

Popenoe also is a charter member of the American Institute of Family Relations, founded by his father in 1930. He has been a visiting Fulbright Lecturer in Greece, Israel, and Spain, and is a recipient of the Senior Fulbright Research Scholarships for research abroad and fellowships from the American Council of Learned Societies, the American Scandinavian Foundation, the government of Sweden, and Rutgers University Research Council.

2 Distinguished Educators Share Osborne Award

This year's recipients of the Ernest G. Osborne Award are **Katherine R. Allen**, professor of Family and Child Development at VA Polytechnic Institute and State University; and **Paul C. Rosenblatt**, Morse Alumni Distinguished Teaching Professor of Family Social Science, University of MN. The Award is being shared this year because of the equal excellence of the nominees.

The Osborne Award is presented in memory of Ernest G. Osborne, three-time president of NCER, and an outstanding family life educator. The Award recognizes an individual who has shown a distinguished career as an outstanding teacher in the family field. The Award presentation will be made at the annual conference in November. It carries a \$500 cash award and \$250 in travel funding to the conference, plus a plaque.

The criteria for the Award include the uniqueness of the candidates' contributions to teaching family relations; innovativeness and creativity in teaching; commitment to teaching; and respect among colleagues and students for teaching excellence.

"Both Allen and Rosenblatt have succeeded admirably according to each of

these criteria, while also having extremely productive careers as researchers and scholars, according to Gary Lee, chair of the Award committee.

Allen has won a total of eight teaching awards from the universities where she has held appointments. She has not only excelled in the classroom, Lee noted, but also has published several well-respected articles on pedagogical issues.

Rosenblatt, in addition to winning the Morse-Amoco Award for distinguished teaching from the University of MN in 1983 for excellence in undergraduate instruction, also won the Educational Leadership Award from the College of Human Ecology and the Distinguished Service to Families Award from the MN Association for Marriage and Family Therapy, both in 1996.

"Professors Allen and Rosenblatt are truly outstanding educators in the field of family relations," Lee added.

Virtual Workshop Online

The FatherWork Virtual Workshop, developed by NCER members David Dollahite and Alan Hawkins of Brigham Young University, is now available. It is the first online continuing education workshop approved by NCER's Certified Family Life Educator program.

The Workshop offers a way to obtain online professional training in the principles of "generative fathering" and is worth from one to five Continuing Education Units (CEUs).

The workshop involves reading book chapters and several educational modules, and participating in several learning and application activities. The basic workshop provides 10 Contact Hours or one CEU. Users can then obtain from one to four additional CEUs by doing more reading and activities.

The registration fee and materials are less than \$100. For more information contact Dollahite at dave_dollahite@byu.edu or Hawkins at hawkinsa@byu.edu.

Meetings

September 23-27, 1998--**National Recreation and Park Association Symposium on Leisure Research**. Abstracts due February 6, 1998. Contact: M. Deborah Bialeschki, moon@email.unc.edu or William P. Stewart, wstewart@unic.edu.

March 20-22, 1998--**"Doing Men's Studies,"** sixth annual American Men's Studies Association Men's Studies conference, Youngstown, OH. Submission deadline: October 1, 1997. Contact: Mark Justad, 615-872-0573; JustadMJ@Crvax.Vanderbilt.Edu.

3 Share Hill Award for Outstanding Research

"Work-Family Conflict and Marital Quality: Mediating Processes," by L. Matthews, Rand Conger, and K.A.S. Wickrama has won the 1997 Reuben Hill Award. The article was published in **Social Psychology Quarterly** in 1996.

The authors are affiliated with the Dept. of Sociology at IA State University in Ames.



Conger



Wickrama

(No photo available of Matthews.)

The Reuben Hill Award annually recognizes the outstanding article combining theory and research. The Award will be presented during NCER's annual conference in November.

In the winning article, the authors examine the mediation process between work-family conflict and marital quality. They conclude that work-family conflict resulting from husband and wife employment is related to the psychological distress of work. In turn, work-family conflict impacts marital quality.

The article does an outstanding job of developing hypotheses based on sound theoretical linkages, according to Jay Teachman, chair of the Award committee. In addition, the article combines high quality data with appropriate analytical procedures to test the hypotheses generated. Overall, the

article is an excellent example of rigor in the application of theory to data, Teachman noted.

Articles that were named to the top five (including the winning article) included:

"Conservative Protestantism and the Parental Use of Corporal Punishment," C. Ellison, J. Bartkowski, and M. Segal, **Social Forces**.

"The Developmental Interface Between Nature and Nurture: A Mutual Influence Model of Child Antisocial Behavior and Parent Behavior," X. Ge, R. Conger, R. Cadoret, J. Neiderhiser, W. Yates, E. Troughton, and M. Stewart, **Developmental Psychology**.

"Personality and Divorce: A genetic Analysis," V. Jocklin, M. McGue, and D. Lykken, **Journal of Personality and Social Psychology**.

"Couple's Employment/Retirement Patterns and Perceptions of Marital Quality," M. Szinovacz, **Research on Aging**.

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Meeting

May 7-9, 1998--**"Restructuring Work and the Life Course: An International Symposium,"** University of Toronto. Papers due October 15, 1997. Contact: Susan Murphy, Institute for Human Development, Life Course and Aging, Suite 106, 222 College St., Toronto, ONT Canada M5T 3J1; 416-978-7037; susan.murphy@utoronto.ca.

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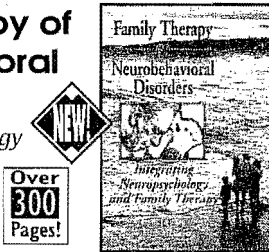
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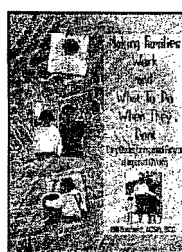
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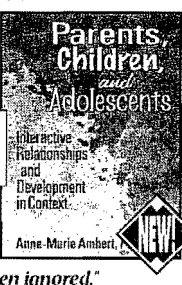
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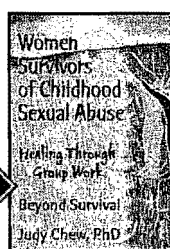
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Ads

Retention from Page 16

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Brenda Hoffman
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Next issue: Send your questions about membership recruitment or retention to Brenda at NCFR headquarters. She will respond in the December REPORT.

Bibliography/Resources

Sirkin, Arlene Farber & McDermott, Michael P., (1995). Keeping Members: CEO Strategies for 21st Century Success. Washington, D.C.: Foundation of the American Society of Association Executives.

Levin, Mark, CAE, (1995). Membership Development: 101 Ways to Get and Keep Your Members! Ellicott City, MD; B.A.I., Inc.

University of Nebraska-Lincoln. The Department of Sociology invites applications for two tenure-track positions at the Assistant Professor rank beginning fall 1998. One position is designated for candidates whose research focuses on the family. We are particularly interested in candidates who demonstrate the potential for developing a productive research program in areas such as domestic violence, adolescent risk behavior, or family policy/law. The second position is for candidates with research specialties in criminology and/or deviance. One of the positions will require teaching quantitative methods at the graduate level. Candidates for both positions are expected to contribute to graduate and undergraduate education. The Department of sociology has established a national reputation in research and teaching in family, deviance and criminology. The Ph.D. is required and some teaching and research experience are desirable. Applications will be accepted until November 1, 1997, or until a suitable candidate is found. Submit letter of application, vita and three letters of reference to: Professor Rob Benford, Chair, Search Committee, Department of Sociology, University of Nebraska, Lincoln, NE 68588-0324. The University of Nebraska-Lincoln is committed to a pluralistic campus community through Affirmative Action and Equal Opportunity and is responsive to the needs of dual career couples. We assure reasonable accommodation under the Americans Disabilities Act; for assistance, please contact Dr. Rob Benford (email: rbenford@unlinfo.unl.edu; 402-472-6057).

Bowling Green State University. The Department of Sociology invites applications for a tenure-track position in family sociology beginning Fall 1998. Assistant professor preferred, but all ranks will be considered. We seek a scholar who approaches family phenomena from either a demographic or a social psychological perspective. Secondary areas are open, but preference will be given to persons who can teach introductory sociology and/or minority groups. Quantitative expertise is especially desirable. Bowling Green has a large and active graduate program, with doctoral specializations in criminology/deviant behavior, social psychology, and demography in addition to family sociology. We seek candidates with demonstrated excellence in research and strong commitment to teaching at both undergraduate and graduate levels. A Ph.D. in Sociology and proof of legal authority to work in the United States are required at time of appointment. Applicants should submit a letter of application, curriculum vitae, three letters of reference, evidence of teaching ability, and examples of written work to: Al DeMaris, Family Search Committee Chair, Department of Sociology, Bowling Green State University, Bowling Green, OH 43403-0231. Applications must be received by **October 31, 1997**. Bowling Green State University is an Equal Opportunity/Affirmative Action Employer.

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As part of Wayne State University, the Merrill-Palmer Institute has access to faculty and resources across many departments and colleges. An important function of the institute is to encourage faculty from WSU academic units to work in developing innovative research and educational programs to improve the lives of children and families. The operating budget of the institute is currently approximately \$1.7 million.

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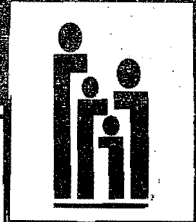
All applications and nominations should include a CV and the names of at least three references. The position will be available fall term 1997 and will be filled not later than fall 1998. The review process will continue until the position is filled. Please send all materials to:

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Section News



Conference Sessions, Newsletters Planned



At last year's annual conference the **Family Science Section's** executive committee and members in attendance at the business meeting established the following goals: a) develop ways to address concerns of international faculty and students; b) continue to work with the S/NP group in developing ways to mentor new students and professionals; c) encourage opportunities for family science administrators to share their experiences with each other and with other interested family scientists regarding their own departments and schools; d) bring the Ethical Principles and Guidelines to the Board for potential adoption by NCFR; e) establish a Section newsletter.

As we look forward to this year's conference, I see that we have met some of our goals and are endeavoring to meet the others. Because the symposia slots for both the International and Family Science Sections were filled, we were unable to fit in our symposium for international faculty and students as well as the program for family science administrators. Both topics are in our plans for next year. The Ethical Principles and Guidelines were presented at the spring Board of Directors meeting with an overall positive outlook (See the insert in this issue.) I have been in contact with Jennifer Kerpelman of NCFR's mentoring program and am looking for a volunteer from our Section who would like to serve on a membership subcommittee. Finally, in looking at our goals, Mary Ann Hollinger has volunteered to be the editor of our Section newsletter. We hope to be coming out with the premier issue in the near future.

During the upcoming conference, our Section is sponsoring a symposium that will address how "Family Science" can best meet the needs of students as they enter the job market. It should be of interest to many facets of our membership—students, faculty, and administrators. In conclusion, I enjoy serving as your representative to the board. If you wish to provide input, please feel free to contact me.
Rebecca Adams
Chair
01raadams@bsu.edu



Good news for **Family Therapy Section** members! The time slot set aside for our Section meeting at the conference in November has been changed to Saturday, November 8, from 6:45 to 8 p.m. This time will allow us to finish in time to enjoy dinner with friends.

The newly elected Nominating committee (Ken Hardy, Candy Russell, and Karen Wampler) will have a slate of

nominees to present during our business meeting. If anyone has someone to nominate, please contact one of these three people before October 1.

Nominations are needed for the following positions: chair, chair-elect, secretary, treasurer, AAMFT liaison, student representative, and member-at-large. The upcoming meeting is very important; we hope to see all (most?) of you there!

Ellie Macklin, David Wright, Sandi Stith, and William Turner have agreed to serve as discussants for this year's paper sessions. All persons presenting papers are reminded to get your paper to the discussant at least one month prior to the conference. The discussants need some time to prepare their remarks.

Hope you are having a great summer!
Karen H. Rosen
krosen@vt.edu



Plans are in place for a great conference. I hope you all will be able to come to Crystal City. As you are making your travel arrangements, remember to stay through the end of the conference on Monday, November 10 at 3 p.m. The **Feminism and Family Studies Section** has a truly excellent array of symposia, paper sessions, round tables, and posters, but they are scheduled very heavily towards the end of the conference.

In addition to a host of good papers, posters and round tables, there are two special events I want to call to your attention. First, Dr. Charlotte Patterson from the University of VA, will conduct one of the Research Updates for Practitioners on Gay and Lesbian Parents. The session will be Saturday afternoon and will be co-sponsored by the our Section.

Second, we will honor Dr. Linda Thompson with a reception following the business meeting on Sunday evening. As many of you know, Linda was a real catalyst in the founding of the Feminism and Family Studies Section and has truly been a leader in integrating feminist thought and scholarship into the discipline. She retired (effective Spring 1997) from her full professor position at

the University of WI-Madison. While we will miss her presence, her influence on our work will be ongoing. We want to take the opportunity at the conference to thank her for her dedication and wisdom and to celebrate with her as she moves on into other ventures in her life.

I am happy to announce the winners of the Feminism and Family Studies Awards. Submissions for both the proposal and paper awards increased again this year. A very big thanks goes to Beth Norrell and her committee for all their hard work over the summer.

The winner of the Outstanding Research Proposal from a Feminist Perspective is Terri Karis from the University of MN for her proposal, "White Racial Identity Construction: Experiences of White Women in Heterosexual, Black/White Interracial Relationships."

The winner of the Outstanding Paper from a Feminist Perspective is Leslie King from the University of IL-Urbana-Champaign. Her paper is entitled, "The Politics of Reproductive Benefits:

Insurance Coverage of Contraceptive and Infertility Treatments."

Let me call your attention to one piece of association business of interest us all. A task force from the Family Science Section spent an enormous amount of time and energy in drafting a set of Ethical Principles and Guidelines for Family Science Professionals. Before NCFR's Board of Directors votes on whether to adopt these guidelines as governing principles for professionals in the field, we want feedback and input from as broad a spectrum of members as possible.

The proposed draft appears in this issue. Please read it carefully and come to the business meeting prepared to discuss it and provide feedback. This is very important endeavor for the profession as a whole.

Again, thanks for all your hard work and support. Please feel free to contact me with any suggestions, ideas, or feedback you might have.
Leigh Leslie
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The Dean of the College of Human Ecology will provide the leadership necessary to sustain the College's long tradition of excellence in family and consumer sciences and direct its drive toward preeminence the next century. Responsibilities include advancing the College and its programs through effective leadership and administration of its budget and resources; serving as an advocate for the College; working effectively with other deans and administrators, and the directors of the agricultural experiment station: OSU Extension; directing the College's fund raising activities; and initiating/maintaining effective external relationships with the College's diverse constituency groups.

QUALIFICATIONS

The Search Committee is seeking a candidate with a distinguished record of accomplishments in research, scholarship, and teaching that qualifies the candidate for appointment to the rank of professor in one of the College's academic departments. In addition, the individual will have academic administrative experience including resource management and personnel decision making at or above the level of department chair (or its equivalent). An earned doctorate in one of the disciplines in the College or a related field is required.

Candidates must have a strong commitment to excellence in research, instruction, and extension education and a leadership style that encourages shared decision making and promotes a positive learning and work climate. Excellent human relations and communication skills are important qualities for this position. The individual will be supportive of interdisciplinary and collaborative academic endeavors, as well as multicultural and international education. Commitment to equal opportunity/affirmative action is essential.

APPLICATIONS and NOMINATIONS

The Search Committee will begin its review of applications on November 17, 1997, and will continue to receive and review applications and nominations until the position is filled. The position is available July 1, 1998. Applications should include a letter of interest highlighting qualifications for the position and curriculum vitae. Address applications and nominations to:

Albert J. Davis, Chair
Search Committee for the Dean
College of Human Ecology
135 Campbell Hall, 1787 Neil Avenue
Columbus, OH 43210-1295

614-292-7705 (phone), 614-292-3019 (fax), davis.7@osu.edu (e-mail)

The Ohio State University is an Equal Opportunity, Affirmative Action employer.

**Fellowship Nominations
due September 15
at NCFR headquarters.
Call, FAX, e-mail
your nominations.
See Page 13 of the
March 1997 NCFR
REPORT for details.**

Legacy Circle

National Council on Family Relations proudly announces the inauguration of its Legacy Circle, recognizing active status members with 25 or more years of membership. A special reception will be held during the annual conference. Invitations will be mailed to the persons listed below. If your beginning membership year is incorrect or if your name is not included, but your records indicate you joined NCFR in 1972 or earlier, please contact Kathy at NCFR headquarters by October 1 (toll free 888-781-9331, ext. 21; kcroyce@ncfr.com).

1938
Duvall, Dr. Evelyn Millis

1941
Glick, Dr. Paul C.
Sheerer, Dr. Elizabeth T.

1946
Appell, Dr. Clara.T.

1947
Anderson, Roberta F.
Rimel Ph. D., Evelyn G.

1949
Neubeck, Dr. Gerhard

1950
Chilman Ph. D., Catherine S.
Kerckhoff, Dr. Richard K.
Moss, Dr. J. Joel
Porter, Dr. Blaine R.
Sussman Dr. Marvin B.

1951
Goldberg, Dr. Stella R.

1952
Chandler, Dr. Barbara A.
Fleck, Dr. Stephen
Kauffman, Dr. J. Howard

1953
De Lissovoy, Dr.Vladimir
Martinson, Dr. Floyd M.

1954
Kenkel, Dr. William F.
O'Neill, Dr. Sylvia T.

1955
Bayer, Dr. Helen T. M.
Kahn, Dr. Alfred J.
Nye, Dr. F. Ivan

1956
Axelson, Dr. Leland J.
Bauer, Dr. E. Theodore
Hansen, Mrs. Thelma Dunn
Jewson Ph.D., Ruth
Lasswell, Dr. Thomas
Lasswell, Mrs. Marcia
Rodgers, Dr. Roy

1957
Hobbs Jr., Dr. Daniel F.
Mailloux, Fr. Noel
Reiss, Dr. Ira L.
Rice, Dr. F. Philip
Schaefer CFLE, Dr. Leah C.
Stevens, Dr. Doris
Walters, Dr. James

1958
Freeman, Dr. Erika Padan
Purcell, Dr. Mary Lou G.

1959
Bubolz, Dr. Margaret
Johnson, Rev. John J.
Price, Dr. Dorothy Z.

1960
Burr, Dr. Wesley R.
Evans, Dr. T. Quentin
Gavin, Dr. Jeanine H.
Howell, Dr. John C.
Murstein, Dr. Bernard I.
Pitzer, Ronald
Sprey, Dr. Jetse
Straus, Dr. Murray A.
Wakil, Prof. S.P.

1961
Bell, Patricia
Bollman CFLE, Dr. Stephan R.
Epstein M.D., Nathan B.
Eshleman, Dr. J. Ross

Fields, Ms. Hattie C.
Keating, Dr. Barry John
Lundh, Rev. Sverrer H.
Vayhinger Ph.D., Rev. John M.

1962
Berardo, Dr. Felix M.
Fisher, Dr. Susanne G.
Heer, Dr. David M.
Henton, Dr. June M.
Hoover, Dr. Helene M.
Johnson CFLE, Dr. Lydia M.
Kelley, Dr. Robert K.
Mc Hugh, Most Rev. James T.
Nelson, Dr. Linda
Schvaneveldt, Dr. Jay D.
Settles, Dr. Barbara
Smith, Dr. Thomas Ewin
Westlake, Mrs. Helen G.

1963
Barber, Dr. Kenneth
Berger Ph.D. CFLE, Eugenia H.
Bert, Dr. Virginia
Czaplewski CFLE, Dr. Mary Jo
Focs, Dr. Ollie
Relationships Australia
Rossi, Dr. Alice S.
Sporakowski CFLE,Dr. Michael
Stricklin, Dr. Ernest
Trost, Dr. Jan
Turner Ph.D., Joseph G.

1964
Adams, Dr. Bert N.
Bliss, Russell L.
Crane Ph.D., D. Russell
Dobbins, Dr. Richard D.
Hanlon, Fr. Capistran J.
Larson, Dr. Lyle E.
Lewis, Dr. Robert A.
Lieberman, Dr. E. James
Marotz-Baden, Dr. Ramona
Mason, Terrence L.
Olson, Dr. David H.
Walla Walla College

1965
Anderson CFLE, Mrs. Virginia
Batra, Gretchen R.
Bengtson, Dr. Vern L.
Birch, Dr. William Lloyd
Bodin Ph.D., Arthur M.
Croake, Dr. James W.
Dumon, Dr. Wilfried A.
Edwards, Dr. John N.
Falk, Dr. Laurence L.
Firebaugh, Dr. Francille M.
Hampe, Dr. Gary D.
Kieren CFLE, Dr. Dianne K.
Rich, Dr. Robert O.
Rodman, Dr. Hyman
Rubin, Dr. Roger H.
Slingerlend, Margaret
Staples, Dr. Robert
Vander Zanden, Dr. James

1966
Balswick, Dr. Jack
Danish National Institute
Eastman, Dr. William F.
Hogan, Dr. M. Janice
James, Dr. Barbara E.
Juffer, Virginia
Keim CFLE, Dr. Robert E.
Mc Candless, Dr. B. J.
Nunn, Dr. Helen Robinson
Price, Dr. Sharon J.
Roth, Dr. Robert H.
Udry, Dr. J. Richard
Van Horn CFLE, Dr. James

1967
Barber, Mrs Betty L.
Boettcher, Dr. Barbara S.
Brock CFLE, Dr. Gregory
Cohler, Dr. Bertram J.
Coufal, Dr. Jeanette

Cox CFLE, Dr. Frank D.
Dill Ph.D, CFLE, Jane R.
Gotwald, Dr. Charlotte K.
Lingren, Dr. Herbert G.
Lopata, Dr. Helena Z.
Lupri, Dr. Eugen
Olson Ph.D., Terrance D.
Rettig, Dr. Kathryn
Ridley, Dr. Carl
Rooks-Weir CFLE, Evelyn
Schacht, Caroline
Vail CFLE, Dr. Alfred
Voegel, Dr. Janis M.
Williams, Dr. Arthur
Wise, Dr. George W.

1968
Aldous, Dr. Joan
Arcus CFLE, Dr. Margaret E.
Bruce, Dr. John A.
Buss, Mrs. Sarah Hicks
Cole CFLE, Dr. Charles Lee
Cole, Ms. Anna
Dempster-Mc Clain, Donna I.
Dominian, Dr. J.
Draughn, Dr. Peggy
Feldman, Dr. Margaret
Harvey Ph.D., Carol D.
Heffernan, Ms. Virginia
Imig, Dr. David
Keating, Dr. Norah C.
Klein, Dr. David M.
Knaub, Dr. Patricia Kain
Lee CFLE, Dr. Irene K.
Maddock, Dr. James
Miller CFLE, Dr. Sherod
Neal, Dr. Arthur G.
Nunnally Ph.D., Elam
Perlman, Dr. Daniel
Pickett, Ms. Ethel
Steffensmeier, Dr. Renee
Story, Dr. Norman L.
Story, Dr. Marilyn
Stuber CFLE, Dr. Marilyn M.
Turner, Dr. Barbara F.
Weishaus, Dr. Sylvia
Whitaker, Dr. Bruce E.
Yorburg, Dr. Betty

1969
Ade-Ridder, Dr. Linda
Anderson, Carol L.
Bahr, Stephen J.
Blood, Dr. Linda L.
Campbell, Dr. Kathleen M.
Davidson Sr., CFLE, Dr. J. Kenneth
Davis Ph.D., Keith E.
Fox, Dr. Greer Litton
Ginsberg, Dr. Barry G.
Herold, Dr. Edward S.
Jimenez CFLE, Tristan C.N.
Kammeyer, Dr. Kenneth C.
Knafl, Dr. Kathleen A.
Lory CFLE, Marie L.
Mace, Mrs. Vera C.
Martinson, Patricia
Pace-Nichols, Dr. Mary Anne
Rosenblatt, Dr. Paul C.
Russell Ph.D., Candyce
Ryder, Dr. Robert G.
Saxton, Dr. Lloyd O.
Spanier, Dr. Graham B.
Strouse, Dr. Jeremiah S.
Warmbrod, Dr. Mary Taylor

1970
Boss, Dr. Pauline G.
Butts CFLE, Robert
Cunningham, Dr. Jo Lynn
Cunningham, Mrs. Elizabeth
Curtis, Dr. John H.
Del Campo, Dr. Robert
Doty M.S., CFLE, Ruth F.
Driskill, Jackie
Engel CFLE, Dr. John W.
Flick, Mrs. Marilyn
Franken, Dr. Mary L.
Gershenfeld, Dr. Matti

Gilgun, Dr. Jane F.
Glover, Dr. Lillie Beasley
Goebel, Ms. Karen P.
Hennon CFLE, Dr. Charles B.
Jurich, Dr. Anthony P.
Kennedy, Dr. Carroll E.
Lamberts CFLE, Dr. Martha Bullock
Laube Ph.D., CFLE, Herbert H.
Lee, Dr. David K.
Lee, Dr. Gary R.
Petty, Charles V.
Pitsiou-Darrough, Dr. E.N.
Raschke, Dr. Helen
Skelton, Gail J.
Smart CFLE, Dr. Laura S.
Sorenson, Dr. John D.
Sorenson, Dr. Ruth
Stayton, Dr. William R.
Surra, Dr. Catherine A.
Tamaki Takao
Taylor, Dorthy
Touliatos CFLE, Dr. John
Vaines, Dr. Eleanore
Vanier Institute of the Family
Volenski, Dr. Leonard T.
Wheeler, Sr. Madeleine
Wood, Ms. Mary Lee

1971
Boike, Dr. Dennis E.
Dorfman, Dr. Lorraine T.
Dyer, Dr. Genie
Dyer CFLE, Dr. Preston M.
Fischer, Dr. Judith L.
Frazier CFLE, Billie Harris
Gagnon CFLE, Dr. John H.
Giele, Dr. Janet Z.
Gigrich, Dr. John P.
Hendrix, Lewellyn
Hetherington, Dr. E. Mavis
Johnson, Dr. Leonor Boulton
Johnson, Dr. Michael P.
Jones, Nancy N.
Loev, Irv
Macklin, Dr. Eleanor
Mercier, Dr. Joyce M.
Meyers, Susan S.
Panar Jr., Michael A.
Pauley, Ms. Billie W.
Schmall, Dr. Vicki L.
Seward, Dr. Rudy R.
Shaw CFLE, Barbara R.
Townsend CFLE, Dr. Darlene
Troll, Dr. Lillian
Ward, Rev. Jean

1972
Adler, Dr. Emily-Stier
Avery CFLE, Dr. Arthur W.
Baptiste, Dr. David A.
Barber Ph.D., Clifton E.
Bergen CFLE, Dr. M. Betsy
Bond Jr., Dr. John B.
Brown, Stephen D.
Budd, Dr. Linda S.
Dohner, Rev. Stephen
Freund C.M., Rev. John
Gecas, Dr. Viktor
Haavio-Mannila, Elina
Hampton, Dr. Robert L.
Hildreth CFLE, Dr. Gladys J.
Jenson, Dr. Glen
Kuennen, Ms. Sylvia
L'abate, Dr. Luciano
Larzelere, Dr. Robert
Leonard Jr., J.H.
Miller, Dr. Brent C.
Mink, Dr. Iris Tan
Norris CFLE, Norma Catherine
Ramu, Dr. G.N.
Skinner, Dr. Denise
Sodei, Mrs. Takako
Stahmann CFLE, Robert F.
Targ, Dr. Dena B.
Tyson, Dr. David
Vinick, Dr. Barbara H.
Visscher, Fr. A.
West Jr., Marcus F.
Williams Ph.D., John M.

Why Do We Avoid 'M' Word?

NCFR, whose 60 year old flagship journal focuses on research on marriage and the family, participated in the Family Impact Seminar's launching of a three-year "Future of Marriage Project" June 23 and 24. Held in Washington D.C., the two day round table discussion on "Strategies to Strengthen Marriage: What do we know? What do we need to Know?" included government, business, military, the media, religious and professional association leaders from the U.S., Great Britain and Australia. At the discussion table were conservatives, moderates, and liberals. All agreed that it was time to openly discuss the "M" word.

Theodora Ooms, executive director of the Family Impact Seminar, explained why public officials, academics, foundations and others have avoided focusing on marriage for over 30 years, and the many kinds of baggage the "M" word brings with it.

"For feminists, it appears as a smokescreen for re-instituting patriarchy. For single people, gays and lesbians, it raises concerns about discrimination. For conservatives, it stirs up fears of legitimization of same-sex marriage. For many front-line social workers and low-income advocates, it evokes images of domestic violence and abuse."

"Promoting marriage is believed to stigmatize and blame single parents, many of whom are doing a good job under very difficult circumstances. ...The idea of government intrusion into marriage makes some people very uncomfortable... Many consider marriage a natural, voluntary relationship based on the idea of romantic love... The notion that programs and policies might have anything to do with improving the quality of a couple's relationship or their decision to divorce is viewed with skepticism... Demographers and sociologists have argued that attempts to strengthen marriage are futile since these trends are a result of overwhelming social and world-wide forces that are irreversible... Marriage, divorce, and out-of-wedlock childbearing are very personal and often very painful subjects." (Ooms, T., Avoiding the "M" Word, Appendix I. Background Paper for Strategies to Strengthen Marriage: What Do We Know? What do we need to Know?, 6/97, p. 11)

Research presented and discussed by those present, such as Linda Waite, U. of Chicago; Sara McLanahan, Princeton U.; Thomas Bradbury, UCLA, and Scott Stanley, U. Denver, provided several compelling reasons for why, at this time in history, marriage needs to be placed high on the public agenda.

Marriage remains a personal goal for most Americans and most of the 90 percent who marry, expect their marriages to succeed. Research shows that marriage is society's best insurance against child poverty. (Ntl. Commission on Children, 1991, p.66) Marriage helps promote and support responsible and caring fatherhood. Marriage is good for adult health and well-being. Marriage is good for the economy, employers, and taxpayers in that married individuals earn

more, save more, accumulate greater wealth.

Conversely, marriage problems and stress and conflict of divorce create distracted, poorly motivated workers, lead to losses in productivity, increases in poverty, and dependency on public subsidies. Strong and stable marriages are the seed bed of moral character, civic virtue and help build stronger, more stable and less violent communities. Research is helping us to learn why marriages fail, and how to help marriages succeed. But this research is little known outside the narrow circles of the academic and practitioner community.

Further discussion on the use of marriage education to strengthen and improve couples' relationships and marital quality were led by Bernard Guernsey, National Institute for Relationship Enhancement; Diane Sollie, Coalition for Marriage, Family, & Couples Education; Salvador Minuchin, Family Studies Inc.

Roles of religious, community, employer, and state government in strengthening marriage, were discussed by Ben Silliman, U. Wyoming; Richard McCord, National Conference of Catholic Bishops; Michael and Harriet McManus, Marriage Savers Inc.; Dana Friedman, Corporate Family Solutions.

The Federal role in marriage education and divorce prevention was carried by Della Hahn, National Institutes of Health; Christine Bachrach, NICHD; Linda Mellgren, assistant secretary for Planning and Evaluation; Anna Kobbe, USDA Extension Service; William Coffin, Bureau of Navy Personnel.

Ceridwan Roberts, director of the Family Policy Study Center, U.K., provided information and research on the marriage strengthening strategies used in Great Britain, and Kevin Andrews, member of Parliament and Margaret Andrews, editor of **Threshold Magazine**, Victoria, Australia gave a review of the Australian experiences in marriage strengthening and education.

The legal and economic facets of marriage structure, and gender roles was discussed by Jana Singer, U. MD School of Law; Amy Wax, U. VA. School of Law; Isabel Sawhill and Eugene Steuerle, The Urban Institute; Belinda Tucker, UCLA; and Robert Moffitt, Johns Hopkins University.

The intensive two-day session closed with reflections on how to disseminate the research already available, encouraging and setting an agenda for new research, improving pre-marriage and post-marriage relationships, finding organizations, foundations, and policy makers to support strengthening marriage, collaborating with organizations and investigating the results of community marriage contracts.

For more information and to obtain the research papers submitted for the discussion, contact Theodora Ooms, Family Impact Seminar, 202-496-1964 or e-mail, tooms@idsonline.com.

Mary Jo Czaplewski

Contributors

The following persons have contributed donations since June 1997. Their generosity aids NCFR in continuing its programs and awards.

General Fund

Roberta F. Anderson, Portland, OR; **Geniva A. Burns**, CFLE, Rapid City, SD; **Kim Myung Cha**, Seoul, Korea; **Barbara A. Chandler, Ph.D.**, Arlington, VA; **Katherine J. Conger**, Ames, IA; **Curtis A. Fox**, Knoxville, TN; **Sarah G. Gabbay**, Ft. Collins, CO; **Henia D. Johnson**, Lansing, MI; **Joan A. Jurich, Ph.D.**, W. Lafayette, IN; **Tae Kyun Kim**, Seoul, Korea; **Kinsey Miller**, Salem, OR; **Dr. Nelwyn B. Moore**, CFLE, San Marcos, TX; **Lane Powell, Ph.D.** CFLE, Birmingham, AL; **M. Valora Raiser**, Blagnac, France; **Scott M. Stanley, Ph.D.**, Denver, CO; **Alexis Walker, Ph.D.**, Corvallis, OR; **Mary Lee Wood**, Nampa, ID.

Jessie Bernard Award

Karen R. Blaisure, Kalamazoo, MI.

Masters Level Award Fund

Timothy H. Brubaker, Ph.D., CFLE, Oxford, OH.

Reuben Hill Award

Margaret M. Bubolz, Ph.D., East Lansing, MI.

Peace Education Focus Group

Jacqueline Haessly, CFLE, Milwaukee, WI.

Education & Enrichment Section

Symposium

"The Transition to Adulthood in a Changing Economy," is the theme of a national symposium hosted by PA State University, October 30-31.

The symposium will focus on the transitions to work and family roles and is aimed at those who teach and do research on the transition to adulthood, graduate students who have a major interest in the area, and policy and program specialists.

Organizers are Alan Booth, Ann Crouter, and Michael Shanahan, all of Penn State.

The four key issues examined will be: How have alterations in the structure of opportunity affected transitions to adulthood? How do prior experiences in the family affect transitions to adulthood? How do prior experiences in the work place set the stage for transitions to adulthood? Career development and marriage in a period of rising inequality: Who is at risk? What are their prospects?

For more information contact Chuck Herd, 213 Penn State Conference Center Hotel, The PA State University, University Park, PA 16802-7002; 814-863-5100; FAX 814-863-5190.

Lynette J. Olson, CFLE, Pittsburg, KS.

Marie Peters Award

Ouida E. Westney, CFLE, Silver Spring, MD.

For more information on contributing to NCFR, contact: Mary Jo Czaplewski, NCFR Executive Director, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421; toll free: 888-781-9331 ext. 17.

Reviewers

Congratulations are due the first graduating class of **Journal of Marriage and the Family's** Reviewer-in-Training program.

The program is designed to provide advanced graduate students and new professionals the opportunity to participate in the peer review of manuscripts submitted to the Journal, and receive training in the review process.

Having completed several reviews of quality, and well within the allocated deadlines, were: William Allen, Dorothy Berglund, Chalandra Bryant, Serdar Degirmencioglu, Kelley Fudge, Lori Kaplan, Allison B. Lee, Terri Jo Swim, John Toth, and Mary Vail.

Thanks to Professors Vern Bengtson and Shelley MacDermid for a document entitled, "How to Review a Journal Article." It is exceptionally well done. You may request a copy from the JMF editorial offices, University of ME, 17 Merrill Hall, Orono, ME 04469.

Advanced graduate students and new professionals who would like to participate in the Review-in-Training program should contact the JMF editorial offices for guidelines and application materials: milardo@maine.maine.edu.

Robert M. Milardo
Editor
Journal of Marriage and the Family

Proposals

Proposals are sought from scholars interested in guest editing a special issue of **Journal of Social and Personal Relationships**. Any relationship topic is appropriate.

Proposals should include the names of the guest editors; a brief description of their qualifications to guest edit; the topic; a justification of why the topic is appropriate for the special issue; a description of how manuscripts will be solicited (all manuscripts are peer reviewed); how many manuscripts will be invited, if any; a description of how the guest editors will process and review manuscripts; and a tentative timetable.

The deadline for proposals is December 1, 1997. Please submit three copies to Mark A. Fine, deputy editor, **Journal of Social and Personal Relationships**, Dept. of Human Development and Family Studies, University of MO, 31 Stanley Hall, Columbia, MO 65211; 573-884-6301; hdfs@showme.missouri.edu.



Association of Councils of the National Council on Family Relations

AFFILIATE

Connection

From the President

September 1997 Volume 5, No. 3

What Happens When We A Hit Wall?

Every wall is a door.
—Emerson

In doing some serious reading and thinking about leadership, the quote from Emerson is particularly thought-provoking. As leaders in the Association of Councils, we have a vision, a goal of where we want to go, and what we want to achieve. As we move down the path to achieving our goals, how do we find the door in a wall that seems impenetrable? What happens when we finally find the door, and it is locked?

The Association of Councils (AC) Task Force, initiated by former NCFR president Mike Sporkowski and former AC president Libby Bloom, looked carefully at who we are as an association, our strengths and weaknesses, abilities, and challenges. I believe we have, as philosopher Albert Camus suggests, faced who we are. With this foundation it is our job—now—to move forward, optimizing our strengths and minimizing our weaknesses. We know what we have to offer others, we know that we can make a difference in the professional lives of NCFR members, and therefore, the personal lives of the families our members serve. But how do we proceed, specially when we hit a wall?



Stanberry

it happen? What problems did it cause? What voices, small or loud, did I hear that may have a message for me? What can I do to make it a better experience next time?"

Listening...listening as we work through these questions...listening to others as we work to understand the problem...is essential to leadership in the Association of Councils. Camus says that great ideas come into the world as quietly as doves. We, the listeners, must listen attentively to our affiliate members, open our perceptions widely so that we can take in more sensory experiences, listen for cues, listen for answers amid the uproar of life.

We know who we are, we are listening, withdrawing, and re-orienting. We are building the association in our own ways, using our strengths, learning from others as they use their strengths, finding others who can do what we are incapable of doing. We, the members of the Association of Councils, have the foundation for providing a forum and mechanism for exchanging ideas and experiences and seeking concrete methods to strengthen marriage and family relationships through our association with NCFR. We are in this adventure together; we are creatively achieving our goals.

Anne Stanberry Ph.D. CFLE
1996-97 AC President

Camus says, "Let us not look for the door, and the way out, anywhere but in the wall against which we are living. Instead, let us seek the respite where it is—in the thick of battle." (Camus, "Create Dangerously" in *Resistance, Rebellion, and Death*, 1961.) So, it is that we are working in the thick of battle. I am not, of course, suggesting conflict. The problems we face in our professional, personal, and associational lives may be conflictual, but what I am talking about is our wall—busy-ness. Being diligent in our work often keeps us from reflecting on our professions, our lives, ourselves.

When we are so busy, it is difficult for us to practice what Robert Greenleaf calls "systematic neglect" (*Servant Leadership*, 1977). Withdrawing and re-orienting ourselves, even if only for a moment, allows us to sort out and prioritize things. Henri Nouwen says that we cannot be fully present until we are fully absent. After we sort things out, we pay attention to the important things...even if we are chastised for neglecting something else. By withdrawing, we pace ourselves and make better use of our strengths and resources. My times of systematic neglect are spent thinking about a problem in terms of "What happened here? Why did

Anyone for Mississippi Mud Pie?

Anyone for Mississippi Mud Pie? How about Minnesota wild rice? Georgia peach preserves? Maybe you'd like to drink your morning coffee from a Dorothy and Toto mug from Kansas?

You might find these items and other state and regional delicacies and specialties at the **Association of Councils First Ever Silent Auction** to be held during NCFR's annual conference at the Hyatt Regency Crystal City (Arlington, VA) hotel in November.

All proceeds go to the Association of Councils' President's Fund. Affiliates may apply for money from the fund (on a matching basis) for use in providing innovative programming to their members.

All affiliates are encouraged to donate items that reflect the character of their Council and its members as well as the area or region. Individuals also may make donations.

Some ideas include books or teaching materials written by affiliate members; clothing, crafts or art work; nonperishable specialty foods; packets of seeds or transplantable plants; books about the states or regions; holiday decorations specific to a state or region; or popular books written by local authors.

Items should be arranged in a basket or similar container and covered with clear plastic wrap. Please ship the packages to Kathy Collins Royce, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421 by **October 1**. She will catalog the items, prepare the bidding sheets, and arrange to ship all the packages to the conference hotel in November. There is no charge to the councils for shipping to the hotel.

Please include the name of the council, name and address of a contact person, who is donating the items (individual or council), brief description of the items; the retail value; a suggested minimum bid; and a minimum raise in bid.

A list of donors will be prominently displayed at the Association of Councils booth in the NCFR Exhibits area. Councils are also encouraged to send brochures, journals, flyers, newsletters, and any other items about Council activities, events, and services. These will be displayed in the booth along with the Silent Auction items.

For more information, contact Kathleen Gilbert, Silent Auction chair, Dept. of Applied Health Science, Poplars 619, IN University, Bloomington, IN 47405; 812-855-5209; FAX 812-855-7092; gilbertk@indiana.edu or Kathy Collins Royce at NCFR headquarters, toll free 888-781-9331 extension 21 or kcroyce@ncfr.com.

Burgess New President-elect

Norma Burgess Ph.D., associate professor and chair of the Dept. of Child and Family Studies at Syracuse University in New York, is the new president-elect of NCFR's Association of Councils. Elected Program Chair was **Connie Steele, Ed.D.**, professor and department head at the Dept. of Child and Family Studies, University of TN-Knoxville. The new Secretary/Treasurer is **Maxine Hammonds-Smith, Ph.D.**, associate professor, Dept. of Human Services and Consumer Sciences, TX Southern University.



Burgess



Steele



Hammonds-Smith

Burgess is the former president, newsletter editor, program chair, and board member of the Southeastern

Council on Family Relations. She has served NCFR as chair of the Ethnic Minorities Section and Student/New Professional representative.

In her platform, Burgess noted, "Better integration between Sections and the Affiliated Councils is important to ensure some continuity between the goals of NCFR and Sections. Streamlining and strengthening the function while enhancing the responsibilities of the Association of Councils will help ensure relationship clarity between the affiliates and NCFR."

She also addressed "low meeting

attendance and membership (in areas where regional/state affiliates are inactive) warrants much consideration."

Burgess believes that "(r)epresentation and an activist role on the Board of Directors is critical to ensure that various points of view of the Association of Councils are represented during the spring and fall meetings and presence on the general program for affiliates."

The new officials take office at NCFR's annual conference in November.

BRITISH COLUMBIA

The **British Columbia Council for Families** has just released its 1997 Publications Catalogue containing resources designed to support and strengthen family relationships.

New titles include *Diversity and Change: A Profile of British Columbia Families*; *Building Your Stepfamily*; *Parenting Through Separation and Divorce*; *Parenting After Separation*

and *Divorce*; *Work and Family*; *Early Childhood Development Series* (14 pamphlets); *Carepooling*; *Work and Family Bibliography*; and *Baby's Best Chance Videos*.

To obtain a catalogue, contact the BC Council at #204-2590 Granville St., Vancouver, BC, Canada V6H 3H1; 604-660-0675; bccf@istar.ca; www.bccf.bc.ca.

Affiliate Connection

Conference AC Events

For the Association of Councils, a grassroots organization, as well as for NCFR, the annual conference in Arlington, VA, in November is a time of re-invigoration. This time together can deepen our roots and renew our growth. Carolyn Henry, AC program chair, worked with AC members to plan many exciting activities.

First, all affiliate presidents are invited to the AC Breakfast from 7:30 to 9:30 a.m. on Friday, November 7. The AC Task Force Report and AC objectives will be discussed. Forming regional coalitions (which have been discussed electronically on FamilySci network), re-activating councils, facilitating communication, and AC-Section liaisons, are on the agenda, as well as time for idea exchange, and problem-solving.

The Breakfast is free to affiliate presidents or their designees. The cost for other attendees is \$10. Please sign up on the conference registration form. If you have questions, please contact Kathy Collins Royce at NCFR headquarters, toll free 888-781-9331 extension 21, kcroyce@ncfr.com.

RUPs

The Research Updates for Practitioners (RUPs) began several years ago as a means of connecting research with practice. This year we continue the tradition of excellent presenters: Charlotte Patterson, Gary Lee Bowen, and Ronald Pitzer.

The format for Pitzer's session (Sunday, November 9, 2:15 to 3:45 p.m.), "Corporal Punishment in the Discipline of Children in the Home," will be a little out of the ordinary. Participants, who will sit at round tables during the presentation, will reflect on Pitzer's thoughts and discuss how to put them into practice. AC presidents will serve as table facilitators, and Pitzer will move among the groups, interacting with the participants. I hope you will participate in this trial format; we look forward to your evaluation.

The symposium, "Successfully Establishing and Maintaining an NCFR Student Affiliated Council," has been organized with the assistance of NCFR student and new professional members. It is scheduled for Saturday, November 8 from 2:15 to 3:45 p.m. The papers are in their final drafts and look wonderful.

Nurturing students in the profession begins at the university level. Sharing ideas of how to set up and run a student affiliate of NCFR will be especially helpful to all of us whose child and family programs met the Standards and Criteria required for the Provisional Certified Family Life Education (CFLE) designation.

Our round tables, resource exchanges, and posters add great variety to the program and are worthy of your time. Look for the AC (umbrella) symbol in the conference program.

Perhaps the most fun AC activity will be the Silent Auction chaired by

Kathleen Gilbert. Each affiliate is in the process of sending their items to Kathy Collins Royce at NCFR headquarters. My affiliate is sending a Mississippi Mud Pie mix, among other items. Look for the auction at the AC booth in the NCFR Exhibits area at the conference. All proceeds go to the President's Fund which provides money to affiliates for special activities and programming.

The Association of Councils is the grassroots level of NCFR. This year's conference looks like it will not only sustain us, but will enrich our leaders, affiliates, and members. I look forward to seeing all of you at the Hyatt Regency Crystal City Hotel in November. **Anne M. Stanberry Ph.D., CFLE 1996-97 AC President**

Even though membership recruitment most often results in a short-term payback, many associations allocate most of their time and money to recruiting new members. Retention is the membership strategy that requires commitment, but also produces long-term results.

Management guru Peter Drucker poses three basic questions to organizations: **What is your business? Who is your customer? What does the customer consider of valuable?** The association that can answer these questions has taken the first step toward a successful retention strategy.

Retention depends on a variety of factors including:

- Individual member needs and lifestyles. Needs may change with length of work experience or personal lifestyle/interest changes.
- The effects of economic change.
- Who pays the dues. There appears to be a higher retention rate when employers pay dues. In turn, retention rates often suffer when employers cut costs.
- Changes in demographics. As members retire or die, younger members may not step in to replace them in equal numbers.
- The competition.
- Shared memberships. A member sharing association materials with nonmembers.
- Actions of key influencers. The activities of the people that everyone else in the field follows can impact your organization's retention rate.

In general, first-year members register the lowest retention rates of any membership category. Some associations report that more than 50 percent of first-year members don't return for a second year. To keep members past the first year, associations need to focus on three actions: High Touch (contact), High Active (member participation), and High Inform (communication).

The following five-step program for Membership Retention will increase the chances that your state members will renew.

"Creating a Safe Place for Families," is the theme of the 1998 **Southeastern Council on Family Relations** annual meeting. It is set for February 26-18, 1998, in Atlanta, GA. The deadline for submissions is **December 1, 1997.**

Families and their members are at risk for violence and harm in their homes, communities, schools, and workplaces. Safety has become an important concern for family researchers, educators, and practitioners. The conference focuses on creating safe places for families, submissions are welcomed on a variety of family-related topics.

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Now That You Have Them, How Do You Keep Them?

Focus on New Members

Your organization needs to inform new members about the benefits of their membership. Try to identify as clearly as you can why people or companies are joining. This tracking can be done by leaving space on your membership application for members to indicate why they joined and who sponsored them. By going back to the referring sponsor, you can pinpoint even more specifically why the person or company joined. Reinforce those reasons for joining when you make your contact with new members.

To have impact, initial follow-up contacts with new members must happen within a relatively short period of time after the member joins. Ideally, this would be within the first 30 days.

Establish a New Member Orientation System

Typically, organizations orient new members through an orientation meeting or a new member kit.

An orientation session is an effective way of letting new members know that they are special to your organization. Try to bring groups of new members together to talk about themselves, the organization, and what they expect the organization to do for them or their company. The information obtained during the discussion can be used for a personalized follow-up.

Most organizations orient new members by sending them a packet or kit. These packets often contain a membership plaque; a directory; a letter from the president; a membership card; information about conventions, meetings, educational programs, and products; a newsletter, a committee sign-up sheet, and a list of office telephone numbers. New member packets are usually so stuffed with information that they are referred to as "hernia kits."

Most new members will put the majority of the packet items aside until they have time to review the materials--which of course, seldom happens. These members haven't really been orientated, so you shouldn't be surprised when their memberships aren't renewed.

The SE Council includes the member states of Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia. However, submissions are welcomed from other locations as well.

Presentation formats include paper sessions, seminars and workshops, poster sessions, and round tables.

For more information contact Dr. Denise Donnelly, SE Council president, SCFR annual meetings, Dept. of Sociology, GA State University, Atlanta, GA 30303; 404-651-1852; FAX 404-651-1712; socdad@gsu.edu.

If your organization uses a kit to orient new members, you might want to send out parts of it over the course of the year. Continuously highlight how membership will benefit them personally and professionally. Also, inform them that they will be getting more information over the next few months and always provide them with important telephone numbers and names.

Try to Get Everyone Involved in an Activity

Individuals or companies who are involved in the activities of your organization are less likely to drop out because they view their involvement as a return on their dues investment.

The key to using involvement as a retention tool is to develop a system that tracks the activities of your members. This can be done by devising a code that identifies each activity of your organization. Whenever a member participates in any activity (seminars, product purchases, office seeking or holding), record that activity on your member record system. Some organizations use their member activity tracking information to identify and follow-up with non-active members.

Give Some Form of Recognition to Those Who Do Get Involved

Every time a person or company gets involved in your organization someone needs to say, "Thank you!" to that member.

Develop an Effective Renewal Invoicing Process

There are two ways to be more effective in the renewal/billing process. First, be consistent with enforcing renewal policies. Second, carefully select the enclosures you send with the renewal notice.

Many organizations like to enclose an annual message from the president or a list of organizational accomplishments to remind members how their money has

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