



WE SPEAK FOR THESE SIX MILLION



## NATIONAL ASSOCIATION FOR RETARDED CHILDREN

1968

Covering the period from September 1, 1967 to August 31, 1968

## RETARDED CHILDREN CAN BE HELPED



The National Association for Retarded Children, a voluntary organization of 123,000 members, promotes the welfare of the mentally retarded of all ages by advancement of research, treatment, services, facilities and broader public understanding of the problem.

Founded in 1950, the National Association today is represented in all of the 50 states by 1,200 state and local associations. Membership includes parents of retarded children, professional workers and citizens concerned for the well-being of their fellow men.

Objectives are carried out through a dynamic combining of volunteer and professional activities, stressing leadership in securing services and in establishing partnerships to advance training, research and prevention.

*I walked through a mass of humanity,  
scarred, bleeding, beaten —  
A mass of humanity — yet alone  
Human souls, children of God  
sleeping, eating, crying;  
but their voice is not heard —  
Barefooted, naked, thirsty — without love.*

*Beds, side by side — end to end.  
Men and boys, living for death but yet alive.*

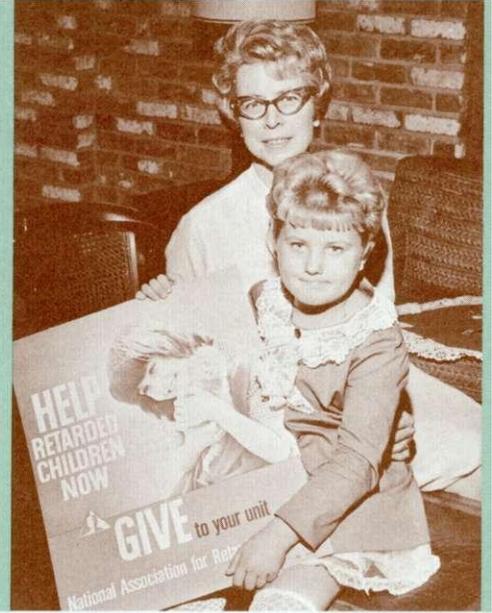
*Sorrowing mothers — with nowhere to turn —  
Crying mothers, worrying mothers,  
with no hope for the future  
of their sons.*

*Cut, tied, bleeding —  
Locked doors, herd care,  
Milling, sleeping, drugged —  
Who sorrows for them — you  
Me  
Where do they turn for help —  
To you, to me — who — where.*

Gerald F. Walsh

During tour of Florida units, Mrs. Elkin meets Florida ARC Poster child

## It Has Been a Year...



It has been a year of moving into new areas of endeavor.

A major campaign has begun to eliminate the dehumanizing conditions in institutions for the mentally retarded.

The Committees on the Adult Retardate, the Mentally Retarded in Trouble, and Poverty and the Mentally Retarded have been activated. The latter committee participated in a workshop on Model Cities and the Mentally Retarded, sponsored by two federal agencies.

It has been a year in which we made gains, although faced with difficulties.

- We had the thrill of seeing thousands of young people unite as YOUTH-NARC to help us in our fight to bring as near a normal life as possible to the mentally retarded.
- In-service training seminars for executive directors were held for all regions. An enthusiastic report of their effectiveness was received from those attending.
- The Leadership Development Committee has trained 155 persons as volunteer consultants. These volunteers in turn trained more than 2,100 people to work with their state and local units.

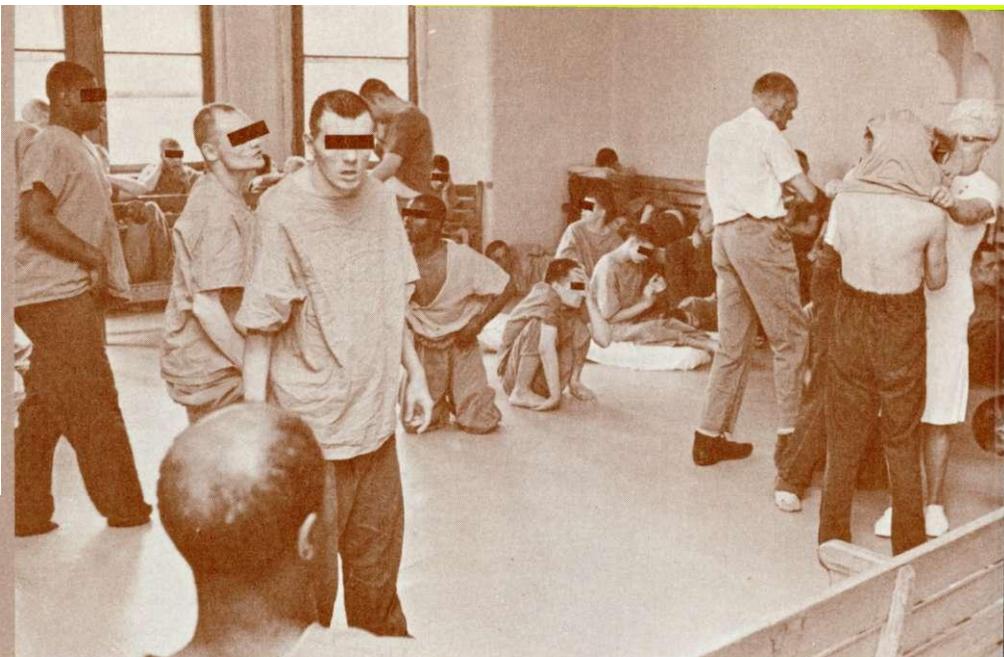
- Luther W. Stringham, NARC executive director, resigned in June to assume a newly-created position at the U.S. Department of Health, Education and Welfare's New York office.
  - Both staff and volunteers have shown unusual strength, willingness to assume additional duties, and a spirit of determination to meet our goals.
- It has been a year in which change and budget cuts have taken place in the Federal Government.
- The Governmental Affairs Committee held a very successful workshop for key leaders, kept the Board of Directors and all units informed and presented testimony on all major bills affecting the retarded.

It has been a year of working with you where you live, through regional conferences and trips to state and local units. Also, at the invitation of the Army's Dependent Schools, European Area, presentations were made at a special education conference in Heidelberg, West Germany, conferences were held with parents of retarded children in Europe and visits were made to special education facilities at U.S. military installations in Europe.

*Elizabeth S. Elkin*  
President

# COMMUNITY SERVICES

Residential care in too many institutions



**RESIDENTIAL CARE** - Following an Executive Committee decision to accelerate activities aimed at improving residential care, NARC appropriated funds to bring together experts in the field to prepare specific recommendations to eliminate dehumanizing conditions in institutions.

NARC volunteers and staff members participated in a variety of projects, including:

- Serving as members of a multi-agency accreditation committee to plan accreditation of residential care facilities;
- Participating as members of the American Association on Mental Deficiency's Technical Advisory Committee for Self and Team Evaluation of Institutions;
- Lending personnel to and partially financing an ad hoc committee project with other voluntary and government agencies to bring together a committee on nursing to develop and publish guidelines for nursing standards in residential care centers for the mentally retarded;

Joining with other professional and voluntary groups to set up a series of meetings with educators, human development specialists, nurses and physicians

to plan a curriculum for training nurses to care for the institutionalized severely and multiple handicapped retarded;

- Delivering presentations on residential care at NARC regional conferences and ARC meetings;
- Reviewing the State of Colorado's residential care plan as members of a multi-organizational team;
- Consulting with officers of the State of Illinois Department of Mental Health on new residential facilities; and
- Reviewing nursing practices while consulting at three institutions for the State of Oregon.

Staff members also served as consultants for commercial and governmental films on mental retardation.

Among the NARC publications dealing with residential care are the minutes of an NARC Architectural Workshop held in conjunction with the 1967 Convention and a 1967 AAMD Architectural Conference. These two publications were financed through federal grants.

NARC published three editions of *The Record*, a newsletter on residential care, sent to institutions, officials of state agencies and departments of education dealing with retardation and to NARC member units.



# COMMUNITY SERVICES

Some of the NARC publications during the past year

## GOVERNMENT AFFAIRS-

NARC activities included the following:

- Issuing more than a dozen analyses or informational bulletins on federal and state legislative programs affecting the retarded.
- Conducting a two-day workshop in Washington, D.C., for lay and professional state leaders to acquaint them with issues and processes on the federal level.
- Answering more than 400 inquiries regarding administrative, legislative and judicial developments in the states or federal problems.
- Aiding state and local ARCs on legislative problems.
- Testifying or submitting views before Congressional committees on amendments to the Vocational Rehabilitation Act, the Handicapped Children's Early Education Act, the Older Americans Act and appropriations bills.
- Conferring with more than 20 federal administrative officials concerning issues affecting the retarded and the need for future changes in administrative practices or statutes.

- Consulting with other interested voluntary agencies on problems of mutual interest, including the American Association on Mental Deficiency, United Cerebral Palsy, the National Rehabilitation Association, The National Association for Mental Health and the National Association for State Mental Retardation Program Coordinators.

## PUBLIC HEALTH

As an aspect of broadening PKU research, NARC asked the New Jersey Association for Retarded Children to conduct a pilot study to discover if a significant level of PKU or other inborn errors of metabolism might be found among mothers of retarded children.

Together with nine professional and voluntary organizations NARC issued a statement questioning the theories and treatment methods of the Institutes for the Achievement of Human Potential after study and recommendation by the Public Health Services Committee.

The Committee also recommended, and the Board of Directors approved, a statement on the use of chiropractic for diagnosis or treatment of mental re-

Young volunteer works  
with retarded children

**YOUTH-NARC-** Dancing, hiking and leading groups of retarded children and adults, the members of YOUTH-NARC, the national volunteer youth movement organized this year, kept on their toes in a variety of activities.

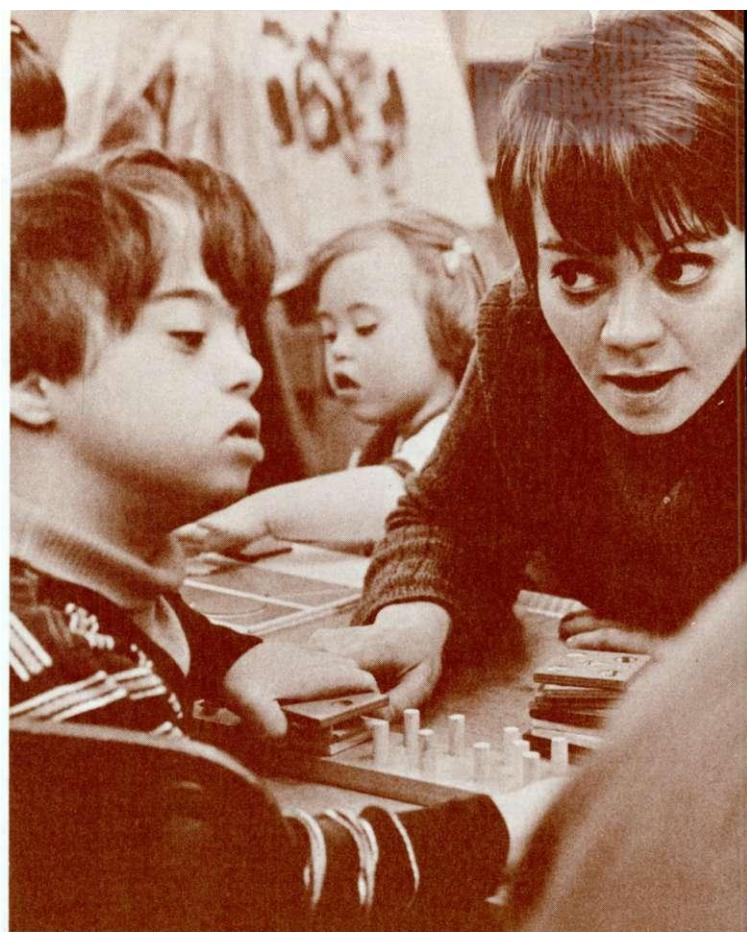
The young people held outings and parties, led scout troops and served as babysitters, guides and recreation aides for the mentally retarded. An estimated 70,000 young men and women have been involved in activities on behalf of the retarded throughout the country during the year.

YOUTH-NARC blossomed from NARC's first National Youth Conference on Mental Retardation, held in conjunction with the 18th annual NARC Convention and financed through a grant from the Social and Rehabilitation Services Administration, Department of Health, Education and Welfare.

The more than 200 participants from all sections of the country determined not to leave the conference without an organized basis for continuing their work with the retarded. They elected a steering committee that established YOUTH-NARC.

Following an NARC volunteer leadership training seminar, the YOUTH-NARC steering committee worked with NARC's Leadership Development, Volunteer Services and Youth Activities Committees to develop Guidelines for organizing the member units. NARC published the Guidelines and made them available to any Association for Retarded Children interested in starting a YOUTH-ARC. More than 20 states and three NARC regions held youth conferences.

A leadership development program for YOUTH-NARC members is being designed under grants from the Alcoa Foundation and Alpha Phi Omega service fraternity, University of Rochester. Smith, Kline and French has awarded NARC a grant for subsidy for a staff youth consultant for one year.



**COMMUNITY  
SERVICES**

tardation. The statement stressed the lack of established scientific evidence to support claims of some chiropractors in the area of mental retardation.

NARC participated in an exploratory meeting to consider the development of home programs for parents of retarded children.

**PUBLIC SERVICE-** Volunteers and staff members served on many agencies, including the President's Committee on Mental Retardation, the President's Committee on Employment of the Handicapped, the American Association on Mental Deficiency's Committee and Section on Social Work, the Joint Commission on the Mental Health of Children and as consultants to the U.S. Department of Health, Education and Welfare's Division of Mental Retardation.

Staff members are participating in the planning of the National Citizens Conference on Rehabilitation of the Disabled and Disadvantaged and the 1970 White House Conference on Children and Youth. They also participated in the Conference on Physical Education and Recreation Service for Handicapped Children and the National Forum on Preparing Tomorrow's Park, Recreation and Conservation Leaders.

**INTERNATIONAL RELATIONS-** The International Relations Committee made six Rosemary F. Dybwad awards to citizens of India, Greece, Lebanon and the United States for travel abroad to study and attend conferences.

NARC assisted John D. Van Pelt, a 1967 Dybwad Award winner, in planning and executing a study of NARC structure at the national, state and local level for the Australian Council for the Retarded.

In cooperation with the International League of Societies for the Mentally Handicapped, NARC made the League's publications available for distribution in the United States.

Information on facilities and programs in the United States was provided in response to inquiries from other countries and itineraries were arranged for foreign visitors.

**LIBRARY-** The NARC library, the most complete generalized collection in the country of books, journals, monographs, pamphlets, research reports and slides dealing with all aspects of mental retardation, is used by staff members as well as professionals in all related fields.

Daily visitors include nurses, program administrators, social workers and scientists. Journalists, communications media writers, authors and film producers find the library the source of a wealth of material, as do graduate and undergraduate students.



**COMMUNITY  
SERVICES**

## Research Advisory Board

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Southbury Training School  
Southbury, Connecticut

**Edward Zigler, Ph.D., Director**  
Child Development Program  
Yale University  
New Haven, Connecticut

## RESEARCH SERVICES

Among the NARC Research grants this year was an award to enable Donald J. Stedman, Ph.D., Duke University, to follow up his studies of a group of 36 infants from low social and economic backgrounds.

Dr. Stedman has been studying early developmental differences between normal and disadvantaged children to ascertain the relationship between nutritional, social and cultural deprivation and retardation.

Robert Cooke, M.D., Johns Hopkins University, is using suckling mice and mature rats in research to determine how some children become protected by viruses while others fall prey to the ravages of disease. NARC's Research grant will aid Dr. Cooke also to study the prenatal roles of viruses in causing the birth of abnormally small infants or brain injured infants.

Two grants for studies related to PKU were awarded to Harry A. Waisman, M.D., Ph.D., University of Wisconsin and Robert Guthrie, M.D., Ph.D., State University of New York at Buffalo.

Dr. Waisman will conduct investigations of the incidence of mental retardation among children born to mothers with PKU or with a high level of phenylalanine.

Dr. Guthrie will collaborate with Dr. N. A. Veale of the University of Otago Medical School, New Zealand, in screening small island populations in the South Pacific for the detection and treatment of PKU and other metabolic disorders. From its inception, NARC has supported Dr. Guthrie's research which led to his discovery of an effective blood test for PKU.

John T. Wilson, M.D., Children's Hospital, San Francisco, has received an NARC Research grant for studies of the causes and differences in the liver metabolism in infants.

These grants were among those recommended by the 21-member Research Advisory Board. The Board is composed of scientists and professional people who volunteer their time to approve and administer grants from the Research Fund.

## Current NARC Research Grants

### Grover F. Powers Distinguished Professor

Harry H. Gordon, M.D., Albert Einstein College of Medicine, New York City. A comprehensive research program enabling personnel in social work, psychology, education and medicine to work closely with those engaged in research in child development. (\$125,000 over 5 years)

### Gunnar Dybwad Distinguished Scholar

Edward F. Zigler, Ph.D., Yale University, Connecticut. Effects of emotional, motivational and environmental factors on performance of retarded children. (\$125,000 over 5 years)

### NARC Distinguished Scholar

Edith L. Potter, M.D., University of Chicago. Causes of stillbirths and of handicapping conditions originating before birth. (\$113,600 over 8 years)

### NARC Senior Investigators

Herbert G. Birch, M.D., Ph.D., Albert Einstein College of Medicine, New York City. The "disorganized" child and the child with cerebral damage. (Jointly sponsored with the Association for the Aid of Crippled Children.) (\$60,000 over 8 years)

Robert Guthrie, M.D., Ph.D., State University of New York at Buffalo. Rapid method for screening body fluids to detect abnormal substances. (\$51,719 over 9 years)

Harold Kalter, Ph.D., University of Cincinnati. Congenital malformations of the central nervous system. (\$98,664 over 6 years)

John F. Nicholson, M.D., Columbia University, New York City. A comparative study of metabolic mechanisms in normal and abnormal infants in relation to disorders associated with mental retardation. (\$25,000 over 2 years)

### Special Grants for Research Development

Martin Chipman, M.D., University of South Dakota School of Medicine and Sioux Valley Hospital. Clinical and biochemical studies of homocystinuria in patient and family. (\$3,000)

Robert E. Cooke, M.D., the Johns Hopkins University School of Medicine, Baltimore. Studies in perinatal virology. (\$10,000)

Una Haynes, R.N., Chairman, sub-committee on Nursing Standards, American Association on Mental Deficiency, United Cerebral Palsy Association Medical and Scientific Department. To identify sound standards of nursing practice in institutions and issue "Guidelines" for the development of improved nursing care programs. (\$800)

International Association for the Scientific Study of Mental Deficiency. Partial support to assist in publication of the proceedings of its First Congress at Montpellier, France. (\$5000)

B. W. Richards, M.R.C.S., L.R.C.P., D.P.M., Editor, The Journal of Mental Deficiency Research, London, England. To extend publication and increase distribution of this scientific journal devoted to developments in research in mental retardation. (\$10,000 over 3 years)

Gilbert B. Solitare, M.D., Yale University School of Medicine, New Haven, Connecticut. An investigation of the significance of certain neuropathologic changes in the aging mental retardate, particularly those with Down's Syndrome. (\$25,285 over 3 years)

John G. Stanbury, M.D., Massachusetts Institute of Technology and the Pan American Health Organization. A study in Ecuador on endemic goiter as related to mental retardation. (\$7,500 over 2 years)

Donald J. Stedman, Ph.D., Duke University. A follow up evaluative study of thirty-two infants from low socio-economic homes in Durham, North Carolina. (\$12,600)

Harry A. Waisman, Ph.D., M.D., University of Wisconsin Medical Center. To investigate the incidence of high phenylalanine levels in a population of normal women. This is one phase of studies on the role of hyperphenylalaninemia in pregnant women as a cause of mental retardation in the offspring. (\$6,000)

John T. Wilson, M.D., Perinatal Health Center, Children's Hospital, San Francisco. Studies in developmental pharmacology with emphasis on drug metabolism in the liver of the newborn, evaluating differences observed between normal infants and small and feeble infants. (\$11,500)



Dr. Donald Stedman  
evaluates six-week old infant

# RESEARCH SERVICES

# MEMBERSHIP SERVICES

## LEADERSHIP TRAINING -

Those attending NARC's 88 volunteer leadership training seminars affected more than 2,100 volunteers with their enthusiasm as they returned to their own state and local member units to pass on what they had learned.

The participants in the two-day state unit sessions, developed from an NARC pilot program, served as consultants for the meetings held by their local units. One session was held with the steering committee of YOUTH-NARC.

Primarily intended as a continuing grass-roots program to aid member units in developing leadership at the local level, the seminars were expanded in some areas to include personnel from municipal agencies, civic groups and corporations interested in implementing effective community action for the retarded. Some of these groups donated funds or provided facilities for the seminars.

NARC and state and local member units also pooled their efforts to provide seminars for leadership and administrative skill development to combat the national shortage of professionally trained personnel of voluntary organizations.

NARC appropriated \$10,000 for five, two-day seminars for executive directors. They were conducted by professional management training teams. The Associations for Retarded Children financed the attendance at the sessions of 146 state and local member unit executive directors and key staff personnel.

A quarterly newsletter, The Inter-Corm, was published by the NARC Leadership Development Committee and sent to participants in the leadership seminars.



Mike Douglas makes a new friend

## MEMBERSHIP REPORT-

More than 40 per cent of NARC's 1,200 units increased their membership during the past 12 months, bringing the total individual membership over 123,000. Hawaii more than doubled its membership, while 12 other states showed overall membership increases.

Mike Douglas, TV personality, served as NARC honorary membership chairman and made a 20-second color TV spot urging the audience of the 185 channels carrying his program to join their local units.

Six regional offices supervised by NARC provided services to facilitate the work of the units in all phases. The staff of these offices planned, coordinated and assisted at regional meetings in cooperation with state units.

The Idaho Association for Retarded Children, the Missouri Association for Retarded Children and the Oklahoma Association for Retarded Children were admitted as state member units.

# PUBLIC INFORMATION SERVICES

**NARC's** Poster Children for 1967 and 1968 both were received at the White House. Both visits were widely covered by the press and wire services, with the latter visit resulting in stories in more than 250 newspapers, due to the cooperation of local ARCs.

Under a grant from the American Bridge League Charity Foundation, the Public Information Division began preparation of an educational campaign directed to the socially disadvantaged.

A radio, television and magazine campaign was prepared for use in the Combined Federal Services Overseas Campaigns. Radio and television kits were prepared for use by local ARCs.

More than 5,000 inquiries from parents, professionals and students received personal answers.

NARC initiated or worked on articles that appeared in many major magazines. Among them were Look, Reader's Digest, New York Times Magazine and Ingenu plus such specialized publications as the magazines of the Jaycees and American Business Clubs, Lodging and Food-Service News, Concern, School Management, Teen, Military Life, RN, Medical Tribune, Medical World News, Frontiers of Clinical Psychiatry, Accent on Youth and the National Catholic News Service.

# RESOURCE DEVELOPMENT SERVICES

**NARC's** Resource Service Department embarked on many activities to provide support for the National Association and its state and local associations. A number of organizations have either adopted mental retardation on a national, state and local level or have agreed to promote a cooperative program.

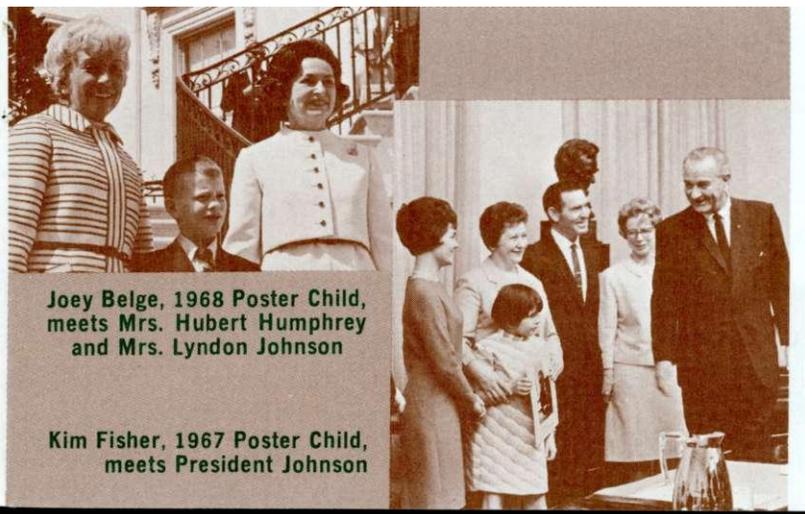
The organizations include the American Business Clubs; B'nai Brith Women; Gamma Sigma Sigma, a national service sorority; the Junior Clubwomen, General Federation of Women's Clubs; Junior Leagues of America; National Federation of Grandmother Clubs of America; and Nu Tau Sigma, a sorority associated with the Nancy Taylor Secretarial Schools.

A series of meetings were held with national pharmaceutical companies to outline the special needs of the National Association. As a result, several companies responded with special funds. A number of foundations and organizations also provided funds for special projects.

Included in the above groups were the American Contract Bridge League Charity Foundation, the Alcoa Foundation, Smith, Kline & French Company, Smith, Kline & French Foundation, Wallace Pharmaceuticals, the Welfare League of Letchworth Village and Mu Lambda of Alpha Phi Omega, a service fraternity at the University of Rochester.

A Christmas card program was developed to aid state and local unit fund raising campaigns.

Exhibits on the National Association were presented at meetings of the National Health Forum in Los Angeles, the Council for Exceptional Children in New York City and the National Conference on Social Welfare in San Francisco.



# NATIONAL ASSOCIATION FOR RETARDED

## Balance Sheet December 31, 1967

Assets	Current Funds		Endowment Type Funds	
	General	Restricted	Endowment Fund	Funds Functioning as Endowment
Cash	\$112,088	198,747	—	39,954
Investments, at cost or value at date of gift (quoted market value \$233,140)	—	—	5,350	220,597
Accounts receivable:				
U. S. Government — net	1,248	19,454	—	—
Other, less allowance of \$12,158	9,740	105	—	—
Notes receivable from units	27,800	—	—	—
Supplies for sale or use	44,668	—	—	—
Prepaid expenses, deferred charges	17,547	1,900	—	—
Furniture, equipment, at nominal value (Note 1)	1	—	—	—
<b>Total assets</b>	<b>\$213,092</b>	<b>220,206</b>	<b>5,350</b>	<b>260,551</b>
<b>Liabilities and Fund Balances</b>				
Accounts payable, accrued expenses	37,242	11,420	—	39,801
Reserve for group insurance plan	24,007	—	—	—
Fund balances:				
Balances at beginning of year	80,595	124,007	3,000	216,524
Additions:				
Increase in current general funds per Summary of Financial Activities	71,248	—	—	—
Support and grants limited by donor	—	367,365	2,350	4,226
	151,843	491,372	5,350	220,750
Deductions — to finance expenditures included in Summary of Financial Activities	—	282,586	—	—
Balances at end of year	151,843	208,786	5,350	220,750
<b>Total liabilities and fund balances</b>	<b>\$213,092</b>	<b>220,206</b>	<b>5,350</b>	<b>260,551</b>

## Summary of Financial Activities Year Ended December 31, 1967

Support from the public:		
Received directly	\$ 54,054	
Received indirectly	932,247	
Total support from the public	986,301	
Grants from governmental agencies	198,761	
Other revenue:		
Membership dues — individuals	\$ 62,344	
Sales (less costs of of \$120,160)	15,962	
Investment income	19,452	
Miscellaneous	35,585	133,343
Total support and revenue	1,318,405	
Deduct support and grants limited by donors	373,941	
Support and revenue available for general activities	944,464	
Expenditures — per accompanying analysis of functional expenditures	1,155,802	
Less expenditures financed by current restricted funds	282,586	
Expenditures financed by current general funds	873,216	
Excess of current general revenue over related expenditures — increase in current general funds	\$ 71,248	

### ACCOUNTANTS' REPORT

The Board of Directors National Association for Retarded Children:

We have examined as of December 31, 1967 and for the year then ended, the balance sheet of the National Association for Retarded Children, the related summary of financial activities and the analysis of functional expenditures. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, except for the accounting practice with respect to furniture and equipment valuation as explained in Note 1, such financial statements present fairly at December 31, 1967 and for the year then ended, the financial position of the National Association for Retarded Children and the public support, revenue and expenditures in conformity with accounting practices recommended for voluntary non-profit health and welfare organizations (see Note 1) applied on a basis consistent with that of the preceding year.

June 10, 1968

PEAT, MARWICK, MITCHELL & CO.

# CHILDREN – FINANCIAL STATEMENT – 1967

## Analysis of Functional Expenditures Year Ended December 31, 1967

	<u>Research</u>	<u>Public health education</u>	<u>Community services</u>	<u>Professional health education training</u>	<u>Management, general</u>	<u>Fund raising, general support</u>
Salaries	\$ 3,656	56,034	250,312	1,639	207,409	63,865
Employee health, retirement benefits	265	3,884	9,855	43	13,536	3,345
Payroll taxes, etc.	125	1,984	8,984	41	8,328	2,225
Total employee compensation	4,046	61,902	269,151	1,723	229,273	69,435
Professional fees, contract service payments	—	8,250	200	2,513	3,320	9,220
Supplies	163	1,422	6,640	18	9,330	538
Telephone, telegraph	263	3,792	19,527	546	10,842	2,446
Postage, shipping	47	2,141	4,487	37	10,588	518
Occupancy	281	4,884	24,541	77	56,073	2,240
Outside printing, artwork, etc.	193	6,063	20,403	24,005	10,287	13,722
Conferences, conventions, meetings, travel	1,484	10,325	54,116	6,672	42,431	12,720
Subscriptions, reference publications	3	62	1,254	—	236	171
Membership dues, support payments	—	—	636	—	4,756	—
Awards, grants	89,644	—	381	7,446	—	—
Equipment, other fixed assets	70	969	6,568	18	4,719	601
Provision for doubtful accounts	—	—	—	—	4,517	—
Book inventory adjustments	—	(3,970)	—	—	—	—
Miscellaneous	—	22	2,242	59	7,353	5,150
Total expenditures — \$1,155,802; by function	<u>\$96,194</u>	<u>95,862</u>	<u>410,146</u>	<u>43,114</u>	<u>393,725</u>	<u>116,761</u>
Financed by current restricted funds: total \$282,586; by function	<u>91,027</u>	<u>564</u>	<u>164,653</u>	<u>26,342</u>	<u>—</u>	<u>—</u>

### NOTES:

(1) The accompanying financial statements have been prepared in accordance with standards adopted by the National Health Council and the National Social Welfare Assembly, except that furniture and equipment are not recorded as assets at cost but at a nominal amount of \$1. In accordance with such standards, the Summary of Financial Activities includes all public support, including restricted contributions, and all revenue, restricted or unrestricted, received or accrued during the year. In addition, purchases of furniture and equipment are recorded as expenditures in the year of acquisition.

(2) Commitments for grants for research totaling \$93,446 existed as of December 31, 1967, of which \$64,161 is payable in 1968 and the balance is payable in 1969.

(3) The Association has a contributory pension plan covering substantially all of its regular employees. Total pension expense for the year was \$29,893, exclusive of dividends and refunds for terminated employees totaling \$22,010 which were recorded as miscellaneous revenues. The Association's policy is to fund pension cost accrued. There is no unfunded amount of vested benefits.

## Board of Directors

### Executive Committee

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Warminster, Pennsylvania

#### Senior Vice President

Francis E. White  
Stamford, Connecticut

#### Vice President – North Central Region

Mrs. Willis Sewall  
Minneapolis, Minnesota

#### Vice President – South Central Region

Raymond F. Ashworth, Jr.  
Oklahoma City, Oklahoma

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