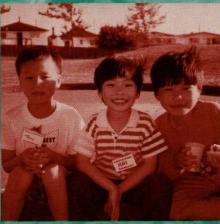
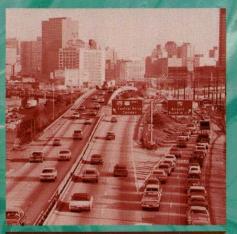
INTEREST Ministries









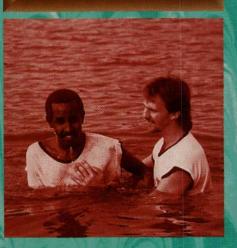


f can't explain the feeling I have within me, as a young man coming from an Islamic background; a fanatic man who always believed that his religion was the only true one, then he discovered the truth is in One person. I discovered on that day His amazing grace that touched my beart and changed my entire life.

ISMAIL NEMER PARTNERS IN PLANTING, MICHIGAN







Celebrating 60 Years of Service to God's Servants and Ministries in North America 1934 – 1994

Welcome...

to INTEREST *Ministries***' first Constituency Report,** on this, the eve of our 60th anniversary.

Because it's time to . . .

Proclaim God's faithfulness to His people over these 60 years

Affirm those biblical principles and core values that continue to drive INTEREST *Ministries*

Inspire Christians to lift their eyes to the North American harvest

Share the breadth and scope of INTEREST *Ministries*' activities and programs

Celebrate what God is accomplishing through His servants across North America

Identify pressing ministry needs and opportunities we should be addressing

Provide you with opportunities to partner with INTEREST *Ministries* in exciting work for the Lord

God is sovereign, His King

Serving You...



Back: Andy Holloman, Roger Bigney, Mike Hamel, Bruce McNicol, Tom Spacek.

Front: Debra Locklear, Pamela Cochrane, Naomi Bauman, Lynn Valentine, Angi Bohlmann.

Part-time staff not pictured: Mark Bentz, Kelli Neal, and in Canada, Nelson Annan, Henrietta Koenig, and Gord Martin. Former staff assisting in 1993 are Bill Conard, Linda Freeman, Julia Hunt, Nancy Pearce and Paul Regan.

INTEREST Ministries

FROM Letters of Interest from the Home Field, a magazine in 1934,

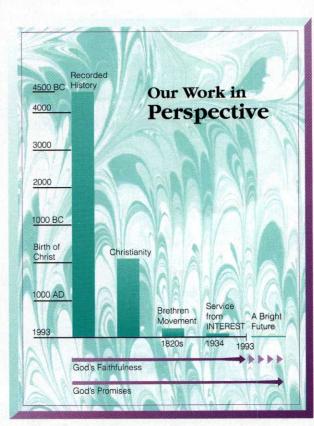
TO Interest *Ministries*, a multi-faceted service ministry in 1994.

What God is doing

	INTEREST Magazine	page 4	17
	Leadership Development	page 6	Look to the Lord and His strength; seek His face always.
	Ministry to Constituents	page 8	
	Report from the Board of Directors	page 9	Remember the wonders
	Financial Highlights	page 10	He bas done.
	Report from the President	page 12	Psalm 105:4-5a
	The Challenge	page 13	
	Relationships	page 14	
	Silver Linings	page 15	
	Church Planting	page 16	4111
	Stewardship	page 18	- Mr.
m	Silver Linings Church Planting Stewardship Comes first	*	XP
	COIIICS	Reco	

66 Rick had been attending our meetings with his family. He said he had some questions. When we met, Tom asked him that if the questions were answered, was he prepared to trust Christ as Savior? Rick's response was "I sure hope so!" After about two or three hours of discussion, Rick realized that he did believe the Bible. "I believe, but do I believe enough to be saved?" After we showed him that it was the object of his faith and not the amount of his faith, he said "I guess it's time for me to stop denying that I believe." With that, he put his trust in Christ for salvation and the rejoicing began in heaven (and on earth!). Rick continues to grow. 99

> Hampton Roads Community Church Grafton, Virginia Partners in Planting



INTEREST Magazine

Sixty years supporting the Great Commission.

The spread of the assemblies was distinguished by the work of pioneer evangelists who, as they won people to Christ, planted churches rooted in the practice of New Testament principles. "Letters of Interest from the Home Field" was a magazine designed to stir up prayer and practical support for those pioneers and the important

the Kingdom is a Spiritua

Commission, the concern for the lost, the encouragement and support of commended servants, and a determination to see New Testament churches planted remains as strong today as 60 years ago. The fields remain white for the harvest, and still the workers are few.

Did you know ?

INTEREST Magazine has a circulation of about 14,000 and an estimated readership of over 35,000.

INTEREST over the years.

Early issues provided reports from pioneers. Their recurring theme was an emphasis on the harvest. Reports continued in the 1940s, with a focus on the extent of the need and the results being seen. Feature articles on particular ministries and articles on Bible exposition were added. In 1945, a sister organization, Stewards Foundation, was formed by the same men who started INTEREST to assist with loans to churches, schools, retirement homes and camps. In 1992, INTEREST Magazine included 270 reports from commended servants and 74

INTEREST has addressed . . .

the same audience, a people concerned for the lost; the same challenges, maintaining biblical principles while meeting practical needs: the same questions, what must be done? INTEREST is built around the core values you see running through this report.

A Comparison

July 1934

21 worker reports 1 article

November 1993 22 worker reports

9 articles 16 camp reports 12 commendations

INTEREST Ministries Significant Events

1934

given me an ongoing

magazine with neigh-

commitment to the

Lord. I share your

bors and then we

discuss the different

a blessing for all of us. Thank you for sending it to me to

share! 99

stories. This has been

Mary Taylor

Washington

Letters of Interest from the Home Field William G. McCartney * 1940s

Letters of Interest (name change)

1961

Donald M. Taylor *

1969

INTEREST (name change) 1970

C. Donald Cole *

1971

James A. Stahr *

1980 "A Serious Call To Renewal"

Magazine editors

INTEREST Magazine promotes New Testament Christianity

through a motivating, relevant, 32 page monthly publication that encourages contemporary application of biblical principles to personal and church life. We also aim to educate our readers about the vision and programs of INTEREST *Ministries* and motivate them to get personally involved in our mission of planting churches and equipping leaders.

INTEREST has three main sections. The first part of the magazine focuses on the **theme of the month**. The middle pages contain our **News and Networks** section, with an increased emphasis on church planting. The back pages have our regular **features and departments**. Themes for 1994 will include:

- · Heroes on Short Pedestals
- · The Holy Spirit
- · Sexuality and the Church
- · A non-Christian's view of Christianity
- · The Aging of America
- Leadership

ttle + God's Word

We are constantly adjusting the magazine to make it more thematically focused and reader-friendly. Recent changes include:

- · focusing the front of the magazine on a central theme.
- · using Forums of leaders to explore relevant subjects.
- expanding the News & Networks section and starting a "People You Should Know" page.
- increasing our emphasis on church planting through reports, articles and forums.

We want to be relevant so we periodically conduct focus groups in different cities. Readers are invited to these groups to give us input on our content, graphics and format. This gives us a chance to interact with our readers and to stay in touch with those we serve.

INTEREST's Mission—1934

"To stir up the hearts of the Lord's people for the responsibility of carrying the gospel to the needy parts of the United States and Canada."

Statement of Policy

The aims of LETTERS OF INTEREST:

- 1. To promote gospel effort.
- To keep the Lord's people informed of gospel work and workers.
- To keep the Lord's servants informed of open doors, and to encourage them to venture forth in new places.
- To forward the fellowship of the Lord's people to workers specified by the donor.
- To distribute without partiality unspecified gifts, received from the Lord's people, for the furtherance of the gospel.

from Letters of Interest, April, 1943

INTEREST *Ministries*' Mission—1990

"To equip leaders, encourage believers and enable New Testament churches to be healthy, growing and reproducing."

INTEREST's Editorial Team

Bruce McNicol, *Publisher*Mike Hamel, *Creative Director*Debra Locklear, *Managing Editor*Naomi Bauman, *Editorial Assistant*

Bruce McNicol becomes first fulltime President of INTEREST Refocus on Evangelism and Church Planting Matching Program for Church Planting established

Church Growth and Renewal conferences

1986 E

1989
DECADE OF
PROMISE
Conference

1993 Women's Ministries Seminar Editorial Team *

The Future...

1988 INTEREST Ministries (name change) 1992
DECADE OF
PROMISE
Conference

1994 Decade Leadership Forum

A Bright Hope

Leadership Development

is a priority with INTEREST Ministries and is expressed through our conference and seminar ministry which has been expanded to include three premier training events.

DECADE OF PROMISE

attracted over 1,200 people to Detroit in 1989 for the first continent-wide DECADE conference. People from over 300 assemblies prayed, sang, attended general sessions and training seminars together and considered "The Investment of a Lifetime."

s the final authority over 1,500 people came to provinces and over provinces and

local churches. These people came to be fed spiritually, to be encouraged and to receive education and training. Evaluations turned in at the the conference indicated 99% felt they received what they came for-and more!

In 1995 we're expecting over 2,000 people to join us at Decade. Will you be among them?

DECADE OF PROMISE Leadership Forum

Leaders are busy people, yet we need to take time to obey the Lord's word to "Come with me by yourselves to a quiet place and get some rest" (Mark 6:31). For five days next May, over 400 leaders from across the continent will do just that. In the majestic beauty of the Colorado Rockies we will gather for a restful yet stimulating time of worship, prayer and learning from one another as well as from respected leaders.

The Decade of Promise Leadership Forum will help leaders from the marketplace, the local church and parachurch ministries

- a clearer sense of God's calling.
- a greater commitment to personal holiness,
- a better understanding of how to influence others for God.



"The difference between our being a successful church plant and a struggling plant was INTEREST Ministries. It wasn't so much their financial help as their

counsel and the conferences. We had 18 people attend Decade of Promise before we even started. That made a real difference."

> Gary Stewart, church planter Newport News, Virginia



3 Women's Ministry Seminar

is a response to the scriptural injunction for women to minister to each other as well as to the rest of the Body of Christ. It is based on the popular *Women's Ministry Handbook* (over 10,000 copies sold). The book was written by assembly women, produced by INTEREST *Ministries* and published by Victor Press.

This two-day training event is conducted by INTEREST *Ministries* and hosted by the women in local area assemblies. The first seminar, held in October 1993 in Toronto, was attended by 250 women. Others are scheduled for Detroit and Chicago.



eople matter to God + New



"I attended the last DECADE OF PROMISE. It was a big encouragement in helping us to plant two churches since the first DECADE conference."

> Cesar Imperio Iglesia Cristiana Evangelica (Spanish Bible Fellowship) Stafford, Texas



"The seminars were very good. I learned a lot of things I didn't know about following Christ in the right way, and that as a youth I can make a difference."



Annadale Breed Visionary Pursuit Fellowship Brooklyn, New York

"The technology, the creativity, the professional way things were done here were all impressive—but above all those things it was the attitude that moved me. I saw people aflame for God and, motivated by Him, doing what it takes to impact the world without com-



promising the integrity of God's Word."

Rick Vernon Wheatland Bible Chapel Duncanville, Texas

Did you know?

Since 1986, about 12,000 people have attended training events created or sponsored by INTEREST *Ministries*.

For applications or information on any of our training events, call 800-777-3778 or use the enclosed Response Card.

Ministry to Constituents

is the term we use for the services we provide to a range of different people and groups. Here are a few of them.

Financial Assistance

Over one million dollars last year (over \$10,000,000 in the last decade) have been distributed. Disbursements are made to commended servants, both active and retired, as well as to servants' widows. Qualified ministry organizations also receive funds. The Ministry Committee oversees and administers these disbursements. The costs of processing, banking, distribution and tax reporting have been absorbed by INTEREST Ministries, and underwritten by those gifts specifically designated for administrative expenses.

Commended Workers

U.S. and Caribbean, 742 289 Canadians Military Chaplains, Retired Servants and Widows, Total: 1,160

churches are current, are current, control to Go

provides prayer and funding for counseling and tangible intervention when help is asked for. This service is, of course, confidential.

Church Consultation

Consultation teams are available to assist assemblies in such areas as team leadership development, outreach and visitation, preaching and prayer ministries, clarifying vision and philosophy of ministry. Over 100 congregations have received consultations in the past few years.

Resource Guide

An up-to-date list of commended families, active and retired, as well as widows, camps, schools, organizations, youth centers and retirement homes is kept, from which a Resource Guide/Directory is published periodically.

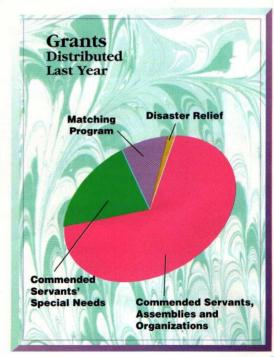
GIFTS RECEIVED FOR THE LORD'S WORK 5 7.00 | Assembly in Michigan 1.00 | Assembly in Minnesota 1.000 | Assembly in Canada 2.000 | S. School in Michigan 20.00 | Assembly in N. Carol 20.00 | Assembly in Pennsyl 3.00 | S. School in Michigan 4.8888 | P. G. in Illinois 3.00 | Assembly in Rhode is 5.00 | Assembly in Rhode is

Military Chaplaincy

INTEREST Ministries serves as official endorsing agency for military chaplains from assemblies, providing commendations and counsel to those serving in the armed forces. Chuck Coleman of Washington, D.C. continues to sacrificially and effectively serve INTEREST Ministries as liaison for these chaplains.

Referral File

INTEREST Ministries maintains a file of those who desire to serve the Lord in fulltime or other unique ways and a file of ministry opportunities. We serve as an information link, not a placement agency, helping to establish communications between those of complementary interests and needs. Approximately 30 individuals and 30 local churches and agencies



Did you know

Last vear **INTEREST Ministries** distributed over 3,600 checks to about 700 individuals and 80 organizations.

Report from the Board

Nelson Annan, Chair Professor of Preaching Ontario Theological Seminary Ontario

> Doug Burnside Manager, Western GIS Data General Colorado

> > Daniel Dominguez
> > CPA , Partner
> > BDO Siedman
> > Texas

Jim Hislop Chairman elect, Jan 1994 Fulltime Elder Palm Bible Chapel Florida

Clifford Ice Fulltime Elder Community Bible Chapel Georgia

Don Kersemeier Principal John Hersey High School Illinois

> Ash Kimber President Ash Ventures, Ltd. Quebec

Bruce McNicol
President
INTEREST Ministries
Illinois

Dave Rickert Fulltime Elder Bethany Bible Chapel South Carolina

Illinois

Elected to begin terms Jan 1994
Dale Gifford
Chief Executive Officer
Hewitt Associates

Jay Gurnett President Mount Carmel Bible College Alberta The Call to Renewal was published in INTEREST in November, 1980. Following the Call, the board decided that we must do everything possible to bring renewal to our assembly movement in North America. Almost immediately we began to sponsor church growth and renewal seminars across the continent and thousands of assembly Christians attended.

Very quickly we saw the need to expand our mandate and our staff. We took a major step forward by asking Bruce McNicol to become the first President of Interest Ministries. Looking back now over nine years, we are very grateful for his faithful and creative leadership. He has developed a staff that loves the Lord and His people. They continually serve with excellence.

Our board is delighted because many assembly leaders have received counsel and encouragement from our staff. This has come through telephone conversations, by letter, in-person conversations and both informal and formal consultations. Few people realize how many have been helped this way. The literature arm of INTEREST *Ministries* has brought much encouragement and teaching. INTEREST Magazine reaches thousands of Christians each month. As well, our staff have produced quality resource books such as *More People, Family Matters* and *The Women's Ministry Handbook*.

The Call drew attention to the fact that many of our assemblies were shrinking and dying. Sadly, this continues to happen. However, we rejoice at the dozens of new assemblies that have been planted in the past decade and the role that INTEREST *Ministries* has played in helping these new assemblies begin and grow. As a board and staff, we are committed to do all we can to see people become disciples through new and revitalized local churches.

Our two Decade of Promise conferences have been wonderful highlights of this decade. Hundreds of people were encouraged and stimulated. We were delighted that our staff could provide a model of serving God and God's people with such excellence at these conferences.

The board of INTEREST *Ministries* will stand with our staff as they attempt new and great things for the glory of God in the days ahead.

Respectfully submitted,

Nelson Annan Chairman of the Board





The President's Report

hen I consider the love and power of the One who lives in us I am humbled. Just at the right time, when we were powerless, Christ died for us, found us and loved us to Himself. How can we ever get used to that? And how can we not desire this Greatest Gift for our family, friends and others?

I am sometimes asked why it's important for people to partner with INTEREST *Ministries*. That's a valid question. If Jesus Christ has impacted your life through the ministries highlighted on these pages, you already know the answer. But INTEREST *Ministries* may be just a phrase to you as it was to my wife Janet and I until ten years ago. At that time we were personally touched by the people behind this ministry and we've never been the same since.

In 1985 the Lord gave us the privilege of becoming part of this work. Since then we've seen His hand of blessing in the continuation and expansion of INTEREST *Ministries*' sixty year legacy of service in North America and in various places around the world.

The core of our mission is to win lost people for our Lord Jesus Christ. This goal is simple, but carrying it out can be complex and can create differences between Christians as to methodology. I've learned something of the tension this can cause and the importance of balance in serving in the Kingdom—as the next page graphically illustrates.

I have also been learning that the most effective way to influence the eternal destinies of people is through new churches. The over 200 million non-Christians on this continent can't be reached without thousands of new, biblically contemporary assemblies being established. We and our friends simply want to help start a few hundred of these. Will you join us? By God's grace we are already nearing the 100 mark. Such growth at home strongly propels foreign missions into the next generation as it has throughout our history.

I now realize that no one, or no church, committed to global missions can ignore the urgency of North American missions. Does your assembly include North American mission support? For information on how we can work together in this exciting venture, just fill out and return the enclosed Response Card. And feel free to call us, too.

Many times those of us who serve with INTEREST *Ministries* have faced haunting fears and a sense of personal inadequacies in this work. But we are learning that God is greater than all our fears. Time after time He faithfully demonstrates His love and power, not to mention His willingness to use clay vessels (2 Corinthians 4:7). He is truly a God of grace and truth.

Thanks very much for all your prayers and gifts. You are co-laborers with us as much as any board or staff member. You are the channel through which God's power keeps finding and transforming lost people. Give Him all the glory as you read these pages.

The Lord protect you and keep you close to His heart.

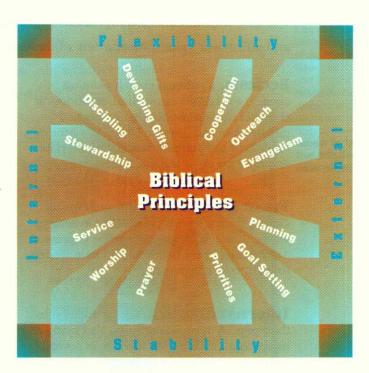
Brue My Nicol

The Challenge

It's not easy to position a ministry.

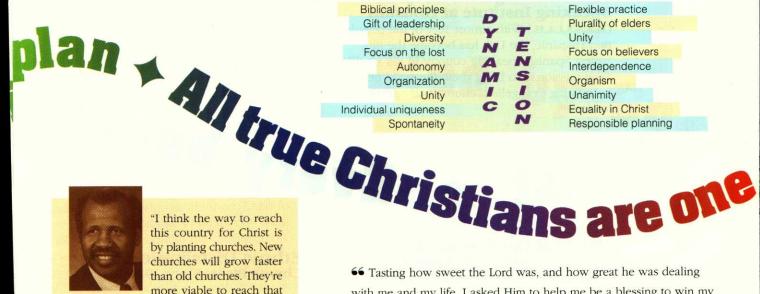
There's always a tension in whether to focus on internal or external issues, whether to try to play it safe and seek stability or to take the risk of doing something different which could achieve great things for God. The work of the church, as the diagram suggests, presents a complex challenge for balance. Which of the functions can the church live without? And which is most important? Just as our heavenly Father paradoxically embodies both righteousness and compassion, and judgment and mercy, so our ministries must balance characteristics we might at first consider incompatible.

While we didn't create the phrase, "In essentials, Unity; in non-essentials, Diversity; in all things, Charity," it effectively communicates the conclusions we have come to as we have wrestled with these tensions.



Consider these apparent opposites

Biblical principles Flexible practice Gift of leadership Plurality of elders Unity





more viable to reach that

younger generation between 18 and 36.... These people are excited about reaching their families and friends."

> Lamont Shazier Church planter Founder of Ecclesia



with me and my life, I asked Him to help me be a blessing to win my husband and my kids to Him; He helped me and gave me the courage and strength to live my new Christian life in front of my family, and praise God, one year after my salvation, my husband Nabil accepted the Lord, as well as my two children; I can say loudly today and with great joy: Me and my house we will serve the Lord. 99

> Grace Riachi Middle Eastern Bible Fellowship, Detroit, Michigan Partners in Planting

Church Planting

Why plant new assemblies?

- New churches are the most effective form of evangelism
- New churches produce more leadership for the church-at-large
- New churches provide a larger base of overseas missionary support
- New churches are needed to replace ones that are closing

How does INTEREST Ministries help?

Letters of Interest from the Home Field was begun to "stir up prayer and financial support" for pioneer evangelists and church planters. Partners in Planting continues that tradition with a two-part strategy of investing in people and programs.

Investing in People. INTEREST *Ministries* assists planters with a demonstrated interest in church planting by providing counsel, training, resources, prayer and a portion of their support needs as they mobilize a core group for the new congregation.

Investing through Programs. Not all new assemblies can or want to start with fulltime help. In these situations, we can assist the core group in many ways, such as providing matching grants for start-up equipment and outreach expenses.



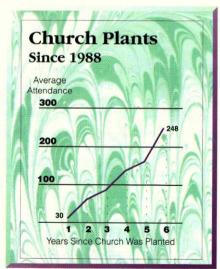


Church Plants since 1988

Average Annual Growth-56% Cumulative Growth-over 700 % For each person beginning with those plants, seven additional people are now attending.

North American average attendance, all churches-76 people. Average attendance in INTEREST

Ministries church plants-131 people.



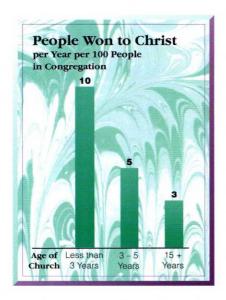
The partnership approach is an excellent strategy for several reasons:

- Individual investors can participate in the extension of the church.
- Believers are encouraged by the support of others to serve in a way that matters for eternity.
- People are brought to Christ through the witness of new churches.
- The money put into each new local church is matched by the recipients dollar for dollar.
- · Partnering yields both practical and spiritual returns for time and eternity.

"Do you know what's really exciting? When we first started, 30% of our growth came from folks from other churches, 30% from churched people moving to the city, and 30% from conversion growth. Now it's 60-65% from conversions."

> David Booker, church planter Lakeside Bible Church Guelph, Ontario





Results

Since 1981, INTEREST *Ministries* has partnered with over 80 new assemblies. Most have already become self-supporting. Several have bought property and buildings. Dozens support overseas missionaries. In their communities there is a witness for Christ, marriages have been restored, families have been helped and new life and vitality has been produced in many people.

Did you ?

Over 1,700 people have been involved in starting over 80 assemblies since 1981.

oth independent and

Number of Churches Planted Since 1981

Western Canada 4 Eastern Canada 13 Western U.S. 15 Central U.S. 15 Northeastern U.S. 17 Southern U.S. 20



"INTEREST *Ministries* has contributed greatly. Much of the success we have experienced, the blessing God has given, is because of their involvement,

encouragement, counsel, accountability and financial help. We are what we are today because of "INTEREST *Ministries*."

Alfred Young Church planter Covington, Louisiana



"We wanted to worship with New Testament principles in our own language....The other reason I got into church planting is that I think I owe it to the next generation of

Hispanics. I don't think there is a greater challenge than to build something for eternity. I think it will transcend our generation, our geography and it will go right into heaven - the Church of Jesus Christ."

Daniel Dominguez Houston, Texas Church planter with M.E.S.S.I.A.H. (MISSION EVANGELIZATION: SPANISH SPEAKING INSTITUTE AT HOUSTON)

So neither be who plants nor be who waters is anything, but only God, who makes things grow.

1 Corinthians 3:7

Stewardship

and *giving* are expressions of faith necessary for the health of **local churches and believers.** INTEREST *Ministries*' approach to stewardship is based on several premises:

- God has given us both the Great Commission

 Donors need to know what the ministry
 needs are and deserve to know that
- We owe future generations a heritage of healthy, growing, reproducing local churches.
- A bright future for assemblies will be the result of wise investments of time, energy and financial resources made now.
- Donors need to know what the ministry needs are and deserve to know that their partnership is yielding effective returns.
- There is a need among believers for practical education and advice on financial planning and giving.

interdependent



INTEREST Ministries

Partners in Ministry

It costs money to produce and distribute INTEREST Magazine, to administer and distribute funds to commended servants, retirees and widows, and camps. It takes money to develop conferences and seminars and training resources.

If 75 people gave a one-time gift of \$1,000, 200 gave a gift of \$500, 300 gave a gift of \$250, and 500 gave a gift of \$100, it would provide the \$300,000 needed to make these ministries possible.

NTEREST
O comand
ces
75
Partners at \$1,000

200
Partners at \$500

300
Partners at \$250

Partners at \$100

1.075 Partners Needed!



"Since 1989 when we started Grace Church, hundreds of young people have come to Christ. Even our youth leader, Dave Chittenden, came to Christ through the church three years ago. Now he is a spiritual great-great-grandfather as four generations of young people have led their peers to Christ. The Lord gave this assembly a burden to start a ministry to youth

which has led thousands to Jesus Christ. Last weekend we trained 42 kids to share their faith and they witnessed to 342 people. 174 decisions were made for Jesus Christ with 95 follow-ups for youth groups."

Greg Stier Arvada, Colorado, Partners in Planting 66 The work is growing and becomes more exciting each day. We thank the Lord for Interest's commitment and the encouragement you bring from your desire to see congregations planted. We have asked the Lord how we could give back to Interest a portion of what has been given us.

The 5% Solution

Would your local church consider committing 5% of its giving to one or more of these North American mission programs?

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Partners in Planting

Over 80 new works have been planted since 1981. INTEREST Ministries is partnering with 20 to 25 congregations this year at a cost of over \$350,000. We are looking for 180 Partners-in-Planting. For as little as \$50 per month you can help a new church get started.

If 30 partners gave \$250 per month, 50 partners gave \$100 per month and 100 partners gave \$50 per month, together they would provide the \$210,000 needed to help 20 to 25 new churches get started in 1994.

and get a return of changed lives for God's Kingdom? 99 30 Partners at \$250 per month 50 Partners at \$100 per month 100 Partners at \$50 per month

180 Partners needed!

Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to make all grace abound to you, so that in all things at all times, baving all that you need, you will abound in every good work.

2 Corinthians 9:7–8

Businessman

Partners in Planting investor



- ♦ Your promises have been thoroughly tested, and your servant loves them. ∨ 140 ◆
 - Your faithfulness continues
 through all generations. v 90
- Fulfil your promises to your servant so that you may be feared. V 38
 - Sustain me according to your promise and I will live. v 116
- **♦ Your promise renews my life.** v 50 **♦**
 - ♦ ...for I have put my hope in your word. v 74
- ♦ Uphold me and I will be delivered. V 117 ♦

as the promises of God!

Cover photos: Steve Jannsen, Phye Chew, Bill Conard, Jim Whitmer and H. Armstrom Roberts.