

Boy Ventriloquist Steals Show

The annual Christmas party of Staley's Foremen's Club followed its regular pattern in December—a steak dinner with all the trimmings, Christmas messages from Staley President E. K. Scheiter and Club President Eldo C. Riedlinger, and entertainment that poked fun at the Company's management.

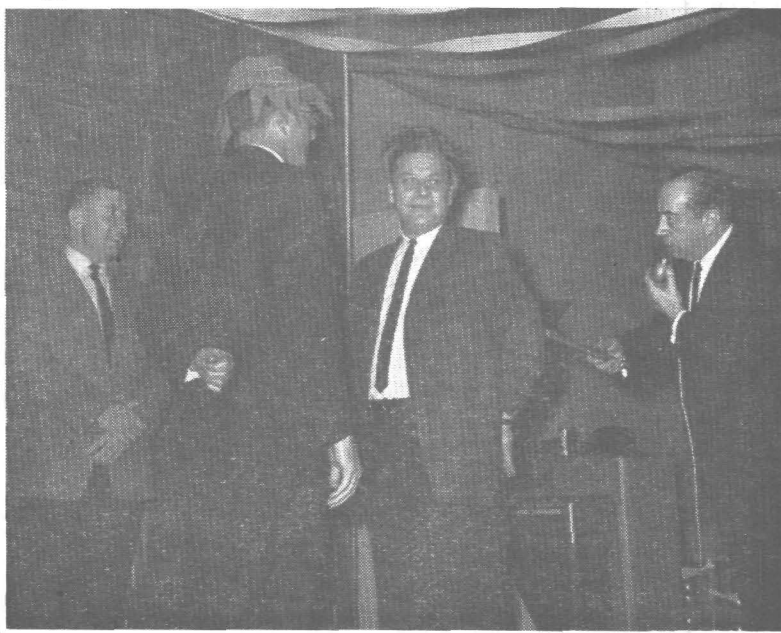
Fourteen-year-old ventriloquist Jim Cloney, son of Wilma Cloney, Personnel Division's chief clerk, stole the show from professional entertainer Paul Benson. Jim assumed the identity of E. K. Scheiter and his dummy the role of Roy Rollins.

Together, "Big Ed" and "Lit-Roy" discussed the Company's progress during 1961 with particular emphasis on the Salary Improvement Program.

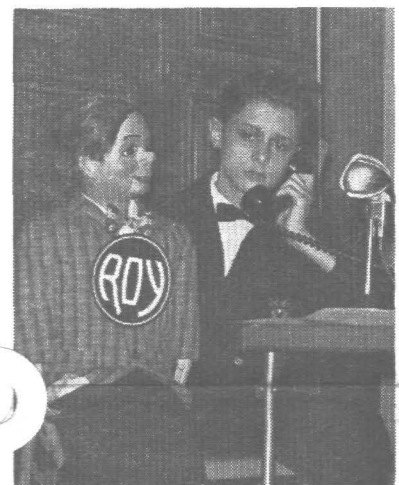
"Where's Ken Moore?" asked "Big Ed," "Let's get him up here to explain this."

"Can't" came the answer, "He's tied up with six consultants trying to explain it to him."

Then followed a discussion of other corporate decisions during 1961—among them, filling in the fountain behind the office building as "one way to plug a leak."



Paul Benson, billed as a "laugh auctioneer," drew members of Foremen's Club from audience to take part in entertainment.



Jim Cloney, 14, son of Personnel's Wilma Cloney, entertained foremen with management skit.

Social Security Tax Up; More Increases Due

Social Security taxes took another scheduled jump January 1 and now claim a total of 6 1/4 percent of total taxable income earned by American workers.

The additional revenue from the latest increase will be used to help carry the mounting costs of the Social Security program.

Additional hikes in Social Security taxes are already planned for January 1963, 1966, and 1968 when employees and employers will share a tax load of 9 1/4 percent on taxable income, representing a 50 percent higher rate than is now in effect.

These scheduled increases are necessary to pay Social Security benefits as they now exist. In other words, neither this year's increase nor those between now and 1968 will support any increase in benefits for retired persons or survivors of deceased workers. The improvements in old-age, survivors, and disability insurance associated with last month's tax increase are a result of 1961 amendments.

Concern has been expressed in some quarters over the increasing cost of Social Security and the soundness of adding its high-cost benefits to already high

personal income taxes. One Congressman, a strong supporter of the principles of Social Security, has criticized, "Modern demagogues have put off into the future the real burden of taxes to support the program. What politician can lose votes . . . permitting benefits to be doled out to living voters now and paid for later by some other generation?"

During its first year of operation, Social Security taxes cost employees and employers \$30 each, or 1 percent on \$3,000. Under the newly increased tax rate for 1962, employees and employers will each pay \$150 on the employee's first \$4,800 of earnings.

Staley employees and the Company have paid over \$7.8-million in Social Security taxes since the program began. Last year these taxes alone cost the Company and employees \$913,000.

Questions for this year's quiz:
 (1) The most costly single item for Staley's was:
 a. payrolls c. raw materials
 b. taxes d. dividends
 (2) Net profit was:
 a. \$5,707,000 c. \$4,520,000
 b. \$6,033,000 d. \$7,404,000
 (3) Net sales were:
 a. \$150,202,000 c. \$165,656,000
 b. \$170,777,000 d. \$155,440,000
 (4) Net sales were up () or down () over fiscal 1960.
 (5) Two Grocery Products items outsold all competition. They were _____.
 (6) Earnings didn't show appreciable improvement until the second half of the fiscal year. True () or false ().

Award Dinner Success

It was a cold, foggy evening, but the weather couldn't dampen the spirits of some 500 Staley veterans and guests who attended the Company's 15th Annual Service Award Dinner in Decatur's Masonic Temple.

Master of Ceremonies "Chuck" Lavery presided over the program, introduced those employees receiving special recognition as well as the evening's speakers, Staley President E. K. Scheiter and author-playwright Edmund G. Love.

After paying tribute to the loyal service of Staley em-

ployees, Mr. Scheiter elaborated on the growing impact of foreign competition on the Company's sales and the efforts being made to head off further losses in domestic markets.
 "We are not asking that all duty-free starches be excluded or assessed a duty," he said, "We are requesting that the duty-free imports be limited to imports of recent year, that quantities in excess of that be assessed a duty that equalizes tropical starch costs with ours."
 "Sharing our U.S. market is one thing, but losing it all is another."

(7) Employee pay and benefits amounted to:
 a. \$20,787,000 c. \$21,500,000
 b. \$22,334,000 d. \$21,991,000
 (8) A commercially feasible process for separating the two basic starch components was developed. Names of the components are _____.
 (9) Three new foreign companies were formed. Their names are _____.
 (10) The new Research Center was occupied in March. It included how many laboratory units? _____
 (11) The comparative data table in the annual report covers a period of how many years? _____
 (12) New construction projects during the year cost:
 a. \$5,600,000 c. \$6,160,000
 b. \$4,775,000 d. \$7,254,000
 (13) How many members of the Board of Directors had their pictures in the annual report? Name as many of them as you can.
 (14) U B S Chemical Division sales were up () or down ().
 (15) Name three new grocery products introduced during the year that were mentioned in the report _____.

Staley NEWS

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Ninth Employee Annual Report Quiz

Names Chosen, Quiz Begins Soon

Twenty Staley folks, their names chosen at random from the Personnel Department's master card file, will soon have a chance to take part in the ninth employee annual report quiz.

Answers to the questions can be found in the 1961 Staley annual report. Prize winners will be announced in the next *Staley News*. Top score will receive one share of Staley common stock, and cash prizes of \$20 and \$10 will be awarded for second and third prize. In event of a tie, additional questions will be asked.

The quiz will be conducted under the supervision of the *Staley News*' Leck Ruthrauff; scores will be determined out of a possible 100 points.

The two top scores in last year's contest were recorded by James Lupton, Painesville, who scored 89, and U B S Chemical employee William Murphy, whose score was second high. Their quiz scores were the highest recorded since the contest began.

A. E. Staley Manufacturing Co., Decatur, Ill.—Return Requested

'Fringe' Benefits Top \$2.3 Million; 70 Cents An Hour

Staley plant employees earned "fringe" benefits amounting to more than 70 cents an hour and totaling more than \$2.3 million last year, a recent Accounting Department study shows.

The 21 fringe benefits covered in the report added up to an average of more than \$1,400 for each plant employee or \$28 a week, based on fifty 40-hour work weeks.

Added to the \$2.443 average hourly straight-time rate, fringes boosted pay and benefits to an average \$3.147 per hour.

More than half of the fringes and nearly half of cost are in "hidden" benefits which don't show up on pay-checks.

These include Company payments to social security, workmen's compensation, and state and federal unemployment compensation programs totaling \$443,371 and averaging 13 cents per hour. Eight other hidden fringes cost \$693,699 and averaged 20.4 cents per hour.

The two largest of these were retirement benefits totaling \$383,126 or 11.3 cents per hour, and the Company's contribution to Fellowship Club insurance for plant employees, amounting to \$170,454 or 5 cents per hour.

Among other hidden fringe costs were plant cafeteria service, safety and first aid programs, apprentice training, Union meetings and hearings, Fellowship Club and Credit Union meetings.

Plant employees also received \$1,258,783 or 37 cents per hour more in nine other fringe benefits added to pay-checks under the contract with Local 837, AIWA.

The three biggest of these benefits were vacation pay and in lieu of vacation totaling \$550,611 or 16.2 cents per hour, and Sunday premium pay amounting to \$255,192 or 7.5 cents per hour for all hours worked during the year.

Also added to plant pay checks were shift differentials, premiums for holidays worked and pay for holidays not worked, overtime, call, meal, and other fringes totaling \$452,980 or 13.3 cents per hour.

The \$2,395,853 grand total on the 21 fringe benefits for hourly plant employees alone represents more than 10 percent of the \$21,991,533 total pay and benefits of all hourly and salaried plant and office employees shown in the Company's Annual Report for fiscal 1961.

The benefits study also shows how the "fringe" has lengthened over the years.

Fringe benefits last year increased 6.2 cents per hour and were 19 cents higher than five years ago.

Last year's 70.4 cents per hour in fringe benefits was more than double the 30.1 cents for 1950, nearly six times the 11.8 cents of 1947, and better than 10 times bigger than the 7 cents an hour earned in 1942.

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Award Dinner Honors 256 Staley Veterans



The 500 Staley folks who attended the 15th Annual Service Award Dinner listened attentively as E. K. Scheiter described

the growing tonnages of imported starch and its impact on Staley's sales and growth at home and abroad.

Lavery enjoys boyhood story told by Staley President Scheiter.



John Shyer, who marked 45th year with Staley's, receives service award pin and congratulations after 15th annual dinner.



Oldtimers with 40 or more years service filled head table, one other, was applauded for work.

On the entertainment program for the 15th Annual Service Award Dinner were the popular "Sweet Adelines" choral group, directed by Wally Ryan, Meal Sales salesman for Staley's. Other employees in the chorus are Patty Spencer (front row, left) and Barbara Arrowsmith (back row, 3rd from left). The Sweet Adelines sang four numbers for those attending the dinner. They will hold a concert Feb. 10 in Eisenhower High School auditorium, tickets available from Patty, Barbara and Wally at \$1.50. Other entertainers at the Award Dinner were Harry Wheeler, organist; Dave Hargrove, Millikin University singer.



Master of Ceremonies was "Chuck" Lavery.



Esther Elder receives watch and congratulations on service.



Author Edmund Love was guest speaker.

Promotions For Fourteen:

Homan Appointed To Maintenance Planning

Fourteen promotions have been announced for Staley employees during recent weeks, among them those of the seven men pictured.

John F. Homan, promoted to maintenance planning coordinator, joined Staley's in 1960 as employment supervisor in the Personnel division. Later, he became assistant foreman in the Tin Shop, then foreman of the extraction and elevators sub-shop. **William H. Miller**, who succeeds Homan as foreman, began as an Extra Board laborer. He soon transferred to the Tin Shop where he became assistant foreman in 1960; he was promoted to assistant foreman, extraction and elevators sub-shop, last year.

Ralph T. Sherden, appointed building foreman, buildings 11-18-75, began his career as a junior chemical engineer. He later became general foreman in 48 Building, then general foreman in the Plant Loss Control Center.

Wayne Blick has been appointed shift foreman, 5-10 Building, to replace Louis Appelt, who is retiring. Blick has been an employee since 1941.

Shelley Heiland, promoted to assistant foreman, Pipe Shop, started on the Extra Board in 1941; he was a senior mechanic before his recent promotion.

Donald F. Thompson was a project engineer before being promoted to senior utilities engineer in the Electrical and Mechanical Engineering Section.

Willis F. Sprague, appointed sanitation assistant in Quality Control and Standards, was hired in 1956 on the Extra Board; he was assistant to supervisor, Quality and Standards, before his latest promotion.

Other promotions include: **Peter J. Dalmares**, Office Service, to shop clerk, Engineering and Maintenance.

Ernest A. Wittke, billing clerk, to senior damage claims clerk, Transportation.

Marcella Benton, statistical clerk, Industrial Sales, to salary paymistress, Financial.

Elizabeth R. Jackson, junior typist, Maintenance, to clerk-steno, Quality Control.

Judith K. Whitten, duplicating operator to junior typist, Engineering and Maintenance.

Helen L. Akers, messenger, Office Service, to junior clerk, Transit.

Ruth Fifer, senior clerk, Personnel, to chief oil sales clerk, Refined Oil.



HOMAN



MILLER



SHERDEN



SPRAGUE



HEILAND



THOMPSON



BLICK

Sixty-One Employees Mark Service; Earl Bailey Tops 35-Year Class

Sixty-one employees representing 1,140 years of service to the Company, celebrate service anniversaries during January and February.

Senior employee in the group is Earl Bailey, overseas division manager, who was hired January 1, 1927, in the sales department. He became export division manager in July of the next year, and in 1953 was appointed manager of export and head of Staley International, Inc.

The year 1927 marked the advent of the Soil & Soybean Special, a Staley-Illinois Central train that made 105 scheduled stops. It was also the year of the tornado that damaged the plant, but spared employees from serious injury.

Other service anniversaries are:

35 Years

L. C. Ambrose, London Office, Jan. 13

Willie L. Barnes, 111 Bldg., Feb. 23

Clyde Crawley, Mach. Shop, Jan. 6

Arthur Heideman, Elec. Shop, Feb. 25

Frank Koshinski, Elec. Shop, Feb. 24

Stan Martin, 5-10 Bldg., Feb. 19

Morris McKown, Garage, Feb. 22

Thomas Moran, Warehousing, Feb. 18

Edward Stratton, 5-10 Bldg., Feb. 11

Earl Traugher, 5-10 Bldg., Jan. 31

30 Years

Robert Koshinski, Tin Shop, Feb. 5

Charles Welch, 4-6 Bldg., Feb. 28

25 Years

Oral Banton, Eng. Rm., Jan. 16

Vorris Blankenship, Millwrt., Jan. 16

Claro Carter, Pipe Shop, Jan. 16

Maurice Eagan, Painesville, Feb. 18

George Harlin, 48 Bldg., Jan. 16

Richard Hopkins, Safety, Jan. 16

Howard Pleasant, Yards, Jan. 18

William Schmuck, Gro. Prod., Jan. 9

Harold Sigmon, 48 Bldg., Jan. 16

Evelyn Tueth, Cont., Jan. 13

20 Years

William Allen, Mkt. Dev., Jan. 1

Otis Chenoweth, Paint-Roof, Jan. 9

William Fogle, Painesville, Jan. 6

Hylia Hoyt, Extra Bd., Jan. 21

Otto Kreuzberg, Gro. Prod., Feb. 23

15 Years

Clyde Aydt, 20 P, Feb. 25

Jesse Baker, Elev. A., Feb. 27

George Batorson, 62 Bldg., Jan. 21

Paul Breyfogle, Dry Stch., Jan. 31

John Fields, Reclamation, Feb. 25

Carl Henson, 20 S, Feb. 25

Henry Jones, 75 Bldg., Feb. 27

Mervin Kinert, Civil Eng., Jan. 3

Noel Myers, Ofc. Fac. Plan., Jan. 13

Melvin Riddle, Pipe Shop, Jan. 21

Guy Rigby, 75 Bldg., Feb. 26

Ralph Sherden, Prod., Feb. 3

Harold Smith, 29 Bldg., Jan. 21

Paul Wojjeck, Sy. Ref., Feb. 5

10 Years

Joseph Burgess, Groc. Prod., Feb. 13

Louis Curtis, Painesville, Jan. 19

Robert Davis, Groc. Prod., Jan. 2

Edward Lane, Meal Sales, Jan. 1

Noel Lockmiller, Mkt. Dev., Feb. 16

William VanVleet, Painesville, Jan. 8

Charles Walker, Power Eng., Jan. 2

Lyle Woods, Chem. Sales, Jan. 7

5 Years

Charles Cremer, Rsch., Jan. 16

John DeBoice, Pub. Rel., Feb. 1

John Dougherty, Planning, Jan. 2

Robert Gray, Elev. A., Jan. 15

Donald Lewis, Ext. Bd., Jan. 24

Virginia Marion, Rsch., Jan. 23

George O'Brien, Groc. Prod., Jan. 7

Marshall Spain, Jr., 9 Bldg., Jan. 16

JoAnn Taylor, Ord. Dept., Jan. 8

Howard Walker, Elev. C., Jan. 23

Henry Walton, Rsch., Feb. 20

chem. Sect., Chem.-Mkt. Develop. **Earl Peterson**, Utility Lab Man, Staff & Services

James P. Phillips, Salesman Trainee, Indus. Sales

Beverly J. Pumphrey, Key punch Opr., Data Processing

Martha Quertermous, Secy. Mgr. Patents & Proj. Analyst, Staff & Services

Gertrude A. Sroyeck, Tech., Rsch.

Linda A. Tucker, Messenger, Office Services

Sharon K. Westphal, Jr. Trans. Mach. Opr., Off. Serv. & Wrhsing.



AMBROSE

BAILEY

BARNES



CRAWLEY

HEIDEMAN

F. KOSHINSKI

MARTIN



Mc KOWN

MORAN

STRATTON

TRAUGHER



R. KOSHINSKI

WELCH

BANTON

BLANKENSHIP



CARTER

EAGAN

HARLIN

HOPKINS



PLEASANT

SCHMUCK

SIGMON

TUETH

C.U. Assets Top \$5-Million

The Staley Credit Union began the new year after passing a milestone in its 32-year history by topping the \$5-million mark in assets.

According to the Credit Union, assets on Dec. 31 stood at \$5,143,898, an all-time high.

With its present assets, the Staley Credit Union ranks as the second largest in the immediate area.

The Credit Union has also shown a steady growth in the number of members, the shares they own, and loans granted to them. Membership at year-end was 3,978 and shares amounted to \$4,512,766. Loans totaled \$4,313,413. Included in the membership totals are husbands, wives, and children of member-employees, who are also encour-

aged to open Credit Union accounts.

Organized in 1930 under a state charter, the Staley Credit Union recently paid shareholders and borrowers the 24th consecutive 2 per cent semi-annual dividend on shares plus a 10 per cent interest rebate to borrowers.

Staley's Welcomes

The following new employees:

Edw. N. Baylor, Asst. Analy. Chemist, Rsch.

Barbara A. Cahill, Mess.-Clk., Painesville

Jo Marie Culumber, Secy., Financial

Paul J. DeGuire, Asst. Analy. Chemist, Rsch.

Billy J. Evans, Chem. Eng., Process Engineering

Jack L. Gogek, Sect. Hd., Prot. Coatings, Ind. Mkt. Develop.

Raymon Dale Jackson, Slsmn., Groc. Products

Nelda P. Koontz, Stat. Clk., Marketing Services

Marlene K. Mauck, Messenger, Office Services

Donald L. McKinney, Tech. Slsman., Ind. Sales

George K. Nichols, Head-Bio-

Staley NEWS

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Lance A. Wise, Editor
Leck Ruthrauff, Activities
Jack Allsup, Photographer

How Much Do You Know About . . .

Your Group Insurance

The following questions and answers are based on information contained in the booklet, "Group Insurance Plans of The Staley Fellowship Club For Its Members and Their Dependents." More detailed information for members is available at the Fellowship Club office. You are invited to send your questions for this column to the editor of the Staley News.

Question: If you are off duty because of an illness or accident, is it necessary to see a doctor to be eligible for benefits?

Answer: Yes. You must see a doctor within the first three days of the disability even though it might be a rest day or vacation. If you are not under a doctor's care until after the third day, the first day of such care is considered the first day of the disability. **Revised Paragraph 9.B, Page 6.**

Question: If you have minor surgery—but do not lose time—is it necessary to report it to First Aid?

Answer: Yes. Decatur employees must report surgery, performed other than in a hospital, to First Aid within seven days. If you are employed outside Decatur, you must report such surgery to your supervisor within seven days. **Paragraph 6.B, Page 11.**

Employees Remember Important Moments In Staley Careers

The six employees who took part in this month's "Flash Answers" represent 180 years of service. Among them are many memories of the Company during its earlier years, so Staley News representative Wibb Falk asked, "What do you remember as the most important or unusual incident during your career at Staley's?"



Edmond Moore
I. & C.
35 Years

I always think of the explosion we had in 21 Building. If you remember, everyone pitched in and cooperated as brothers during this crisis. I'll always remember, too, the switch to shorter hours which made more leisure time for us. The growth of our company during the years impresses me, too.



Charles Walker
Engineering
10 Years

This is my tenth year at Staley's, and I remember how terrifically impressed I was—and I admit that

I still am—with the wonderful administration in the Industrial Sales department. I think the men who represent our company, particularly in research and market development, and grocery products, are top-notch. They sure made a lasting impression on me.



Bud Brandon
Retired
35 Years

The thing I remember most after working 35 years for Staley's is that I enjoyed every minute of it—and that's a fact.

Staley's was the first company I worked for and I stuck with them all of my working lifetime.

Now, I've heard some employees cuss the company and complain how things were going. But, I never did that; it's a good Company to work for.



Frank Koshinski
Electricians
35 Years

I'll tell you one day I'll never forget and neither will a lot of other scared people.

That was a day back in about 1928 when I was working in the Boiler Room. They were firing up the first powdered coal boiler and she blew up! Boy, I was scared! Luckily no one was hurt, but I sure remember that day.



Scott Page
20 Bldg.
25 Years

It happened back in May 1941. I was working on the loading gang at 20 Building when Harry Walmsley called me into his office and gave me my first job as a salaried employee. That really impressed me and it made me feel there was real opportunity for a man coming up through the ranks. I still feel that way about it and think there's more opportunity today.



John Cole
Lub. & Oil Supply
38 Years

The thing I remember was a funny happening. I was a janitor in the laboratory. We were having pipe trouble and Dr. Greenfield and I were trying to fix it, but not getting any place. I looked at him and said, "Doc, we're chemists, not pipefitters." Dr. Greenfield really got a kick out of that.

Century And A Half In Service For Retirees

Over a century and a half of service was represented in the careers of five Staley men who recently retired.

Senior in the group was John P. Semelka, hired in 1922 when construction toward the completion of Lake Decatur was one of the most talked about topics in Decatur, when the Company was urging employees to become homeowners, a new radio receiving set "with two stages of amplifiers, a power amplifier and loud speaker" was installed in the Staley Club House, and a new industry was introduced to Central Illinois with the completion and operation of Staley's "soy bean plant."



SEMELKA

APPELT

Mr. Semelka's first job was as a laborer in the starch processing building. Later he advanced to starch grind operator, then drier operator, and for the past six years he had been a reel tender operator.

Louis J. Appelt's 34-year career began in 1927 when he went to work on the Extra Board. He soon transferred to the syrup refinery where he worked more than 30 years, the last three of these as a shift foreman.



RODERICK

GOODWIN

Clarence E. Roderick retired after 32 years with Staley's. He started on the Extra Board in 1929 and worked there and in starch drying for three years. Later he transferred to the boiler room where he worked for the past 29 years, the last 11 years as a fireman.

Guy Goodwin started on the Extra Board in 1933, transferred to the electric shop, became a mechanic in 1937, then worked as a time study man from 1939 to 1943 when he was appointed foreman of the old soybean feed

house. He finished his 29-year career as a coordinator in special feeds.

George Batchelder's career spanned 23 years when he was granted voluntary early retirement. Hired to work in the bulk sales division, he later became manager of the Boston office, and retired as a special sales representative.

Club Election Next Month

Staley Fellowship Club members will vote March 22 to elect a new president, vice president, and secretary, to two-year terms, and three governors, each for a three-year term.

The new officers and governors will help constitute the Fellowship Club's 15-man Board of Governors.

Placards listing the candidates, polling places and voting times will be posted throughout the plant and office the week before the election. The earliest votes will be cast at the Extraction Plant where booths open at 4:10 a.m.

During the first nine months of its 1961-1962 fiscal year ended Dec. 31, the Fellowship Club reports it paid members weekly health and accident, medical, surgical, and hospital benefits totaling \$279,237. The Fellowship Club also paid life insurance premiums amounting to \$127,351.79. During the same period, \$168,739.33 was paid in dependent hospital, medical and surgical claims

Staley's Welcomes

The following employees returning from military service:

- David Dean Clark, Yard and Track Labor, Yard Dept.
- Robert W. Taylor, Laborer, Extra Board.

Deaths

Orville Calhoun, Pipe Shop employee, died January 8. Mr. Calhoun was hired in August 1933 and granted permanent and total disability in 1948.

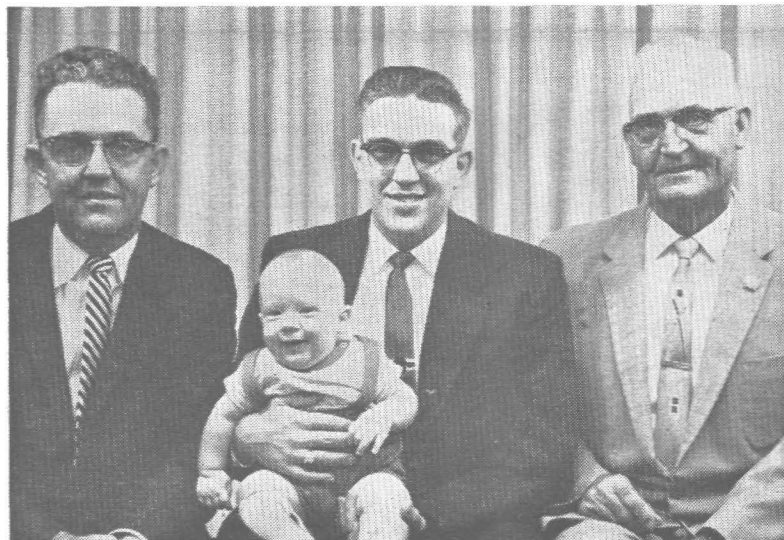
Luther A. Dillon, retired Industrial Division salesman in Atlanta, died November 24, 1961. Mr. Dillon retired from Staley's in 1955.

Phillip H. Kratzner, who retired in 1948 as an advance helper in the Roundhouse, died Nov. 3, 1961. He began his Staley career in 1926.

Henry Sanders, a retired Shaker Mill Maintenance man, died January 5. Mr. Sanders was hired by Staley's in 1921.

Carroll W. Sutton, a cleaner in 22-47 Building was granted permanent and total disability in November, 1961. Mr. Sutton died December 3.

THE STALEY JOURNAL Photo Album



Four generation picture from Homer Gardner (left), Extraction Plant, shows (l-r) grandson Richard Paul, son Richard, and father Paul Gardner. Homer is 15-year Staley employee.



Carolyn Smith, Purchasing, and husband Curt after recent marriage. His father is Lewis Smith, Soybean Processing; uncle is A. D. Wall, Extraction Plant.



1962 Staley Women's Club officers are (seated, l-r) Bonnie Jess, president; Evelyn Riddle, vice president; Betty Roderick treasurer. Standing are Jane Ernst, trustee; Neva Long, corresponding secretary; Elizabeth Mizeur, trustee; Louise Wilcox, recording secretary; Jane Stickel, trustee.



Picture from State CROP Director shows cans of Staley corn oil being opened in France. Our corn oil is used by French churches in ministry to refugees from Iron Curtain countries.