

The Spirit of U'Hills

19 June 2009



PROGRAMS AND ACTIVITIES

- June 19 ..Mandy Hughes and Chris Romer.....Subject: The KIPP Charter School**
- June 26 ..Dark due to 6/28 Appreciation Dinner**
- June 28 ..Appreciation Dinner ... Changing of the Guard,**
- July 3Glenmoor dark for July 4 holiday**
- July 10 ...Club Forum**
- July 17 ...John HarpoleSubject: Natural Gas**
- July 24 ...Childrens Hospital..... Guided tour and Lunch**

GREETERS



Phil Beaver, Alan Coldwell, and Elaine Beaver

And here we have **Phil Beaver** and his daughter **Elaine Beaver** being greeted by the ever reliable Membership Committee Chair **Alan Coldwell**, stand-in for **Larry Beski**.
Come on in, folks.

INSPIRATIONAL MESSAGE AND PLEDGE



President Mike Hitchcock and his Inspirational message for today

President Mike asked us to remain seated while he, as our lame duck President, said a few words that we can consider our inspirational message today. "There was this lady, we'll call her Mrs. Jones, who was working around the house and received a call from the local hospital. It seems that her husband had been involved in a car wreck, was in the intensive care unit, please come to the hospital. She quickly jumped in her car, headed for the hos-

pital. While enroute, the conflicting events and situations crowded into her mind...we don't have time for this, we have graduations coming up, I'm not sure our medical plan will cover this, etc., etc.

"She walked up to the nurses' station, introduced herself, 'You called me about my husband.' The nurse was on the phone but said, 'Your husband is in that room right over there,' pointing in the general direction of the room down the hall a bit. So, Mrs. Jones went in the room, pulled back the drape and here was this mummy in the bed. The poor gentleman was in bandages, head to toe, lots of monitors and IVs connected to him, very little of his face visible...obviously in a very bad way.

"Mrs. Jones fell immediately to her knees, took the unbandaged hand of her husband, started saying a prayer in his behalf: 'God, I loved him so much. Don't take him now, don't take him from us now, please God.' She prayed for awhile then a few minutes later a doctor walked in. She got up, turned to speak to the doctor. He asked, 'Ma'am, what are you doing?' She replied, 'I'm Mrs. Jones and was praying for my husband.' The doctor said, 'Well, Mrs. Jones, your husband is in the next room.' So, she backed out of the room; highly embarrassed, went to the next room and here, in fact was her husband. He was sitting up in bed, bandages here and there, but at least he could sit up and greet her.

"Over the next few days, she came in every day to check on him. Four or five days later, she was leaving his room and went into the room she'd entered initially, to see how he might be doing. Well, the bed was empty. She thought, 'Oh, he didn't make it. He died.' She went to the nurses' station asked what had happened to the gentleman she saw a few days ago, asked, 'Did he die?' The nurse said, 'Oh no, it's absolutely amazing, he's been transferred to rehab. We're amazed at his speedy recovery. It was a miracle. When he left the unit, he was talking to his doctor about the most amazing thing. About the time your husband came in, he said that this angel came in and prayed for his life and the patient thinks that was the reason he improved so quickly.'

"The moral of the story is that sometimes we can actually change people's lives. It gives us great power, but it also gives us a lot of responsibility."

"Let's stand and salute the flag.

"I pledge allegiance to the flag of the United States..."

Mike continued with recognition of our stand-in greeters, **Alan Coldwell** and **Carl Gardner**. Nice round of recognition applause. "Alan and Carl, you did a great job. Thanks."

"Now, **Marvin Hersh**, will you introduce our guests today?"



INTRODUCTIONS AND ANNOUNCEMENTS

And that's just what **Marvin** did. First up was **Phil Beaver** who introduced his daughter **Elaine Beaver**. **Phil** informed us that she just graduated high school and is on her way to McGill University, Montreal, Quebec. Go Elaine!

Carl Gardner told us that he's happy to have his son-in-law with him today...**Reegan Moen**. Well, Carl, if you're happy, we're happy.

Then **Jerry Regan** was pleased to introduce his guest, **Andrew Weinkle**. "He's been here before and he is now giving *real* serious consideration to being the 15th new member of the class of 2009.

SERGEANT AT ARMS

Phil Beaver was the stand-in Sergeant at Arms today. Phil had a story from his earlier years, when jobs out in California were fairly hard to come by. He interviewed with a large number of businesses, zero success rate. Finally, he interviewed for, and obtained, a job as a bus driver... not your average school bus or city bus, Phil explained, "The show 'Sesame Street' had a show coming up and they operated with a live audience of kids as you know from when you watched the show. To get them to the studio, they sent a bus to pick up all the little kids, take them to the studio. And that was my first project, to pick up all the kids for the 'Sesame Street' show. I checked with the dispatcher, got my route, times, etc. Away I went. First stop: A little girl. I pulled up, opened the door, let her in. 'Hi, I'm Patti'. I'm fat.' OK. I can see that. Go to the back of the bus and sit down. Second stop. Another little girl. Opened the door, she got on, said, 'Hi. I'm Patricia. I'm fat.' Go sit in the back. Don't bother me. Next stop, a little boy. He got on, said, 'Hi. I'm Scott. I'm special.' Another show off. Go to the back of bus, don't bother me. Next stop, another little boy standing there. 'Hi. I'm Lester. I'm cheese.' OK. I can handle cheese. Sit up here by me, right next to the driver. Then, about half way to the next stop I noticed Lester. He had his shoes off, was picking at his bunions. I couldn't take it anymore. I pulled the bus to the side of the road, put it in park, got out, called the dispatcher. 'I thought you were giving me a job.' 'Well, we did give you a job.' 'No, you didn't get me a job.' 'Well, what did it get you?' 'You got me two obese patties, special scott, lester cheese, picking bunions on a Sesame Street bus.'" (Appreciative laughter and other noise making activities.)

"Who wants to donate to the service fund?" First volunteer was **Jay Shoemaker** with a car story. "There was a car rally last weekend; 125 registered cars, went uphill to Glenwood Springs, had a tour and went to Meeker the next day.



Phil Beaver

Sunday had a car show, 77 cars. My Cobra took first place in the American Car category. There was a race to test technical driving skills. I didn't want to race the Cobra so took my wife's old MGB. It was a two person event so my 14 year old daughter and I got third place beating a turbo-charged Miata and blank (another car whose name was blanked by someone's cough)."

"**Alan Coldwell** had some comments about the history feature in the Denver Post. "Every morning I read that. The historical thing this morning is, 100 years ago, in 1910, we started celebrating Father's Day. So, for all the fathers, I'd like to wish them a happy Fathers' Day."

"**Linda James** asked us if we knew who actually started Father's Day. "No? It was the YMCA." Hooray! Round of applause for YMCA.

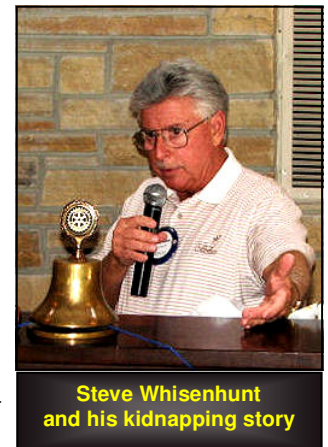
John French told us of a recent TV news item about the YMCA's Super Senior program. It was an interesting subject, well handled. Then, all of a sudden there was **Linda James**, a celebrity, telling us what the program was all about. Here's \$5.00 for Linda.

President Mike asked **Steve Whisenhunt** to "Come on up here" which he did. Once in place, Mike thanked Steve and his entire committee for putting on such a great golf tournament. Steve: "My thanks go to everyone who played a part in the tournament—which was basically everyone in this room—but, let me tell you what else happened.

"Right after the golf tournament was over, one of the guys who played in the tournament (true story he said), 13 handicap, found that while he was playing golf, his wife had been kidnapped. He then got a call in his office that he had to come up with 100 grand, right away. So, he said, OK. Then, the kidnappers said 'We want you to be at Inverness, on the 14th green at two o'clock tomorrow with the 100 grand.' 'OK. I'll be there.'

"So, he went to his bank, drew the money out, got things ready to meet the kidnappers. Next day, there they are...the kidnappers on the 14th green with his wife, approaching two o'clock. Husband didn't show. Three o'clock comes, no show. Four o'clock, still no show. Finally, my good friend shows up with the 100 grand. The kidnappers are furious, his wife is furious, and demanded 'Where were you!' 'Hey look, I'm a 13 handicap. I just take a little longer.'" Well. Nothing more needs to be said.

Mike asked if there were any more announcements and sure enough, there was one, from **Tom Benson**. "Your program committee is delighted to announce that we finally have a tour of Children's Hospital, the new Children's Hospital. It's scheduled for 24 July. This is one to which you can bring your spouse, other members of your family who have been wanting to see the brand new hospital. We have a room set



Steve Whisenhunt and his kidnapping story



aside so that we'll be able to have lunch there. And, our esteemed leader will be there to tell us all about everything. I was telling our contact at CH that our president, Dr. Hitchcock, will be available to lead the tour. She perked right up, said, 'Oh, you mean Anne's husband?' Yep, Anne's husband.

CHRIS ROMER & MANDY HUGHES KIPP COLORADO SCHOOLS



Chris Romer

Don Goe introduced our speaker and program today. "Actually, we have **Marvin Hersh** to thank for getting this program put together. What we have is both **Mandy Hughes** and **Chris Romer** here today. Seems as though our speakers come in pairs. Mandy told me this past week that Chris will probably do all the talking. I thought, that stands to reason. I don't know who's the better politician at this point. The one who's

elected to office or the one who knows how to manipulate the guy who's in the elected office. Anyway, it gives me a great deal of pleasure to introduce Mandy and Chris. I've known the Romer family from before Chris was born. His grandfather was our minister from when I was still in high school. Chris is the middle of the Romer clan in all respects. He's the fourth of the seven children. Not only that, but there are five boys and he's the third one...the middle one again. He has been active in financial circles in town, but I think he was bidding his time till his father got through hogging all the publicity situations so he could take a turn at running for office himself. He was elected this last year as state senator. During that time, he's taken some interesting stands in relation to the charter school movement and at this time is located professionally, as well as politically, with the school whose brochure you'll see on the tables...the KIPP (Knowledge is Power Program) Colorado Schools.

"This is an interesting movement that is focusing on the needs of inner city children in schools. So without my taking any more of his time, I'll turn it over to Chris Romer."

Chris started with, "Thank you, Don. We're going to watch a little bit of a video on KIPP. (Turning to **Phil** and **Elaine Beaver**) My congratulations on McGill in Montreal. It's a really great school...really great. So, I'm an economist, got a degree in Stanford (several boos from the more openly opinionated members of our assembly, followed by laughter) I have two daughters out there right now. In keeping with the lighter hearted theme of this meeting so far, I thought I'd tell you a joke just to keep in step with your Sergeant at Arms, among others.

"I was playing golf one day and I was just stunned, stunned at how slow the foursome was in front of us. It got to the point that about the 9th tee, I'd had all the delay I could stand. I was playing with the minister from my church, and another political leader from city council. But, we finally finished, thoroughly frustrated by the foursome ahead of us, making it known to all and sundry, then went into the club house. Then someone said,

'Didn't you know that Tuesday is the day that we allow the Association of Blind Golfers to play?' We were thoroughly embarrassed, of course, and my friend in politics immediately said, 'I am so, so ashamed of my behavior. And I'm going back and sponsor a council resolution stipulating that on Tuesday, it's Blind Golfers Day.' The minister said, 'I feel the same way. I'm ashamed I have not been more patient and I will give a sermon next Sunday about why Tuesday should be blind golfer's day.' Then I, as the economist, sat there, thought about it for awhile, said, 'Yes, it's really important that the blind golfers have a chance to play. But wouldn't it be a bit more efficient if they played at night?'

"And that illustrates the point that sometimes we need to think more creatively. Sometimes the solutions we have been pushing like the rocks up a hill, much like Sisyphus, and it hasn't been particularly successful. In the area of closing the achievement gap, we need to be more proactive and more urgent about improving the qualifications of the kids going into the work force.

"When you look forward to the work force in the future, many low income kids are going to be joining you, Elaine, with your great education at McGill, in that work force. But to put that pattern of a work force together, we have to have better achievement from these kids. There is a sense of urgency that is building on this and a lot of us democrats are now known as reformers because we're not interested in continuing the status quo We have a school system, but it's not producing the right kind of young people in the inner city. We have a school system that was designed for the '50s and the '60s when one person could stay at home and take care of the children. That's not the current inner city model. We need to redesign the inner city schools and KIPP is big part of that movement.

"I'll also talk a little bit after the video about what, as Vice Chair of the Senate Education Committee, my views are with regard to school reform as a whole. I'll talk to you a little about what the KIPP motto means and then why it's important.

"So, with that, let's run the short video."

The video's theme concerned excellence in the learning process and how the approach that KIPP uses produces superior results. Central is their motto, "No short cuts, no excuses".

Chris returned to the lectern, continued with his presentation, bringing us up to date on KIPP Denver. "That was a little of the story of KIPP nationally and now I'd like to talk a little about where we are locally. KIPP Denver currently has a middle school over at Tejon and Alameda. We have taught from a series of six trailers, portable buildings, with one permanent structure, for the last seven years. One of the mantras of KIPP is that we don't make excuses. We don't make excuses for kids. We don't make excuses for ourselves. We don't make excuses for our Board. It works very well for us. Work hard, be nice. We teach the children culturally from the day they walk through that door in the fifth grade. If you work hard, there is unlimited capacity to achieve.

"What we find with low income children is that if we really set high expectations, deliver unconditional love by not



letting them use short cuts, you find that low income children can achieve any type of competency and any type of performance.

"In the four years of middle school, we bring them above the prevailing averages. Unfortunately, what we find out is those children start to lose those gains as they return to traditional inner city high schools that have low expectations, discipline issues, gangs, and frankly not giving that unconditional love that is really necessary to changing behavior.

"We're in the process of opening our additional small high school to provide the environment necessary to achieve higher expectations than the norm in public high schools. We will be what's called a '90-90' school, which means that 90% of our kids or more will be members of a lower socio-economic group (many make less than \$20-30 thousand a year) and 90% are non-anglo.

"That's the mission of what we're doing. We have a strategic plan to do nine schools in the metropolitan area, probably four or five in Denver, two in Jeffco, and one or two in the area north of Denver.

"Across the country, we start with middle schools, expand into more high schools as we implement our strategic plan. What is very different about KIPP is that we do about 60% more time on task. Every one of you who have succeeded in your lives, you know that there is no substitute for effort. And effort means more time on task. That's a very, very tough thing in a low income socio-economic group of children. They don't have that roll model in all cases at home where they get the understanding that more time on task means that they can academically succeed.

"Our teachers are paid about 10% more than the average school teacher in another system. But, we expect 60%. So, we start school at 7:30 am. The academic day goes to about 3:30 pm. Then we do art, we do athletics, we do all of the middle class things that help the children. The important thing is that if you think of the average low income kid in Denver, there is not a lot of good things that happen to eighth graders between 3:30 and the time their mom and dad come home. In fact, if you want to look at statistics, well over 50% of all teen age pregnancies happen with teen agers during this time of the day. So, we know very clearly that keeping them focused, working hard is really how we help kids stay on task.

"So, that's the KIPP formula. In a way, if you think about it, it's not very complicated. It's not rocket science. It's just the way we built the country, it's the way we deliver, in so many areas. I was speaking to Don about this. At Cherry Creek High School and West Middle School, it is probably OK for the school day to end where it ends. All of you and all of us, and with my own children at East High School in Denver, we provide such a rich academic experience at home that we're backfilling so much knowledge into our children that they're capable of doing without that 60% more time on task. But, for this group of children that are going to be 30% to 40% of the work force in certain circumstances, it's just non-negotiable. We will commit economic suicide if we don't figure out how to

do this.

"There are a group of us, as democrats, that push very hard for charters. There is also a group that is not as comfortable with charters, who feel that charters suck away from the system. My belief is that we absolutely have to force change within the inner city public school system. We are doing that within partnership with DPS. In fact, last night, unanimously, the Denver Public School System approved a third school for KIPP. It will be another middle school, probably over near Manual High School in the African-American community.

"So, it's a story of conviction, no excuses, no shortcuts, work hard, be nice, and keep on task. We get \$7,600 per student. DPS gets \$7,900 per student. If you've sent your children to a private school, you know that Kent is about

We will be what's called a 90-90 school...90% of our kids, or more, will be members of a lower socio-economic group (many make less than \$20-30 thousand a year) and 90% are non-Anglo.

\$15,000 to \$20,000 per year. (Voice from crowd: \$22,000) OK, \$22,000, and, I don't think that's a wrong number because Kent's not making a profit. Kent's running an enormously good school and they're doing it for \$22,000 per year. That's probably the benchmark for a super, high quality school delivering a super, high quality product.

"But, money by itself does not guarantee a quality education. In New Jersey and in the District of Columbia,

they spend \$18,000 per child and get no better results.

"But, money is valuable in one way. If you have the resources to contribute to us, we raise on average about \$1,000 per year, per kid on top of what the State pays for. What that pays for is that the kids are all learning field hockey, all learning to play lacrosse, and the other sports we want them to be able to play when they go to the colleges they will be attending. Also, the world of music. We do band, we do music, we do all the other kinds of things. That's what the \$1,000 per child allows us to do, to expand the overall learning experience.

"That's about it on what we're doing in KIPP schools. Our motto is 'work hard, be nice, no excuses, and no short-cuts.' Questions:

Question (Whisenhunt): The teaching unions, not only in Denver, but also around the country, have been an obstacle. Comment?

Answer: "Sure. In too many instances, they've felt they are underpaid and because they think that, they want to compensate for underpayment by decreasing the contact time, less time with the student. Their contracts are very descriptive of how much contact is included and when the day ends. Now, when I was with JP Morgan, we paid our secretaries more than what about 50% of the teachers get. But, when you go to other countries, like Switzerland, Finland, and South Korea, the top industrialized nation as far as education goes, it's not true. They pay their best teachers \$100,000 per year. Therefore, I think that our teachers are underpaid, but the union leaders have made a tragic mistake by putting work rules in the contracts. It makes it very hard for administrators and faculty to choose to permit that 60% more time on task.

"Now, that said, in the KIPP model, basically the bet-



ter— what we call ‘young missionaries’— kind of teacher we hire are young, absolutely committed, have unconditional love. They come in and they willingly put in that very long day. Believe it or not, they are required repeat required to keep their cell phone on till 9:00 pm.

“Don’t take what I’m about to say the wrong way. Although money is important, what we need more than your money is mentorship and role modeling. It’s *critical* that young people meet role models. So, if you have the time, we are going to be signing up for mentoring programs. One of the big things we’re doing in high school is to provide them that middle class experience they don’t get at home.

“We take them on incredible trips. They have to earn a trip and it involves a very strong discipline program. Not all earn their trips.

“And, another thing...when a kid misbehaves at KIPP, we don’t send them home. They turn those t-shirts inside out, put them back on, and they’re on ‘in school detention’ immediately. Nobody can talk to them for the rest of the day. It’s a very effective means of social alienation for misbehavior. If you wear that t-shirt inside out, it’s a warning to everybody...you are off-limits during that time period. No one can speak to you except for academics.”

Question (Regan): “All teaching is in English, correct?”

Answer: “It is true we have all-English immersion. About 50% of our students are English language learners. About 30% of our students are from Spanish speaking homes. But, the same rules apply. We do help the people in the fifth grade with English, to catch up. About 10-12% of our kids are on special ed or special learning plans but, again: we don’t make excuses, but we do give them the support they need.”

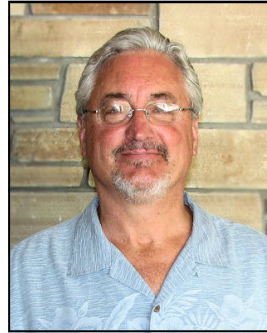
Follow up (Regan): “Remarkable. But, isn’t that one of the real problems with DPS?”

Answer: “Absolutely. The English language learning operations are exploding in DPS and in many cases, it is true that some students need help in getting up to speed. But in my opinion there should be help, briefly, to help them affiliate Spanish and English. The truth is that many of those children are never going anywhere, out of state or anywhere else but our community. It is tragic that we don’t continue that investment in English-immersion environments. It is true that we still have a lot of schooling after 3:00pm. But, our classes continue till June 17. The DPS stopped the day after Memorial Day. So, we have a longer school year, a longer school day. We make no excuses and we take no short cuts.”

Question (Gardner): “Two questions: review the amount you are funded by the State vs. the amount funded public schools by the State. Second, have any schools converted to KIPP schools.”

Answer: “First question first. Charter schools receive 95% of the operating number the public schools get...\$7,900 for DPS, \$7,600 for charter schools (n.b. OK, that doesn’t quite compute. 95% of 7,900 is closer to 7,500 than 7,600, but it’s in the same ball park). And, additionally, charters often do not get capital facilities. So, we have to pay for our portable trailers and our building out of our \$7,600. The District pays for capital improvements by bond issues. We, in Colorado, are about 40th in the nation. At that \$7,600 we’re below average. But,

NEW MEMBERS



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although we’re 40th in funding, we’re middle of the pack, about 25, on results. No excuses.

“Have any schools converted from public to KIPP schools? Closest thing to a conversion is happening now. DPS closed Rishel Middle School. Our high school will go into the space Rishel formerly occupied. I’ll compliment DPS on that move. Rishel was the lowest performing DPS middle school. Our KIPP high school will be going into that space.”

Question (Benson): “Parents. It’s said that parents of kids in low performance schools oftentimes never show up for parent teacher conferences. (Romer: ‘True’) They don’t come to any type of school night. (Romer: ‘True’) They don’t work with the kids on their homework when they come home at night. The kids often fend for themselves. And yet, the politicians *never* blame the parents (Romer: ‘Sure’)”.

Answer: “You’re right. But, at KIPP, no excuses. However, we expect that. And that’s why we do home visits. We don’t give them the option. We show up at the kids’ homes. We show up at the front door. Our counselors and



the principal do home visits and the result is that we earn that family's trust. When we earn that trust, you'll be stunned how active they become. When we do a pot luck, on average we will have at least half the parents there. So, it is a culture of acceptance where those families feel very accepted and comfortable in our school. But, we earn that by virtue of outreach. I'm a big believer that the school has to reach out to the community for that trust because many of those same parents had a very negative experience when they were in high school. I, personally, as a politician, will plead that we need to assume more accountability. We've done that on truancy, but that's a pretty low bar. Do you agree?" Benson: "Yes."

Question (MacDermott): "Do you pay your teachers on a merit basis?"

Answer: "We just started instituting a slight merit based program because we have realized that we may be burning out our faculty a little too much. There's a little too much turnover. We're going to reduce the contact time for the teachers, not the students, from five o'clock to four o'clock. And then we will bring in, hopefully, volunteers from this Rotary to help us do all kinds of things with the students (Several chuckles from various parts of the audience). I think many of us are very concerned about purely pay for achievement. The statistics in education have tried to tie competition purely to achievement. It's not as good as it is by having other merit markers. Denver runs a merit system called ProComp. We are moving towards that in the Denver KIPP schools."

Question (Bauer): "Chuck Murray, a sociologist from DC weighed in on this last year with the book *Real Education*. His theme in the book is that we've got to get real here and recognize that kids come with different abilities and that not everybody is above average. Would you say that your emphasis on hard work might help with that realization?"

Answer: "We are working on work force ready standards, and that's what my father, at age 80, is doing today. They're writing a new curriculum that will establish new international standards. So, we're going to have, for the first time, standards that will say 'This is what a kid is supposed to know.' We, in the state, have started to do that, but they're not ready yet. And, by the way, you do have to be competent in English to get a diploma in Colorado. Once we set it that high, the kid from a middle class Cherry Creek home may need less time on task to reach the standard. It's great that we have lots of children coming up through the pipeline contributing to a healthy economy. But, it won't be all that great if that pipeline of kids doesn't come with the same academic rigor and standards to compete in a world class economy. The onus is on us and that's why a lot

of us democrats are really pushing hard for change because it's needed to get the right performance from kids. Part of it means that we'll have to hold parents more accountable...and the student will be held more accountable.

"What I'd like to do is to invite you to come visit us. We're probably going to start our high school in mid-August, we'll start baseball in September. You can also see the middle school. It's pretty inspiring. I'm not sure we would have sent our children to that school. It's rigid, it's firm, and it's focused. Our kids may not have been ready for that. Remember, these kids will start kindergarten with a 1,000 word vocabulary. Your children and my children start kindergarten with about a 3,000 word vocabulary. And, you'll never catch up that difference unless you decrease the differential by more time on task.

"In closing, we need to shake this system up. Thank goodness we have some very dedicated people working on it. We need a little bit of help from the community to make sure this high school is a success. We need some financial support. But, more importantly, if you would be willing to become role models and work with one of our 130 ninth graders it would make a world of difference to us and we would really appreciate it. Thank you much for your time and attention."

President Mike then presented Chris our certificate for five doses of polio vaccine, in his name, to the Rotary Polio-Plus program. Mike also observed that this reminds him of his own experience in school in the '50s and '60s. "If I came home with a C, my folks would say, 'Why didn't you get a B.' If I came home with a B, they'd say 'Why not an A?' Then, when I worked hard and came home with an A, they'd say 'Why did you take the course if it's so easy?'"

MIKE'S THOUGHTS FOR THE DAY

Mike continued, "Father's Day is coming up so I thought I'd give a little advice to the fathers. It comes under three headings:

1. "First, tools: You only need three of them in your lifetime: a hammer, WD-40, and duct tape. If it doesn't move and it should, use the WD-40. If it shouldn't move and does, use duct tape. And, if you can't fix it with a hammer, then you have an electrical problem."
2. "Next, women: There are only two basic theories about arguing with women. Neither one works."
3. "Finally, **never**, under any circumstances, take a sleeping pill and a laxative on the same night."

"See you at the Appreciation Dinner."