

NEWSLETTER  
for Members of  
CALLERLAB

# Direction



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The International Association of Square Dance Callers

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Volume XII Number Two - May 1984

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## Future Conventions

1985 Apr 1- 3, Phoenix - Hyatt  
1986 Mar 24-26, Baltimore - Hyatt  
1987 Apr 13-15, New Orleans - Hyatt  
1988 Mar 28-30, Reno - MGM Grand  
1989 Mar 20-22, Orlando - Hyatt  
1990 Apr 9-11, Nashville - Opryland  
1991 Mar 24-27, Western Third of US

## **Convention Opening Remarks - Bob Van Antwerp**

### CHAIRMAN - GOALS & OBJECTIVES - 1984

When I assumed the role of Chairman of CALLERLAB last year, I initially prepared some Goals and Objectives that I personally hoped to accomplish. Some we have barely scratched the surface, some are in progress, and some have not yet been started. For your information, here is a progress report (State of the Organization).

#### Goal # 1.

Provide an opportunity for all callers, who are members or subscribers in good standing (paid up dues), to participate in a democratic way in all CALLERLAB activities. Such participation should not jeopardize those who are unable for financial or unforeseen circumstances to participate with input to the organization.

#### Action to Date:

The Executive Committee is recommending to the Board of Governors a new form of affiliation that will offer something to the potential member who is not yet qualified for subscriber or regular membership status. As you recall, we established a subscriber status some time ago and this has proved beneficial for many who are just not able to physically attend the conventions. This new category is designed for those who are interested in CALLERLAB but who have not yet been calling for the minimum three year requirement of once each week.

#### Goal # 2.

Endeavor to obtain more cohesive committee actions from all committee chairmen with committee members. Offer than due recognition and offer them more opportunities to be heard by the Board of Governors.

#### Action to Date:

This year, I have corresponded with each committee Chairman in many ways. They were each offered the opportunity to make a presentation to the Board here in Chicago to inform the Board of the committee Goals and Objectives (Both short and long range). In addition, they have been invited to attend one of the Board of Governors' breakfasts during the convention. Later, during this program, I will introduce each of the committee chairmen to you.

Goal # 3.

Establish an improved method for efficient and informed voting on important action at the Wednesday morning business meeting. Members should have some opportunity to discuss proposals before being asked to cast a vote for any action which will affect the entire activity. In the past, some votes were made by a few and under great emotion rather than by a thorough understanding.

Action to Date:

This year my directive, with Executive Committee approval, is as follows:

All Chairmen must have any resolutions to be presented to the General Assembly for voting turned in to the Executive Secretary prior to 5:00 PM on Tuesday. The Executive Secretary shall have the resolutions edited, typed and reproduced so that each delegate may have a copy to look at as the item is discussed. There will be a few exceptions to this stringent deadline because of scheduling considerations and those committee chairmen have been so informed. Our intent is to have distribution made at the Wednesday breakfast to permit discussion during breakfast and prior to the General Business Meeting at 9:00 AM.

Goal # 4.

Strengthen the relationship of all members in their integrity towards the Code of Ethics including a stiffer and stronger penalty for any offenders in all phases of Professional Ethics.

Action to Date:

As past chairman of the Professional Ethics Committee, recommendations for strengthening the Code of Ethics were presented. These items will be discussed and voted upon at this convention.

Goal # 5.

Maintain a balance in all dance programs within CALLERLAB while recognizing that some dance programs will attract greater numbers of dancers than others. Each program is very important to the overall activity and none can operate independent of all others. Create a greater spirit of cooperation among callers specializing in selected programs. No program should have a greater emphasis or push others into the background or create a feeling of disinterest or unimportance.

Action to Date:

The continued expression of need for this to occur is being emphasized by me and will continue. The needed emphasis can only be implemented by cooperation of ALL CALLERLAB Members and Subscribers. It requires more than just lip service.

Goal # 6.

~~Eliminate the over-competitiveness among all callers and leaders in the field of calling, cueing and leadership activities. By implementing this, we should see a reduction in the egotism displayed by some to the detriment of the activity.~~

Action to Date:

This is a goal that can only be accomplished by individual action of EACH CALLERLAB Member and Subscriber by personal conviction and dedication. Only the callers who turn their backs to this situation will be hurt in the long run. Let us all dedicate ourselves to the long range view of the ENTIRE activity and not put on blinders to other phases around us.

Goal # 7.

Work towards assisting all CALLERLAB Members and Subscribers in the improvement of individual calling skills, techniques and leadership attributes through articles, Seminars and Convention topics that will benefit the greatest numbers.

Action to Date:

Through the Caller-Coach meeting held here in Chicago during December, great strides were made in this regard. Notices were sent to all caller associations seeking their participation in the scheduled meetings at this convention. You will see three sessions scheduled and we urge you to participate in the Caller Training sessions if you are actively involved in the training of callers on a commercial or organizational way. The need is still great for the callers who are seeking help but who are unable financially to attend a callers' school because of distance, time or other job considerations.

Goal # 8.

Provide an opportunity for new caller member and partners to be heard at the convention and not be overshadowed or intimidated by other members who might be better known. This input is important to me as we continually here from some of the more vocal members on a regular basis. Perhaps this year we will see greater participation by all.

Action to Date:

I am making this request to all of you at this time. We have assigned a Board Member to each scheduled session during this convention. To this end, I have instructed the Board Members to keep things on an even keel and allow all people an opportunity to speak up and not allow any meeting to be dominated by a few. We have also scheduled an free form opportunity for you to visit in a very informal way with Board Members during the convention in The Northwest Orient Room beginning on Monday at 3:30 PM.

Goal # 9.

Provide and establish a method to regain affiliation for those members who may have dropped out of CALLERLAB. Try to find out why they dropped and by so doing correct any mistakes we may have inadvertently committed. Make these callers feel wanted and not rejected.

Action to Date:

On February 3, 1984, I personally signed more than 260 letters with a questionnaire inviting comments from those members who had previously been members but who had dropped out of CALLERLAB for one or more reasons. I am happy to report that this action generated some responses and several members rejoined CALLERLAB as a result of this personal contact. Perhaps if more of us took this type of action, we would generate more subscribers and members for the good of the entire activity. I will be making a more complete report to the Board of Governors during this convention.

Goal # 10.

Review and consider the overall Accreditation Procedure. Minimal changes may be needed to make the accreditation process more satisfactory to be accepted more readily by all concerned. Generate a feeling that one's signature is sacred and put some teeth into the use of the accreditation process.

Action to Date:

Some of this has already been addressed by the Accreditation Committee with the actions taken last year in Philadelphia. Some additional facets will be addressed this year to include a more uniform time frame for accreditation and renewals. We should continue to emphasize a thorough understanding of how the system works and what is required for the administrative implementation of this program.

Goal #11.

Provide a satisfactory and supportive method of control and selection of Quarterly Selections for the various dance programs. This need is great since the visibility generated by the QS programs can enhance or destroy the image of CALLERLAB.

The need to re-evaluate, explore and standardize all QS programs was and is a priority of mine.

Action to Date:

In November of 1983, I directed Jack Lasry, and his Program Coordinating Committee, to review the entire program to insure a standardized approach for ALL QS programs. I added some additional members to his committee to insure more phases of the activity were included. Jack submitted a report to the Executive Committee and the Board and each of you received the report through Direction. We also scheduled a special ad hoc meeting during this convention and you will be hearing Jack's report and recommendations. Again, you are each encouraged to air your views.

Goal # 12.

Establish professional liaison team(s), qualified and well informed of all CALLERLAB activities, that could travel around to various groups and organizations to tell the CALLERLAB story and to make leadership presentations. These presentations could include facets of all segments of the activity and would not necessarily have to be restricted to Continental North America. This would further the outreach programs of CALLERLAB and afford more information to more callers and thousands of dancers as to what CALLERLAB is doing for the activity as a whole.

Action to Date:

No formal action has been started on this project at this time. We solicit your views, however, if you have any ideas as to how this could be accomplished.

Goal # 13.

Establish a Gold Ribbon Committee, composed of respected leaders, dancers and callers, under the guidance of the Executive Committee, to act as a listening post. This group would obtain ideas and suggestions and advise the Executive Committee for appropriate actions for CALLERLAB to consider.

Action to Date:

No action has been started on this at this time.

Goal # 14.

Publish a job description for the Executive Secretary and Assistant Executive Secretary. This job description should be a job manual that will document current procedures as well as future considerations. It should include not only what we are currently doing, but also suggestions as to the how's and why's of selected actions. Such a job manual will enable prospective future candidates for either or both of these positions to understand the nature of the job requirements.

Action to Date:

This tremendous job was completed by our Executive Secretary and his assistant in the fall. It was reviewed and modified with suggestions by the Executive Committee and approved by the Board of Governors in December. You will find copies of the basic documents in the Display area. Please feel free to read and peruse these detailed documents. It will enable you to appreciate the tasks of these offices to a far greater extent than before. As an aside, I was able to visit the home office in August of this past year and obtained a first hand view of our operations. Frankly, I was impressed at the efficiency of the staff and the administrative procedures we have established. I truly wish all of you had the opportunity to view our home office.

Goal # 15.

Establish and implement guidelines for the Executive Secretary not previously completed.

Action to Date:

This was completed in June with approval by the full Board of Governors.

Goal # 16.

Request committee Goals and Objectives from all Committee Chairmen. These goals and objectives should include both current projects and future considerations.

Action to Date:

Some have completed this task and submitted their results to the office for consolidation and future reference.

Goal # 17.

Revise, re-edit and reprint a new CALLERLAB brochure for distribution to non CALLERLAB callers and dancers. This project to be completed by CALLERLAB '84.

Action to Date:

Through the efforts of Norm Cross, Chairman of Communications and Public Relations Committee, and Herb Egender, our Asst Exec Sec, we have completed this task and copies are available for you to take with you and distribute to anyone concerned. This booklet was reviewed and approved by the entire Executive Committee.

Goal # 18.

Adjust committee responsibilities where some concern over the need for the committee or overlap of multiple committees for the same actions. Revise the organizational charts as needed.

Action to Date:

Some changes have been made and we periodically publish the names of all committees with the name of the Chairmen so you have a better opportunity to serve on the committee(s) of your choice.

Goal #19.

Respond to all communications directed to the office of Chairman in a timely manner consistent with fairness to all and maintain an information channel to the Executive Committee and Board of Governors.

Action to Date:

All correspondence has been handled as expeditiously as possible and in a timely manner. The copies have been sent to the Executive Committee and Board of Governors as appropriate. When and where appropriate, I solicited their views prior to taking action.

At this time, I take great pride in introducing the various committee chairmen to you. I would ask that you hold your applause until I have introduced all committee chairmen. I will make these introduction according to our organizational charts so that you may better understand the administrative functions being accomplished.

- |                      |  |
|----------------------|--|
| Ways & Means         | - Cal Golden (also Vice Chairman of the Board) |
| Membership Functions | - Cal Golden acts as Exec Com Liaison.         |
| Recruitment          | - Orphie Easson                                |
| Subscriber           | - Dick Manning                                 |
| Caller Association   | - Dave Hass (filling in Gordon Sutton)         |
| Accreditation        | - Gloria Roth                                  |
| Professional Ethics  | - Jim Mayo                                     |
| Rural Area Consid    | - Tom Mohny                                    |
| Special Interests    | - Jerry Haag acts as Exec Com Liaison.         |
| Round Dance          | - Bob Frye                                     |
| Contra               | - Art Seele                                    |

Traditional	- Stew Shacklette
Record Producers	- Don Williamson
Benefits	- Jerry Haag
Communications & PR	- Norm Cross
Glossary	- Fred Willing
Programming & Coordination	- Frank Lane acts as Exec Liaison.
Mainstream	- Jack Murtha
Plus	- Mike Seastrom
Advanced	- Kip Garvey
Mainstream Definitions	- Ken Kernen
Challenge	- Ed Foote
Timing	- Dick Leger
Formations	- Bill Davis
Styling	- Melton Luttrell
Program Coordinating	- Jack Lasry
Planning & Research	- Bill Peters acts as Exec Com Liaison.
Caller-Coach	- Jon Jones
Caller Training	- Bill Peters
Dancing By Definition	- Ernie Kinney
Teaching In Schools	- Larry Ingber
MAInstream QS	- Harold Bausch
Plus QS	- Jerry Schatzer
Advanced QS	- John Marshall
Research & Development	- Carl Anderson

### **Bob Van Antwerp**

### **Milestone Presentation by Don Beck**

Tonight , I am pleased and honored to be able to present the Milestone Award, on behalf of CALLERLAB, to a man who certainly meets the criteria of unselfish contribution, through leadership in uncharted fields, that has stood the test of time.

He was born in Framingham, MA, on March 2, 1931. In his adolescent years, he moved to Nashua, NH. In high school he was interested in sports, and played the clarinet in the school band. His organizational talents surfaced even then, when his high school's championship football team was chosen to go to Florida. He was upset that the band and cheerleaders could no go along, so he organized a campaign that raised close to \$8,000 from the residents of Nashua. The band and cheerleaders went to Florida. The team won the game.

For his senior year in high school, he transferred to a prep school in Worcester, MA where he studied Chemistry. In 1948, he went on to college and attended Yale University in New Haven, CT. He graduated from Yale with the class of '52. Some of his activities during those years included sailing during the summer months, being a counselor for a church group, and being a swimming instructor.

From Yale, he went into the Army. A year later he got married. After the Army, he entered General Motors Institute for two years and then returned to New Hampshire to work for his father. He currently works in MA for Lincoln Laboratories, an affiliate of M.I.T., where he was in the purchasing and publications departments for a long while, and is now assistant to the head of the engineering department. He remarried in 1978, and he and his wife JoAnn now live in Hampstead, NH.

I have outlined a full life of someone, without mentioning square dancing. I am not the only one to keep his square dance life separate from his other life. When he was inducted into the Square Dancing Hall of Fame in 1979, an article appeared in the Massachusetts Institute of Technology publication, Tech Talk which said "The news came as a surprise to his long time colleagues." It started by saying "Winning awards and professional distinction is par for the course for many MIT people, including 'SOME OFF-BEAT HONORS'. James P. Mayo, Jr fell into this latter category," and the article went on from there.

Jim Mayo, Chairman Mayo (Mao), as he has been referred to, was first introduced to square dancing in high school, when, in 1947, one of his two sisters took him to classes. Ralph Page, a former Milestone Award recipient, was his instructor. In his freshman year in college, in 1948, he began his calling career. The outing club at Yale, which was the center of square dancing there, was in need of a new caller, because the present caller was graduating. Jim took advantage of the opportunity.

Jim received some help in calling from Ralph Page, but because of his progressive ideas, Ralph considered him a renegade, and Jim had to seek help elsewhere. Jim then located another local caller, another Milestone Award recipient, and learned about his budding career from Al Brundage. To further his calling education, he once went West and attended a callers' college run by yet another Milestone Award recipient, Ed Gilmore. Ed shared Ralph Page's impression of Jim's being a renegade, and Jim, to this day, marvels at how much he got from someone with whom he disagreed so much.

I have known Jim since 1967 and I am convinced the caller he has learned the most from is himself. Jim is able to listen as well as talk. He is willing to keep changing when changes will be beneficial, yet will strongly stick by his decisions when that seems to be best. Jim is an innovator, not a renegade.

Jim is a Caller. He has called throughout the United States of America and Canada, as well as in Germany, Bermuda, and New Zealand. He is a local club caller, having been involved with many of the clubs in New England. Two that he helped form, just celebrated their 25th anniversaries. One club that he still calls for, and has been their only club caller, was formed 28 years ago. He formed a Round Dance Club in 1960, the first of its kind in New England and still cues rounds at some of his dances. He has called at all but one of the 26 New England Square and Rounds Conventions as well as at numerous National Conventions, festivals, and weekends. Jim has recorded for MacGregor, Dance Ranch and has been on the SIOASDS Documentary Albums. He has called programs from Limited Basics through A-2.

Jim is a Teacher of Callers. He started teaching callers in 1959. He has run and been on staff of week-long schools and weekend clinics. He has run schools that meet weekly and some that meet monthly. He has done clinics all over this continent as well as in Germany and in New Zealand.

In 1966, Jim wrote a book entitled Calling for Modern Square Dancing. In 1972, he started writing a series of booklets on various aspects of our trade. The first was called TIMING. Then LEADERSHIP AND CLUB ADMINISTRATION, followed in 1974 by YOUR VOICE and in 1977 SMOOTHNESS IN SQUARE DANCING.

He is a contributing editor to the New England Square Dance Caller magazine and writes one of their monthly columns. He is recognized by NECCA, the New England Council of Callers' Associations, as a Caller Training Specialist in each of the following fields: Voice, Leadership, Club Administration, Programming and Smoothness and Timing.

Jim is a CALLERLAB Accredited Caller-Coach and was part of the committee that established this program.

Jim is a Teacher's Teacher. His innovativeness was one of the driving forces behind the three year old concept of running schools to teach caller-coaches. Jim has just started a Caller-Aid where he helps callers by critiquing tapes of their dances.

I once asked Jim why I found it easier to use things I learned from him than things I learned from others. He told me he is not a natural at calling and had to teach himself to do things. Since he is a tough student to teach, his self teaching techniques also worked on other tough students.

Jim is a Leader and Organizer. He helped organize Tri-State Callers' Association and has served in all of its offices. Jim was a founding member of NECCA, a council of all of the callers' associations in New England and has held all of their offices, including Chairman. Jim is a charter member of CALLERLAB and was involved with the formative stages of its development.

Jim is a Leader's Leader. He served as the FIRST Chairman of the Board of Governors of CALLERLAB for the first two years of our existence.

I opened by saying I was pleased and honored to be able to present the Milestone Award, on behalf of CALLERLAB, to a man who certainly meets the criteria of the Award. I want to add that I am proud to be able to present this award to my MENTOR and FRIEND. Will you please join me in this presentation to JIM MAYO and his charming wife, JoAnn.

### **Chairman Van Antwerp's Address**

The mind is a wonderful thing. It starts working the minute you are born and never stops until you get up to speak in public ....

In preparing for my talk tonight, in my own mind, I began wondering what I could offer this group that would be a little different from that offered by our former chairmen, knowing that all of us have had the same ideals for the preservation and strengthening of the CALLERLAB organization. I finally determined that I should offer something that would be of some value or worth to the many new callers who have recently joined our ranks but not put to sleep the many who have been so regular and dedicated in their convention attendance.

In my own mind, I was sure that there were many in the audience who would feel in their own way that the guy speaking to us belongs to the "over the hill gang" and whereas I am calling for 20 to 30 squares on a regular basis, he is probably calling for 5 or 6 -- and where I am making anywhere from \$100 to \$200 per night, he is probably averaging \$25.00 to \$40.00 per night. This left me with some concern over my presentation and as my state of frustration for this talk began to unfold I began to think yes, maybe I do have something to offer. The Board of Governors selected me as their chairman; therefore, I had better offer some guidance and leadership or I should not be appearing before you here tonight.

Some points of concern began to appear as I labored over this presentation. The more I pondered, the more I felt the needs that should be expressed by me about our organization, its members and the direction we should consider taking. As you are well aware, Square Dancing has taken quite a new direction in the last few years and each one of us here tonight has a very important role to play in guiding that direction for this organization. All of us must ask ourselves - Why are we here? To Learn? To Offer? To suggest changes in our programs? To meet and confer with the national callers who travel or record? To socialize? To be seen? To be able to vote the feelings of your dancers or what? No matter what, we are glad each of you is here and, if you have not expressed yourself and given your thoughts and views these last two days, it is regrettable. Our ears are still open



and the Board members, as elected officers of CALLERLAB, should offer "ear service" to you. It is evident you are here because of your interest in the activity and desire to be loyal and have a sense of purpose. Above all, you have demonstrated your dedication to the Square, Round, Contra and Traditional dance programming or you would not have paid the often high fees to attend.

I personally hope that CALLERLAB is not considered a unionized type of operation and its leaders are not considered to have selfish motives. Rather, we are dedicated to the movement and its preservation. Although, for some, I have my doubts as to how sincere their dedication may be. Some of their dedicated efforts seem to drift to personal ventures.

I guess that each one of us has his own beliefs on how the activity should operate, expand and exist, which is natural ... but by working together, we can form a bond for the betterment of the organization with no intentions of control or monopoly. I urge you to think of solutions rather than problems that regularly keep cropping up in large organizations. We need to look to the positive rather than take the negative approach which some people seem to thrive on, finding so many problems without offering suggested solutions. An aim is needed towards specifics rather than so many generalities. We need to continue to redirect our efforts and not allow ourselves to become stalemated. When we are through changing for the better, we are finished. It is hard to realize over the past 11 years just how many of our objectives and goals have been accomplished and we are still just in our infancy. I regret that many callers, when they have not succeeded in obtaining approval of their personal views have, in turn, dropped their membership and then "bad-mouthed" CALLERLAB without pursuing their objectives in a democratic fashion. It would be nice if we could all win every time but it is just not in the books.

Some other points of concern began to arise and I asked myself just how strong is the leadership in the CALLERLAB organization? (and I am not referring specifically to the leaders here at the head table). It is evident that all of them must have some leadership ability or they would not have been elected by their peers to hold the position they now hold in CALLERLAB. I am referring to the many hundreds of square dance callers and teachers in the field who need our help. We, as an organization, should be prepared to assist them more. The question must be answered by you, as to your own strength ... are your leadership qualities strong enough? or are they slightly mullered over with minimum effort and suffer from your lack of guiding leadership? We have to be strong, be prepared and have an awareness of our weaknesses and attempt to improve them when known. It is obvious that you cannot be a leader without followers and you will not be a leader if you do not have dancers who respect and accept your influence and direction.

We may ask ourselves how does a square dance caller acquire dancers and followers? This question is answered when we try to understand the needs and wants of our dancers. There is usually a need to satisfy or relieve tensions in people when they join classes, workshops or clubs, not only for recreational outlets but also hoping that membership in the group will satisfy a need for their belonging. Remember, they will also leave and vacate your class or club when they no longer are getting their needs satisfied or your intended leadership has gone astray. This can be exemplified in the plateau of our dance programming. Whereas, if the dancers' needs are not being met by the caller and his poor leadership, his dancers will stray to the next caller down the street who is doing his homework and preparing for the needs of his dancers. NO LEADER can possibly satisfy the needs of every single individual but he can make every effort within his or her ability to try. This is the dancer's choice, and the caller cannot control this. Just how far has your programming slipped lately, or have you considered giving it a test?

Have we stopped to think how important the chain of the CALLERLAB organization can become strength-wise, if we will consider every link of the chain as one of our

committees and place them on an equal basis? This includes every facet of our operation ... they are ... Contras, Rounds, Traditional, Rural Area Programs, Record Producers, Benefits, Communications and Public Relations, Mainstream, Plus, Advanced, Challenge, Timing, Formations, Styling, Definitions, Caller Education, Caller-Coaches, Training and Teaching of new dancers, Teaching in Schools, Quarterly Selections, Dancing by Definition, Research and Development, Recruitment, Subscribers, Caller Association Liaison, Accreditation, Program Coordinating, Professional Ethics, Ways and Means and our Home Office operations. Each committee, in some way, is for our individual and collective benefit, and they are all segments and links in the chain that have to be strong, effective and very supportive of each other. I admire each member who has the ability to serve his dancers in his own way, which is also part of the chain that each of us benefit by. For example, I watch or listen to Dick Leger in his Timing and Phrasing presentation - Jack Lasry and Lee Kopman and many others in their Choreographic presentation, Marshall Flippo with his brand of pleasing calling and ability to kiss every woman in the hall - I hear that Neeca wears a plastic lip now for her own protection. Jerry Haag, Wade Driver and many others too numerous to mention in their presentations of singing calls, Bill Peters' expertise in the writing field and even John K. and the way he prepares and organizes a convention so effectively. It seems so very simple to them, and I am proud to say that I have nothing but admiration for these fine people because they have worked hard to obtain these leadership qualities, and I respect them very much for it and always hope to gain from their being part of our chain in CALLERLAB.

I would feel remiss in my obligation if I did not remind you of the blood, sweat, and tears that have gone into the preparation of many of our programs. For example, the Basic and Mainstream Programs by Johnny LeClair, Jon Jones, Jack Murtha and many, many others, ... the Plus Program led many years by Jerry Schatzer, not to mention the untold hours they spent, only to see the programs so literally abused in numerous ways by some of our caller members who don't know or maybe who just don't care, is really quite irritating to me. The Advanced definitions group who have put in many hours with maximum effort to produce definitions including over 15 drafts by now for our benefit. The time and effort by Kip Garvey, John Sybalsky, Bill Davis and their exceptionally large committee should not go unnoticed. It has been quite a large contribution to CALLERLAB.

To me, each committee function, large or small, from Traditional to Styling and from Record Producers to Challenge are equally important to the chain and how strong the chain will remain. This is what I am striving for in this CALLERLAB organization and whether I succeed or fail, I shall keep my sights on this objective.

Has the word "conformity" crossed your mind lately? It has mine. I know that many of our members really only give over-used lip service to CALLERLAB. They join CALLERLAB; they subscribe to the Code of Ethics, the Dress Code, they state they will call the program they are hired to call as advertised, they attend a convention, sit in the sessions that have been prepared for them, they will nod their heads they are in agreement with what we are trying to attain, they say yes I want to offer as well as receive, they vote when the vote is called for and sometimes raise their hands because the guys next to them raised theirs. It is evident some have not taken time to study the issues or ask for explanations of the issues being voted upon. Later these same callers make a complete turnabout when they get home in front of their dancers and will do just the opposite of what they have professed to do with their peers. This I don't understand! They probably have thought "Just why should I conform if my hall is overrun with dancers?" Then I ask myself, just why did he join CALLERLAB in the first place? In the old Baptist religion, it would have to be stated that he has "hypocritical tendencies in the first degree" and only he can administer the medicine to cure it. It is very noticeable to me that each of us in our own way has our own theory as to how we must conform to organizational policies. But again, let us remember, the strength of the chain lies in our ability

and our intensive determination to want to conform to what CALLERLAB has established these past 11 years. We used some of the best minds in the Square Dance activity to formulate these policies. If they are wrong, let us utilize the democratic process to make changes and not just turn our backs on the problem. Not conforming to what is right, will gradually affect the entire caller organization as well as cast a shadow on its fellow callers. I can speak from experience because, as chairman of the Professional Ethics Committee, I received the many letters from dancers, callers associations and clubs for ten years concerning the attitudes and performance of the ethical conduct of our members.

We, as callers, who wish our activity to improve in enjoyment, competence and numbers, must also realize that mere enthusiasm and desire will not suffice as the sole qualification for successful leadership. Our dancers are so responsive to personality and salesmanship but often lack the ability to discriminate in judging the soundness and technical aptitude of our leaders who are callers. The caller who permits poor dance execution and etiquette in his class or club, who permits its continuance without the courage or conviction to correct it in his own way, I consider to be a very poor leader; and in the long run, the dancers are the losers.

Many of our caller/teachers today have been literally thrown into the activity without a sound fundamental background for teaching. Some could not avoid it and had to step into the dance program in their community or it would have folded. For many, the dollar sign seemed to lure them on quickly into this state of leading a group without any inclination to ask or try to obtain caller assistance. I feel this lack of training is responsible for the confused trends of the day in the poor dancing we are seeing around the country. Mind you, this does not apply to all. Many would-be dancers are repelled rather than attracted because of the poor dancing seen executed by our callers, the poor teaching techniques and the roughness they have seen when being trained by poor caller/teachers. Some of our callers feel they must be a servant to their dancers. In turn, this is saying we must give them what they want, when they want it and the way they want it in all respects. This sounds logical but, unfortunately, many of our opinionated dancers are in complete disagreement with each other. Often a small, but vocal minority, composed as a rule of the most eager, active and insistent dancers, but not necessarily the best, succeeds in dictating policy under the "servant's creed of leadership". This is where we callers must exert our full leadership capacity to offer proper direction in a positive and effective way.

Yes, we have come a long way. We now have an ample opportunity to share with others our knowledge, capabilities, strengths and weaknesses in all avenues of our square dance calling. It is a very good feeling. Many of you weren't even calling in the 50's and 60's or you may have forgotten how comfortable it is now in comparison. We may not all agree in our deliberations as we have disagreed in the past two days but no matter what the subject happened to be, I hope the problem was explored, shared, discussed even with disagreement and that we can still come out of a session with respect for our fellow members for having offered and listened to their opinions. This is the way we gradually grow from infancy to maturity. Yes, we have matured immensely since 1974.

Let me boldly state that upon the shoulders of all who are present tonight and those who are not present, rests the future of this activity as we know it today. Seriously consider this in your avid pursuit as a caller, teacher, cuer or whatever in your leadership capacity. Please consider in your dance programming that the success could depend on your knowledge of the activity and that your programming is contingent on experience and the cultivated ability of truly listening, hearing not only the things you expect your dancers to hear, but also the unexpected. I maintain great care has to be given to the selection of dance movements for an evening to insure that the dance remain a dance of enjoyment and not a continued state of mass

confusion. I must admit this is a growing concern indicated by recent surveys and could diminish our dance population.

I would also like to relate to you some needs that are still quite evident and existent to me in our CALLERLAB organization. These I feel we should give immediate consideration.

First, someone said "We have met the enemy and he is us" .. maybe so ...

1. We need to re-sell the Square Dance public as to the purpose of our different CALLERLAB programs -- call them what you may -- levels, plateaus, segments, programs or whatever, then explain why CALLERLAB established them in the first place -- to maintain some form of conformity. It is up to you to speak out because the dancers are confused, and much of it is because they do not really understand.
2. There is an immediate need to send a plea to all callers not to push their dancers to a higher echelon of dancing until they are truly ready to take the next step, but let them progress according to their degree of capabilities or wants. This has to be corrected. If we have been wrong in our lists by teaching time or amount of movements, let's admit our errors and make the changes. I realize this should have been said before the meetings started but it is still not too late to start work again.
3. The need to remove from our ranks, firmly, but professionally, those member-offenders who openly, flagrantly and blatantly, with knowledge, tarnish our prescribed Code of Ethics. These we don't need and the Square Dance public will admire us for our ethical stand. The public will not be fooled long with the offenders. If we do nothing, we lose our credibility as well.
4. The need to strengthen our controls on the signing for accreditation of members. The question is how? Knowingly falsifying signatures should mean membership termination.
5. The need not to down-play the programs of Contra, Traditional, Challenge, Rounds or Advanced because of our individual lack of ability or expertise to participate effectively in them as a leader. We need all of these programs.
6. The continued need to re-evaluate each program under the umbrella of CALLERLAB and determine if the needs are being met. If not, let us ask - why? - act! - and then have the courage to defend our actions.
7. ~~The immediate need to emphasize over and over to our caller/teachers how important it is to have good teaching in order for it to be far reaching.~~
8. The need to have every national or travelling caller be cognizant of the fact that his actions on and off the stage are very important to CALLERLAB. The eyes of dancers and callers alike are upon them and sometimes they are challenged and criticized by their adherence to CALLERLAB programs and policies. Much of the gospel is spread through these leaders. They can hurt the organization by their poor representation or improve our image by their seldom-erring performance and delivery.
9. The evident need that Square Dancing has to be re-sold in many communities because of bad exposure and poor leadership in situations. Our job is to pick up the pieces and endeavor to assist where possible after the determination of the "how" is made. Many areas need to be resold with the idea that Square Dancing is healthy and wholesome because a bad taste has been created by less than quality callers.

10. One of the greatest needs is to be considerate of our husband or wife as they offer their continued support daily, monthly and yearly to our calling activities. Roberta has supported me for my 38 years of calling out of 41 years of married life and that is a lot of hours of dancing with the sometimes poor dancers, making the coffee, listening to the woes of dancers who will say nothing to the caller and above all just being there in your support. I, for one, salute my wife and all the other partners for their untiring efforts on our behalf.
11. The need not to kill our dancers with speed and material because of our lack of knowledge of music, timing, phrasing, styling and smooth dance teaching.
12. The need to re-think our position in this American heritage of recreation for the "John Doe" square dancer. It should not fall in the realms of caller self-glorification, the ego monster or for mercenary attitudes that in turn close the doors of the square dance halls. We all have too much to lose besides the activity as a whole, if we forget this fact. Please help CALLERLAB to admonish these situations.

In closing, as your Chairman, I urge you, as members, to consider once again all the links in our chain and not let them be weakened by selfish motives. Please keep in your minds as you leave this room tonight, how we have to support the procedures and policies we, as a group, voted upon and established. Through this support, I see no way but forward progress for CALLERLAB. But we must all believe in it. We have to believe in it or fold up our tent and go back to the gruesome "every man for himself syndrome we all faced before CALLERLAB".

It has been a very motivational and sometimes tiring experience for me this year as chairman, but the strong support and backing I have received from the Board of Governors, my Executive Committee and last but not least, our fine staff of John K., Herb, Bunny and Carol, the road could have been really a great deal more difficult and I thank them for their dedication and assistance.

Let us leave tonight with a positive feeling about everyone here. Without sounding like a motivational minister, let us put our personal whims and vendettas behind us if we have any, or any that may have existed in the past. We MUST and SHALL consider ourselves as PROFESSIONALS and we MUST work together as a strong and consolidated unit for the people we are dedicated to serve ... our dancers, not only throughout the United States and Canada but throughout the world. Thank You!

Bob Van Antwerp, Chairman of the Board

## **Roster Information**

A word about the rosters enclosed -

Whenever you submit a large number of pages of any document to a quick copy service, you run the risk of machine error when the collation takes place. For this reason, we have numbered the pages this year to facilitate your checking for completeness of your copy of the roster. We spot check the rosters but cannot possibly check each one prior to its being mailed.

The information contained in the roster is as updated as you have sent to us at the time of our printing which is May 16, 1984. If you are married but haven't furnished us with your wife's name or if you have a partner with a different name than yours, but haven't sent that in to us, your name will appear with a ( ) after it indicating no partner of record. We have listed the telephone number on the roster at the request of many of you. If your entry doesn't have a phone #, it is because you haven't submitted one to us.

Accreditation will appear as A for accredited or P for pending. No entry indicates that you are not yet accredited according to our records. We recognize that we may sometimes make a mistake in the entry of data and therefore we ask your indulgence by sending us any corrections you feel warranted. Your help and understanding is appreciated.

### POT POURRI

The two major lists that have been changed are enclosed for your use and review. Copies of these lists are available at a nominal cost for distribution to your clubs and dancers. We encourage you to distribute these lists to aid in dancer education. Costs for bulk distribution are nominal as shown on the enclosed Sales Items sheets.

If any of you are interested in helping Norm Cross and his committee at the National Square Dance Convention in Baltimore, in June, please contact Norm for a time during which you would be at the CALLERLAB Display to answer questions about CALLERLAB. This will be our first effort to man the booth. We solicit your help so that no individual has to spend innumerable hours at the booth. Literature is available for distribution as well as answering questions from the dancing public. We hope you will support this effort.

CALLERLAB is conducting 12 hours of callers' seminar at the National Convention again this year with some fine caller-coaches and trainers. We hope that you will be able to attend some of these sessions and refresh your training and techniques.

A word on the Convention Tapes International Brochure enclosed - Steve Davidson regularly supports our convention by providing quality tapes at a very reasonable price. We would suggest that you get your association to buy a complete set of tapes and use some of them as training sessions during some of your meetings. They are well done by some of the leading callers in the business today. You will note, however, that you should include extra postage when you order. Some of the tapes have already received rave reviews. All are quite good. We do not expect that you will agree with everything that is said, but they will stimulate a good discussion in your association meeting.

### ERRATA DATA FOR CONVENTION FLASH REPORT

The Mainstream Definitions Committee Resolution should have included the words from the Basic thru Challenge Programs. The definitions for CROSS RUN and CROSS FOLD should have been adjusted to reflect a right shoulder passing action.

The revised definition for CROSS RUN therefore has the last sentence to read as follows: When the active dancers are both facing in the same direction, they move forward in a semi-circle, pass each other and then run into the vacated spot on the far side.

The revised definition for CROSS FOLD therefore has the last sentence to read as follows: When the active dancers are both facing in the same direction, they move forward in a semi-circle, pass each other and then fold toward the inactive dancer.

Under the Glossary:

Change:

Person to read dancer wherever it appears. (Multiple occurrences)

People to read dancers wherever it appears. (Multiple occurrences)

Add:

MA: Lady (Traditional)

PAW: Man (Traditional)

Sorry for the inconveniences. In the rush to get it out quickly, we goofed!