

NEWSLETTER FOR THE
**GUILD OF
 OREGON
 WOODWORKERS**

OREGON
 WOOD
 WORKS

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 Portland Oregon

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NEXT GENERAL MEETING PROGRAM:

A VISIT FROM THE NORTH!!
Terra Firma Design NW from Bellingham WA

TUESDAY, NOVEMBER 19
SOCIAL TIME 6PM, GENERAL MEETING 7PM
MULTNOMAH ARTS CENTER AUDITORIUM (MAC)
7688 SW CAPITOL HWY, PORTLAND

A little early for Christmas and hopefully early for snow, but we have the chance to have a great presentation from Tomas and Jennifer Dolese from Terra Firma Design NW in Bellingham, Washington. One of their mantras is that the furniture they create not only has to be a beautiful



work of art but also it must be functional. They take pride in the application of the smallest details. Much of their work uses mortise and tenon joinery achieved with a Stanfield Horizontal Mortiser. Jennifer utilizes marquetry to add elegant details their pieces.



At the next Guild meeting on November 19th, Tom and Jennifer will be presenting a number of their works and will talk about their process in development of their pieces from inception to delivery. They will be discussing how they utilize their mortising and marquetry techniques to be able to quickly create beautiful one of a kind pieces that will stand the test of time! Not only do they make beautiful custom furniture, but they also help to spread the knowledge of the craft by offering classes in their workshop in Bellingham and at the Port Townsend School of Woodworking.

See you at the Multnomah Arts Center (MAC) on Nov. 19. Be sure to bring your show and tell items to share. Also, don't forget money for the raffle, there will be some excellent prizes!

Social time starts at 6pm with the general meeting starting at 7pm. The board meeting will be held from 5:30-6:30 for anyone who would like to attend.

If there are any questions please contact CJ Marquardt at cj@cjmwoodcraft.com or 503-267-1930



NOTES FROM THE GUILD PRESIDENT



Steve Poland

I've been traveling most of October with my wife on a tour of amazing gardens in New Zealand, and then with friends in SE Australia. Along the way I've had my eye out for woodworking examples, and earlier shared some Mauri traditional work in pics from

their cultural preservation skills education facility in Rotorua, NZ. We thought about trying to get to the woodworking organization in Nelson on the south island, but it was far off path for our itinerary. John Sherman however plans on visiting them shortly.

I did get to drop in on the tool show and open house at Melbourne Guild of Fine Woodworking (www.mgfw.com.au), and was very impressed with the collection of member/student projects exhibited. I've included here a collection of photos of the work for your inspiration.

I know many of you have produced pieces of equal quality, but this highlighted for me the opportunity we may have in our facility study to work toward a display gallery to share your work with both members and public.

The Melbourne Guild seems to be very similar to ours, with a well-fitted top shop facility and a good list of classes and visiting experts. One other feature of their facility is an attic raw material storage area.

Alastair Boell (out of North Bennet Street) runs the show, and he owns a portable bandsaw mill to salvage local timber for sale to members. In our case we've got Milwaukie Hardwoods for sawing, but a lot of material coming out of estate sales we might consider handling as for sale to members as well. Just need more storage! I did not get a chance to discuss operational strategies with them, but have contacts that will allow for follow up. Looking forward to getting home and reconnecting with you all.



[continued on page 3.](#)

AUSTRALIAN WOODWORKING... *continued from page 2*



The Guild of Oregon Woodworkers is...

..., a group of amateur and professional woodworkers committed to developing our craftsmanship.

Our Mission: To promote the craft of woodworking to the woodworkers of today and tomorrow.

Our Vision: A community of woodworkers that provide significant opportunities to develop, practice, enhance, and share woodworking skills.

The Guild offers many benefits for members, including:

- ◆ Monthly programs
- ◆ Monthly newsletter
- ◆ Weekly Volunteer Special Interest Groups (SIGs)
- ◆ An education program to help members develop woodworking skills through a variety of hands-on and lecture classes
- ◆ Sponsor discounts
- ◆ Woodworking shows (such as Gathering of the Guilds)
- ◆ Network of business partners.
- ◆ A woodworking shop
- ◆ A network of friends and opportunities to volunteer and make a difference in our community
- ◆ Free and low cost community programs to join in learning woodworking skills through special interest groups, community build, & estate sales volunteering

What you can do for the Guild

- ◆ Volunteer your time to contribute, assist, organize, lead, teach
- ◆ Take a class
- ◆ Contribute your knowledge

For more information see the Guild website or visit the shop.

Guild Shop - 7634 SW 34th St, Portland, OR 97219

Guildoforegonwoodworkers.org



Many of us who have joined the Guild recognize that woodworking can be a lonely avocation. It's fun to get together with other woodworker's to swap stories, share successes, and failures, and to ask questions. Come join the fun at the next MEET-UP ...

MONDAY NOVEMBER 4 - 11:30AM

Nite Hawk Restaurant and Lounge

6423 N. Interstate Ave. Portland, OR 97217.

The Meet Up will be in the lounge area.

MONDAY DECEMBER 2 - 11:30AM

Salvador Molly's

1523 SW Sunset Blvd., Portland 97239

About a mile from the Guild Shop in Hillsdale

Looking forward to meeting up with fellow members for some lunch and conversation. There may even be some talk about woodworking.

The monthly Meet-Ups are held on the first Monday of the month and try to visit all parts of Portland. The goal is to allow members to get to know each other and develop friendships. Attendees order off the menu and pay on their separate check.

All the Meet-Ups gather at 11:30 am, but late comers are always welcome. Everyone in the Guild is invited.

WELCOME NEW MEMBERS

Welcome to our newest **51** members. We're happy to have you with us and hope you'll make a regular appearance at the monthly program, contribute articles to the newsletter, and volunteer in other ways. Say hello at the next meeting so we can get to know you. New member orientation is 6:30-6:45 at each monthly meeting.

Chris Aguiar, Harry Alsmann, Enrique Bava, Ashlee Behunin, Adam Berens, James Berens, Fred Bradshaw, Robert Brown, John Budan, Robert Church, Matthew DeRosa, Arthur Etchells, Christopher Galvin, Dan Garland, Lyndon Graham, Clark Green, Christopher Grover, Paul Hamlow, Evan Harriman, Corey Herink, Becky Hurd, Chandler Jendsen, Alasdair Johnson, Ryan Johnson, Chris and Joyce Kitterman, Leann Knapp, Tosten Larson, Scott Lipp, Kai-Wei Liu, Fred Loney, Arvin Luchs, Charles Macleod, James May, Solange May, Trent Nguyen, Christina Ogletree, Bradley Parker, Bob Reaves, Christopher Renner, Justin Rock, Andrea Rocksund, Ruth Rowland, Sean Samoheyl, Steve Sand, Lee Schneiderman, Robert Sesnon, Jake Sigler, Matt Walker, Tabitha Wyckoff



STRATEGIC PLANNING GOAL #3: Maintain woodworking resources that meet the needs of the Guild today and in the future.

Gary Weeber

As a member, this is YOUR organization's facilities planning group: Steve Poland, President; Gary Weeber, Vice President; Gig Lewis, Past President; Chip Webster, Past Education Chair; Julie Gredvig, Education Registrar; Jesse Smith, Member; and Carol Boyd, Member.

The WRAP Group met again on October 9, 2019. Below is an update of information and actions.

Multnomah Arts Center: There was some review of recent meetings with the Multnomah Arts Center and possible partnering opportunities. We understand that the MAC is currently on good financial footing and we are discussing the potential partnering in regards to programs and space.

Perspective: It was agreed that it is important to keep both short-term and long-term perspectives when considering future needs. There is the possibility that some short-term solutions may make sense for experimental purposes and to meet immediate needs.

Education Scenarios: Chip Webster provided updated information on scenarios that would meet future needs of education programs. This includes the use of various types of spaces for class delivery; the need to be flexible in our approach; awareness of the difference between just space and configuration of that space; and levels of service. He suggested maintaining a benefit/cost perspective when looking at options.

Shop Elements Spreadsheet: Steve Poland has updated a spreadsheet on the various elements/components of a shop and that is now in consideration by the group.

Program Input: We continue to put together input from program leads in our effort to best design options for planning.

Community Partners: Jesse Smith and Gary Weeber are compiling a list of community organizations that could potentially be partners in some way. That list will be re-

viewed with President Steve upon his return from vacation and a plan of action will be developed.

Real Estate: The primary source we had developed has now relocated and so we are in the process of identifying new resources in order to begin looking at available local real estate.

Database Mining: Carol Boyd has been diving into (is that a mixed metaphor?) our shop data in order to ask questions about shop use. She will have a report prepared for the next meeting.

Timelines: We still plan to present 2-3 options to the Board by January 1 so that we can apply our developing information to what may be available in the community.

Next Meeting: November 13, 2019.



The group getting together at the monthly Meet-Up.

GUILD CLASSES - See the Guild website for registration and details. Contact the Class Coordinator with questions. All classes are held at the Guild Shop unless otherwise specified. 7634 SW 34th St, Portland, OR

INTRODUCTION TO CNC

Craig Jones

Nov 14, 5-7

Free

Class Coordinator: TBD

Come and get an overview of the world of CNC wood-working.

BASIC BUILD - MAKE YOUR FIRST CUTTING BOARD

Mike Chia

Dec 11, 5-9

Class Fee: \$60

Class Coordinator: TBD

This is an introductory hands-on class where students will learn the steps to make a laminated cutting board. The class is designed to also provide an introduction to several shop machines, including planer, bandsaw, router table and sanders.

FOUNDATIONS OF CLASSICAL CARVING

Chuck Rinehart

3 sessions, Jan 18-Feb 1

Multnomah Art Center

Class Fee: \$190

Class Coordinator: Larry Wade

This is a three week class that covers the essential topics with a lot of hands-on work, to prepare you for more adventuresome projects. No prior experience is assumed, nor experience with long handled carving gouges.

Attention Carvers! Check the class schedule for open carving times. Several additional sessions have been scheduled.

AFFILIATE UPCOMING CLASSES

See their websites for more details and offerings.

NORTHWEST WOODWORKING STUDIO

HAND PLANES, SPOKE SHAVES, AND SCRAPERS

Nov 9-10

Instructor: Peter Stevens

ANVIL ACADEMY

STOCK REMOVAL KNIFEMAKING

Nov 19

Instructor: Will Benson

PORTLAND COMMUNITY COLLEGE

PCC offers a variety of woodworking programs. Registration for Winter Term begins Nov 19 for undeclared degree students.

Contribute and Help Work on the Newsletter

Your articles, photos, announcements, etc. are always encouraged. Articles etc. can come from any Guild member and can be on whatever woodworking topic you think others might enjoy, learn from, or otherwise be interested in, such as...

- a project you are working on now or have completed recently
- interview and write about a fellow woodworker - coffee and pastry time
- something interesting about the history of the Guild
- a technique that you just discovered or have developed that others will learn from also
- a woodworking mistake you made and how you fixed it, or didn't
- something you built for your shop that makes woodworking easier.
- an original cartoon or drawing - woodworking related, of course
- a job you just completed from the Job Request list

Also, remember to send in a photo and brief description of a project you have recently completed for the SHOW & TELL page.

Everything must have been received by end of day on the 28th of each month. Ideally articles should come in as Word files or Text Files with photos/illustrations.

Send to newsletter@guildoforegonwoodworkers.org (to be included in the newsletter as space permits.)

Join the Editorial Team - contribute articles and/or find possible and worthwhile article topics within the Guild. Do you see the potential in a Guild activity being a good story for the rest of the Guild to know about. Can you write articles or can you assign and encourage others to write them. Contact Linda Howarth at the address above. Let's talk, I could use your help.

MARY MAY'S WEEK OF CARVING IN PORTLAND

Larry Wade

Mary May has 27 years of experience in traditional European carving, working mostly in wood, but some in stone. She does carving on commission, runs a significant online carving school, and teaches on the road most every month. She wrote "the" book on carving Acanthus leaves

and has appeared several times on Roy Underhill's Woodwright's Shop PBS TV program. She taught here for five days, to 35 members and a few non-members. Other than her home in Charleston, SC, she said the Pacific Northwest is her favorite place, especially to escape the summer heat and humidity.



She taught two different classes in the reconfigured Guild Bench Room, using the big, bright, brand new 65" TV screen, projecting close-ups of her work from a video camera out of sight to the right. Everyone could see the demonstrated details. Thank you Roger Crooks for the setup, and to all those that made this technology available.



Her teaching style is to have several short demonstrations and descriptions throughout the day, then has students practice at their own benches while she rotates around the room for individual assistance. In this photo she is teaching and demonstrating her method of sharpening by hand, using diamond plates, slip stones, and strops. The "parting tool, V tool" is the most difficult of all carving tools and she tackled this head on. Everyone agreed that we needed to spend a lot more time learning about and practicing sharpening, whether by hand or with power assistance.

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MARY MAY... *continued from page 7*



Harry Walles is getting personalized help, typical of Mary's approach. She has an online school of woodcarving with hundreds of detailed videos, and for some learners, this is a great resource, but many need personal attention for our specific challenges. Chuck Rinehart provides the same when he teaches our carving classes.



The bench room was re-configured to support these carving classes. Excess supplies and equipment were removed from under the benches and elsewhere, so two students could easily work per bench, staggered on either side. Each space was customized to student height, and LED lights with flexible goose-necks were provided to highlight the shadows.

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MARY MAY... *continued from page 8*

The first two-day class was called Lettering - Signs and Personalization. Day one focused on the basics of simple and more complex cursive lettering (using the letters J-O-Y), and on the second day, students were challenged to apply these lettering skills to a sign or portion of a sign of their own choosing. During Day 2 Mary continued to teach more letters, as well as decorative elements like ropes and balls. The student on the far right is a non-member who flew from San Antonio to take the class. Our own Chuck Rinehart is tucked partially hidden in the second row, holding his completed sign (see above). Many of the students had learned from Chuck and his presence and quiet counsel were highly valued. Heidi McNamee was the class coordinator and is taking the photo. Thank you Heidi!



The second two-day class was called *Shells and Fans*, and it was a challenge. Both convex and concave versions of each were taught, with the expectation that none might be finished. To save time the shells were pre-bandsawn by class coordinator Ruth Warbington (thank you Ruth!), and taped to plywood backer boards. Students had a choice of working in Walnut or Butternut, or both. Everyone agreed the concave versions were more difficult. Most students in this photo are holding their example of the fan. Mary left her work so students can take another look.

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MARY MAY... continued from page 9



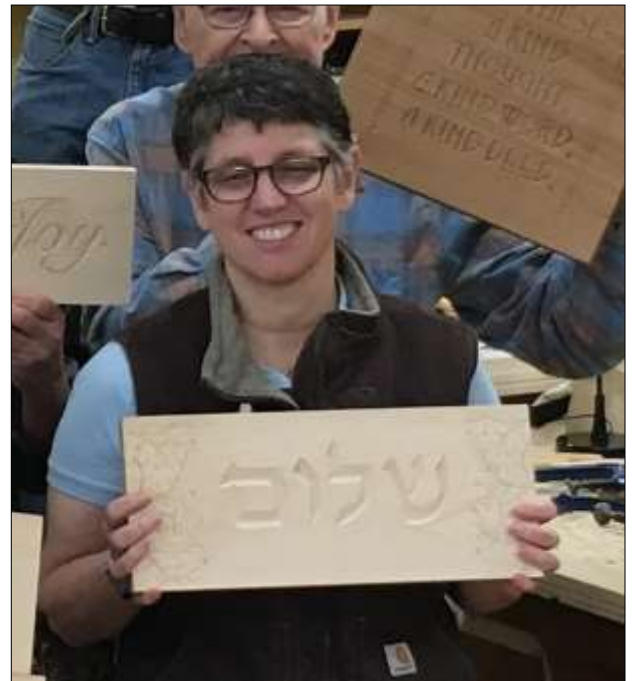
Examples of signs in progress - family names and street numbers, by Steve Moore and CJ Marquardt.



This is an example of the convex scallop shell in Walnut, nearing completion.



This is Chuck Rinehart's completed sign made from a Butternut slab that he glued up and designed before the class. He obviously had lettering skills before this event, but exposure to other carver's methods is always educational. He used his favorite shellac finish with nice colored accents. The Butternut he used is a wonderful wood but is getting scarce nationally because of a blight. Luckily, right before these classes started we found a rare Oregon source of Butternut from sawyer Chuck Miller in Stevenson, WA and we bought all of his remaining inventory so future classes by Chuck - including the sign making class he will teach early next year - will have access to some, and some might be re-sold to carvers.



Leslie Kantor's featuring Shalom in Hebrew script with decorative elements on the sides.

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MARY MAY... *continued from page 6*



Chuck and Mary had met in Rochester, NY, his former home base, but didn't know each other. Now they do, and she appreciated his being in the lettering class, and having a chance to get to know him a lot better over dinner. She succeeded in convincing him to go on her Grinling Gibbons tour to the UK in May 2020, which is open to the public, a rare chance to have Mary as a guide to see the work of probably the greatest and most prolific carver of all time.



Finally, this photo shows a portion of her demo/lecture (but not hands-on) class in the Multnomah Art Center auditorium. Thirty five were able to get a rapid overview of a wide variety of topics, mostly geared to beginners, with many examples of her work. This lasted three hours but there was a lot of requests afterwards to make it an hour or more longer with more meat for more experienced carvers. Hopefully next time, when she comes back. Her last visit was six years ago, maybe the next one will be in two years. We'll see.

Thanks to the coordinators Heidi McNamee and Ruth Warbington and to Roger Crooks for his patient and expert help on computers, audio, and video and for loaning and moving his small workbench, the same one he loans to Art-in-the-Pearl. Thanks to Chip Webster for his leadership with all national trainers and his encouragement to bring Mary back again, to Doug Drake of the Education Committee and the Board of Directors for investing money to acquire carving tools from two different estates, and the equipment, wood, and supplies to support the carving programs. Thanks to all the non-carving members who had to

give up their shop access for most of a week while these classes were held.

Many members know they aren't interested in learning about carving, but some are curious. If you are in the latter group, consider taking Chuck's Foundations of Classical Carving class. You can rent tools to keep the cost down, and who knows, you might discover this is a great way to build better hand tool skills, and enhance your own wood-working projects to make them more interesting and more personal for their intended user.



One of the premier awards given to Guild members is the Volunteer of the Month (VOTM) award. These awards recognize exceptional volunteer service by a Guild member. As we know, the lifeblood of the Guild is volunteerism and we have hundreds of volunteers annually. When you have a chance, please shake the hands of our VOTM folks in particular because their contributions have been truly outstanding.

Jim O'Rourke

OCTOBER - VOLUNTEER OF THE MONTH:

His name is Jim. True, his name is James but he probably wouldn't answer to that if you called it out.

There is one thing about our friend Jim that you need to know. HE IS ONE HECK OF A VOLUNTEER! The ways in which Jim contributes his time, energy, knowledge, and woodworking passion to our organization are too many to list but...well, in that effort, here are some.

SHOP ATTENDENT: Jim is one of the oldest Shop Attendants (oops, earliest) in the Guild and has contributed considerably to the improvement of the shop. In all likelihood, he has put in more combined volunteer time as an SA than anyone else. He has been a reliable fixture in the shop, always willing to help and guide.

MACHINE SAFETY INSTRUCTOR: Jim has been (and is) a primary Machine Safety Trainer for the Guild. He has also now written an excellent curriculum for instruction on the safe use of the sliding table saw and will be the primary instructor for that machine course.

LOCK BOX: Jim also is responsible for the lock box that secures the keys to the shop and annex. He has helped to ensure that the box is working properly and that there are adequate keys for access. He is also available to respond should there be problems.

Jim is a superior example of someone who does not aspire to any recognition...at all. He's just the kind of person who works in the trenches, contributes greatly, and is admired by many.

Oh...and Jim is really honest and will be happy to tell you what he thinks.

Jim, the Guild of Oregon Woodworkers thanks you! Next time you have a chance, shake his hand and say "Thank You, Jim!"



What Our Members Build

Send in your photos - Please send us photos and notes about your wonderful work. Please include a little info on the piece: type of wood used etc. Send your photos to newsletter@guildoforegonwoodworkers.org

Omar Bhutta: I recently completed building a Jennie Alexander style post and rung chair. It is made from white oak, and painted with milk paint. The seat is woven with Shaker tape. Excited to finish my first of hopefully many chairs!



SPECIAL INTEREST GROUPS (SIG)

These groups have discussions and hands-on demonstrations. The SIG groups meet in the Guild Shop unless stated otherwise. Check out the website for details on the SIG group you are interested in. Women's, Hand Tools, CNC, and Professional

WOMEN'S SIG

Next Meeting: Thursday, November 7 (1st Thursday each month) at 6pm - 9pm (We will be there by 5 if you'd like to come help set up)

We will work more on our boxes. This is a great way to undertake a small project that can be simple or complex. The idea is to get hands-on learning underway in a helpful and collegial environment. We have some extra wood and ideas to help you get started. Hope to see you!

By the way....

I still have an IKEA plastic container I want to rehome. I think it was the August Women's SIG when someone brought tomatoes and didn't take their container home. Let me know who you are and how I can get it to you. It says "Sinters" on the lid.

Lead: Eddee Edson - mseddeee@gmail.com

HAND TOOL SIG

Build a box for free! (part two)

The project for the November hand tool special interest group (SIG) will be a continuation of Roy Underhill's sliding lid box. If you didn't finish your box at the October meeting, this will be a chance to continue. We should also have time for members to start a new box.

The meeting will be Thursday November 21st at 6:30pm in the Guild's bench room. Please register at the Guild's website so we know how much 1/4" stock to prepare, and bring your plow and rabbit planes, chisels and saws, if you have them. There is no charge for this class. We also need experience builders to help the newer members.

P.S. (If you would like a head start on this project, you can watch Roy build this at <https://video.unctv.org/video/woodwrights->



GUILD HISTORY

Share your stories about the Guild

Gary Weeber

I had the privilege of being loaned a publication titled Guild of Oregon Woodworkers. It is a publication that covered the Guild from 1983-1989. It was REALLY interesting. Thank you Jeff Hilber, current member, and Safety Lead, for lending it to me.

Wow, was it a different Guild then! It included a number of photos of completed projects; a list of 75 members; a phone directory for those members; a list of Sponsor Members by year; a list of suppliers; and the organization's bylaws. It also included a list of the Board Members for each year and a record of all the "Meeting Hosts, Speakers and Events" for each year. What a treasure trove of information with some names many of us are familiar with from the past and present. It also included pages of advertising at the end which I am sure was an appreciated revenue source.

When looking at this publication, it is clear what a different organization the Guild was in the 1980's. All of the members were professionals. In fact, the definition of Regular Members was "business related professionals who make some or all of their living by woodworking." It is also clear from the description that a goal was to promote standards that produce solid workmanship and quality in products. This organization stated that at its core it was an opportunity for professionals to learn, listen and interchange with others.

Has the organization changed? Maybe a little? Is there still a role for professionals in our organization? Absolutely...but how much more diversified we are now...and bigger.

This is just part of the history of this amazing organization. If you find this intriguing, we are looking for a Historian. You are out there...I know it. Check out our Volunteers page on the website for a description. Come on. Just do it. Raise your hand.

Get in touch with Gary at gary.weeber@guildoforegonwoodworkers.org

Scrap Pieces

Bob Tompkins reminds us that even your scrap pieces of wood will make a lovely cutting board. See this one he made recently. Almost too nice to use.



Shop Courtesy

Gig Lewis

We are very fortunate to have a Shop of our own and not having to use a shop in a public school, like earlier days of the Guild. A couple of items need to be addressed to help us keep the shop running as well as it does.

1. Everyone needs to log in when they visit the shop, then, sign-in on the paper log and note why you are at the shop for the day. We will be using a “Tally” of the total of our users when we go for funding for another shop.

2. We have some members that just come into the shop to grab something and then run out. If you are visiting for a short time, PLEASE check in with the SA on duty. If you see someone that you don't recognize, do a friendly escort to the SA. This is just plain courtesy and it is good safety practice, too.

December Holiday Party Reminder

Remember that the Guild Annual Holiday party will be taking place on **Tuesday, December 17th** this year at the **Multnomah Arts Center** auditorium. This is a potluck event so bring your favorite dish to share. The Guild will be supplying ham and lasagnas along with beverages. The event starts at 6:00 with dinner being served at 6:30. Setup for the event will begin around 5:00-5:15.

There is a wonderful gift exchange as well. If you bring a gift you leave with a gift. The gifts can either be hand-made or purchased, but if it's purchased please limit the monetary value to \$25. Hand-made gifts are always special and encouraged.

Any questions please contact CJ Marquardt cj@cjmwoodcraft.com or 503-267-1930.



The Guild - An Orchestra



Gary Weeber, Vice President

As many of you know, the Guild is going through a lot of administrative and organizational changes. We have recognized that we are not the small group we were only a few years ago and, much like a teenager, have grown exponentially into what

is now a pretty large non-profit. It means we have to pull up our adult pants and...well...be an adult organization. But how do we get there?

A little more than a year ago we started a serious *strategic planning* effort under the excellent leadership of Ed Ferguson. That has continued during this year with the serious work of three workgroups defining what we are about as an organization; what programs do we have; how do we deliver them; how do we administer them.

In regards to leadership, we have new *amended bylaws* whereby we changed our Board of Directors for 2020 into a managerial board with positions focused on managing the various components of our organization. This will include not only a focus on *expanded volunteerism* with the inclusion of a Volunteer Director but will also continue the strategic planning effort with a full time Planning Director. We will have two Vice Presidents who will have specific areas of management responsibility and a Finance Director position that includes not only being the Treasurer but also having oversight responsibility for fund raising.

Our growth in membership has also made it clear that we need to review and clarify our *education program* and our education team, under the guidance of Education Director Doug Drake, is making great strides in that area. It has also become clear that our current facilities are likely not able to solely meet our future needs. As a result, we have now initiated a 'blue ribbon committee to plan for the future. The *Woodworking Resources and Planning Group (WRAP Group)* consists of seven (7) Guild folks who are doing their best to determine the best options for our future facility needs and present a plan to the Board.



All of this work will continue into 2020 and beyond but we have also shaped some priority areas as we approach the end of 2019. These include:

Financial/Fiscal Transition Plan: Completing the current financial transition efforts and preparing a PROCESS DESCRIPTION that provides the info on how the new plan will work.

Communications Plan: The communications team is preparing a rather detailed plan of what it plans to do yet this year and priorities for 2020.

Volunteers: A proposal is being developed on the structuring of a Volunteer Team that functions somewhat like an HR department. A current list of Guild volunteer positions is being developed and methods for recruiting and skills identification.

Diversity Plan: We are starting an ad-hoc group of Guild members to develop a plan for meeting future membership diversity needs.

Safety Committee: We have increased the activity of this critical committee through new leader Jeff Hilber and are prioritizing specific safety areas and procedures so that we can go into 2020 knowing that safety is consistently a priority in what we do.

If you look at all of these areas as different instruments, it really is almost like we are collectively attempting to direct an orchestra. How do we keep the violins in rhythm with the oboes; the string base maintaining a constant beat; the viola's in comparative volume with the flutes; etc.? It is difficult; sometimes our timing gets off; sometimes we forget to play a note or two; we miss a repeat in the music; etc. You get it. We aren't perfect but we are sounding better all the time

So bear with us; help us; give us your constructive input. This is a great organization and it is getting even better. Do you presently volunteer? If so, thank you. If you don't, please consider all of the volunteer positions available. Volunteers are the lifeblood of this organization and there is always a need for infusion.

Love the wood.

THE GUILD IS PROUD TO BE SPONSORED BY:

The Guild is grateful to be supported by numerous local businesses, our sponsors. Please patronize them when you can. Most offer some kind of discount to members, with some restrictions. We hope you will thank them for their support when you are at the cash register.

