

AMERICAN SOKOL

Publication of the American Sokol
Educational & Physical Culture Organization



YOU

*You cannot bring about prosperity
by discouraging thrift*

*You cannot strengthen the weak
by weakening the strong*

*You cannot help the wage earner
by pulling down the wage payer*

*You cannot further the brotherhood of man
by encouraging class hatred*

*You cannot help the poor
by discouraging the rich*

*You cannot establish sound security
by spending more than you earn*

*You cannot build character and courage
by taking away man's initiative and independence*

*You cannot help men permanently
by doing for them what they could and
should do for themselves.*

A. Lincoln

AMERICAN SOKOL

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AMERICAN SOKOL ORGANIZATION
6424 West Cermak Road
Berwyn, IL 60402

Sokol _____

Name _____

Old address _____

_____ Zip _____

New address _____

_____ Zip _____

Calendar of Events

CENTRAL DISTRICT EXHIBITION DATES

MARCH 6, 7 — Brookfield
MARCH 14 — Tabor
MARCH 15 — Slavsky
MARCH 21 — Stickney
MARCH 22 — Naperville
MARCH 28 — Berwyn
APRIL 11 — West Suburban
MAY 15 — Milwaukee
MAY 17 — St. Louis

CENTRAL DISTRICT ADDITIONAL EVENTS

APRIL 4 — Special Number Competition
MAY 23 — 1st Class Girls Gym. Competition
MAY 20 — 2nd Cl. Girls, 1st, 2nd Cl. Boys comp.
MAY 31 — District Children's Awards Picnic
JUNE 13 — Jr./Sr. Competition
JUNE 14 — DISTRICT SLET

APRIL 12 — "Prize for Everyone" Card Party —
Sokol South Omaha
Benefit Sokol & Czech Museum

Sincere Thanks

The Southern District wishes to express their appreciation to the following units and individuals for their donations to help defray expenses in connection with the Houston situation.

Sokol New York
Sokol Fuegner, L.I.
Sokol Schenectady
Sokol Tabor
Sokolice Tabor
Sokol West Suburban
Sokol Česká Sň
Sis. Rose Sramek
Sokol Havlíček-Tyrš
Br. & Sis. George & Anna Basta
Sokol Brookfield
Sokol Berwyn
Sis. Zdenka Kovar
Sokol Stickney
Sokol Baltimore
Sokol Miami

Donations were in amounts up to \$3,000, and each is equally appreciated.

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VĚSTNÍK AMERICKÉ OBCE SOKOLSKÉ

Ročník - Vol. CVIII

February — 1987 — Únor

Číslo - No. 2

EXECUTIVE BOARD MEETING

November 25, 1986

District minutes received and reviewed from Northeastern, Oct. 5 and District Dir. Conf. Oct. 24-26. A.S.O. minutes approved.

CORRESPONDENCE: Southern District Pres. Br. Maca appeal to help with bills from lawsuit. Ex. Bd. to send letter extending loan another year interest free until Sept. 1987. Sokol Women of Little Ferry re: sale of their hall. Contracts for audit from Selden, Fox and Asso. to be read, signed and returned, approval given. Czech National Council of America invitation to the XXXVI Annual Ball, plus solicitation for program book. Read copy of letter to Br. Masek regarding the 1989 Slet committee. Also read letter sent to Br. Milan concerning by-laws for Sokolice Omaha.

WOMEN'S DIRECTOR — Sis. Pistorius: Read complete condensed minutes of District Dir. Conference. Will be published in *Gymnast*. Recommendations presented for approval by executive board: Both National Directors and 1st asst. attend next USGF Congress of Coaches at the expense of the A.S.O. to be held in Chicago. Cost to be investigated. Motion that both directors become members of the USGF, dues paid by A.S.O. Cost to be investigated. Approval given on the following recommendations: Meetings to start on Friday afternoon leaving more time for educational sessions. District Directors to mail their combined reports one month prior to the meeting to the B.O.I. secretary who will then mail them to all directors. All material to be discussed or presented at the conference be submitted to the BOI one month prior to conference. Br. Milan called (through tele-conference) to give names of some who will be participating in the Gymnaestrada in Denmark July 7-11, 1987, right after the Sokol USA Slet. Because of our late interest (we were honored to be asked to represent the USA in this worldwide event) we are limited to only 50 participants. Two special numbers chosen to be performed at least three times indoors are "By the Sea" and the Indian Club Number. Funds will be needed to send these representatives. We need to concentrate on this now. Approval given for Directors to attend Chicago USGF conference. Another item of interest: Scoring is being modified to be as close to USGF as possible.

MEN'S DIRECTOR — Br. Ptacek: Read combined men & women report. Note received from Sis. Laznovsky congratulating Sis. Pistorius and Br.

Ptacek on a successful conference. Br. Michalek request permission to renew *Gymnast's* subscription, 36 issues \$42.00, approved. Sis. T. Simolik of Sokol Berwyn sent letter of thanks for renewal of the Merit Award. Br. Benak accepted position to head committee on formation of the American Sokol National Gymnastic Team, hopefully by the 1989 Slet, using students from the Skills Improvement Clinics and the top winners of the Slet Competition. Br. Milan distributed progressive skills charts and all districts are encouraged to display and use them. Further discussion on the Gymnaestrada: Mike Jacki of USGF to be contacted by Sis. Zabka re: our acceptance of this honor and if USGF will help with finances. Also Sis. Zabka prefers Indian Club number performed outdoors on large field. Letter to Sokol USA re: our support of their combined Instructors School immediately following their Slet and that we would like to perform the Indian Club # at the Slet. Motion made by Sis. Halik that we wear the same leotards and white slippers as worn in Zurich, approved.

MEMBERSHIP CHAIRMAN — Br. Kala: Letters to be sent to delinquent units.

EDUCATIONAL CHAIRMAN — Br. Lebloch: Br. B. Kubala is the new Educational Director for the Southern District. He pledges his support and request literature available. Br. Kala to write. Br. Stanley Barcal has completed his history of the American Sokol Organization and request that Bro. Basta, Lebloch, Kala and Sis. Betty Prener read and offer suggestions. Our committee recommends that our office windows be changed to read: American Sokol Organization, A Gymnastic, Physical Fitness and Educational Organization — National Headquarters. Founded 1865. We also request that one of Tyrš's mottoes be imprinted on the window. Br. Kala also showed a window display case that can be used to display items for sale and for educational purposes. Recommendation to the BOI that time be allotted at gymnastic competitions for educational work, i.e. a short inspirational talk at the beginning or while gymnasts are waiting to be rotated. Br. Milan donated Zurich slet souvenirs and pictures. He also sent pictures from Vienna 1982 Slet and a picture of an old Moravian Sokol flag. Sis. Schabowski (Library & Archives) has some unidentified family pictures at the office. Please stop in, they might be your family ancestors. Approved payment to Sokol St. Louis for professional photographs of their rhythmic gymnastic team to be used for ASO trifold.

PUBLICITY — CZECH — Br. Rabas: Articles appearing regularly. Gave a short report on letter from Switzerland regarding the Zurich Slet. They request two of our 1985 Slet books, we will send.

FINANCIAL SEC. — Sis. Pinc: Oct. 1986 report prepared and distributed to board. All roster corrections being made as received from units.

TREASURER — Br. R. Barcal: Bank statements in order. Balance sheets explained by Br. Basta.

EDITOR — Sis. Filipello: Districts and units have been submitting mostly historical articles. Could also use articles of interest for young adults and youth. Sis. Pat Satek is developing a youth page to start with January issue. She is working with Br. Zenisek for educational info.

SECRETARY — Sis. Kourim: All old furniture being disposed of. 3,600 letters with Christmas Seals mailed, more to go. Approval given for new Canon typewriter to be purchased through Br. Masek in Omaha. Attended 75th of Havlíček-Tyrš.

II VICE PRESIDENT — Br. Masek: Conference call. Br. Cahoy competing for U. of Nebraska. Met with Holiday Inn to finalize plans for Slet June 20 - June 24, 1989. Competition floors of Hollidome are carpeted, agreement signed, portable gym equipment available. Slet date Sat. June 24.

I VICE PRESIDENT — Br. Borvansky: Attended Central District annual meeting and Havlíček-Tyrš 75th.

PRESIDENT — Br. George Basta: Attended and addressed the Central District annual meeting, spoke at Havlíček-Tyrš 75th anniversary. Sis. Ruzicka of Sokol Miami would like letter so she can explain Southern District situation to unit. Sokol Little Ferry situation also discussed. Flossman case covered, retainer fee needs to be sent to attorney Grotefeld before they can proceed. Video tape of the 1948 Slet was a disappointment.

Sis. Filipello volunteered to be our English Publicity Chairman!

Meeting adjourned at 10:05.

Respectfully submitted, *Sis. Jackie Kourim, Sec.*

WW II The Pacific

from Slovo, Sokol Minnesota

HOW IT HAPPENED ON MOUNT SURIBACHI, IWO JIMA

According to the book "Pennsylvania Profiles", by Patrick M. Reynolds, the story is as follows:

On February 23, 1945, a platoon of Marines knocked out Japanese defenses on Mount Suribachi and raised a small American flag.

The "brass" on the beach wanted to fly a flag big enough to be seen all over the island and from the ships off shore, so they ordered four Marines to carry a 96 by 56 inch flag up the mountain and raise it in place of the smaller one. This "flag squad"

consisted of a Texan, a Kentuckian, an Arizona Indian, and their leader, a son of Slovak immigrants, Sgt. Michael Strank, from Franklin, Pa.

On reaching the summit, Strank and his men fastened the flag to a scrapped Japanese pipe and tried to set it in the ground. Two other Marines came to help. As they were struggling to raise flag, an Associated Press photographer, Joe Rosenthal, took a picture of the scene. It became one of most famous photo ever taken and won a Pulitzer Prize.

Six days later, the Slovak from Pennsylvania and the Texan were killed in action just a few miles from where they raised the flag.

Sokols in the News

by Ellen Psenicka of the Neighborhood News



*A very special Tribute
to
Mr. Ethnicity*

J

Boh nech je s tebou...
God be with you, Václav,
and thank you!

Václav Hyvnar, Executive Assistant to Mayor George V. Voinovich and Ethnic Coordinator for the City of Cleveland, retired last week after 24 years of public service.

The American nationalities Movement honored him with a retirement party, "A Tribute to Mr. Ethnicity," last Wed. Dec. 17, at the Hofbrau Haus. Dignitaries on hand included Mayor and Mrs. Voinovich; former Mayor Ralph J. Perk; Congresswoman Mary Rose Oaker; Ward 12 Councilman Edward Rybka; Joe Kocab, national president of the Czech Catholic Union; Joseph Ptak; Bob Jirou-

(Continued on page 18)



AMERICAN SOKOL ORGANIZATION

GYMNAST

FEBRUARY 1987

Editor: Frank H. Michalek — 10 S. 020 Lorraine Dr., Hinsdale, Illinois 60521



STRETCH WITH SOKOL by JERRY MILAN



Keeping kids motivated

THE ART (AND SCIENCE) OF TEACHING GYMNASTICS

PART 1 of 5

By Bey Hayasaky

Ah, the good, 'ol reinforcer! Reinforcers as a teaching tool do what the dictionary defines: they *strengthen* the child's desire to come back to class.

Actually, the "reinforcer" concept is drawn from psychologist B. F. Skinner's modification. In behavior modification, a reinforcer is an event which increases the frequency, intensity, or duration of a behavior in the future. In other words, if a child does something and it is followed by a reinforcer, the child is more likely to repeat the same act later on. For example, if a child comes to gymnastics class and the class results in something really fun, the child is more likely to want to return to gymnastics later on.

For teaching purposes, we can consider reinforcers to be FUN THINGS! Activities that make students giggle or ask to "do it again" are likely to be reinforcers. To use reinforcers, you select several fun activities and pop them into the daily lesson in addition to your standard gymnastics instruction.

Reinforcers make a child forget that he still can't get that back walkover or has five more push ups to go. For a child who is still a beginner after six months, reinforcers can make the difference as to whether he will continue to come to gymnastics. He may be frustrated at not being able to hold handstand yet, but those wheelbarrow races sure are fun! Reinforcement activities can keep students in your classes.

Different reinforcers work for different age groups and different skill levels. Also, it is important to use the right *amount* of reinforcement. If you put reinforcers into your teaching program but still aren't satisfied with your retention (the number of kids continuing in your program), try inserting more reinforcers. If kids don't seem to like your reinforcers, you are probably using the wrong kinds of reinforcers for your age level or skill group. Use only the amount of reinforcement you need to keep your retention levels high — too much reinforcement can backfire on you.

There are five different ways to use reinforcers, each with a predictable result.

1) "**CONTINUOUS REINFORCEMENT**": Put a reinforcer after every single gymnastics activity. The "continuous reinforcement" method gets kids motivated quickly, but the drawback to continuous reinforcement is that if you take away the reinforcers the students also lose motivation quickly. Continuous reinforcement programs are appropriate for infant programs, special education programs and gymnastics birthday parties.

2) "**RATIO REINFORCEMENT (FIXED TYPE)**": Put in a reinforcer after a certain number of gymnastics skills, such as after every five skills, or

every 10 skills. The good thing about the fixed ratio schedule is that it gets kids to practice lots of repetitions in a short amount of time. The bad news is that these repetitions are often done incorrectly. They hurry to get through so they can do the fun things.

Example: You tell the girls that after they do ten back walkovers, they get to do flip flops on the trampoline. What do you get? Very quick back sloopover.

The Fixed Ratio reinforcement methods (popping in a fun activity every so many tricks) work best with children over six years old, because they can count. When using Fixed Ratio Reinforcement, you must set a specific standard of excellence in order for students to "count" a skill.

3) "**RATIO REINFORCEMENT (VARIABLE TYPE)**": Puts in a reinforcer after a certain number of tricks, but don't tell the students when it is coming and vary the frequency. For example, write a fun activity into the lesson plan on the average after every three tricks, but vary it so that the reinforcer happens after 2 tricks, after 4 tricks, after 3 tricks, which makes it an unpredictable schedule to the child.

This schedule can produce high intensity practices, but it doesn't help children learn to work toward a goal, because they aren't in control of the reward system.

The variable ratio schedule is one way to build long-term motivation. Since children over age four and one-half respond well to working toward goals (goals are actually a reinforcer for children over four and one-half) it is best not to use variable ratio reinforcement with other students. For younger children, however, variable ratio reinforcement can build a lot of enthusiasm toward exercise and gymnastics. Children under three years old do well when you pop reinforcers into the lesson on a ratio of every two or three tricks. Children between the age of three and four and one-half do well with a reinforcement ratio of one reinforcer activity for every three or four gymnastics skills.

4) "**INTERVAL REINFORCEMENT (FIXED TYPE)**": You can put reinforcers into your instruction after a certain time period. For example, you could structure the class so that every five minutes a reinforcer would occur. There are big drawbacks to this method. What you get is students who don't do much for five minutes. Perk up for the reinforcer, and then revert to sludge for another five minutes. This is not what you want. So you will want to avoid the Fixed Interval method.

5) "**INTERVAL REINFORCEMENT (VARIABLE TYPE)**": You can put your reinforcers into the lesson after an average time period, but not tell the students about it in advance and vary the interval each time. For example, you might plan three reinforcers an hour, but put them at unpredictable time slots. This method produces very good long-term motivation.

SOKOL HAVLÍČEK-TYRŠ

75th Anniversary

Brothers and Sisters,

I do not want to go back in history. All Sokol units represented here were going through similar situations.

They were founded by immigrants who brought more than baggage. They carried their ideals in their heart. They came from a civilized country and so they were in need of social and cultural activities. At that time, they did not realize that they were bringing an idea that would help their old country's independence and that one century later this same idea would be of value in another crisis in America. Today, America is in need of another Dr. Tyrš, but one born in America.

The days when our old country was providing able Sokol instructors and leaders are long over. Today's immigrants from Czechoslovakia are arriving without any knowledge of Masaryk, Beneš, or Štefánik. They know nothing of the Sokols. Today's Czech government, under foreign supervision, is suppressing its own history.

American Sokol today is continuing on its own, and fully dependant on the quality and capability of the generations born here to build for American what Sokol was able to build in Czechoslovakia's past. America needs the Sokol idea. Sokol in America must be not only physically strong but morally and patriotically educated.

We cannot restrict ourselves to gymnastics alone. Even our so called inactive units must continue their cultural and patriotic activities and try to expand their membership.

In our Sokol work we must demonstrate our thankfulness to America and become meaningful contributors to its physical and moral improvements. We all must strongly believe that the right way is the Sokol way. Nazdar, *Vaclav Zenisek*

Some Thoughts About Leadership

Every organization, including "Sokol," is prospering or just existing according to the ability of its members.

You can have very good membership, but they need a leader to follow — somebody who is able and willing to take charge, be responsible, and who knows how to inspire others to join and become active.

Up to now the best leaders were found to be individuals who were chosen by majority, or actual need, to the positions which they themselves did not feel capable of fulfilling.

How many times critical situations created very good and respected leaders, persons without ambitions, but willing to take charge only because there was nobody else willing to do so.

Sometimes there are individuals with strong feelings, about themselves, who feel that they are born with a life assignment to dictate to others, but in these cases their ability is usually very questionable and mostly unacceptable to others.

An old Czech saying is: "Funkce dělá člověka," which means: Taking charge and responsibility builds a man, or in another word — is self-educational.

Present times need good leaders. We have many good ones, but we need more. We need not only to enlarge our membership, but we need to produce more and more able and dedicated instructors and officers.

In today's spoiled society — if there would not be any Sokol organization — it would be a time to create it.

But luckily — it is much easier to continue and build on something that is already here, than to start from scratch — like our predecessors did. They worked under much more difficult conditions.

The first hundred years were really ethnic and a big help to our pioneers of Czech and Slovak origin. This second century is now a job for successors to carry on. It means not only for our ethnic group, but for America as a whole.

It is up to the new generation, *born* here in the *United States*, to continue to *build* something valuable for America.

The value of Tyrš's idea has already been successfully tested!

It is very important that every leader now in charge, know that he has a responsibility for the future of his organization. While still in office, and at the proper time, he must train and educate someone who, some day, will take his place. This would be a very deserving part of his term in office.

The most selfish act, even from a very good leader, would be if he does not care what happens after he leaves office.

There may be even some, who enjoy the feeling that they will be immortalized as the only ones who could do it.

How wrong!

On the other hand — how many individuals do not know what ability and qualifications they were born with until they take charge.

Often, good will means more than expertness.

Even people with good qualifications become effective and successful only after they accept an office and put their theories into practice.

Nobody is experienced until he tries his hand at something new, — but experience is a wonderful teacher.

However, in every case — Be a Good Example!

Na Zdar! *V. Zenisek*

Central District — A.S.O.

Have you brought a friend to Sokol with you yet?

A new meaning has been added to the field of health and fitness today in America — High Profits.

A prime business venture for the future, according to current business magazines, will be fitness centers. High profits will be realized for those who venture into this field with a well planned program. What our forefathers saw as a way for national strength for the prevention of war, this generation sees as a prevention of "aging". The need is the same but the motivation has changed. Where does that leave organizations like Sokol?

THE PAST

The historical records of Sokol activities in Czechoslovakia show that Sokol provided activities that developed physical prowess and prepared youth for the responsibilities of leadership. This was the pride of the Sokol "Way of Life". The motto, "A sound mind in a strong body" were powerful words for the Czech nation to be challenged by. Even during the dark years of the Third Reich, the Sokols were a significant force to be dealt with. The strength of their leadership and training was tested in the concentration camps. Many survived those depths of inhumanity, crediting their Sokol training for their mental and physical reserves. During the "transition" from Nazi horrors to Communist "liberation", the leadership of the Sokols again showed its true democratic spirit when the last Sokol Slet held in Prague in the summer of 1948 turned into an anti-communist demonstration. This was the anti-climax of the Czechoslovak Sokols in their homeland.

A LOSS OF HISTORY

Brother Vaclav Zenisek, Central District's Educational Director and one of the many survivors of the post war days in Czechoslovakia, reminds us that his homeland is losing its memory. The more recent Czech immigrants do not know of the democratic leaders of their country of origin. Br. Zenisek suggests that the American born Sokols are the new guard to whom the Sokol traditions of physical fitness training have been given.

Can the present Sokols live up to what is expected of them? To carry on with the same sense of duty and commitment may be a lot to ask a generation who's lifestyle can hardly be compared to its predecessors. The reasons for immigrating to America were more dramatic than a move to the suburbs. They crossed oceans of totalitarianism, communism, blood and tears. They were lucky if they were able to take their family with them. Their stories of escape have filled volumes of books on the inhumanities of those days. A move up the ladder cannot compare with crossing turbulent oceans.

Bro. Zenisek challenges today's Sokol leaders to "build for America what Sokol in Czechoslovakia was able to build for its own country". Is he asking the present membership to start new Sokols in new territory? If so, how can this generation justify a "calling" to start a Sokol in a community in light of the past heroic and glorious beginnings? How can

THE WIND

by Lj

the "spoiled generation" start anything, let alone maintain that which so many worked so hard at creating?

If the present Sokol leaders decide to follow in the footsteps of the Sokol heritage, they must become creative innovators and daring entrepreneurs!

A SOKOL IN EVERY SUBURB!

An ambitious Goal. The growth of shopping centers set in strategic areas indicate that people still prefer a central or neighborhood location for activities. Businesses do well when they cater to their customers. Sokol is no exception. Survival may well depend on the ability to fill the need of members (customers). Growth is a measure of health. This, then, is an opportunity to leave a legacy of worth for society to build on. A Sokol in every suburb. What an ambitious goal to be challenged by! The sales industry knows that ambitious goals are the ones worth achieving. Why aim for the lamppost, you might miss and shoot yourself in the foot. Aim for the moon and at least you stand a chance of hitting the lamppost!

There are four essential ingredients to have in order to start this goal.

1. The goal. Define it explicitly with pictures and details. Why is a Sokol needed in the community? Who will benefit? What purpose will it serve? Sokol Naperville's motivation was the rapid growth of the community with very limited activity resources for the youth. High cost of private clubs was another factor. Four teenage suicides within two years in the community ignited the spark needed to start the project.

2. The plan. How the goal can be achieved. Building or leasing a gym is financial unfeasible for most new ventures. Consider the local high school gym. Sokol is non-profit, therefore, special considerations may be in order. Sokols Milwaukee, Naperville, and West Suburban, (all part of the Central District, operate successfully utilizing community resources. School districts are very con-

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cerned with the youth crisis today and Sokol offers a sound and proven system of planned youth activities. Sell Sokol to the community!

3. The group. The leaders who will be the master mind energy. The most important ingredient common to everyone in this group must be "oneness of purpose". People of principle will keep the goal in perspective. Sokol Naperville's organizers had limited gymnastics instruction knowledge so they looked for people with training in the physical education field or former competing gymnasts because there were no Sokol instructors in the area. The non-Sokol instructors soon became caught up in the excitement of being in on the ground floor of a new gymnastics organization in the area. They all became Sokol members and attended district instructor courses. The original organizers kept interest up front through local news articles, public relations with the parents, and close contact with all district events.

4. The supporters. Participants, their parents, grandparents, and the general community make up this vital area. If the plan is sound and the group acts as one, the supporters will rally around and sing the praises of the organization's efforts. Remember, it is better to have others speak highly of

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LEADERSHIP

There are three kinds of people. Those who MAKE things happen, those who WATCH things happen, and those who WONDER what happened. Brother Zenisek observes "members need a leader to follow, someone who is able and willing to take charge, be responsible, and who knows how to inspire others to join and become active."

Inspiration is necessary to spark the dream. Active participation continues to feed the dream.

PASSIVE VS. ACTIVE

Dr. Jonas Salk, famous for developing a vaccine from killed viruses to immunize the human race from

the dread of the crippling polio, has been working on a formula for the future: Courage, Love, and Forgiveness. In an article published two years ago, he is quoted "As I see increasing evidence of more and more inhumanity, terrorism, crime, I also see the countervailing responses that will, hopefully, take hold and dominate those influences. You see, I think that goodness and nobility are genetically inscribed, but they need to be *evoked*. They need to be taught — not as reading, writing, arithmetic and biography are taught, but by example and experience. They cannot be taught passively. They must be *taught actively* — in the same way as we speak of active immunization as distinct from passive immunization. Passive immunization transfers antibodies from one person to another, but it doesn't last. In active immunization, you form your own anti-bodies; you evoke your own *potential for nobility*." (*Chicago's Parade magazine, Nov. 1984*)

With this in mind, who among you would deny that today's Sokol has within it the ability and the talent to rise to the challenge of duplication and expansion that could rival the past Sokol history. America is still the bastion of hope, opportunity, and humanity, just as it was to our predecessors. The Sokols ideals are timeless, without nationality boundaries, true to the universal principles of truth, justice, and opportunity for all.

The winds of change are upon us; as Tyrš might say.

Innovator Or Entrepreneur?

by Robert B. Tucker

In common parlance, innovators and entrepreneurs are often confused. Both create something new in the world of business. And both tend to focus obsessively on results. But there is a fundamental difference in the way they view the marketplace. The entrepreneur concerns himself primarily with existing markets, customers, and conditions; he identifies a need and fills it, although the need itself has been established by somebody else. It's the innovator who anticipates and creates a need before trying to fill it. The entrepreneur is a market filler. The innovator is the market builder.

Here are 10 quick tests for the innovative personality.

1. Innovators are always looking under rocks for opportunity—in problems, in trends, in feedback from customers.

2. Innovators are strategists. They continually redefine their goals, and have flexible plans to reach them.

3. Innovators unhook their prejudices by constantly striving to rid their thinking of preconceived beliefs, biases, and unchallenged assumptions.

4. Innovators are trend spotters. They make it their business to monitor—social, attitudinal, technological, political—so as to spot opportunity before everyone else does. What passes for "vision" is really just another way of deciphering where things are headed.

5. Innovators are idea oriented. They are always on the lookout for concepts they can borrow and apply from other fields, and they're not afraid to develop and experiment with ideas of their own.

6. Innovators rely on intuition. In a world that puts an ever-increasing premium on computer models and objective measurements, innovators navigate with a sixth sense that helps them assess risks, read people, and reduce complex decisions to a few simple questions.

7. Innovators are persistent. Their passion for ideas, their willingness to think long term, the intuitive nature of their thinking—these allow them to hang tough where others might decide to quit.

8. Innovators are resourceful: resourceful not just in getting problems solved; resourceful in digging up fresh information and using it creatively.

9. Innovators are feedback oriented. They constantly poll their customers in informal ways to avoid blind spots and outmoded notions.

10. Innovators are team builders. Inventors work alone in garages. Innovators need networks of professionals, mentors, friends, customers and advisers to hone their thinking and take an idea successfully to market.

(Excerpted with permission of authors from "Winning The Innovation Game" by Denis E. Waitley and Robert B. Tucker, Fleming H. Revell Co. Old Tappan, N.J. — \$15.95.)

CAPITOL IDEAS

by BARBARA PORTER

I'm sure there are many Sokol brothers and sisters that have been to Washington, D.C. enough times recently to be fairly familiar with the city, landmarks, restaurants, etc. I, for one, have not visited Washington more than twice and both visits were very brief. Many times when we travel to various Slets or competitions in distant cities, the stay is over before we really begin to know our way around. With the XX Sokol U.S.A. Slet being held in such a historic and exciting city, I thought a map and short orientation might be helpful.

The boundaries of the District of Columbia look like a diamond resting in such a way that its points face north, east and south. The Potomac River forming the western side washes so far in that it makes the diamond imperfect.

The entire area is divided into four sections. They are formed by the intersection of North Capitol Street, South Capitol Street, East Capitol Street and the Mall to the West. The U.S. Capitol Building is at the center of this intersection (with the Hyatt Regency — our headquarters hotel not more than two blocks away).

The four sections make up northwest, northeast, southwest and southeast Washington. Whenever a Washington, D.C. address is given, it is always followed by the abbreviation of the section it is in — N.W., N.E., S.W., or S.E.

Streets running north and south are numbered, beginning with 1st Street, N.E., both of which are closest to the Capitol. Streets going east and west are named after letters of the alphabet. There is no J Street. West of the Capitol there are also no A or B Streets. Independence Avenue takes the place of B Street in southwest and southeast, and Constitution Avenue substitutes for B street in northwest and northeast. If this sounds a little confusing — use the map to trace this pattern.

Streets which run diagonally are invariably named after U.S. States. A section of the most prominent one is the presidential inaugural route along Pennsylvania Avenue N.W., from the Capitol, past the Visitor Information Center at the junction of 14th Street N.W., to the White House.

The Mall cuts a grassy green swathe from the Capitol, west to the Reflecting Pool in front of the Lincoln Memorial. Slicing across this imaginary line drawn straight as a builder's level from the Capitol to the Lincoln Memorial, is another line of landmarks: the White House in the north and the Jefferson Memorial in the south. Between them, but fractionally unaligned due to the swamp which once oozed here, is the Washington Monument.

The eastern half of the Mall, between the Capitol and 14th Street N.W., is lined with the world renowned Smithsonian Institution Museums. Downtown parades and processions, including the annual Cherry Blossom Festival Parade in April, go down Constitution Avenue N.W., the northern perimeter of the Mall.

The most elegant downtown fashion shops are on the stretch of Connecticut Avenue N.W., overlooked by the venerably regal Mayflower Hotel, between Dupont Circle and Farragut Square.

The best bird's-eye-view of the downtown area can be had from atop the Observatory Tower of the Pavilion at the Old Post Office, corner of Pennsylvania Avenue and 12th Street N.W. The view from the top of the Washington Monument stretches, on a clear day, far into neighboring Virginia and Maryland.

Urban renewal has been so unrelenting since 1980 that the cityscape is undergoing a racial metamorphosis. Before the decade is out the run-down acreage centering around the sprawling Convention Center at 9th and H Streets N.W. will have been razed and modernized with shops, offices and top-flight hotels.

There will be so many exciting things to do and see in Washington, D.C. — plan on taking a few extra days before or after the Slet to enjoy being in the world's foremost capital!

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Perfection expected from gymnastics judges

By LAURIE D. BOELZ

A gymnastics judge is required to make hundreds of split-second decisions for each routine that is performed. The goal to be fair and consistent while making these decisions is shared nationwide. No coach can argue if you have fulfilled this mission. But how does a judge accomplish this task? And more specifically, where does the new judge begin?

The girls gymnastics judging scoresheet is broken down into four basic areas:

Difficulty	3.0
Execution/Amplitude	4.0
Component parts/Combination/Connections	2.5
General Impression	.5
TOTAL	10.0

Difficulty and component parts/combinations/-connections can best be described as what the gymnast does. Execution/amplitude and general impression are *how* she does it. By looking at the scoresheet, the most important areas of concentration are reflected in the point values assigned to the categories. Difficulty and execution/amplitude constitute a majority of the gymnast's score. Therefore, the beginning judge should begin by concentrating her/his efforts there.

Difficulty is probably the easiest to understand and apply. The advent of the high superior and component parts/combination/connection requirements have almost required a judge to utilize shorthand or rely on an excellent memory for calculating the difficulty combinations that are performed.

The use of shorthand is recommended because it is generally more reliable and is very helpful when judging higher level routines. If you do not know shorthand, it is relatively simple to learn and use. Find someone in your state who uses it and ask them to show you. It will be especially helpful on the uneven bars.

Beam and floor have a little more time for the judge to make notes and often times the tumbling passes are fairly standard. Even so, using some form of symbols other than M, S, HS can be useful.

One system for differentiating the superiors and high superiors from the rest of the routine is to circle those symbols on your judging sheets as these higher level skills occur. Then you know exactly where to look at the end of the routine when deciding if they have fulfilled the difficulty and back-to-back superior requirements.

Execution/amplitude is not as easy to differentiate and this is an area where big differences in judges scores can occur. The rule book discusses small, medium and large errors, with a large error being a fall. Small and medium errors should be measured by how they compare to a fall. On beam, a small error could be viewed as an *arm or leg movement* to regain balance; a medium error,

where *both the arm and torso move or the leg and torso move* to regain balance for a .2 error. A .3 error would be major body movement, but the gymnast still manages to stay on the beam without grabbing hold of it.

Whatever system you adopt as your mental framework, remember to apply it consistently. On floor exercise and uneven bars, many judges use a degree of leg or arm bend to determine how serious the error, with a 90 degree or more bend considered a .3 or medium error. Lesser errors are measured against the 90-degree mark.

Serious errors of .4 are reserved for critical deviations from acceptable technique. The execution category should reflect the technical execution of the skills presented. Coaches are interested in what the gymnast is doing wrong, and they want concrete feedback as to where the gymnast needs to improve. This will provide the beginning judge with a frame of reference to begin judging execution.

Amplitude is a more difficult area to see when judging. It actually covers two areas: 1) the height of the skills, both tumbling and dance (leaps and jumps) and 2) internal torso stretch. A gymnast with good torso stretch is demonstrated by his/her presentation. It is more difficult to spot good torso stretch on a shorter gymnast than on a taller one, so be sure to watch closely so it isn't overlooked.

If a judge is able to master shorthand, component parts/combinations/connections becomes easier to tally. Again, every judge will set his/her standards for originality, connections, rhythm, etc. The beginning judge should read this section carefully in the rule book to develop an understanding of what is really being asked of the gymnast.

Some state associations have developed more tangible standards for the coaches and judges to utilize in their interpretation of this portion of the rules. Truly, component parts/combinations/connections is the most ambiguous section. The purpose of this category is to stimulate creativity and not impose limits on what can and cannot be performed. Understanding this as a new judge should alleviate the confusion that is sometimes felt due to the undefined nature of this category. Being prepared for some of the adaptations and combinations which may be presented requires studying the rule book.

General impression is a category that has experienced many changes over the years. The rule committee has attempted to define it more clearly, while letting the concept remain intact.

This category allows the judge to take an overall look at the routine. Use this category to reward the gymnast who has done a good job and has been enjoyable to watch. It doesn't necessarily mean she has the most difficult routine, but this can be one of a number of criteria used in determining the final score. General impression allows the judge to reward a gymnast for excellence of performance and giving 110 percent.

(Continued on next page)

DISTRICT DIRECTORS CONFERENCE MINUTES (Cont.)

1989 ASO SLET

Report presented by Sis. Dalton. Sis. Dalton advised that no specific site and facilities have as yet been chosen. Because of variation in dates of school summer closings, the date of the Slet has not been selected. It will, however, have to be no earlier than the last weekend in June. Western District is considering holding the Slet program Saturday evening, moving up the events one day. Br. Chuck and Sis. Jan Kalat volunteered to take charge of tabulating Competition, and Br. Dave Harlan volunteered his help in planning the Volleyball Tournament.

Calisthenics: Tots: Br. Ed Halik and Sis. Anne Halik, 1st Class Boys & Girls: Sis. E. Schnabl and Sis. Eva Balas, Junior Girls & Boys: Sis. Pat Satek and Br. Paul Gillea, Seniors: Br. Dave and Sis. Judy Harlan, Folk Dances: Sis. Dolly Beca (not affirmed).

Hopefully, plans will be completed and ready for distribution to the Districts by September 1988.

USGF

Motion made by Sis. Dalton to request Sis. Norma Zabka to remain as the American Sokol Organization Representative to USGF. Seconded by Sis. Fiordelis. Motion passed.

AAU

Motion by Sis. E. Schnabl to request Br. Jerry Hardy to remain as the American Sokol Organization Representative to the AAU. Seconded by Br. Harlan. Motion passed.

Meeting adjourned at 6:05 P.M.

Nazdar, Frances Malina, Secretary

* * *

SUNDAY, OCTOBER 26th SESSION:

Meeting called to order at 8:30 A.M. by Sis. Sylvia Pistorius and Br. Dick Ptacek and opened with the singing of "God Bless America".

Br. Ptacek and Sis. Pistorius thanked Br. R. Milan, and Sis. Laznovsky for hosting this year's Conference and for the superb accommodations provided.

ZURICH SLET

Sis. Pistorius stated she was honored to represent the ASO BOI at the Zurich Slet, and gave a brief report on the events. It is the ASO BOI's hope that in the future there be better communication from all Districts in supplying information when requested.

SOKOL USA SLET

Slet material from Sokol USA should now have been received by all Districts.

Motion by Sis. Fiordelis to offer the 1986 Zurich Indian Club Drill as a Special Number by the ASO. Motion seconded by Sis. Satek. Passed.

If the offer is accepted, then a special uniforms will be decided upon.

Sis. Dalton recommended writing to Sis. Yatchyshyn of Sokol USA asking whether they intend to time the Balance Beam routines for Intermediate and High Divisions.

According to Tournament Rules, I.D. ribbons are to be worn by Junior and Senior participants at a National Slet except during competitions. Questions asked by Sis. Fiordelis about the Maypole Dance. Suggest requesting Sokol USA for more particulars, i.e. number of poles available, etc.

Sis. Schnabl recommended that information and particulars on the Sokol USA Slet be published in the Gymnast.

SOKOL MANUAL

The calisthenic portion of the manual was sent to the Committee in charge for proofreading. Material has since been returned to Br. Banjak, but further response has not been forthcoming. It is unlikely much progress will be made due to the Sokol USA Slet being planned next year. Letter received from Sis. Provaznikova suggesting changes and corrections to the calisthenic portion of the manual.

Br. J. Milan suggested Districts continue to use the old manual until such time as the revisions have been completed.

Br. Liska broached the subject of a Handbook which explains how to teach the system. Br. J. Milan explained that Br. Liska is referring to a book written by Sis. Provaznikova in conjunction with Sokol Greater Cleveland, which is a comprehensive guide for all instructors. Br. Michalek suggested using parts of Sis. Provaznikova's publication, with the one published by Sokol USA and one that Br. Michalek has compiled, and that he could have this ready in time for the next Conference.

Motion made by Sis. Dalton to accept Br. Michalek's offer to compile a Handbook before the next Conference. Seconded by Sis. Schnabl. Motion passed.

To be continued

PERFECTION EXPECTED FROM GYMNASTICS JUDGES (Continued)

The time has come in judging where placing the girls first, second and third is not enough. The score must be right because each tenth can alter the all-around and team standings for a meet and can affect which gymnasts have achieved a big enough score to qualify for a state championship meet.

Gymnastics is one sport in which there is no concrete way to measure the accuracy of the officials, and it is one of the only vocations where a person is expected to be perfect on his or her first day and to improve with experience.

My **SOKOL**, Notebook...

Compiled by: Sis. Patricia Satek

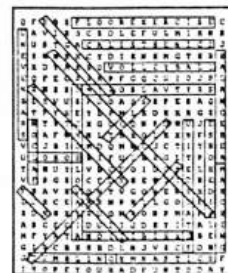
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- SLET
- SOKOL
- TRACK AND FIELD
- TUMBLING
- UNEVEN BARS
- UNITED STATES
- VAULT
- VOLLEYBALL
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Until next month, "NA ZDAR!"

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Watch for this page every month. I'll have all kinds of fun and interesting Sokol information to share. Send me your ideas! Address them to: "My Sokol Notebook", % Sis. Patricia Satek, 1922 S. 57th Avenue, Cicero, IL 60650-2143.

Sokols in the News (Cont. from page 12)

sek, president of the Sokols; and Fr. John Anđel, pastor emeritus of Our Lady of Lourdes Church.

Hyvnar has been a loyal friend to all ethnic groups in Cleveland who have come to like and deeply respect him over the years. His ethnic roots are found in the Village of Závšice, in Moravia, Silesia (now Czechoslovakia), where he was born in 1922. After graduating from high school, he entered Charles University, in Prague, where he studied law.

During the infamous "coup D'etat" of February, 1948, he was one of the organizers of the massive anti-Communist demonstrations. In the fall of 1948, he escaped to the American Zone in Bavaria, and the following year married his student sweetheart, Mila, in Paris. In 1951, the Hyvnars immigrated to the United States, arriving in Cleveland just before Christmas. They have since made Cleveland their permanent residence.

In 1954, he joined the staff of the "Nový Svět" Czech newspaper here. He later became editor and worked there until 1963, when he started a life in public service as a special deputy county auditor to Ralph J. Perk.

The credit to start the Nationality Movement, and in doing so, the new ethnic renaissance in Cleveland, belongs to the first original members of the Movement. Václav, together with the late Hlinko Lobe, organized the first meeting in Perk's basement in March, 1965. Since then, Václav has become a main part of the Movement, serving as its Executive Vice President and on the vital Captive Nations Committee.

In 1971, when Perk became Mayor, he appointed Václav to the post of executive Assistant in charge of Ethnic Affairs — the same position that was extended to him under the present Administration of Mayor George V. Voinovich. (Hyvnar is also an avid fisherman, and claims to have often coached Voinovich in that regard.)

Both mayors have recognized Václav's unique characteristics and loyalty to serving the many diverse nationalities of the City of Cleveland. His involvement has extended beyond the city limits, to all of Greater Cleveland, and in many national organizations, including:

- President, National Alliance of Czech Catholics.
- President, Czech Cultural Garden.
- Trustee, All-Nations Festival Foundation.
- Together with Joe Kocab, directed and produced a successful radio program, "The Czech Voice of Cleveland," for the past 20 years.

Václav and Mila are the proud parents of two adults children, both college graduates, a daughter, Ludmila, living at home, and a son, John K., who is married and working as a corporate attorney in Boston.

At the party in Hyvnar's honor at the Hofbrau Haus last week, Mayor Voinovich presented him with a Key to the City and said, "Václav has never forgotten his brothers and sisters behind the Iron Curtain. He has always been out front in that

effort. He realizes that as long as there are people who do not enjoy the freedom that we do in the United States, then all our freedoms are in jeopardy. He is a fine and decent person who truly cares about his fellow man."

Voinovich made Hyvnar an honorary Mayor of Cleveland, and as a special tribute to his heritage declared that the Czech flag would fly over City Hall on his last day of work, last Friday.

Congresswoman Mary Rose Oakar presented Hyvnar with a proclamation from the Congress, "acknowledging what you have done for everyone in this community and the entire world."

Councilman Rybka presented him with a Resolution of Congratulations from Cleveland City Council.

"Václav always taught me the importance of young people to appreciate their ethnic heritage, and not to give up," Rybka said.

A Commendation from the Ohio House of Representatives was presented by Rep. Ron Suster.

Hyvnar was obviously moved by all the accolades given him at the party, especially the words of love and praise from his good friend Mayor Park, who acted as Master of Ceremonies.

He has spent the better part of his life in the service of others, and now, as Václav Hyvnar retire, the entire ethnic community of Cleveland wishes him many peaceful days with his hobbies of fishing and mushroom picking.

However, although he is retiring from his job at City Hall, you can bet we haven't heard the last from Václav Hyvnar. He plans to stay active in the many ethnic organizations which have truly earned him the title "Mr. Ethnicity."

* * *

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