

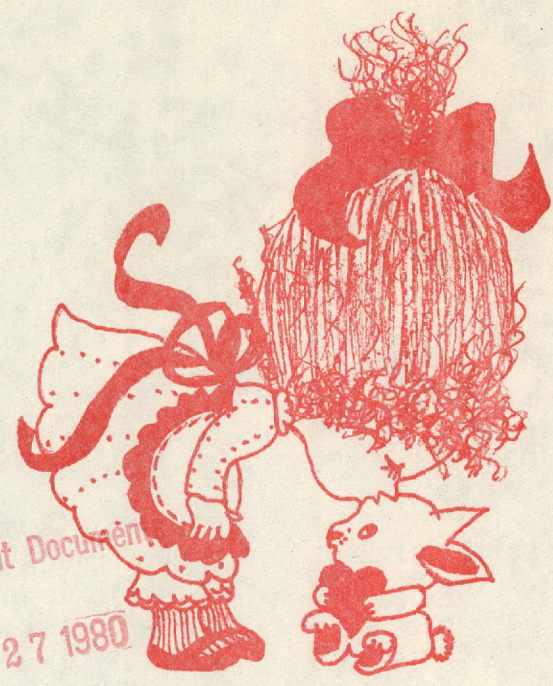
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RUMOR

BY AND FOR
EMPLOYEES
OF ABILENE
STATE SCHOOL



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ALL PEOPLE
SMILE IN
THE SAME
LANGUAGE

TEXAS DEPARTMENT OF MENTAL HEALTH AND MENTAL RETARDATION
John J. Kavanagh, M.D., Commissioner
L. W. Cain, Superintendent

Vol. ~~XX~~XX, No. 2

February, 1980

SUPERINTENDENT'S COLUMN

One of the most difficult tasks a supervisor has is evaluating his workers. Workers (people) are not all the same. Some basis must be used for a supervisor to evaluate his people, so as to determine who should be promoted, who should get a pay raise, or who should be let go for not doing his job. This must be done fairly or the supervisor will have a morale problem with all his employees.

It is easy to tell an employee when he is performing his job well. It is not easy to confront a person with his failures; therefore, the tendency is to emphasize the good and de-emphasize the bad.

We are in the process of changing the forms used for a person's job description (or duties) and his performance evaluation. The new forms will more nearly meet the requirement of evaluating the person's job performance with his job description. The old performance evaluation form did not meet this requirement very well.

Human beings are resistant to change. However, we believe this change will be beneficial to employees, who will get a better picture of how they are doing their jobs, and it should help supervisors in their very difficult tasks of evaluating employees.

We believe in fair treatment of all employees, and making this change should help further in achieving such a goal.

"AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER"



CHAPLAIN'S CORNER

In January, on the north side of Abilene, about twenty people met in a nice mobile home. After much meeting and greeting among the folks, one man stood in a corner of the living room facing the other folks. Two young men moved to the left and a young lady to the right of that man, leaving space for one more person between them. An older man and a young lady came forward and, after a few words were spoken, he moved away and she joined the young man as the four young people faced the man in the corner.

About ten minutes later, after several words were spoken mainly to the couple in the center, and after a few "I dos" and a little ritual, the center couple faced each other and kissed.

"What's so unusual about all that?" you say. People get married all the time. Yes, some people do. However it's a little different when a boy living on 42 in 1975 takes a bride who lived at Marbridge house in Abilene a few years ago. Mr. and Mrs. Philip Houston are employed by Abilene Christian University. Several of the people present for the wedding are associated with that university. The man who gave the bride in marriage was the father, and the reception with all the food was planned by the mother. The mother came to Abilene one week before the wedding. During this time she purchased the mobile home in which the wedding occurred. Also, she took Diane and Philip to Community Placement personnel and the State School Chaplain for intensive counseling. The couple's marriage came after a year of serious contemplation.

Two days later, the Chaplain returned for a visit and to assure the young bride and groom that he was mailing their marriage license to the county courthouse. They welcomed him gladly and gave him another tour of their mobile home. There was a beautiful new bedspread on their bed and new pillows. These were gifts from his employer, Mr. Dub Winkles, and other ACU personnel.

They invited the Chaplain to remain for an early dinner, after which they were going to Marbridge House where they were being given a wedding shower and party. He would have enjoyed the delicious looking balanced, hot meal which was on the table. He left with a sense of satisfaction and a prayer that the community will be as kind to them as some people have been.

PHYSICAL EDUCATION

With the new year, came a big change up of personnel within the P. E. Department. Wayne Alexander graduated from McMurry at mid-term and went from a half-time instructor to a full time instructor in Gross Motor. Billie Hughes resigned as pool manager to work on Cottage 76 and resume technical school. Doug Smith was promoted to pool manager and will also be taking some courses at A.C.U. Lisa Hayes, of Movement Education, resigned to go back to school full time at McMurry. Barbara Hooper, half time instructor, resigned to run track at A.C.U. Doris Harvey was promoted to Supervisor of Weight Control from Gross Motor. Scott Creighton, half time instructor, resigned to take a job which was closer to his field of study. Angelina Corbett, of Sensory Integration, is now an expectant mother and is resigning to move to Minnesota with her husband. Ruthie Scott, of sensory integration, is still an expectant mother but can't last much longer. Rhonda Brooks, supervisor of sensory integration, is resigning to take a caseworker job with the Abilene Office of MHMR. Last, but not least, we would like to welcome Debi Evans to our department from Dorm 25. Debi will be an instructor in sensory integration.

On January 2, 1980, our beloved secretary, Wanda Schulle, was married to Jerry Palmer at her parents home in Potosi. Mr. and Mrs. Palmer now reside at Rt. 3, Abilene. We would all like to say congratulations and wish them the best of everything to come.

Bob Whitis

FOSTER GRANDPARENTS

Let me begin by introducing several new grandparents that have begun working with us during the past few months. Ms. Annie Jones, ex-dorm 38 person. Her happy disposition and love for children attracted us immediately. Mr. Milton Yarbrough, from Clyde, ex-draftsman and city employee has added to our number of men in the morning. Mr. J.W. Appleton, artist and active in senior citizen center organizations, recently became a part of the afternoon group. Ms. Lorene Beck, small quick to smile and a bundle of energy came our way a month ago and we are sure that the dorms would be proud to have any of these four people to work with their children.

Our grandparents are experiencing "growing pains" and are in the process of forming a Foster Grandparent Association. We are quite proud of them and felt that they began by selecting a good group of people to represent them as officers. Mr. John Bell, president; Ms. Eunice Smith, vice-president; Ms. Pearl Malone, treasurer; Ms. Lorene Watts, recording secretary; and Mrs. Bert Coleman, social secretary. We feel that many years of experience in various fields of employment qualifies the ones mentioned for extra positions now held by them. We expect great things done by this association and support them fully.

We are looking forward to our next bake sale to help raise money to charter a bus for our trip to Lufkin in June. We will be advertising a date later in the month. In a recent survey among our people - listed high on their lists of what they would like most to do ... their answers were "TRAVEL." Let's help them along.

The following article grabbed my eye and we would like to share some words of wisdom with you.

THE LAWS OF LIFE

The more generous we are, the more joyous we become.
The more enthusiastic we are, the more productive we become.
The more cooperative we are, the more valuable we become.
The more interested we are, the more alive we become.
The more caring we are, the more radiant we become.
The more serving we are, the more prosperous we become.
The more loving we are, the more fulfilled we become.
The more outgoing we are, the more helpful we become.
The more persistent, the more successful we become.
The more grateful we are, the more Godly we become.
The more forgiving we are, the freer we become.
The more prayerful we are, the more blessed we become.
The more curious we are, the more creative we become.
The more trusting we are, the wiser we become.
The more patient we are, the more understanding we become.
The more dedicated we are, the more responsive we become.
The more considerate we are, the more peaceful we become.
The more cheerful we are, the more attractive we become.

William Arthur Ward

Till next month

Nina Truitt
Foster Grandparent Supervisor

UNIT V

Dorm 41: The welcome mat is out for Lois O'Keefe, new employee on the 2-10 shift. We hope Lois stays with us for a long time. Johnnie Shannon; 2-10 Shift, resigned and moved to Oklahoma. Good luck Johnnie. Bessie Kingery was the only employee with a birthday this month. Happy birthday Bessie.

Those attending Staff Development classes this month were: Jewell Telford, Bennie Daniel, Gertie Blackman, Pauline Mobley, Donna Casey, Thelma Heck and Ollie Martin.

Several employees were on the sick list this month. Sarah Villalovos and Carrie Langford were hospitalized, hope they will be well soon.

Donna Casey

Dorm 47: All is back to normal again after all the holiday activities. So all is quiet. Not much news except perhaps for the warm weather we have been having this month (January).

It was "Hi and Bye" time again this month; goodbye to Katrina Love, Maria Damian, and Lonnie Marshall. We all wish them the best of luck. We welcome two new employees Vicky Tijerina and Darlene Whitmer. Vicky has worked out her before - its so nice to have her back.

One birthday girl this month, so its a happy birthday to Hazel Neff.

Carol Garrett

Dorm 49: We would like to welcome new employee Janet Covington to our dorm on the 2-10 shift.

Everyone is dieting. Dana Otto was the last one to give in. Sure glad she did. It was really hard to eat boiled eggs and tuna fish while she was eating mexican foods. Grace Grohman and Helen Cotman have enrolled in a class at A.C.U. They are taking a course in Stress Management. We are wondering if they are trying to learn how to diet without being under stress or if its to learn how to cope with all of us.

Kimi Hopes went to Dallas on her weekend off. She got a glimpse of Tony Dorsett. Whoppudo! Can't touch her with a 10 foot pole now.

Sandra Ready went to Austin last weekend. Visiting friends, Sandy?

Dana Otto attended a CMA refresher course. She says she is going to adopt a new family as she has been besieged with broken legs, hips, pneumonia and colds. Oh yeah! She wants a new dog. It seems hers has been having seizures.

Joan Weaver's daughter, Sonya won 3rd place with her pig at the Abilene Livestock show. Pam Boyd's daughter has the chicken pox. Pam has never had them, so if she comes to work some morning with spots all over her, everyone better run. Congratulations to Helen Cotman's daughter, Cynthia. She was chosen as Girl-of-the-Month at Lincoln Junior High School. Helen would like to thank everyone on the campus who sent her clippings out of the paper.

Kimi's nerves are really getting to her. She has been breaking everything she touches. Maybe it is the wedding thats coming up.

Happy birthday to Tina Calvillo. She is getting off her diet long enough to celebrate with a big steak dinner.

Pam Boyd

Dorm 51: It is official now, Nadena Williams is our new Specialist II and Helena Brazell is our Dorm Clerk. We wish the best of luck to both of them in their new positions.

We have three new employees on the 6-2 shift. June Palmour transferred from the 2-10 shift. We also have Kathy Teubner and Dorothy Soto. We are proud to have them.

Katie Zachry, 10-6, has a new grandson; her first grandchild. Congratulations, Katie.

UNIT V (Continued)

Several of our employees are in school this month. Betty Cathcart in Behavior Modification; Alice Holmes in Supervisory Management and Peggy Reese, Katie Zachry and Laurie Henderson are all in Medication Class.

Congratulations to June Palmour who has just moved into her new home in Caps.

Thanks to O.T. for Cherry Bohannon's new chair.

Alma Campbell will be retiring at the end of this month. We will miss you, Mrs. Campbell.

Our special thanks to the Chaplain's department for remembering our girls on their birthdays.

Georgia de la Vega

Dorm 53: In December Naoma Ditmore had her Annual Christmas party at her home, honoring our clients. The Grannys came and everyone seemed to have a good time. Santa Claus was there and Mary Louise Young, client from Dorm 49 came and she was real worried that Santa Claus would fall off of the roof.

Linda Huff, dorm clerk is a proud mother of a 9 pound, 14 oz. baby girl born the latter part of December. Congratulations Linda and hurry back to work.

Paula Myers recently married and honeymooned in Las Vegas.

Linda Massey hosted a baby shower for Karen Landry, 2-10 shift. Karen received a lot of nice gifts.

Two girls are certainly walking around with smiles - they both announced their engagements. Jeanice Underwood, 6-2 shift, exact time and date not set yet; on the 2-10 shift Mary Dail is planning a June wedding.

Every time weddings are mentioned Naoma Ditmore gets tears in her eyes. Her son Cy came in a few weeks ago and announced he was getting married in February; Ditmore is still in shock.

Sarah Reynolds

STAFF DEVELOPMENT

Good Supervisors Are Also Good Trainers

The best supervisor is not necessarily the most highly skilled worker. Some supervisors, in fact, are proud that they cannot do the work as well as their people. They know that the better the supervisor, the better the worker. A good supervisor can effectively develop his people so that they can perform the work at a level equal to or higher than his own.

Some supervisors, however, hesitate to teach their subordinates too much. They are afraid they may be outshined! They tend to forget that their job is to direct and plan subordinates' work in the most efficient and productive way possible - not to be a super-performer themselves. They won't be able to achieve departmental goals by doing subordinates' work for them. They won't have the time.

A supervisor should know the difference between doing subordinates' work and managing their work. There is nothing wrong with demonstrating a task for a worker - as long as you don't do it to show him up or intimidate him. These demonstrations should be limited to a few relevant situations and have a training goal in mind. When you know the difference between doing your subordinates' work and managing it, you will be capable of more efficiently training them. Below are some benefits of having a well-trained work group:

You can delegate to them with confidence - because they know how to carry out your assignments.

You will be able to get prompt, accurate information from them as necessary, when you need to make a management decision.

They will work without close supervision.

You will be a better manager as a result of having trained your people.

Mike Mayfield

SPECIAL LIBRARY
Mary Harlow

Nothing is impossible to the man who can will, and then do; this is the only law of success.

--Honore Gabriel Mirabeau;
French Statesman

The first AMERICAN DICTIONARY OF THE ENGLISH LANGUAGE was published by Noah Webster in 1928.

Although special libraries do not stock large and varied inventories of books, your topics can be researched and the desired information (in most cases) obtained.

Gale's DIRECTORY OF SPECIAL LIBRARIES AND INFORMATION CENTERS IN THE UNITED STATES AND CANADA includes 14,000 libraries; Abilene State School Special Library is included in the directory. This publication provides access to specialized collections, documentation centers, government agencies, and a number of other sources of information.

Significant dates in February:

- February 14, St. Valentine's Day
- February 22, 1732, George Washington's birthday
- February 12, 1809, birth date of Abraham Lincoln
- February 14, 1859, Oregon became the 33rd state of the Union
- February 4, 1964, Poll tax outlawed as voting restriction by 24th Amendment to U.S. Constitution

White House Conference on Library and Information Services - Samplers

Daniel Boorstin, Librarian of Congress, "If librarians become computer experts instead of scholars, scholars will not feel at home in our libraries."

Major R. Owens, State Senator, New York, "No problem or obstacle related to the development of adequate public knowledge and information systems is insurmountable. But to persevere and overcome, first we must believe - we must be convinced that libraries are vital. We must feel in our souls that the flow of knowledge and information to the public is a life and death matter. When the electorate is ignorant and citizenship illiterate, democracy will surely die."

Thanks to Mr. Henry McGinty - the library is now receiving JOURNAL OF HUMAN SERVICE ABSTRACTS. This is an excellent source for improving the management of human services.

CURRENT ACQUISITIONS:

- 371.3 Mulac, Margaret. PERCEPTUAL GAMES AND ACTIVITIES. New York, Harper-Row, 1977.
- 371.928 Upton, Graham. PHYSICAL AND CREATIVE ACTIVITIES FOR THE MENTALLY HANDICAPPED. New York, Cambridge University Press, 1978.
- 618.928 McLean, James E. LANGUAGE INTERVENTION WITH THE RETARDED. Baltimore, University Park Press, 1972.
- 301.41 Craft, Michael. SEX AND THE MENTALLY HANDICAPPED. Boston, Routledge and Kegan Paul, 1978.
- 658.4 Drucker, Peter F. AN INTRODUCTORY VIEW OF MANAGEMENT. New York, Harper-Row, 1978.
- 612.65 Cratty, Bryant S. PERCEPTUAL AND MOTOR DEVELOPMENT IN INFANTS AND YOUNG CHILDREN. Englewood Cliff, New Jersey, Prentice-Hall, 1979.

- 362.2 DeMoll, Louis E. MENTAL HEALTH FOR THE PEOPLE OF TEXAS. Austin, Texas, Hogg Foundation, 1978.
- 371.9 RESOURCE DIRECTORY: SERVICES FOR THE HANDICAPPED. Midland, Texas, Region 18 Education Service Center.
- 362.2 Texas. STATE PLAN FOR COMPREHENSIVE MENTAL HEALTH SERVICES. Austin, Texas Department of Mental Health and Mental Retardation, 1979.
-

CREDIT UNION SCHEDULES 25th ANNUAL MEETING

The 25th Annual Membership Meeting for Abilene State School Credit Union members will be held on February 26, 1980 at 7:00 P.M. at the Recreation Building on the campus of Abilene State School.

A streamlined business meeting that includes reports by the Chairman of the Board, Treasurer-Manager, Chairman of the Credit Committee, and election of two Board members has been planned. Five Hundred Dollars in door prizes will be given away and refreshments will be served.

Even if the law didn't require such a meeting, we would want to have one. As the officials whom you've elected to operate the Credit Union, your Directors want to report to you personally on what has been accomplished during the past year. We urgently solicit your comments and suggestions.

A Credit Union is a rather unique self-help financial organization, owned and operated by its members. The democratic ideas involved in electing officials to represent you in governing the Credit Union, call for your being present at membership meetings and casting your vote. Keep the February 26th date in mind and plan to attend. We are looking forward to seeing you.

W. R. Elliott

Nursing Service

Appreciation is the byword for our first article. First, we wish to thank Dr. Bessire for pursuing his ideas regarding the new addition to the hospital. Also, to J. R. Williams for all of his assistance and generosity in obtaining new equipment.

George Anspach, Joe Cedillo, Bob Aasal, and the Maintenance Department very effectively provided the necessary supplies, furniture and strong arms to help tie up all the loose ends.

Gail Watson and Naomi Scarborough, our building custodians, extended extra efforts in getting the new wing in shape.

Additionally, we would not have had such a nice open house without the help of Food Service. Mr. Lewis shared two of his employees, Ms. Barrera and Ms. Cunningham, who did a marvelous job of serving. Food Service also supplied the goodies.

The Emergency Room staff has greatly appreciated everyone while all the kinks and problems are being "ironed out" in all the clinics.

Lastly, we wish to commend a special group of ladies who work at Abilene State School and are involved in the one-half time L.V.N. program: Jean Sledge, Dorm 19; Celesta Mosier, Dorm 36; Dorothy Miller, Dorm 41; Maxine Nichols, Dorm 22; Jewel Collie, Hospital Male A; Emma Salge, Hospital, Female A; and Julia Taylor, 38. Our sympathy to family and friends of Opal Rice (Food Service 23-25) who participated in this program until her death.

If we have omitted someone, then just for good measure this THANK YOU is for you!

Sandra Kirkpatrick, R.N.

UNIT II

Dorm 18 would like to welcome two new employees, Duane Powdrill, 2 - 10, and David McBride, 10 - 6, and would like to say good-bye to Debbie Mangum, 6-2 shift (better known as the 'Yoo' girl), her last day will be January 31st. We would also like to welcome last but not least, Billy Ray (Doc) Shelby as our new trainer from Dorm 30. Robert Williams, 6-2, is attending Aide Series and Willie Williams is enrolled in Behavior Modification.

Dorm 20: Now that the Christmas madness is over, Dorm 20 is in full swing with the new year. Lavoy Williams and Gaila Caraway have made resolutions to slow down. This resolution is not being kept, they are still blowing and going. Margarette Hastings, our linen clerk, is on our sick list; we wish her a speedy recovery. We would like to say good-bye and good luck to Brenda Young. She is expecting a baby and has resigned; we will certainly miss her. Binh Dang, one of our 6 - 2 aides will be leaving at the end of this month; he will be moving to California. Sometimes being out sick brings good luck. Luee McCreary, the dorm charge, was out one day when she returned she found that the curtains that she had long been waiting for had arrived. The curtains are beautiful and give the dorm a very warm and homey look.

Dorm 23: We want to extend a very special thank you to Vera Simpson and to the other members of the American Legion, for remembering our girls with a monthly party. We would like to welcome Ivy Wimberley to the 10 - 6 shift. Welcome abroad. Congratulations to our very own Linda Muston for becoming Casemanager for Dorm 18.

Dorm 30: Things have been fairly quiet this past month on the dorm, but we do have a few things to report. Congratulations go to Rush Costin for his promotion to Specialist I on the 6-2 shift. We are happy for him. Also congratulations to Linda Garrett on completing the pre-assessment test. Barbara Jolly's (6 - 2) husband, John, had back surgery but is out of the hospital now and seems to be recuperating well. We have a new aide on the 10-6 shift. Welcome Jan Lane!

Dorm 37: 8-5 shift would like to welcome Chong Ivester as our new housekeeper and Suzanne Andrus as the new charge. 6 - 2 has had a few out sick and our new aides, Kathy Pippins, Sylvia Luera and Becky Dunn are doing a swell job. Pat Martin has been in the hospital and we all wish her a speedy recovery. 2 - 10 shift is hanging in there and 10-6 welcomes Gloria Jones, new aide.

Dorm 38: We all welcome our new trainer, Susan Sanders, we hope she enjoys her work and stays with us. Dorm 38 employees shared their feelings with Edna Evans in the death of her father who passed away last week. Our new nurse Carlene Brooks, is real jolly and a good worker. We have a new 6-2 aide, Kayla Cagle, we hope she will say with us. We all miss Faye Morgan, she kept everybody alive and laughing.

Dorm 25: Everyone on Dorm 25 would like to welcome our new trainer, Pam Knight. Congratulations are in order for Sue Vidak. Charge, and Cathy Perry, Trainer. Sue recently passed a management course and Cathy received her commercial driver's license which enables her to drive our client's to activities. Since the hustle and bustle of the Christmas holidays everyone has gotten back into the dorm routine and with a sigh of relief has welcomed in 1980. Welcome to Becky Sherrod our new 6-2 employee.

We wish to thank everyone for the lovely flowers, the food, cards and letters, and the deep concern that so many of you wonderful people gave to us while our son, John, was in the hospital and after his death. God saw fit to take our son but he gave us a blessing, too, by showing us how wonderful friends can be. Special thanks to Don Cauble for the beautiful message he gave at John's funeral.

God Bless You All,
Donald and Shirley Hudson

JOIN TPEA

TPEA NEWS

The results of the membership contests which ended on August 31, and November 3rd are in. Mr. O. V. Milstead, in his capacity as Director from Region I of the Texas Public Employees Association, presented a check for \$300.00 to Mr. Cecil McCormick of the Highway Chapter 57 for his efforts in recruiting the most members for TPEA in Region I during June, July, and August. Locally, Mr. Walt Driessner (Sheltered Work Center) won \$150.00, Mr. Lewis (Food Service) won \$50.00 and Sherrie Graines (Preworkshop Training Center) won \$25.00 for the months of September, October, and November. Congratulations to these co-workers for a job well done. Coincidentally, the State Board of Directors have another membership contest going on now, which ends February 29, 1980. You will need special forms to enter and you can obtain them by contacting any board member or Mr. O. V. Milstead (ext. 228), who is the membership committee chairperson.

Our chapter is starting a new fund-raising project. Contact any Chapter 39 board member, Walt Driessner, (ext. 400), or Mrs. Thomas (ext. 356). They will be glad to describe a toy called an Obie Doll. They are very unique and make great gifts for children, no matter what their age.

Gary Rodgers, President of TPEA, in his message in the latest tabloid, mentioned that in all TPEA's 34 years, that economic conditions have never been as bad as they are now for state employees. This fact makes it very important that state employees present a "unified" front to the Legislature, Governor, and press. Presently, only about 1/5th of all state employees are members of TPEA. (639 at Abilene State School) Each of us can write the Governor and urge him to support an emergency pay raise for state employees in a special session. But most importantly, all employees can become members in TPEA and thereby boost support of an existing organization which represents you before the Governor, Legislature, and the press.

TPEA is now forming its Legislative package for the 1982-83 biennium. Mr. Milstead, as a member of the Board on the Legislative Committee, proposes an amendment which passed and will include a 13.6% salary adjustment for 1982 and a 10.2% (instead of 6.8%) increase in salary for 1983. Other items in the package include: Cost of living increase for retirees (13.6% and 10.2%), payment of state employees social security at the full rate, a 1.7% increase per employee for merit raises and provide for full funding of career incentive pay for all state employees at the current rate of \$4 per month per year of service up to \$100. To voice your input into this program, please contact Mike Ford (ext. 291), or O. V. Milstead (ext. 228) or write or contact your state TPEA at 512 East Eleventh Street, Austin, Texas. (Phone 512-476-2691).

The State Board of Directors are considering a membership due increase to \$15/year for active employees and \$7/year for retirees (now \$13 and \$6). Because of inflationary pressures, TPEA is faced with a decrease in services for an increase in dues. Your opinions are appreciated.

Please remember to send your favorite recipes to Golda Harris in Staff Development so we can begin our Abilene State School Cookbook.

Finally, the state staff and all membership have a new headquarters. It was built and paid for with an old insurance reserve fund and did not use any dues money. This is something all members can be proud of since we don't owe one dime on it. If you are going to Austin you should consider dropping by the Northwest corner of 11th and Red River for a view. It is your building ...

Mike Ford
President, Chapter 39

"IN THE KITCHEN WITH GRANNY"

There are many stories about how the custom of sending valentine's began.

One legend tells us that Valentine's Day dates back to February 14 AD 270 when a christian named Valentinus was beheaded because he refused to give up his religion and worship the Roman gods. The night before his death he sent a note to his jailor's daughter who had been kind to him and signed it "from your Valentine."

In the Middle Ages it was believed that birds chose their mates on St. Valentine's Day. At one time girls thought that the first man they saw on Valentine's Day would be their date for that year.

Somehow the custom of sending valentines started and grew. In the 1660's valentines were considered serious proposals of marriage. The verses were sentimental, and the cards themselves were handmade, handwritten, and delivered by hand.

When our foster grandparents were young, they looked forward to the opening of the big beautifully decorated valentine box on February fourteen. Lois Drummond lived in a rural area where she couldn't go out and buy cards. Hers were hand-made with pink, white, red and lacy paper. The lovey-dovey verses were also original and hand written. She just sat on the edge of her seat when the valentine box was opened and the names were called out. This was one of the main areas of happiness in elementary school for her. This elegant, articulante, lady works afternoons with Patricia Enriquez (d 55) and Kelly Burnett (d 41).

Minnie Adams laughed as she related this valentine incident. A very unpopular boy in her class used to tease a lot and annoy others with a weird owl sound (who-who). When all the valentines were passed out on this particular valentines day, Minnie opened hers to find the most beautiful card she'd ever seen. Upon reading the sender's name she blushed because it was not from the person she expected. When her friends asked her to identify the sender's name, she could only croak and say who-who. This broke up the class. Pretty, fun loving Minnie enriches the lives of Mike Lasoya (d 54) and Terisa Reynolds (d 39) each afternoon.

Eunice Smith recalled the thrill of attending the sweetheart banquets held on Valentine's Day. Invited by a favorite beau, and dressed in her very best, it was always a memorable event, Vivacious, flirty Eunice probably had many beaus vieing for the honor of being chosen as her escort. Recently elected vice-president of the Foster Grandparent Association of Abilene, Eunice's first love is her work with Rebecca Holder (d 55) and Lori Ephriam (d 9).

Our recipes for the month are contributed by two special sweethearts, Juanita Aguero and Mattie Balliew. Juanita recently prepared Mexican fritters called bunuellos for coffee break and they were a definite crowd pleaser. Mattie's cornflake cookies have long been a favorite of ours and it's a pleasure to share her recipe.

Bunuellos

5 cups flour	2 tablespoons crisco
1 teaspoon baking powder	1 egg
1/4 cup sugar	water to make stiff dough

Sift flour, baking powder and sugar. Work in shortening with fingers. Add egg and just enough water to make a stiff dough and knead well. Form into balls and roll 1/8 inch thick and round like a tortilla. Let stand a few minutes, then fry in hot deep fat (390 degrees F. on a frying thermometer) until lightly brown and puffed. Drain on paper and sprinkle sugar on the top.

CORN FLAKE COOKIES

2 cups sifted flour
1 teaspoon baking soda
1/2 teaspoon salt
1-1/4 cups margarine or crisco
1 cup white sugar

1 cup brown sugar (packed)
2 eggs well beaten
1 teaspoon vanilla
2 cups coconut
1 cup chopped pecans
2 cups corn flakes

Sift flour, soda, salt and baking powder together. Cream crisco and add sugars gradually. Beat till light and add eggs and vanilla. Combine sifted ingredients to egg mixture and add coconut, pecans and corn flakes. Drop by teaspoon on greased baking sheet and bake at 350 degrees.

Margaret Stanley
Foster Grandparent Supervisor

UNIT IV

Dorm 12: Several employees have completed various training courses. They include Mary Clinton and Claudia Blankenship, First Aid; Dan Pringle, Medication Administration; and James East, refresher course for CMA's. Phillip Trout visited his parents in El Paso. We welcome back Bayne Miller after an illness. We are going to miss Steve Jensen who has resigned.

Dorm 19: We extend congratulations to Delma Wright and Barbara Lenius. Delma became a great-grandmother and Barbara completed her six-months probation. Jean Sledge and Lisa Rutledge have enjoyed a vacation. We are glad that Donna Burris' daughter is doing fine after a stay in the hospital. We are losing Louise Fugate who resigned to stay home.

Dorm 21: We welcome a new employee, Jean Todd. We hope she stays a long time.

Dorm 29: A warm welcome goes to Linda Conatser, a new employee on the 6-2 shift. We wish Tillie Rosewell's daughter a speedy recovery following surgery. Congratulations to Flora Rozzle on becoming a great-grandmother. Joyce Williams and Audelia Martinez are anxiously awaiting the arrival of a grandchild. Cathy Williams is driving a new T-Bird.

Dorm 35: Several employees have been on short trips lately. Loleta LeBus visited her family in Louisiana; Myrtle Schrader

traveled to Nebraska to visit her mother and children; and Pat Speegle went to Las Vegas to try her hand at gambling. Myrle Van Matre's grandson placed 4th in Breckenridge 4-H.

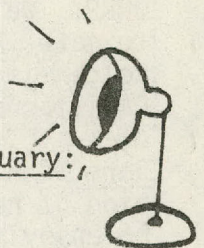
Dorm 36: We are happy that our nurses, Gaylan Lemley and Josie Pineda, have been chosen to teach CPR classes for Unit IV. We know they will do a great job. Also, Flo McMahan and Rita Johnson are attending classes in Aide Series.

Unit IV Office: Our congratulations go to Mr. Ralph Ray upon his retirement. However, he returned for a retirement party in January. We hope he's enjoying the easy life. Dorothy Coffman is welcomed to the Unit Office as a Shift Supervisor from 2:00 P. M. to 10:00 P. M. If you have missed seeing Willie Stanford lately, there's a good chance she could be found at the pig pens of Cooper FFA. We extend our sympathy to Donald and Shirley Hudson in the loss of their son. A future grandmother, Verleen DeShazo, was our birthday girl for January.

SPOTLIGHT ON PEOPLE

Retired in the Month of February:

Louise Deen



UNIT III

The newest additions to Unit III are M.E. Williams, R.N., and Jim Titus, Psychological Assistant. We welcome them and hope their stay will be enjoyable. Kathy Simon, Secretary, is happily preparing for her wedding in May. All attempts to discourage her have been futile! Peggy Getts, Clerk, is preparing for a skiing trip to New Mexico. Tyra Carmichael, R.N., is scheduled to take her Orals for her Master's degree. We want to wish her luck but know that her gift of gab will carry her through! As a reward we are allowing her to attend a nurse's conference in Austin, Texas in February.

Cottages 69 & 70: Congratulations are in order for Carol Stoneman (2-10) and Diana Esquivel (6-2) on completing First Aide classes and to Alice Hernandez (2-10) who completed MHMR Aide Series. We hope Lois Crowe (2-10) has a quick recovery following her recent surgery. We hope to see her smiling face back to work soon. We wish to extend our appreciation to Mrs. Hubbard, Cottage Clerk, for the good job she does on the clients' charts.

Cottages 73 & 74: Mrs. Askins, Cottage Supervisor, fell while cleaning woodwork on Cottage 74. She is now recuperating from a broken arm and leg. We want to wish her a speedy recovery. We want to thank employees who worked so hard to see that our clients had a good Christmas. It's all these little things that really count. We would like to extend our sympathy to Lee Millentree on the death of his grandfather.

Cottages 75 & 76: We are very proud of Roy Hoyt who completed his Medication class with a very high score. We want to welcome two new employees to Cottage 76: Billie Hughes (6 - 2) and Tommy Lewis (2-10). Jeanene Strickland is our new QMRP. We enjoy working with her and want to make her feel welcomed. Margaret Bolden is very excited about the new Cadillac she got for Christmas.

Dorm 34 has brightened up with the addition of new curtains. Everyone seems to be enjoying them! Those attending classes are: Jimmy Ramon (2-10) is in Behavior

Modification class and Charlene Lowrance (10-6) is in CMA class. We want to wish Joy Miller a speedy recovery from pneumonia. We hope Nell Gillit is having fun vacationing with her family. All the personnel on Dorm 34 want to remind their loved ones or admirers that February 14 is Valentine's Day.

Dorm 22: We would like to wish David Buenrostro, Betty Sims, Emma Askins and Lois Crowe a speedy recovery. Bob Russell and Judy Ramey have resigned in order to go on to bigger and better things. We extend our best wishes to them. The 10-6 shift should be commended for the fine work they do, even when they are short-handed.

Dorm 33 wants to say, "thank you" to that very special person who donated the funny face apples to our girls. We want Becky Sims (2 - 10) to know our thoughts and prayers are with her and her mother, Becky Sims, Cottage 71 & 72 Supervisor. Celebrating birthdays in February are Clara Gorman (6 - 2), Margie Jackson, L. V. N., and Patti Solis, Dorm Clerk. Good luck to Yvonne Moore (2-10) in Medication Administration classes and to Mary Davis (6-2) in Aide Series classes.

Lupe Avila

PLAYING IT COOL TO GET WARM

offers this advice on how to be comfortable when the thermostats are set at a chilly 65 degrees:

1. wear several layers of loose-fitting clothing rather than one thick layer;
2. wear napped, piled, quilted or padded fabrics that retain heat;
3. wear cotton next to the skin;
4. wear thermal underwear;
5. wear jackets, blazers or long, over-the-hip sweaters;
6. wear crepe-soled shoes which insulate the feet from cold floors;
7. wear fur-lined or insulated boots; and
8. eat plenty of soups and stews and drink hot cocoa.

Nothing was mentioned about how to keep your fingers warm and use a typewriter.

A SUPERVISOR AS A TRAINER

The supervisor's job is to get help from his subordinates. He has subordinates because he is responsible for more work than he can do himself. He is successful only if he is able to enlist their cooperation and direct their efforts to meet the goals of the organization. In the process of directing their efforts and teaching them what needs to be done, he is bound to be a trainer. A large part of the difference between an old and new employee, or between a good and bad employee, is apt to be in the way in which he does his job. The supervisor's objective is to train the employee in the kinds of attitudes and kind of skills that will insure production. In the early stages of his employment, it is almost impossible for the subordinate to have any sort of interaction with his superior without some sort of training taking place. The subordinate learns certain kinds of things about the job and his supervisor. This kind of training always takes place in on-the-job interaction, and it is inevitable that the supervisor will be a trainer. The only question is whether he will do it consciously and properly or without attention of it and haphazardly.

A supervisor who takes the time to consciously train a new employee will help him to have a good attitude, high morale, and expected productivity in his job. It is important that the new employee know what is expected of him and what the rules and values of the organization are.

As a supervisor, it is necessary to train the new employee. The individual may feel lost and vulnerable unless the supervisor directs him through good training. If not properly trained, some newcomers will quit, and others will develop poor work habits and antagonisms that will bias their work performance for years to come.

It is going to take time to give the new employee a realistic view of his job and how his job is to be performed. During this time, it is also important for the employee to know his supervisor as a person and not simply as a position on an organizational chart. This knowledge can come only through interacting--by spending time together. The new employee is quick to detect the degree of confidence the supervisor has in his or her potential performance. Therefore, it is suggested that a supervisor comment on how pleased he is that the employee has joined the organization. Training begins with the first interviewing session and continues on the job.

There are several principles to remember in training new employees. First, it is important that the supervisor learn what the new employee does not know or cannot do. Then, the supervisor should explain the new tasks and demonstrate them. It is also necessary to discuss why a job needs to be done in a certain prescribed way. A supervisor should break the job into reasonable segments for training. A complex operation cannot be comprehended all at once. As quickly as possible, the trainee should begin performing each of the segments. Repetition is obviously important. As the trainee exhibits some measure of success, immediate and positive feedback is crucial from the supervisor.

The supervisor is a leader, and is training all day and every day. He is continually shaping the job performance of others. The supervisor cannot escape his role as a trainer. Consequently, it is important to be aware of this training function and do it as explicitly as possible to obtain good employees who will get the job done.

Wanda Atkins, R.N.
Unit VI

UNIT I

Dorm 40: The employees on Dorm 40 are happy to start the New Year off on a new dorm, and have a new trainer, Glenda Barnes. Glenda already has some special activities and exciting things planned. We wish to welcome Vicki Cardwell, our new Aide on the 2-10 shift. Several of our people have been in First Aid, B-Mod, Medication, and Supervisor classes. We appreciate all our employees, both old and new, and thing they do a good job, but we hope to do a little better in 1980.

Dorm 42: Our boys received such nice toys and gifts for Christmas, it's hard to tell who's enjoying them more, the boys or the aides. After the holiday rush, the boys really enjoyed sleeping late and having breakfast from McDonalds. We've lost two employees and welcome Sharon Hurry as our new dorm clerk. Cathy Raciot (2-10) is in B-Mod class this month. We thank our nurse, Ruth McCoy, for the new paint job on our mailbox. It's a red barn with Betsy Clark people on it - makes getting mail more fun.

Dorm 15 Our news this month is that our news next month will probably be we have a new dorm supervisor. Meanwhile, we've been told that, with a little help from our friends, we're doing nicely.

Dorm 24: New curtains have really brightened the dorm and even lifted our spirits some. We are going to miss our trainer, Hazel Shoopman, and our Clothing Clerk, Margueritte Martin, but wish Hazel the best in her new job in Education. Best wishes also go to Mike Smith (6-2) and his new bride, Vickie. We welcome Lee Walker, a new employee on the 2-10 shift. Not long ago, several boys accompanied by employees went into town for tacos and ice cream - there were some messy faces but they were all smiling.

Dorm 39: Now that the holidays are over, everyone is well rested and ready to work. Emma Middleton, dorm supervisor returned with a new grandson born on Christmas Day. Jeanette Girtz, Service Assistant on the 2-10 shift, returned this week after surgery. Everyone, employees and residents alike, welcomed her back! Karolyn Davis, who will graduate from LVN school in February, has returned to work part time on the 2-10 shift.

Dorm 11: Dorm 11 was honored to turn our break area over for the Unit I Open House. We welcome two new employees, Doris Blair and Merry Riddle, to the 2-10 shift. Our loss of a good employee, Eunice Boden, was Dorm 9's gain. Dorm Supervisor, Helen Wilder, attended Supervisor class for five days. Our congratulations go to Dorothy Teubner (6-2) on her recent marriage to Wes King.

Dorm 31: Our girls are still enjoying the many toys and gifts they received at Christmas. But it also feels good for things to settle back to normal after the holidays. We have a new employee on the 6-2 shift. Jeanette Buford, "Welcome Aboard!"

Dorm 13: We wish to welcome our new employee March Singleton to the 10 - 6 shift. Congratulations are in order for Estelle Hatley, Margaret Commodore, Mattie Sapp, Susie Cagle, and Sandra Assenmacher for successfully completing the Multi-media First Aid Course.

Dorm 9: The dorm welcomes our new employees, Cheryl Schouweiler and Ursula Tiebel on the 6-2 shift, and Eunice Boden from Dorm 11 on the 2-10 shift. Doris O'Meara, Cheryl Hutchins, and Jolene Nicholson successfully completed First Aid class. Pat Tucker, Millie Baugh, Sharon Pendergraff passed their B-Mod tests with flying colors! Theresa Seher, TTA, and Randy Spence, Psychologist, accompanied one of our residents to Austin for evaluation for their deaf program. The residents are looking forward to the Volunteer Dorm Party that the nice ladies from Alpha Omicron give each month. Florine Sanders, dorm supervisor, wants all employees to know how much they and their hard work are appreciated.

Unit I Office: Joe Powers, Student Psychologist, was surprised with a baby shower to honor the birth of his new son, Adam. And speaking of babies - Ellen Muhle is planning one. The caseworkers are pleased to have a Social Worker Intern from ACU, Vickie Arnold, helping them this semester.

PUBLIC RESPONSIBILITY COMMITTEE

Any resident, relative of a resident, or representative of a resident who has a complaint, question or suggestion regarding the care, treatment and rehabilitation services at Abilene State School is invited and urged to submit it in writing to:

PUBLIC RESPONSIBILITY COMMITTEE
P. O. BOX 1197
ABILENE, TEXAS 79604

This committee is composed of selected citizens of Abilene who maintain an impartial attitude in their investigation of any grievance brought before them.

WORKSHOP

It's funny, but that old adage, "Absence makes the heart grow fonder," is true. We all knew Wanda Gaulding, Workshop Secretary, was going to Nacogdoches, Texas to be a grandmother, and everybody in the workshop knew she would be back the next week. But, we did miss her smile and her way of doing things while she was gone. Wanda came back the proud Grandmother of 7 lb, 8 1/4 oz., James Travis Burleson. She boasted that her new grandson favored Cindy, her daughter, when she was born, and she told us that Cindy was an exceptionally pretty baby.

Judy Bell Miller still has diamonds on her fingers and stars in her eyes, but now she also has butterflies in her stomach as her wedding date approaches. Judy, we know it's hard giving up the life of a Therapist Technician II, but we are almost as excited about your getting married as you are.

There is a person in our office that has been smiling continuously inside and out for the last two weeks. Nancy Heuerman, Training Coordinator, is expecting a new arrival in the Fall (and we don't mean fashions). Nancy said, Jason, her four-year old, was more excited then she or Gary, when she told him the news, but that's hard to believe. Congratulations to you!

Necia Harp, Coordinator of Rehabilitation Services, resigned her position to audit classes at Abilene Christian University, but we won't miss her. Necia has taken the half time clerk position in our Payroll Department.

Joining Teresa Francisco and Lynne Crouch in the back office is our newest Case Manager, Jan Tatum (formerly a P.W.T.C. Trainer). All three are adapting well to their new responsibilities and to each other.

Allyn Barnett is now our Designs and Methods Technician. He's the one that makes those ingenious things we call jigs, so the clients can do their jobs a little more easily.

We want to welcome Ricky Dale Thompson to our department. He's our new driver.

Jodene Black, Trainer/W.A.C., has been in the hospital. We've missed her and will be glad when she returns to the workshop.

Walt Driessner has played a variety of roles from politician, to chef (correction - GREAT CHEF!!!), to farmer here at the workshop, but come summertime he'll be playing Grandfather, and that will be a first for him.

(Continued on Page 16)

WORKSHOP (Continued)

It may be a first for Walt, but it's going to be a third for Marion Truitt, who is again on the road to Grandfatherhood.

Diane L. McIntire

QUIET TIME ON DORM 42

Quiet Time on Dorm 42 -- We'd like to share what we feel is a very unique, effective program on Dorm 42. What started out as an opportunity to unwind before lunch has evolved into the opportunity for boys to express themselves individually, to brag, to show and tell, and to vent anger.

We call this our quiet time, but it truly isn't very quiet. We get excited! The boys come in from activities, go hang their coats up, go in and wash their hands and comb their hair, be seated and quiet time begins.

The boys are encouraged to stand up and tell us about anything that is important to them today. It may be something he did at school or Foster Grandparents, or is going to do. Sometimes it's telling about special activities we're planning. It might be correspondence from home. Anything that is important to him is important to us. The shyest boys have become more talkative and the more talkative boys are taking their turns.

We use this opportunity to give praise where it's due and sometimes to "fuss" a little.

Boys who receive passes or news they're going out or home, are given the news at this time. We also have mail call and (thanks to our phantom writer) all boys get mail occasionally.

The boys take turns leading grace before lunch.

We've put our flag up for the holidays and we sing "God Bless America", as well as "Jingle Bells". We have some pretty good singers, too.

Birthday boys get special recognition at this time. They get a fancy wrapped gift to open, and all boys love these days. If their birthday comes on Sunday or Tuesday, or whatever, that is when it is celebrated.

As you can guess, we run out of time before lunch, so the only thing to do is continue afterwards. Sometimes it makes me mad when the whistle blows and I have to go to lunch.

After lunch, we have a behavior chart, blue for good and red for bad. I'm happy to say the blue far exceeds the red. This is a perfect opportunity to recognize individually how a boy is doing on his goals and behavior. We don't expect perfection but the boys are striving to live up to our expectations. Corrections and discussions of bad behavior is always ended on a positive note. Tomorrow will be a better day. The boys have input into this discussion also. They give us suggestions as to how a problem should have been handled.

We feel this quiet time has given the boys not only an opportunity to actively participate in developing their own personality and pride, but also has given our staff the opportunity to work together, share new ideas and acquire satisfaction in actively helping a boy toward this potential.

Quiet time works. Thank God for quiet time.

Mary Black

Thanks to all of you for your kind expression of sympathy, for the beautiful flowers, food, and visits during the loss of my mother. A special thanks to Mr. Cain for the nice letter I received. It's at a time like this one sees so many friends.

May God Bless Each of You,
Tressie Lucas, Unit IV,
and the families of Rilla
Marshall

TIPS FOR COLD WEATHER DRIVING

For traction starting and stopping on snow or ice reinforced tire chains give the best traction and require the shortest stopping distance. After chains, studded tires are best on icy surfaces. However, some states prohibit their use. Snow tires, while less effective than chains, perform better than regular tires under snow condition.

A common misconception is that radial highway treat tires, perform as well as snow tires on snow-covered surfaces. Any tire, whether bias-belted or radial, snow tire. If your car is equipped with radial tires and you want the added traction of a snow tire, you should replace them with radial snow tires on the driven wheels in winter. If your car has bias-belted tires, then use bias-belted snow tires.

Small cars are likely to require less distance for panic stopping than larger cars. But smaller, lighter cars have less breakaway traction on ice than larger standard size cars, and they may have more difficulty getting back into motion. Some subcompacts do not have enough clearance under wheel wells for conventional tire chains.

If you can, avoid parallel parking on snow covered streets. Traffic quickly builds a wall of snow and slush that is difficult to overcome. Also, it is harder to get moving if you have to turn the front wheels (possible exception of front wheel drive).

If your car has gotten snowed into a parking place, clear the car of as much snow as possible. Before you pull out, turn the steering wheel from side to side to clear snow from around front wheels. Try to ease out gently enough to prevent spinning the wheels. If more traction is needed, shovel snow away from the drive wheels and add sand, rock salt, traction mat, or even clay kitty litter.

Extra weight added in the trunk of a car does not give much added traction but the extra weight does affect control.

Probably the most common error drivers make on slippery surfaces is to instinctively hit the brakes when they see an object in their path. On dry pavement that might be fine, but on ice or snow it can send your car into a dangerous skid. If possible steer around the object. If you must brake, pump the brakes by pressing and releasing the pedal a few times.

Another common error is driving too fast for road and weather conditions. Allow extra time for trips on slippery roads. Avoid sharp turns, and sudden stops. Take curves more slowly. Slow down ever more if visibility is poor since you will not be as able to plan ahead for stops, turns, etc. Your goal is to keep control of your vehicle.

If your car goes into a skid, stay off the brake and steer in the direction the rear of the car is skidding until the car is straight.

The ice on road surfaces gets more slippery as the temperature rises. Ice at 30 degrees is about twice as slippery as it is at zero. At constant temperature, variations in surface, heavily used roads, and underpasses may be thawed and slicker. On a dry road, icy patches can remain around wooded areas, underpasses, on bridges, and on overpasses.

Keep it safe.

Card of Thanks

I would like to say thank you for the lovely flowers and cards that were sent to me while I was in the hospital. You ladies are a great group to work with. God bless you all.

Thanks,
Donna Casey

It takes less time to do a thing right than it does to explain why you did it wrong.

Longfellow

Martha Carter, R.N., who formerly worked on Dorm 44, is the new Unit VI Nurse instructor. Sympathy is extended to Danny Odom, caseworker, in the passing of his grandmother.

On Dorm 50, congratulations go to those employees who have three months perfect attendance. They are Darlene Smith, Lynn Hicks, Martha Lynn, Pat Aldridge, Rubye Stoecker and Carol Linder. The record is growing. New employees, Bert Gutierrez and Ray McGee, are welcomed as part of the Dorm 50 team. Miss Onaska Hernandez, who

is returning to college full time, will be missed. Happy Birthday in February to Vivian Rodriguez. Dean Sanford enjoyed a pleasant vacation at home doing those needed things. Martha Lynn has bought some new furniture to redecorate her home. This should be a pleasant project for her. Dannie Ward has been in the hospital, but the report is that she is feeling better. Lynn Hicks has been missed while being away with her mother who is ill; also, Oleta Edwards who is away with her daughter during illness. The thoughts and prayers of their friends in Unit VI are with them.

VOLUNTEER SERVICES

Now that the dust has settled, Volunteer Services is overjoyed to announce that Christmas, 1979, was the best one in history in terms of donations on both cash and gifts. This gives confidence to the staff to make Christmas, 1980 even bigger and better. If you participated in this effort, you have the gratitude of all of us - staff, volunteers and residents.

Now the Volunteer Council is giving full concentration to the chapel building campaign. At the regular quarterly meeting of the board of directors on January 23, it was decided to retain Walter Burch to do an in depth feasibility study of prospects for the chapel campaign.

One point that has been made by a member of the board relates to you, employees of Abilene State School. If each employee contributed \$2.50 per month for two months, that would total a donation of \$10,000.00 to the drive. He reminded us that this would be valuable in demonstrating to the giving public that the project has the support of those people closely related to the school. If you think this is a good idea, perhaps you can get a drive started in your department, unit or area. Think about it. How about 100% participation.

DONATIONS

MEMORIALS

IN MEMORY OF D. A. RICHARDS, SR:
P. T. Barnes & Daughters

IN MEMORY OF WALTER C. CORBITT:
Mr. and Mrs. E. E. Marvin
Mr. and Mrs. Morris Burns
Administration Building Employees
Mr. and Mrs. Audie E. Condor Jr.
Mr. and Mrs. John Isom

IN MEMORY OF ROBERT LEE BATTS:
Dorm 55 Personnel

IN MEMORY OF JOHN DAVID HUDSON
Dorm 54 Employees
Pete and Wanda Gaulding
Abilene State School Employees

IN MEMORY OF ANNO BRIDWELL:
Harmon Morrison, DDS

IN MEMORY OF W.W. MCELMURRAY:
Mr. and Mrs. Othel O'Kelley

IN MEMORY OF CLIFFORD MILLER:
Personnel Dept. Abilene State School

IN MEMORY OF FRANK MIKALAITIS:
Mr. and Mrs. Joseph Mikal

IN MEMORY OF AARON JAMES REESE:
Physical Therapy Section Abilene State School

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MEMORIALS (Continued)

IN MEMORY OF MRS. O. B. STANLEY:
Mr. and Mrs. Charles Skilton
Mrs. Haddon R. Anderson

IN MEMORY OF NELL CHRISTIANSON:
Mr. and Mrs. Carlos Talley

IN MEMORY OF EVELYNE SMITH:
Donald K. Kaiser, MD

IN MEMORY OF FRED HART:
The Bannowski Family

GENERAL

Griswold Class - St. Paul Methodist Church

Mrs. D. J. Hardaway

ANGEL

Mrs. Doc Cagle
Ms. Letha C. Olsen
Mr. and Mrs. Charles R. Stephens
Brotherhood of St. Andrew
Mr. Louis J. Pepin

Mr. and Mrs. Robert D. Starr
Kiwanis Club of the Key City
Mr. and Mrs. Leroy Teaff
Mrs. Dora Fram

CHAPEL

Altrusa Club
Mr. and Mrs. Ted Simpson
Mr. and Mrs. Randy Hunt
Sons of Hermand

Mrs. William F. Hunt
Mr. Bill Hamner
Mrs. Beulah Meyers

HOLIDAY

Mr. William H. Cunningham
Alathean Class - Hamlin 1st Baptist Church
UMW - Tye 1st Baptist Church
Sacred Heart Catholic Womens Organization
B. N. Williams

Mr. and Mrs. D. E. Ramsey
Phillip M. Meuse
Abilene AARP
Mrs. Mike Meuse
Mrs. W. E. Blackwell

MEMORIAL

IN MEMORY OF EUGENE SMITH
Died at his home, 100

IN MEMORY OF EUGENE SMITH
The Board of Trustees

MEMORIAL

IN MEMORY OF EUGENE SMITH
The Board of Trustees

MEMORIAL

IN MEMORY OF EUGENE SMITH
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