

# MEMBER CARE BRIEFING

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A Communiqué of Global Member Care Resources(MemCa) October 2005 Number 15

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GREETINGS: Welcome again to the *Member Care Network Briefing*. We are sending this communiqué to around 1700+ people who are actively involved in member care. Included are members of regional and national task forces, people who oversee member care related ministries, member care practitioners, and several mission/church leaders. The newsletter is a service of *Global Member Care Resources* (MemCa) which is part of the WEA Mission Commission. We send the *Briefing* three times a year, and include important updates and analyses regarding member care. It helps to further link us together as a growing, international member care community. We encourage you to save this *communiqué* for future reference and to share it with your colleagues. Please also feel free to submit material for us to include. Note that all of the *Briefings* are also available in pdf on our MemCa web site <[www.membercare.org](http://www.membercare.org)>.

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We begin this issue of the *Briefing* with three member care updates concerning our newly updated website, member care organisations, and member care articles. There is a report on the latest contribution from MemCare Radio (audio streaming of programmes) and a summary of the recent MK Camp in India by the IMA. Next we describe six helpful resources: internet forums for humanitarian aid, doing humanitarian work in malarial areas, a book on cross-cultural marriage, leadership development, an adjustment inventory for aid/mission workers, and the mission journal *Connections*. The topic of mentoring leaders is addressed in the Special Issues section. We conclude with some thoughts on member care among all people groups, followed by our usual calendar of member care events. We appreciate your suggestions to help us make the *Briefing* as useful and relevant as possible. The Lord bless you and your work.

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## DEVELOPING MEMBER CARE

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### UPDATE: MEMCA WEBSITE

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Our new MemCa web site is now available. The site includes 10 main sections including regional reports, a global calendar of events, organisational listings, new resources, and books. We have resized the graphics/photos to make the site as easy to navigate as possible for those without broadband. Visit us at [www.membercare.org](http://www.membercare.org)

#### **Update: Member Care Organisations**

Have you ever looked for some specific member care resources and not found anything that seems to fit? Surely! Member care continues to develop and spread throughout the mission community. Yet there are still major gaps in terms of the awareness and availability of important resources.

With this in mind, we are updating the MemCa listing of speciality resources which is on-line at [www.membercare.org](http://www.membercare.org). This is the main organisational listing at the global level. The last major update on this listing

was in 2002. This listing includes only those organisations/groups which provide interagency services, so it does not include departments within an agency/church that provides member care to its own staff, or listings for individual practitioners. We need you help to update the listing. It is very easy!

1. Go to [www.membercare.org](http://www.membercare.org), and under "organisations", review the current listings, which are organised by geographic region.
2. Is your organisation/group there? If so, is the information accurate and does it need to be updated?
3. To adjust or add, please use this standard template: Name of group, Director, postal address, telephone/fax, email and web site, plus a three sentence maximum description of the services offered, including languages.
4. Please make recommendations for other organisations/groups that are not yet in the listing.
5. Send your updates to: Kelly O'Donnell: 102172.170@compuserve.com

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## **UPDATE: MEMBER CARE ARTICLES**

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Dr. Ron Koteskey oversees an excellent site on member care at [www.missionarycare.com](http://www.missionarycare.com). The site includes an extensive, annotated listing of member care articles, many which have information/links on how to get them. Ron is interested in adding additional/recent articles on an ongoing basis, including articles in different languages.

Could you help by looking over the list of articles on this web site, and sending Ron any articles or references for articles to also include. If you would like to, it would be very helpful if you could summarise in a few sentences the article, including any "gems" that you found in it, and listing the complete source, including a web or email link to get the article. Contact is Dr. Ron Koteskey: [ronald.koteskey@juno.com](mailto:ronald.koteskey@juno.com)

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## **PROVIDING MEMBER CARE**

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### **MEMCA RADIO – AUDIO STREAMING**

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**Jonathan Griffiths and Siny Widmer**

As tentmakers and technology spread around the world, MemCare by Radio (MCBR) is also expanding its reach...to encourage those whom the Lord has called to serve around the world, no matter where they are. With the growth of the internet in places like China, Europe, Latin America, and the Middle East, Trans World Radio has been working to make the MemCare by Radio programs available on the internet.

The website has been designed with download speed in mind...so even those who have dial-up internet can listen. Two types of audio programs are available: the full length radio program and short features taken from the programs. Current topics on the website include stress, burnout, homesickness, encouragement...and more will be added each month.

The new MCBR web site was launched "quietly" in August 2005 and has averaged 10 hits per day, just for the audio programmes. So far, hits have come from Hungary, Slovakia, Indonesia, China, Hong Kong, France, Switzerland, Denmark, England, the USA, and Canada. But there have also been a number of hits with no indication of their origin. The average "hit" is listening to two to three complete programs, and many appear to be coming back to listen again.

The number of member care contributors to the radio program is increasing, but MCBR is always looking for people who can address specific Member Care issues. If you would be interested in getting involved, please contact Siny Widmer ([swidmer@cttw.at](mailto:swidmer@cttw.at)).

This website exists to encourage you and your team! Drop by for a visit and tell others about it. [www.memcarebyradio.com](http://www.memcarebyradio.com), [www.memcarebyradio.org](http://www.memcarebyradio.org), [www.mcbr.org](http://www.mcbr.org)

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## **MK CAMP, INDIA**

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**Pramila Rajendran**

For the first time in India, an MK Youth Camp was held, organised by the India Mission Association. It took place at the YMCA Camp in Lonavala, Pune on 5<sup>th</sup> – 7<sup>th</sup> May 2005. Young adults traveled from various places to be at the camp. Many children travelled for two days and two nights on the train. It also took almost four hours of bus ride to reach the camp site from Pune. The bus ride was adventurous and tiring but the kids were excited all through. A few who missed the camp bus, came on their own by an auto rickshaw and not to be left behind one walked for couple of

kilometers to reach the camp site. We are blessed that missions and the parents encouraged their children to come for the camp and prayed for them. We are grateful to Interserve India who partnered in co-ordinating the camp.

There were much fun and interaction as many kids met for first time as MK's and immediate bonding took place having similar backgrounds. There were various sessions as relationship with parents, career planning, Making choices for oneself, third culture kids, how God is in control of our lives, and many more. There were outdoor activities such as rock climbing, archery, treasure hunt, night trek, with personal debriefing. On the final day the participants made a collage, did a skit/choreography, and composed and sang a song. It was amazing how well they did that. All the kids were presented a set of books as a special gift from George Verwer, founder of Operation Mobilization.

Many comments/suggestions were given in the time of personal evaluation writing and here are a few:

- I have learnt not to murmur for being born in a missionary family (because we have to put off our needs) but to always thank God because He has done it to me.
- I have come to understand the meaning of my parent's work and appreciate them.
- I came to know that I am special and that will always lend me support whenever I am let down.
- I've learnt to get close to my parents by attending the relationship with parents session.
- God's purpose for my life. I have learnt to just surrender myself to God's will/trust God more.
- I accepted Christ as my personal saviour.
- I've learnt to be honest with my lord and to respect the decisions made by my parents and other elders.
- Knowing about transition and group discussions on transition was helpful. but there are times when you feel like going under - transitions was so bitter and you are unable to question your parents there are many ways to go with it. Those discussions were really helpful to overcome bitter experiences undergoing transitions.
- "It is you that is special to one" was the thing. It was really great because it was the thing I knew right. I have learnt God's purpose in my life. I felt void before I came to that particular session but I was really excited when I heard God's purpose in my life.
- I also learnt the importance of team-work by the game known as treasure hunt.
- I learnt on the wild trek if one is not able to walk, climb and left behind to catch up with others that how much encouragement is needed for one another to get going, when every one was encouraging to go on and not give up.
- I liked the part on how to completely surrender to the God who is in control of my life! "Trusting Him" even in our 'unfair situations'! God's will in our lives is so different from our own desires from our lives! At least motives change!
- I learnt about relationship with dealing with genders. We must respect and value people of the opposite sex. No gender is lower to the other but equal.
- I learnt to draw our own spectrum and lines based on our beliefs and the Bible and making choices for life and much more.

There have been suggestions for more camps in the future to look at MK issues and discussion of relevant topics. This Camp for the MKs was worth it, and it really helped to build into the lives of the missionaries' children.

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## ESSENTIAL RESOURCES

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### HUMANITARIAN AID RESOURCES

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"As part of its project on 'Southern Voices for Change in the International Aid System', the Overseas Development Institute (UK) has launched a virtual Forum on the Future of Aid (FFA). This Forum is dedicated to research and opinions about how the international aid system currently works and where it should go next. The Forum is a discussion network, with expert research, briefing and consulting support, dedicated to the international aid system - the so-called 'aid architecture' - and how it evolves over time. Southern perspectives and proposals for reform are particularly welcome. Visit the FFA site at <http://www.odi.org.uk/ffa/> Your feedback and comments are welcome."

Alina Rocha Menocal

Also check out the ODI Weblog 2005 <[http://www.odi.org.uk/2005\\_portal/](http://www.odi.org.uk/2005_portal/)> "This is the place to find quick comment on all the international development issues of 2005. It gives us the opportunity to respond to events as they unfold—and gives you the opportunity to comment and engage. Latest postings include:

\*\*\*\*\*Should Hurricane Katrina's victims receive international assistance?

<http://odihpn.org/cs/blogs/2005/archive/2005/09/05/71.aspx>

\*\*\*\*\*The UN Millennium Review: what will be discussed and what is at stake?

<http://odihpn.org/cs/blogs/2005/archive/2005/08/11/61.aspx>

\*\*\*\*\*Niger: Shared responsibility for a slow response

<http://odihpn.org/cs/blogs/2005/archive/2005/08/09/60.aspx>”

[Editor’s note: Since mission and aid work overlaps in many places, resources like this Forum can be very relevant for many mission/member care workers. Member care-related topics can also be a key part of the discussions.]

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## MALARIA UPDATE

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The Humanitarian Practice Network (HPN) has just published the September issue of *Humanitarian Exchange* (no. 31) with a special feature on malaria. The presence of malaria in any given area of humanitarian operations has a profound impact on the affected community. It will also be a defining feature of the response. This issue of Humanitarian Exchange features articles from a selection of malaria experts, giving a detailed picture of the many technical, political and funding aspects of this global problem. Electronic versions of this issue are available from [www.odihpn.org](http://www.odihpn.org) while hardcopies will shortly be sent out to those members who receive them. [Membership is free.]

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## BOOK DESCRIPTION – LOVE ACROSS LATITUDES

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By Janet Fraser-Smith

*Love Across Latitudes* is an A4 size workbook for those interested in cross-cultural marriages. The text will help those in a cross-cultural marriage, those contemplating one, the parents and friends of either and counselors to understand their relationship better. About 5000 copies have been sold worldwide.

Initially written for Christians working in an overseas context, its message and approach is applicable more widely. The thesis behind the workbook is that much of the wealth of experiences both husband and wife bring to their marriage is formed by different cultural values but as Christians the couple also share many similar values because of their faith. The differences play a part in their hopes for the marriage and their family and also in the way they communicate, resolve conflict and assess the choices each wishes to make. The workbook encourages the couple to explore their own personal backgrounds and the influence of their family in their formation as well as to look more closely at their own broader cultural frameworks in order to understand each other more fully.

The book uses explanatory text, quotes, interactive stories and questions from which the couple may choose to get to know each better or to shed new light on their current situation. It has also been used for group discussions.

Author: Janet Fraser-Smith  
Date of publishing: 1993 (5th Edition 1999 – Reprinted 2003)  
Publisher: AWM  
ISBN Number 0 904971 05 8

Copies of Love Across Latitudes can be purchased from:

AWM CANADA

Email : [info@awmcanada.org](mailto:info@awmcanada.org)

AWM UK

Email: [Alasdair@lufnet.co.uk](mailto:Alasdair@lufnet.co.uk)

AWM USA

Email: [ktallant@awm.org](mailto:ktallant@awm.org)

GERMANY

International Christian Books

Email: [rhauer@aem.de](mailto:rhauer@aem.de)

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## LEADERSHIP DEVELOPMENT RESOURCES

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Strategic Global Assistance provides learning opportunities, resources, and consulting services to help strengthen leaders around the globe. In addition to their courses, they have produced several short articles/summaries related to leadership development. Recent ones for example, on healthy vs abusive leadership have been very helpful. For more information and for a free subscription, contact [subscribe@LeadershipLetters.org](mailto:subscribe@LeadershipLetters.org) or visit their web site at [www.sgai.org](http://www.sgai.org).

Also, every year the IFMA/EFMA in the United States offers some excellent leadership training workshops, in different locations around the world. For more information contact: [IFMA@aol.com](mailto:IFMA@aol.com)

Also, every year since 1980 the India Mission Association runs a course called Advanced Mission Leadership Training. It is intended for emerging leaders of sending agencies and sending churches. For more information contact [ima@imaindia.org](mailto:ima@imaindia.org) or visit their website [www.imaindia.org](http://www.imaindia.org)

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## CERNY-SMITH ADJUSTMENT INVENTORY

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**Len Cerny**

I would like to introduce you to a new cross-cultural adjustment test that is available at [www.cernysmith.com](http://www.cernysmith.com). The English language instrument called the CernySmith Adjustment Index has been developed to help improve attrition for global workers in the field by screening 20 statistically developed aspects of cross-cultural adjustment and providing coaching encouragement for enhancing adjustment.

The CSAI has five versions depending on your cross-cultural occupational role: BC Business/Corporate, CG Civil/Government, M Military, HD Humanitarian/Development, and S Student. It takes only 15-20 minutes to complete and immediately generates a 23 page self-interpretive coaching report that can be printed out or downloaded. If you are coaching teams in the field a three-page Coaching Summary report of results is available as well as group reports.

The Humanitarian version of the \$40 test is available for \$10 per test to organisations that register for the Humanitarian Discount. If you want to try out the CSAI using MCA's Humanitarian account go to [www.cernysmith.com](http://www.cernysmith.com). Select CSAI. Select Take Test. Select HR version. Enter Org ID: MCA. Enter Coupon Code: GLOBAL. Payment is online by credit card. If you want to try out the CSAI but \$10 is a hardship, send me an email.

[Editor's note: I have taken the CSAI and found it to be accurate and very helpful!]

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## CONNECTIONS: THE JOURNAL OF THE WORLD EVANGELICAL ALLIANCE, MISSION COMMISSION

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Want to stay better updated on what is happening in the evangelical mission community? *Connections*, published three-times per year, will help you do just that. Each issue is about 50 pages and has several short articles from authors around the world. For more information contact: [info@initialmedia.com](mailto:info@initialmedia.com)

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## SPECIAL MEMBER CARE ISSUES

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### Mentoring Leaders – Coaches Empowering Shepherds

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*Copyright © 2005 by Galen Currah and George Patterson*

[Editor's note: Coaching is a growing field committed to helping people develop their life skills and accomplish their goals. This short piece identifies eight biblical principles for coaching, with an application to church planters. Member care workers can also use these principles as they help mission/aid workers grow and succeed in their ministry.]

After rising back to life and before going up into heaven, Jesus shared with his appointed apostles a vision to disciple the nations, a strategy starting at Jerusalem, and a promise of power to do so, the Holy Spirit Himself. Coaching authority Gary Collins said that coaches do something similar to what Jesus did. "They help people find vision and develop strategies for reaching their goals, but coaches also empower people to move forward. Then the coach withdraws (in a way less dramatic than the ascension of Jesus)." While admitting that we cannot confer upon folks that spiritual power which comes only from God, Collins suggested that coaches (mentors) can empower others in eight ways. (The guidelines below are his, the comments come from us.)

*\*Guiding as they clarify (and cast) a vision for what they seek to do.*

Over several weeks and months of mentoring novice congregational shepherds and church planters, a mentor with foresight repeatedly asks them, "What would it take to help your flock obey Jesus" in this or that area of church development. Most will reflect on the question and come up with their own fresh vision and plan. A wise coach

seldom dictates to novice leaders what to do. Instead, he helps them to think through their plans in a way that needed action becomes obvious.

*\*Helping them determine what they need to reach their goals.*

Shepherds and church planters who have been “contaminated” by Western traditions often imagine that they require more education, expensive buildings, better equipment, highly-trained staff members, well-paid tithe payers, etc. To keep churches simple enough to reproduce without a lot of money, mentors must help their trainees to depend on available resources, easily imitable methods, and the five-fold gifts that the Spirit gives to his flock (Eph. 4:11-12). A wise coach passes on a ‘light baton.’

*\*Guiding as they get necessary training.*

Both classroom instruction and face-to-face mentoring have their place in training novice leaders in a church-planting movement. In the first year or so of novice leaders’ training, they must be mentored regularly. Classroom instruction provides a lot of helpful information for possible future use, but only personal coaching can provide the day-to-day guidance that leaders need in order to help their flocks to grow and reproduce.

*\*Helping people find and manage needed resources.*

Part of most mentoring sessions is the trainer listening to each trainee in order to learn what their flocks need now. The mentor then refers to his “menu” of materials from which to make reading assignments that will help them carry out their immediate plans. Moreover, mentors often model new skills for their trainees and accompany them as they deal with people to practice those skills together.

*\*Teaching them to create conditions that make success more likely.*

Researchers and specialists like David Garrison (Church Planting Movements), Mikel Neumann (Home Groups for Urban Cultures) and George Patterson (Church Multiplication Guide) have described the conditions under which churches and cells will likely reproduce in various culture groups. Mentors help their trainees to create or to find those conditions. One such condition that often is lacking is freedom for church planters, shepherds of new churches or cells and the flocks themselves to take initiative in their development and reproduction. A wise coach will provide guidance without controlling.

*\*Helping them discover their gifts and unique abilities, because people are most empowered when they build on their strengths.*

A helpful exercise that mentors use with novice trainees is to have them fill in three columns of an empty chart. The columns are labelled Non-negotiable, Strong Preference, and Weak Preference. As the mentor asks about past experience, training, different ministries, dreams, and so forth, the trainees class their responses under one or another of the columns. In their following sessions together, they envision how to build on the trainees’ non-negotiable points, that is, areas of strength about which they have strong convictions and leading from the Holy Spirit. A wise coach keeps in mind these strengths and helps others to build on them.

*\*Modelling what we teach.*

Mentors of novice shepherds and church planters are often themselves novice workers who have a little more experience than do their trainees. Thus, they understand each other’s needs and struggles, and gladly share what they know and how to do it. Furthermore, the mentoring process can easily be followed by trainees as they begin training even newer leaders, in turn. Thus wise mentors use only easily imitable training methods.

*\*Reminding Christians that the Holy Spirit who empowered the early disciples, still empowers Christ’s followers who want God’s plan for their lives and who determine to be the people God meant them to be.*

Dependence on God who always does his part while we learn to do our part is an indispensable part of all successful congregational leadership and reproduction. The power and the spiritual gifts to do the work of the Lord come supernaturally and are always enough. Dependence on money and foreign methods usually eclipses the very power that the Lord Jesus promised to us. Thus, when churches commission new leaders by laying hands on them, they affirm their reliance on the power of the Holy Spirit.

For mentoring tools: [www.MentorAndMultiply.com](http://www.MentorAndMultiply.com).

For information on pastoral training/church planting, write to Galen Currah: [Galen@Currah.us](mailto:Galen@Currah.us).

For free training materials for new leaders and mission personnel, visit [www.Paul-Timothy.net](http://www.Paul-Timothy.net).

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## FUTURE DIRECTIONS

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### ETHNE TO ETHNE

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Where are you heading in member care? And where is the member care field heading? There are so many ways to contribute, to get involved, and to find a good fit between ones call/gifts and the many needs/opportunities.

As followers of Christ, we understand that there is a purpose to human history—it is not random—and that there will be a conclusion to this age, for the glory of God. God is at work in history to redeem people from every nation, tribe, and language (Revelation 5: 9,10). It is an “ethne to ethne” strategy, in which believers from different people groups reach out to other people groups, until “all of the earth is filled with the knowledge of the glory of the Lord.” The vision is thus for all ethnic groups to be involved in cross-ethne mission.

Member care is a service ministry which supports this historical and biblical vision. As an international movement of member care practitioners, we are committed to helping mission workers develop the personal qualities and life skills necessary to work effectively. And this includes mission workers from *all* ethne. Now let’s consider an amazing corollary to this: I would like to suggest that this also means that we are committed to seeing quality member care workers from *all* ethne raised up and trained, including those within/from the A4 regions (Africa, Asia, Arabic-Turkic, and America-Latina). So the focus is both on supporting mission workers, and training others from various cultures to be quality care providers. Member care, then, is also very much an “ethne to ethne” strategy.

Ethne to ethne member care though is tricky. It is important to set up opportunities for colleagues from different cultures to interact with each other (forums, conferences, writing, networks etc.). It is also important for colleagues with member care training/experience in different cultures/countries, to help facilitate learning and practice as “multicultural bridges”. Ethne to ethne member care requires the best of our conceptual thinking and research skills, extensive practical experience; and lots of personal connections and ongoing relationships with colleagues. Culture learning is a two-way street!

There is a growing group of mission strategists who are coming together around a structure called “Ethne to Ethne.” Member care thinking is part of this group. This group will convene a special gathering in March 2006 called *Ethne06*. It will be attended by organisations and individuals committed to evangelise and disciple the least reached peoples of the earth. And it will be attended by at least two members of the MemCa leadership team! The *Ethne06* convenors have put together a special DVD, about 10 minutes in length, that shows images of many people from around the world. It is artistically done, high quality, something to share with friends. And an inspirational tool to help us stay focussed on the Lord’s work among all ethne. To receive a free copy, contact: [order-video@ethne.net](mailto:order-video@ethne.net) For more information on Ethne to Ethne, visit their website: [www.ethne.net](http://www.ethne.net). Note that this group is now officially affiliated with the WEA Mission Commission.

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## UPCOMING MEMBER CARE EVENTS

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25 Sept – 14 oct, 2005, Philippines Missionaries and Stress <a href="mailto:mcarephil@skyinet.net">mcarephil@skyinet.net</a>	Oct 6-8, 2005 Philippines Missionary Care Congress <a href="mailto:lou.mandalupe@acmnet.org">lou.mandalupe@acmnet.org</a>	Oct 9-21, Austria Missionary Family Retreat <a href="mailto:barnabaszentrum@juno.com">barnabaszentrum@juno.com</a>
Oct. 13-18 - Multicultural Teams Workshop in Jordan, contact: <a href="mailto:jbns@comego.org">jbns@comego.org</a>	October 16-28, Thailand Renewal Retreat for Ms <a href="mailto:cornerstonecounselingcm@yahoo.com">cornerstonecounselingcm@yahoo.com</a>	October 20-27, 2005. SOUTH AFRICA RETREATS FOR SINGLE MISSIONARIES E-mail : <a href="mailto:OfficeMET@aol.com">OfficeMET@aol.com</a>
October 26 <sup>th</sup> , UK Managing people under pressure <a href="mailto:info@peopleinaid.org">info@peopleinaid.org</a>	October 26-29, Canada MC Training <a href="http://www.cares.ca/Restoration/MCTraining.htm">http://www.cares.ca/Restoration/MCTraining.htm</a>	Nov 6-18 Austria Missionary Singles/Couples Retreat <a href="mailto:barnabaszentrum@juno.com">barnabaszentrum@juno.com</a>
November 8-9, 2005, Germany Member Care Partners Germany E-Mail: <a href="mailto:mpc@aem.de">mpc@aem.de</a>	November 17-20, 2005, USA Mental Health and Missions Conference <a href="mailto:toni@mti.org">toni@mti.org</a>	Nov 23-26, Chiangmai, Thailand International Children’s educator conference. <a href="mailto:acsireg@samassist.com">acsireg@samassist.com</a>
November 27-30, Thailand	December 5-9, 2005, US	Jan. 9-13, 2006 Fresno, US



MK Caregiver Training <a href="mailto:janetblomberg@interactionintl.org">janetblomberg@interactionintl.org</a>	Pastors to Missionaries Conf <a href="mailto:Barnabas@barnabas.org">Barnabas@barnabas.org</a>	Building Skills for Member Care with Excellence <a href="mailto:KenRoyer@aol.com">KenRoyer@aol.com</a>
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The *MemCa Briefing* is compiled and edited by Kelly O'Donnell and Harry Hoffmann on behalf of Global Member Care Resources (MemCa). MemCa is an affiliation of 20-25 international colleagues committed to help develop member care resources within the mission/aid community. Our members come from different organisations and churches, and represent various geographic and speciality networks in member care. We are a "partnership of networks" and the networks connect to MemCa via their leaders/liaisons who are part of MemCa. Our special emphasis is on working together and with others to support personnel from the A4 regions (Asia, Africa, Arabic-Turkic, America-Latina), and those working among UPGs (unreached people groups). Members are also committed to provide personal and work-related support for each other as needed. Our growing friendship and Christian fellowship provide the foundation for our joint work. MemCa is part of the World Evangelical Alliance (WEA) Mission Commission.

MemCa Website: <http://www.membercare.org>

Email: [WEF-MCNB@yahoogroups.com](mailto:WEF-MCNB@yahoogroups.com)

Subscribe: [WEF-MCNB-subscribe@yahoogroups.com](mailto:WEF-MCNB-subscribe@yahoogroups.com)

Unsubscribe: [WEF-MCNB-unsubscribe@yahoogroups.com](mailto:WEF-MCNB-unsubscribe@yahoogroups.com)

Problems or Questions: [Harry@solic.net](mailto:Harry@solic.net)

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#### YAHOO! GROUPS LINKS

- Visit your group "[WEF-MCNB](#)" on the web.
  - To unsubscribe from this group, send an email to:  
[WEF-MCNB-unsubscribe@yahoogroups.com](mailto:WEF-MCNB-unsubscribe@yahoogroups.com)
  - Your use of Yahoo! Groups is subject to the [Yahoo! Terms of Service](#).
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