

men talk

tcmc

twin cities men's center

in our 44th year
of public service

Dec. 2020/Jan. 2021
Volume 44 #6

Explore Your Truth, Find Your Voice at the Twin Cities Men's Center

Minnesota Men's Conference: To Be Alive to Hear this Song is a Victory

– © 2020 BY STEPHEN SEWELL

A gathering of men in a time of upheaval and change

Picture this: on the evening of Friday, September 18, 2020, one by one, men from all over the globe — North America, Europe, Australia — click on a link in an email invitation, and found themselves ushered into a ‘virtual lodge’, a space filled with mystery, wonder, welcome, and a sense of anticipation and not-knowing what to expect. A space where all men are welcomed and shown respect, and all are invited to help create a safe place for us all to encounter the unknown — the mystery woven into and through what may look like everyday life.

One of the guest teachers, Miguel Rivera, guides us in our preparations.

Each man is invited to create for himself his own version of this safe, sacred space — (we have been asked to gather some elements of the earth to help us include the nature and beauty that surround us) with these we then welcome these elements and then leave, and step once again over the threshold into this carefully prepared space, leaving behind us the “everyday world” and now entering our own virtual lodge in the company of perhaps seventy men around the globe, each doing likewise. We are now all welcomed again into this virtual lodge, this place of safety and camaraderie.

After some formalities and some informal sharing and hellos, we are offered some poetry, and remembrances of those who are no longer with us.

Now it's time for a story — this one from a remote arctic people from the wilds of Siberia.

Our masterful storyteller, Walton Stanley, begins, and soon we are taken on an incredible, wild adventure, into a world altogether alien (to my world, anyway) with encounter after encounter with one challenge or confusing riddle after another, until the story comes to a close, for tonight, with our hero (and ourselves) exhausted, lost in a foreign sea, under a dark sky with no stars to guide us...well, you get the picture.

With the remaining time before closing for the night, we

break out into smaller groups to share what's happening for us right now, with all these images still fresh in our minds, and gather everyone again before closing to hear what we wish with the large group.

Then it's off to sleep with the invitation to pay attention to our dream world.

Saturday a.m. after sharing some comments on dreams, we hear a fascinating talk by Joel Glanzberg, author of the upcoming book, *Pattern Mind*. Joel has thought long and deeply about how we humans have related (or not) to our planet and our fellow non-human neighbors (plant and animal). This is followed by a moving conversation about ways we as humans have been, are, and might be, in relation to the world we have inherited — and what we have done, or failed to do, to notice it, respect it, and relate to it.

The third segment — Saturday afternoon. Our storyteller concludes the tale and we again share about how this hits us — where it hits us — and anything else we might wish to address.

We share our many comments and last minute thanks to a truly masterful staff who have made this time together possible.

And I am left marveling at how we have all made this short weekend of deep sharing and exploration actually happen in what, by clock time, might be seen as just three two-hour segments, but in “ritual time”, was so much more.

More than one man commented that this was made possible for us by those invisible (but palpable) threads that weave through all of creation, and that resonate for those of us who reach out to touch them and listen to their song.

Stephen Sewell is a long-time Men's center volunteer, Sunday Men's Brunch host, and participant at Minnesota Men's Conferences.

Library Corner

– JEFF SPRINGER,
LIBRARIAN



I'm looking for suggestions on what I can do to organize the library and make it more user friendly. What would people like to see in the library? They can text or email me suggestions at 612-275-5861 or jeffreycotspringer@gmail.com.

The books in the Men's Center Library are sectioned off into 14 categories. These categories are: **Fathers, Children & Families, Fiction, Gay & Lesbian, Health & Therapy, Humor, Men's Movement & Masculinity, Men's Stories & Poetry, Miscellaneous, Reference, Relationships & Friendships, Sexuality, Spirituality, Valued Elders, Women.**

In addition to members having borrowing privileges from our library, we also have a reading room with **free WiFi access**. Stop in for a cup of coffee and catch up on your men's literature, and check out a book to go!

Address Change Notifications

from the post office cost the Men's Center \$1.71 each. Please let us know in advance of mailings!
Thanks!

Men Talk is a bi-monthly publication of the Twin Cities Men's Center. Call 612-822-5892, or e-mail us at tcmc@tcmc.org.

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Letter from the Chair

While 2020 has been the most challenging year of my 41 years on this earth; it's also been a year filled with great opportunity for personal growth, reflection, and healing. I've developed a deep appreciation for my life and to recognize and appreciate the village that have provided me the tools and resources necessary build that life.

While this year has been filled with a lot of unknowns for TCMC with the support of the board of directors, our office manager, volunteers, members, and supporters we have persevered. Not only have we persevered financially, but we've built capacity by making our support groups available online and via conference call, Anger Management has moved online attracting participants local and afar, and a new taskforce committee has emerged called *Securing our Future Taskforce* under the leadership of Alt Board member/past Board Chair Joe S.

As we propel into 2021, please be reminded that TCMC can use your lead-

ership and talents. In January we have a couple of board seats open, there is a need for committee volunteers including Anger Management support, and a need to expand our support groups. Mark your calendars for the TCMC Annual meeting set for January 9, 2021 at 9am. Your attendance is requested and for your safety and convenience the meeting will held online via zoom. A formal invitation will be sent to the membership with the zoom link.

In closing, thank you for allowing me to serve as the TCMC board chair for the past 3 years. Being in this position has taught me a lot about myself and more importantly have forced me to acknowledge the gaps in my leadership style that still need developing. While I will not be returning to the board next year, I am committed to continue serving TCMC as a volunteer.

DAMON STARKS
TCMC BOARD CHAIR

Anger Management Program

Have you been told that your verbal and emotional expression of anger is out of control? Have you lost your job or spouse because you "blew up" one too many times? Have you been hit with a court order to take an Anger Management Class? Learn how to manage your feelings with the Twin Cities Anger Management Program. This is one of the best, and most affordable, programs in the area. It's ideal for men who desire to significantly improve their relationships at home and at work.

The focus of the twelve week anger management class is both education and support. Through class interaction, experiential exercises, lecture, and homework assignments, men will develop new ways to manage their feelings of anger. Following completion of the class, participants can join an ongoing support group to reinforce their new skills. These ongoing support groups will also be facilitated by the trained volunteer facilitators.

Length of Class: 12 consecutive weeks

Number of Participants: Limited to 12 men per class

Cost: \$265 for TCMC Members (\$275 for Non-Members)

Starting Dates: Classes are filled on a first come, first served basis. Currently, there are classes on Mondays, Tuesdays, and Wednesdays.

Please call TCMC at 612-822-5892 to be placed on the waiting list. State name, address, telephone, preferred starting class. Or if you need further details, call our Anger Management coordinator, John Hesch, on the Anger Management phone 612-229-3102.

24 Years of Successful Classes

EVENTS CALENDAR

THE MISSION OF THE MEN'S CENTER IS TO PROVIDE RESOURCES FOR MEN SEEKING TO GROW IN BODY, MIND, AND SPIRIT; AND FROM THAT FOUNDATION TO ADVOCATE FOR HEALTHIER FAMILY AND COMMUNITY RELATIONSHIPS.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
WEB SITE: WWW.TCMC.ORG E-MAIL: TCMC@TCMC.ORG PHONE: 612 / 822-5892		SUPPORT GROUP GAY ISSUES 7:30 PM	SUPPORT GROUPS H.S.B. 5:30 PM ADDICT. BUSTERS 7:30P CLINIC FAMILY LAW 7	SUPPORT GROUPS DIVORCE/GENERAL MEN 7:30 SEX ABUSE SURVIVORS 7:30	SUPPORT GROUP SEXUALLY EVOLVING MAN 7:30 PM	
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31						

CALL US
ABOUT ANGER
MANAGEMENT
CLASSES.

1976 IN OUR 44TH YEAR 2020
OF PUBLIC SERVICE

PRESENTATIONS

Note: Due to concerns about the coronavirus, the TCMC board had suspended all on-premise activities. Support groups, Anger Management classes, meetings, law clinics, and presentations, will be by video chat until further notice. Check our website, tcmc.org, for current info.

The Twin Cities Men's Center has been an important voice in the community for 44 years providing classes and support groups promoting personal growth to many men and women. Professional leaders in the community have led weekly presentations providing a wide opportunity for educational, spiritual and emotional growth for 32 years.

In recent years, attendance of the presentations by TCMC supporters has diminished to the extent that the TCMC Board of Directors has agreed to schedule them intermittently as the interest arises.

The 1st Wednesday of the month Family Law Clinic will continue by providing legal support for those experiencing legal issues.

The Board wishes to express appreciation to the supporters who attended the presentations and the many volunteer professionals who gave their time and talent to support a strong educational component of the TCMC mission.

A small fee is collected at the door for each person attending:

Non-Members of TCMC – \$5.
Regular Members (\$25 level) – \$3
Sustaining Members – FREE

All presentations, classes, and clinics meet by phone or video chat until Dec 31, 2020. Beginning 2021, we plan to resume meeting in-person at The Men's Center, 3249 Hennepin Ave. So, Suite 55, Minneapolis, MN 55408 (unless otherwise noted).

The Twin Cities Men's Center does not endorse, takes no specific position, nor holds any opinion on the presentations, or of any information imparted, or of the presenter(s) themselves. Presentations are the sole product and responsibility of the presenter(s).

CLINICS

Family Law Clinic

Leader: Allison Maxim
Where: Video Chat
When: Wed., Dec. 2, 7:00-9:00 pm
Open to all Genders

Targeted to the needs of men or women going through or anticipating divorce or dealing with other family law issues, this Clinic will give you an opportunity to discuss your own questions on such topics as:

- Divorce
- Separation
- Paternity
- Property Division
- Custody
- Spousal Maintenance
- Child Support
- Financial Settlements
- Co-habitation

Attorneys will volunteer their time and expertise for the benefit of those who attend.

Family Law Clinic

Leader: Linda Wray and Steve Yasgur
Where: Video Chat
When: Wed., Jan. 6, 7:00-9:00 pm
Open to all Genders

Targeted to the needs of men or women going through or anticipating divorce or dealing with other family law issues, this Clinic will give you an opportunity to discuss your own questions on such topics as:

- Divorce
- Separation
- Paternity
- Property Division
- Custody
- Spousal Maintenance
- Child Support
- Financial Settlements
- Co-habitation

Attorneys will volunteer their time and expertise for the benefit of those who attend.

CLASSES

Anger Management

Facilitator: various
Where: Video Chat
When: See calendar for dates
Open to Men Only, Registration Required

Have you been told that your verbal and emotional expression of anger is out of control? Have you lost your job or spouse because you "blew up" one too many times? Have you been hit with a court order to take an Anger Management Class? Learn how to manage your feelings with the Twin Cities Anger Management Program. This is one of the best, and most affordable, programs in the area. It's ideal for men who desire to significantly improve their relationships at home and at work.

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Classes are filled on a first come, first

served basis. Currently, there are classes on Mondays, Tuesdays, and Wednesdays.

Please call TCMC at 612-822-5892 to be placed on the waiting list. State name, address, telephone, preferred starting class. Or if you need further details, call our Anger Management coordinator, John Hesch, at 612-229-3102.

SUPPORT GROUPS

"The mission of the Men's Center Support Groups is to create a safe place, in times of personal and social challenge, for any men and women to receive and give support to one another and share feelings and experiences to facilitate SELF-ACCEPTANCE and PERSONAL GROWTH."

The Men's Center support groups are hosted by a trained facilitator. Although each group has a specific focus, all groups are Open to general discussions and attended as a Drop-In basis. Support groups begin promptly at 7:30, so arrive early such that you can browse the many resources and library materials. A donation of \$3-9 helps keep TCMC operational. Liquid refreshments are available at a separate donation rate. All groups are men only, except where listed for all genders.

• **Location:** Video Chat - request a link a using "Contact a Group Facilitator" at <<https://www.tcmc.org/programs-support-groups-twin-cities-mens-center.html>>

General Men's Issues/ Divorce/Decoupling

Open to Men Only

Men express feelings about separation, divorce, breaking up with a lover, and topics such as child custody/legal hassles. Men can express what it means to be a man in our culture and other issues in their lives.

Location: Video Chat

- Thursdays 7:30 - 9:30 pm

Gay Issues

Open to Men Only

Men express feelings about life's challenges and experiences, and what it means to be gay and male (you don't have to be gay to attend.) This is the Twin Cities longest running gay support group.

Location: Video Chat

- Tuesdays 7:30 - 9:30 pm

Addiction Busters

Open to all Genders

Struggling with chemical or behavioral addiction? AA not helping you? Frustrated with twelve-step programs? Don't like feeling powerless?

Want to bust your addiction rather than being busted FOR your addiction? Would

you like to talk about Rational Recovery, SMART Recovery, the works of Stanton Peele, Ann Fletcher, James Prochaska and others in a supportive, confidential, comfortable atmosphere? Come to Addiction Busters support group and discuss alternative, cognitive approaches that may help you battle your addiction in new and different ways !

Location: Video Chat
• Wednesdays 7:30 - 9:30 pm

Choosing Healthy Sexual Boundaries

Open to Men Only

Do you have concerns about your sexual behavior? Are you receiving negative feedback about your sexual choices? Worried about excessive, compulsive or obsessive sexual activities? Too much pornography in your life? Too many strip clubs? Ever feel like a sex addict? Feeling uncomfortable about inappropriate fantasies/thoughts/urges? Hurting or disappointing someone you love?

This group is a confidential, non-confrontational and non-judgmental place

to talk with other men about healthy sexual boundaries.

If you are currently participating in or have completed a sex offender treatment program you are welcome. If you have never been involved with the legal system you are also welcome. Facilitated by: Tommy Jones, Thomas Koepke, Sean Kratz, Bobby Schauerhamer and Gary Weldon.

Location: Video Chat
• Wednesdays 5:30 - 7:30 pm

Sexual Trauma & Abuse Survivors

Open to all Genders

Co-facilitators: Jerry Buchmeier, PhD (Therapeutic Counseling) & Kathleen McDowell, MA (Human Development)

Many adults have been sexually abused in childhood or adolescence, or have experienced sexual trauma as adults. Whether you have clear memories or vague recollections, perhaps you experience feelings of shame, self-hate, guilt, fear, anger, grief, or embarrassment. Sharing your story and feelings with others can

release these feelings, while creating and renewing patterns of comfortable, healthy, and rewarding interactions with people of both sexes. This support group provides a safe environment to share your experiences and learn about how others are coping with these issues. Join us in developing healthier attitudes and behaviors that transform us from survivors into living life to the fullest. Questions, call Jerry, 763-546-4133.

Location: Video Chat
• Thursdays 7:30 - 9:30 pm

The Sexually Evolving Man

Open to Men and Transgender Men

If sexuality is at the root of our existence and “change” is the only continuous thing in life. Why would our sexuality, how we identify ourselves, desires, and experiences be any different? This group is for men who are evolving sexually and question how the evolving intersect with their day to day life.

Location: Video Chat
• Fridays 7:30 - 9:30 pm

Removing the Guard Rails: Medicine through Relationships

TCMC Race & Class Session #3:
Saturday, January 16, 2020
10:00am-2:00pm, Zoom Video

Since 1976, men have been discovering the Twin Cities Men’s Center to find emotional support from other men — in all of life’s transformation situations: discovering who I am and what I want; experiencing the end of a marriage or a relationship breakup; exploring sexuality; learning about father-son relationships; facing retirement; re-entering society after a time-out in prison; managing expression of anger, etc. The Twin Cities Men’s Center has been creating trusting, life-giving, creativity, co-learning spaces and places for over 44 years.

Now through the Twin Cities Men’s Center “Securing Our Future Taskforce” (SoFT) comes a Courageous Conversations and Relationship building series for participants to discuss race and class in their lives that combines discussion and action.

This series of 3 Race and Class discussions will be ongoing group conversations to eliminate racism and tackle class divisions by establishing an ongoing learning process and thus creating a willingness to learn about, begin, and undoing the adverse impact of race and class on men, organizations, and communities. The first class was on Nov 7th and the second class was Dec. 10th.

Please sign up for this conversation by contacting the Twin Cities Men’s Center at tcmc@tcmc.org or 612-822-5892

Give a Gift
of Men’s Center
Membership
ONLY \$25



Fundraising & Contributions Help Needed

Attention TCMC members and supporters, the TCMC Fundraising and Contributions Committee can use your help. If you have an interest or experience in Fundraising and are willing to volunteer some of your time; please contact us at tcmc@tcmc.org

OUTDOOR Monthly Men's Sunday Brunches to resume in April or May 2021. October's OUTDOORS at Tom Borden's, was attended by 7 men in cold, grey weather, but camaraderie was experienced by all!
– Andy Mickel, 2020-11-17.

"Tom, I truly admire your care for me and the TC mens community. As men we struggle, fail, get sad, get mad, and get screwed over by gender politics, you understand and offer an ear for men and women. Keep doing your great work helping men of all types. Yet also spend time to care for yourself - stay positive. A humble heartfelt thank you! Much respect! Best,"
– Jeremy S, 2020-09-29.

"Hi Damon and Friends!"
– Al Rieper, 2020-11-05.

"TCMC is part of the SOLUTION! Thank you!!"
– Steve Borden, 2020-11-05.

"I FINISHED 100 MILES FOR HOPE, is at <http://www.legiontown.org/100-miles/7213/100-miles-and-more-finished-guardians-mississippi#.X6lHnW7JcHg.gmail>

I WALKED 100 MILES for VETERAN RESILIENCE PROJECT, because I was drafted in 1970 and served as a medic during the War in Vietnam. I was helped enormously, years ago, using my own insurance to access the EMDR therapy VRP makes available at no cost

to veterans, whether or not they are VA eligible. My experience was similar to that of thousands of trauma survivors worldwide for over 30 years. For most trauma, there is nothing better.

I WALKED 100 MILES for VETERAN RESILIENCE PROJECT because "once a medic, always a medic", and VRP can help. I came home at a time that over 50,000 American soldiers did not. Far too many are not returning today, or return not at all who they were when they left. We can almost instantly raise massive sums of money to fund stadiums and sports teams, send young men and women into harm's way, or to elect the candidates of our choice. Then we continue, as a Nation, to mumble weakly, "Well, we're working on it" when too many veterans take their own lives, or simply remain unable to play sports in the neighborhood, care for their family, or function adequately at a job."
– Larry Johnson, Veteran/Medic/VRP Volunteer, 2020-11-15.

Excerpt from: The 5 Stages of Love and What A Man Must Do to Save His Marriage

"...Stage 5: You must find your manhood in the company of other men. My father was an angry man who became increasingly depressed when he couldn't make a living to support his family. He eventually had "a nervous breakdown," was hospitalized and left. I was raised by my mother. "A father

may be physically present, but absent in spirit," says author James Hollis. "His absence may be literal through death, divorce or dysfunction, but more often it is a symbolic absence through silence and the inability to transmit what he also may not have acquired."

Without a presence of a loving, engaged, caring father, men grow up "with a hole in their soul in the shape of their dad," says Roland Warren, former President of the National Fatherhood Initiative.

My wife, Carlin, and I have been married now for 40 years. She attributes the success of our marriage, in large part, due to my 41-year participation in a men's group. The poet Robert Bly said that "Young men must be in the presence of older men in order to hear the sound that male cells sing." Whether we had an engaged father or not, we can heal the father wound and fill the hole in our collective souls by being part of a men's group. It's not surprising that the first rule in 12 Rules for Good Men is to join a men's group.

Men can't be fully alive to themselves, to the women they love, to their families and friends, unless they understand and embrace their maleness..."

Read Jed's full blog post at: <<https://menalive.com/the-5-stages-of-love-what-a-man-must-do-to-save-his-marriage/>>
– Jed Diamond, 2020-10-01.

Have You Overcome Adversity? Would You Like to Earn \$20?

Jane Gilgun, Professor, University of Minnesota, Twin Cities is looking for men to interview for research on success stories, stories of men who have coped with and overcome adversities. She pays \$20 per interview. She typically does three interviews because she want men to tell me their life stories, and this can take time. The first interview is for men to learn about the research. They will receive \$20 for that interview whether or not they choose to be part of the research. If interested, men can text or leave a voice message at 612-237-6126.

All are welcome.

Twin Cities Men's Center ALL-PURPOSE FORM

Men's Center members are entitled to: participate in our annual & monthly Board meetings, receive *Men Talk*, use the reference library, and enjoy reduced fees to Men's Center-sponsored events such as Weds. presentations.

- I want to sustain the activities of The Men's Center by becoming a "20 x 12 Honor Roll Member."
- Please ENTER/RENEW my membership at The Men's Center for the next 12 months:
Enclosed please find \$_____ \$25 (Regular) \$50 (Patron).
- I want to make an additional, tax-deductible gift of \$_____. (*Thanks much!*)
- My new|correct address|phone is printed below.
- Please remove me from The Twin Cities Men's Center mailing list; this also cancels *Men Talk* deliveries.
- I have these feelings, thoughts, opinions, ideas, news items for The Twin Cities Men's Center / *Men Talk*

DATE: _____

FROM Name: _____

Mailing Address: _____

Home Phone: _____

Work/Cell Phone: _____

E-mail Address: _____

PLEASE SUPPORT OUR MEN TALK ADVERTISERS!

Family Law Clinic

Every 1st Wednesday of the month, the Men's Center is proud to present the Family Law Clinic. Targeted to the needs of men or women going through or anticipating divorce or dealing with other family law issues, this Clinic will give you an opportunity to discuss your own questions on such topics as:

- Divorce
- Paternity
- Custody
- Child Support
- Co-habitation
- Separation
- Property Division
- Spousal Maintenance
- Financial Settlements
- Your personal issue

Attorneys will volunteer their time and expertise for **the benefit of those who attend. A nominal fee of \$5 is charged for the public.** Members of the Men's Center receive a courtesy discount.

Where: The Men's Center, 3249 Hennepin Ave S #55, Minneapolis MN 55408

When: Every 1st Wednesday from 7:00 to 9:00 PM
Just come! No advance registration required!



2000 Old West Main St., Suite 336, Red Wing, MN 55066

Silas Richardson, LGSW, LADC

(651)764-2190

silas@athenatherapy.org

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MEN TALK ADVERTISING RATE SCHEDULE

Full Page	7 1/2" x 10"	\$200
1/2 Page	7 1/2" x 4 7/8"	\$125
1/4 Page	3 5/8" x 4 7/8"	\$65
Biz Card	3 1/2" x 2"	\$25

(612) 822-5892
tcmc@tcmc.org

TCMC Office Hours: Monday through Friday 12:00pm–4:00pm (unless otherwise posted on our online calendar). Our telephone (612) 822-5892 is answered 24-hours per day by voicemail, and an attempt is made to return calls within 1 or 2 days. Our FAX number is (612) 821-6424.

TCMC is in the lower level of "Uptown Office Park," a brick office building on the Northeast corner of West 33rd Street and Hennepin Avenue in south Minneapolis, Enter through the door on the north (3249) end of the building (it has 2 numbers: 3249 and 3255!), immediately turn left and descend the stairway through the fire door to Suite 55. (Formerly) handicapped access is easiest through a side door on West 33rd Street.

Check out our web site: www.tcmc.org or correspond at our e-mail address: tcmc@tcmc.org

The Twin Cities Men's Center
3249 Hennepin Avenue South, Suite 55
Minneapolis, MN 55408 USA

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8

twin cities men's center news

men talk

Annual Meeting Notice & Proxy Statement

THE TWIN CITIES MEN'S CENTER 45TH ANNUAL MEETING WILL BE ON
SATURDAY, JANUARY 9, 2020 AT 9 AM
BY VIDEO CONFERENCING (EMAIL [TCMC@TCMC.ORG](mailto:tcmc@tcmc.org) FOR A LINK)

The Annual Meeting will include election of new members to the Board of Directors, thanks to our volunteers, review of our achievements this past year, and socializing with your fellow Men's Center members. We have moved forward on many projects this year so come and celebrate what has been done and where we are going. If you have any questions, call the Men's Center offices at 612-822-5892.

The Men's Center By-Laws require a quorum of members to elect new board members. This mailing constitutes notice to all active members that a vote will be conducted by those members who are present at this meeting. If you cannot attend and wish to vote, please return this page to TCMC prior to Jan 9, 2021 Please include your address. All members who do not vote by mail or in person, consent to the appointment of the Chair and the Vice-Chair the power to vote on their behalf, on all matters that come before the Annual Meeting.

I VOTE FOR AGAINST THE DIRECTOR(S) AS PRESENTED AT THE ANNUAL MEMBERSHIP MEETING, JAN. 9, 2021

I VOTE FOR AGAINST THE MOTION TO CHANGE THE BY-LAWS AS PRESENTED AT THE ANNUAL MEMBERSHIP MEETING, JAN. 9, 2021.

I ABSTAIN FROM VOTING AT THE ANNUAL MEMBERSHIP MEETING, JAN. 9, 2021.

signed _____ date _____.

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