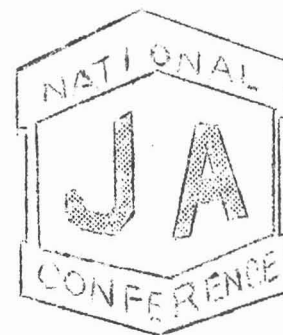


# THE NAJACER

OFFICIAL CONFERENCE NEWS

## NATIONAL JUNIOR ACHIEVERS CONFERENCE



No. 5, 13th NAJAC--August 24, 1956

FIVE STAR FINAL

# TILL THEN

Another year is over and the National Junior Achievers' Conference for 1956 has come to an end. It has been a long week of hard work and fun. You will remember for a long time the group meetings, the workshops, the committees, the contests, and the business meetings, where achievers from across the country met together to work and exchange ideas. The dances, ball games, talent show, coke tent, curfew, and elections all provided the thrills and fun that makes NAJAC one of the most rewarding experiences an achiever can know.

Now that it is over we will try to remember the good times we had and the good friend we made. To help do this we at NAJAC do not say goodbye, we just say "TILL THEN" in anticipation of the time when we will meet again.

### GRADUATE ACHIEVEMENT PRESENTS

At the final meeting of Graduate Achievers attending NAJAC nine people were named to receive the Medallion Award of Graduate Achievement. The award is presented to graduates who by a continuing interest in the Junior Achievement program in the development of Graduate Achievement and in their valuable work at NAJAC have made a beneficial contribution to Junior Achievement. Those named to receive this award were:

Glenn Barnett	Atlanta, Georgia
Cecil Brown	Milwaukee, Wisconsin
Bob Brown	St. Louis, Missouri
Frank Drayton	Detroit, Michigan
Eileen Galiardi	Pittsburgh, Pennsylvania
Peggy Harkins Large	St. Louis, Missouri
Tom Maggio	Brooklyn, New York
Tweed Robinson	Denver, Colorado
Don Smith	Dayton, Ohio

Previous winners of the award are:

1955	1954	1953
Tom Arenas	Walt Butler	Danny O'Keefe
Pat Bligh Brozowski	Dick Dickerson	Ray Drake
Eugene Graze	Mary Anne Suetholz	Betty W. Quenon
Art Milano	Frank Johnson	Ed Schultz
Robert Thompson		Pansy J. Walker

## PICTURE KEY

### Counselors, Officers and Guests

#### First Row - Seated Left to Right

Lucas, Esposito, Bedford, Telschow, Walker, Adelman, Madsen, Robinson, Theis, Mrs. Knight, Voigt, Milano, Manning, Warnac (Delegate), Golden, Weideman, Beisecker, Davis, Coleman, Baumgardner (Western Regional Rep.), Ulane (Mid-Western Regional Rep.) Mrs. Hart, Larry Hart (Executive Vice-President, J. A., Inc.) Pat Oliver (NAJAC President), Sonja Vukov (NAJAC Conf. Secretary), Bill Moran (NAJAC Vice-President), Jackie Koch (NAJAC Association Secretary), Charlie Hill (Southern Regional Rep.), Pat Oliveira (Eastern Regional Rep.), Richards, Jones, Dickinson, Cummings, Stammerman (Graduate), Sank, Mrs. Guzik, Rossi, Freeman, Galli, Bottini, Venters, Einig, Silva, Clark, Mastej, Pessin, Feiza, Coco, Patton (Miami U), Roman, Kavadas, Graze, Galiardi, Francomano, Jim Sweeny (NAJAC Conference Director).

#### Row #2 (Group 1 delegates and group counselors) from left to right

Blink, Driscoll, -Traub, Pordon, Anthony, Griswold, Stangerone, Babb, Moreland, Goldberg, Bakula, Ptacin, Brinaud, Glaze, Rust, Callahan, Matula, Foley, Danby, Putman, Meher, Dietz, Farley, Webb, Dunn, Landolt, Eaton, Fagan, Combs, Bauby, Graef, Wiesman, Sluss, Greenstein, Baker, Yankov, Hays, Tokarski, Rosenberg, Kelly, Caesar, Plante, Laigne, Kincaid, Burdett, McNally, Pettrucci, Karps, MacNamara, Burch, Marecaux, Turnbull, Marshall, Pearlman, Petroshus, Burderell, Phillips, Sandborn, Randle, Bush, Rill, Bonar, Sachs, McCracken, Taylor, Bennett, Trahey, Sudduth, Treais, Chalk, Vernau, Hinshaw, Walter, Wagner, Wanamaker, Martin, Waxmunski, Kitchel, Deschenes, McClellan.

#### Row #3 (Group 2 delegates and group counselors from left to right)

Tyrrel, Enz, -Lynde, Betley, Deyarmon, Stalpested, Davis, Splain, West, Conn, Gilchrist, Kapanowski, McCabe, Patton, Cyphre, Vargo, Hefferman, Harrington, Abell, Stellmar, Altwater, Edding, Bartholomae Thornberg, Lew, Michalek, Kwilleher, Brooks, J. Brooks, M. Dobias, McGurie, Weiler, Lancaster, Richardson Kenney, Rocky, Hill, Vickers, Reilly, Neuser, Rasmussen, Gordon, Jacobson, Smith, Trigger, Pattinger, Trandell, McCune, Orejudos, Bancraft, Newton, Vetter, Fuesling, Schober, Hurd, Pearson, Brandon, Chapman, Woodard, Brady, Hiler, Hanson, Musen, Berry, Bernstein, Mumme, Storker, Lombard, Pitz, Slaybaugh, Lannert, Makkan, Palmer, Hutz, Gill, Horowitz, Dasef, Fuhrman.

#### Row #4 (Group 3 delegates and counselors from left to right)

Rock, Rich -Nielson, Huseman, Burman, Horn, Geiger, Larson, Boor, Supelak, Flax, Sakakini, Foster, Mossa, Esancho, Boland, Reid, Johnston, East, Stammerman, J. Conrad, DeCola, Wilkinson, Oliver, Manfredi, Sullivan, Blank, Cole, Morscher, Cook, Maurer, Beuley, Bligh, Milavsky, Miller, Vitale, Wells, Acker, Fridrich, Tobin, Brice, Kostura, Henderson, Colson, Perkins, Tanner, Reinbold, Kemp, Griffiths, Kuns, Miller, Contarano, Springer, Walsh, McPhilimy, Charles, Beach, Levine, Hess, Sturkey, Woods, Harris, Humphreys, Coleman, Leach, Hart, Boatman, Katz, Shceffline, Beretta, Reis, Burton, Edding, Mann, Sylvia, Goffeney, Blicksilver, Campbell, Doedli, Wittkop.

Row #5 (Group 4 delegates and counselors from left to right)

Freedman, Froyum -Bauby, Berube, Anderson, Brown, Conway, Jenkins, Lowe, Ramarcik, Krieger, Blackwell, Fletcher, Artinger, Bowderr, Stillwell, Randall, Dean, Muir, Stephens, Krewedl, Lenz, Bett, Roberts, Smith, Kemp, Wabel, Ryan, Burns, Schmitz, Meltner, Burmont, Schoenheider, Page, Casey, Johnson, Miotek, Shashko, Perry, Tucker, Cox, Bears, Soubliere, Hartsock, Walleck, Bonitati, Driscoll, Thomash, Piche, Vasko, Thompson, Fenstermaker, Gaysunas, Tull, Mathews, Wait, Clougherty, Quick, McGreeuy, Weins, Hasenbien, McGowan, Yungfleisch, Weidman, Dobias, Guilford, Heller, Zadnik, Miller, McCann, Zwinkey, Dickinson, Meshad, Lappin, Schure, McBride, Smith.

Row #6 (Group 5 delegates and counselors from left to right)

Nickerson, Concoran, -Turk, Eiler, Webster, Geiser, Westmoreland, Tarde, Hanson, Hoth, Pence, Trudell, Pendelton, Heasley, Benzinger, Bolski, Gribac, Ring, Werner, Brooks, Radosta, Stoiarz, Naiva, Hopper, Robertson, McNicholas, Stanson, Buzard, Sigler, Malinds, Landolt, McCarthy, Geivett, Magan, Jeffrey, Mott, Rosa, Limburg, Major, Hall, Myers, Holden, Flowers, Rich, Skonie, Gueffiek, Tobojaka, Mainz, Munson, Lilley, Bluem, Beebe, Daniel, Dolan, Heefner, O'Leary, Haluorson, McClasky, Power, McGrath, Glynn, Isabelle, Barcelona, Colfer, Mathews, Walters, Brockhaus, Volk, Stutz, Boulton, Zeps, Haun, Keefe, Piegari, Hartranft, Blooming, Wheaton, Marsh.

Row #7 (Group 6 delegates and counselors from left to right)

McSpadden, Grimes, -Huey, LeVasseur, Chmielewski, Aretz, Lovelance, Leonard, Smith, Lynch, Hokanson, Brobst, Fessier, Dorey, Musen, Finley, Swirke, Vickery, Oberschmidt, Weaver, Pohl, Riley, Farrel, Dennis, Kaiser, May, McBride, Bueche, Einloth, Sparico, Parker, Becker, Clouse, Patterson, Little, Malatesta, Hillhouse, Levine, Clark, Sulman, Ceccardi, Reis, Collins, Hardin, Bethoney, Raiff, Hollines, Skwarezynski, Katz, Lovett, Allan, Dovich, Potter, Fritsch, Hallmark, Kane, Krause, Cutis, Kopper, Kennedy, Rollins, Wickmiller, Parry Stewart, Custalet, Whitley, Campbell, Cleckner, Woolson, Reimann, Brown, Romney, Harmon, Eidsvold, Dennis, Silva, Van Drieson.

Row #8 (Group 7 delegates and counselors from left to right)

Ashley, Holderfield, -Auld, Brock, Smith, Brown, Courrege, Young, Doherty, Eaton, Pool, Finin, Edgton, Eurrett, Koeller, Flick, Arrington, Foss, Francis, Olmstead, Freud, Freuchtemeyer, Kruger, Cormican, Hand, Harding, McGuiness, Johnson, Johnston, Nieman, Whybark, Kalmis, Rudd, Kurtz, Espasito, Marek, Spearin, Moehan, Merle, Rapp, Murphy, Roberts, O'Keefe, Hourihan, Plonke, Ross, Swindler, Quinn, Kelly, Rood, Solomon, Rutland, Kling, Schneider, Klein, Seale, Scheibling, Silva, Zach, Smith, Mejohar, Kijak, Spisak, Spils, Stanley, Anderson, Steidloy, Meeks, Vernon, Werner, Zetts, Ely, Grupper, Stang, Schindewolf, Deters, Cronin.

Row #9 (Group 8 delegates and counselors from left to right)

LaBathe, Casico, -Perkinson, Best, Johnson, Blenkiron, Flynn, Burger, Phillips, Coleman, Good, Hayes, Fergus, Horner, Murphy, Higgins, Silver, Jarvis, Engleson, Kiefer, Fraizer, Krasnoo, Dunfey, Krenik, Foudray, McCrave, Haggerty, Messerschmidt, Murtha, Morgan, Webb, Mutterperl, Roode, Reichard, Mastascusa,

Row #9 (Group 5 Cont'.)

Rhen, Getter, Rodriguez, Heidelauf, Stone, Flanagan, Sudderth, Watts,  
Tedeschi, Davis, Vidalin, Aust, McNulty, Endicott, Barsch, Christian, Ford,  
Anderson, Head, Otte, Buck, Bagley, Boling, Zych, O'Brien, Tuggle, Burchers,  
Whitney, Williams, Isreal, Simpson, Perry, Wilson, Piper, Sabo, Siegel,

## DISCUSSION AND GROUPS' REPORTS

### Recruiting and Personnel:

In discussions we found one of the biggest problems facing Junior Achievement is recruiting. A cause of this is lack of publicity. Many people have no idea what Junior Achievement is and what it is trying to accomplish.

This obstacle could be overcome by more and better advertising, more literature, more newspaper and radio coverage and appealing in the schools.

A suggestion for publicity in the schools is to have the Executive Director and outstanding achievers speak in school assemblies. These speeches could be supplemented with a movie or a skit. Open House and Trade Fairs are also good methods of publicity. But the best publicity is word-of-mouth. A second year member is the one who can best interest his friends. However, it was pointed out that friends in a group may cause "cliques."

One of the chief personnel problems is that newly recruited achievers are bored in the first meetings by the load of business which has to be taken up. To solve this problem it has been suggested that members be put to work on stock records; have intense orientation meetings before the beginning of the company year; start a product immediately.

A discussion group pointed out that some centers did allow applicants to select the type of company he wanted to be in. This idea can be put into effect by printing a check list of categories with the application. It was also thought that screening of applicants by advisors or the Executive Director would help select the best suited people for Junior Achievement.

### How Can A Company Maintain the Interest of its Members;

Good J. A. companies have enthusiastic and active members. These are the companies who are consistently winning sales, production, and management awards. But, just how can Achievers build up this "Go,Go" in the company.

Since J. A. is the "Learn by Doing" method, job rotation is a good method to broaden the experience of the members in the company and cut the boredom which comes with a routine job.

Some members of a company become bored because of the product or because of a conflict of personalities. This should be remedied by the Advisers and president speaking to the bored member and trying to work out a solution by transferring that Achiever to another company of his choice. This would allow the Achiever to enjoy producing and selling his product.

Many felt that enthusiasm is built on rivalry. In order to build up this FRIENDLY rivalry, they suggest inter company sales, production, management, and all around contests. Prizes in these contests could be anything from recognition in the local press to cash or some sort of jackpot put up by the companies themselves, their sponsors, the area, or some outside group. Another suggestion for increasing the interest of company members is to offer bonuses for reaching goals established by the company or area.

Responsibility, such as specific duties, was also felt to be a major contributor to company interest.

#### Organization:

This section of the group discussions posed quite a prevalent and serious problem--that of a new company organizing for the first time. Since almost the entire program is based on a single year term of operation, many companies find themselves in the fall without a single experienced member to aid them. This was felt to be the biggest problem in organization. Another great pitfall stemmed from the first....a company of brand new Achievers often finds itself plunging into things without first deciding the advisability of their moves.

It was felt that a single move could cure both the initial problem, and any it might bring on. One solution would be for the Achiever's Association at the business center to assign certain of its experienced members to each company at the start of the operative year. These people would bring with them the experience, leadership, and enthusiasm that is so vital at the start of a J. A. company. It was also suggested that these experienced Achievers be elected to office, especially that of president of the company.

Adviser training was also highly recommended here, as an aid to the new company. However, it was felt that no adviser, no matter how highly he was trained could be as effective as an experienced Achiever.

New companies were also cautioned here to use a great amount of deliberation before deciding on a product---cost, methods of production, and sales outlet. Many examples were cited of companies who plunged into making a product and then found out there was no market value for it.

It was suggested that new Achievers be given at least a brief session of training before entering their companies, somewhat similar to the Adviser training program. Better organized literature was one method, and the other was for the Association to sponsor workshops in J. A. for prospective new Achievers the week before actual operation began for the year.

Special care should be taken in the first few meetings of a new company. It was suggested that either the Adviser or an Association experienced J. A. 'er conduct the first meeting or two. This would educate the new Achievers in the principles of operating a Junior Achievement company, and give them a chance to become acquainted with its most efficient procedures before walking blindly into actual operations.

#### Sales:

Should the Junior Achievement company sell its products house to house or to a store? This problem was discussed in our discussion groups. It was pointed out that when a Junior Achievement company sells its products wholesale to a store the profit would naturally be smaller. Salesmanship experience could be given to a small group or per cent of the members in wholesale selling. This would defeat the purpose of teaching all members of a Junior Achievement Company the different phases of the business world and Junior Achievement would also be deprived of possible publicity it would receive from house to house selling.

Of course by selling to a store a Junior Achievement company is always assured of a certain number of sales. It also appears an easier way to sell a very low priced item and is more like big business.

The Achievers decided that if possible selling products house to house and wholesale selling combined would be the most profitable experience. If a choice must be made between house to house selling and wholesale selling, the Achievers decided house to house selling was the best.

Another problem is should the Achievers work on a commission or a salary basis? The Achievers felt that working on a commission would give the salesman something to work for. It was also suggested that the commission could be raised as the person sells more products. Salesmen selling on only a salary basis are liable to lose interest. It was decided that the best solution was to sell on a combined salary and commission basis.

Another question is what are the best promotional gimmicks? Many things were suggested such as stock splits, advertising in the paper, displays in windows, trade fairs and attractive packaging. We agreed that anything which was inexpensive and would catch the public's eye would be good.

What sells a product is a very important question. The salesman has a lot to do with this. His enthusiasm, confidence, and knowledge in his presentation of the product and its usefulness to the buyer promote sales. The appearance of the product and the



price of it are also important factors.

To encourage the Achievers to sell it was suggested that centers have awards for the best salesman and for top sales companies. Also it was suggested that areas have training centers.

#### Production:

The first problem of a J.A. company is choosing a product. In selecting the product it is necessary to consider the product's market value, the time necessary for its production, and the possible profit to be derived from its production.

Soon comes the problem of keeping the company members interested in production. Bonuses for top notch workers will stimulate production. And if the worker has a ten minute break in the middle of working hours, it is found that he works harder and produces more. Advance sales can also serve as a stimulus to production. And it is perhaps advisable that the sales and production managers plan together the best schedule for giving their people an incentive to work.

Some companies feel that one year isn't enough to achieve top production efficiency. They think that it would be better to operate a company for two years. However, in the light of the other aims of a Junior Achievement Company this does not seem feasible.

#### Advisors:

Advisors are either dictatorial and "do too much" or are "too easy going" and don't do enough. The advisors "learned by doing" and should let the Achiever do the same thing. The advisor may suggest a product, but it is up to the company to decide if they want this suggested product or another.

If an advisor is too dictatorial, an achiever should talk to the company president or the Executive Director, who can in their turn talk to the advisor and explain that his help, guidance, and advice is needed, but it is the achievers who are there for the practical experience.

As for the advisor who does too little, a tactful hint on the part of the company president or the Executive Director would again help.



In any event the advisor deserves the respect of every achiever. He is giving his own time to help the achievers. He needs their co-operation to do his job. It was suggested that when the J. A. company liquidates the company should write the advisors expressing its appreciation for their work, or present them with a small gift showing the achievers' appreciation.

#### Standardization:

Two questions were posed to the discussion groups on standardization----that of wages, and that of progressive award requirements.

It was the unanimous report of all the discussion groups that there should be no standardization of companies. Wages should be paid according to the ability of the company and the wishes of the Board of Directors. The groups felt that there could be no successful outside restriction of their payroll, for each group knew how much they can pay and the conditions facing their individual company.

Each company could and should determine its own method of production, sales, payroll, and inspection. The delegates felt that no J. A. company would try to hold back money from its members or stockholders. They felt that they needed the experience in setting their own standards and then living up to them.

In the second part of the problem, standardization of the progressive award requirements was unanimously called for. The delegates felt that these were awards on a national level, and should signify the same amount of effort on the part of the achiever receiving this award no matter where he lived. It was suggested that rules be set up by National Junior Achievement and forwarded to the area executive directors. If they did not follow these rules, the entire authority to grant awards should be taken out of their hands and handled by the national office.

#### Achievers Association:

There are several problems related to the Achievers Association. The question arose as to whether it is primarily a social organization or a business organization. Other questions not as extensively reviewed were; What can it do for the center? Is there a good way to give achievers an attachment to the association? Who should represent a company at the association meetings? How can achievers be encouraged to pay their Board Fee.

Most discussion groups decided that the association was both a social and business organization. It was thought that the association should be responsible for doing certain things for the center such as keeping the center looking well, publicizing the center, and keeping broader contacts with other associations.

Suggested solutions for giving the achievers a feeling of attachment to the center was sponsoring a publication pertaining to the association and the center, putting achievers in charge of various committees and encouraging achievers to attend the meetings.

It was decided that it would be best to have persons that are really interested in Achievers Association to attend as representative of their company. The person could be President, Vice-President, or a separate elected office. The same person should attend all the meetings. It was also suggested there be a point system where points would be given to the companies with the best attendance to the Association meetings and would be used in judging for the company of the year contest.

In regard to the Junior Board Fee, or Achievers Association Fee, some people thought that there should not be one, because it is not a company. Some associations asked anyone that wanted to join a social organization to pay one dollar. Other areas make each company pay five dollars to the association or they lose their vote..

#### Conferences:

The regional and national conferences themselves posed a problem to many of the achievers. It was felt that most of the delegates to these conferences are not adequately prepared. Parliamentary procedure is something entirely new to them. It was also pointed out that there are so many different bases for selections as a delegate, that a wide range of types in Achievers was present. Many different problems were posed in the form of personal gripes, requests for less supervision and better pre-conference instruction.

The groups were almost unanimous in calling for a careful screening of the delegates in the home areas. One group outlined a point system whereby Achievers in a center could compete for NAJAC points.

Classes or instruction in parliamentary procedure were called for by all groups in addition to the Let's Be Parliamentary booklet. These could be given either in the home areas before coming to NAJAC or in special classes conducted during the Achiever's spare time.

Several groups felt that a delegate should have attended a regional or state J. A. conference as a prerequisite to being a NAJAC delegate. They felt this would have introduced them to the conference idea, and that they would not be so new at it. More could be accomplished through having experienced delegates, and with better results.

Most delegates felt that the NAJAC information booklet could be definitely improved upon, with more explanation about the committees and workshops, and a better map of the campus.

Regarding regional conferences, most groups felt they were certainly a good idea, but actually too short to accomplish much. Longer and better planned regional conferences are needed.

# LIST OF

# RESOLUTIONS

Mr. Chairman,

The resolutions committee, as directed by this organization, hereby submits for adoption by this Conference the following resolutions----- after careful deliberation and discussion.....

#1 Whereas; The Communist movement as exemplified by the Soviet Union does destroy personal dignity and individual life of the nation it governs, and

Whereas; We, Junior Achievers, having seen by experience the rewards and opportunities offered by a competitive system of private enterprise as exemplified by the American business system, therefore, be it

Resolved; that we, the members of the thirteenth annual National Juniors Achievers' Conference, condemn and reject Communism in all its forms and urge all youth in the United States and abroad to look closely and reject the totalitarianism and slavery of the Communist movement.

#2 Whereas; the environment of a conference has marked effect upon its outcome, and

Whereas; Miami University has unselfishly permitted NAJAC to make full use of its superb facilities, therefore, be it

Resolved; that NAJAC 1956 extend its most grateful thanks to the President and staff of Miami University for providing the conference with their beautiful campus and superb facilities during the conference, and be it further

Resolved; that NAJAC extend a special vote of thanks for the University's excellent cooperation over the past four years.

#3 Whereas; careful planning and excellent leadership have aided delegates in deriving both a better understanding of J. A. and much enjoyment from the conference activities.

Resolved; that this conference extend a vote of commendation to the 1956 staff and officers for their part in its administration.

- #4 Whereas; the host city of any conference contributes in great measure to the fate of that conference and
- Whereas; the host city of this 1956 NAJAC has most certainly enhanced the realization of the aims of NAJAC; therefore, be it
- Resolved; that NAJAC 1956 formally and sincerely extend its gratitude and appreciation to Hamilton, Ohio, for its untiring efforts towards the success of this conference.
- #5 Whereas; all NAJAC delegates greatly enjoy "The Pause that Refreshes," and
- Whereas; the Coca-Cola Company of Atlanta for the past eleven years has graciously donated free refreshments to NAJAC, therefore, be it
- Resolved; that the NAJAC conference instruct the Conference Secretary to send a letter of thanks and appreciation to the Atlanta-Cincinnati Coca-Cola Companies.
- #6 Whereas; Junior Achievement is an international Organization, and
- Whereas; Junior Achievement was started in 1919, chartered in 1926 under the Commonwealth of Massachusetts, and for thirty years has performed noteworthy service, therefore, be it
- Resolved; that NAJAC of 1956 submit a petition to the United States Post Office Department requesting that a commemorative stamp be issued, and be it further
- Resolved; that the President of NAJAC of 1956 appoint a committee of five to investigate the proper method of submitting the above mentioned petition.
- #7 Whereas; accounting is an intergral part of Junior Achievements' policy of "Learning by Doing," and
- Whereas; accounting is an important part of any business, therefore, be it
- Resolved; that this NAJAC of 1956 request that an Accounting Workshop be made a part of the program of NAJAC of 1957, and be it further
- Resolved; that a committee of four be appointed by the President of NAJAC of 1957 to immediately begin work on the establishment of an Accounting Workshop.
- #8 Whereas; the various regional conferences accomplished a real and meritorious end, and
- Whereas; a unified code of by-laws for the various regional conferences would greatly simplify the adminstration of these conferences and would serve to nullify friction and inequalities between the various conferences, therefore, be it
- Resolved; that the by-laws passed by JACOW 1956 conference be adopted by all regional conferences, with certain necessary changes necessitated by differences in names and geography.

#9 Whereas; the discussion groups at NAJAC yield a wealth of information and useful ideas, and

Whereas; a greater incentive is needed in order to promote freer<sup>a</sup> exchange of ideas within the groups and to bring these ideas to the attention of the conference, therefore, be it

Resolved; that a system of awards be arranged, to be awarded to the group presenting the best idea to the resolutions or by-laws committee.

#10 Whereas; the need of indentification of each of the various areas at the National and Regional Conventions and

Whereas; Milwaukee has made available flags suitable for this purpose therefore, be it

Resolved; that each individual area take it upon themselves to acquire for its area a flag of such nature.

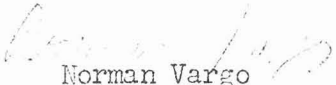
#11 Whereas; it has been deemed necessary to split the midwest region into regions two and region three, and

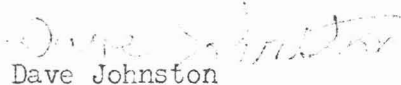
Whereas; it is the right and privilege of these new regions to decide for themselves the names by which they shall call their respective regions and conference, therefore, be it

Resolved; that regions two and three shall be delegated the right to choose the names for their respective regions and conference, and be it further

Resolved; that neither region two or three shall adopt the name "Midwest" or "Jamco" for their respective regions or conferences.

Respectfully submitted,

  
Norman Vargo

  
Dave Johnston

Chairman-Norm Vargo-Wickliffe, Ohio  
Assistant Chairman-Dave Johnston, Minneapolis, Minn.  
Secretary-Joan Larecaux-Ashland, Mass.  
Secretary-Cathy Pitz-Milwaukee, Wisc.

Dick Beebe-Middleton, Ohio  
Carol Driscoll-Des Moines  
Barbara Endicott-St. Louis  
Harry Glaze-Warren, Ohio  
Donald Hansen-St. Paul  
Robert Reis-Webster Gröve, Mo.  
George Roberts-Newark  
Arthur Traub-Hamilton, Ohio  
Dick O'Keefe-West Roxbury, Mass  
Steve Johnston-St. Paul, Minn.  
Dave Matula-St. Louis  
Dave Cleckner-Barberton, Ohio  
Dick Zetts-Campbell, Ohio  
Georgine Walters-Milwaukee, Wisc.

## NAJAC BYLAWS

### ARTICLE--NAME

The name of this organization shall be NAJAC which shall signify the National Junior Achievers Conference.

### ARTICLE II--PURPOSE

The purpose of this organization shall be to provide an Annual Conference of Achievers which shall enable them to:

1. Make known by resolutions, Achievers' ideas and convictions concerning matters pertaining to youth;
2. Discuss common problems;
3. Promote fellowship among Achievers;
4. Encourage and coordinate the organization and operation of Achievers Associations and Regional and Sectional Conferences of Achievers;
5. Further in every way, the general well-being and expansion of Junior Achievement and the American ideals for which it stands.

### ARTICLE III--DELEGATES

#### Section A--Classes and Qualifications

1. Classes of delegates to the Conference shall be Regular, Honorary, Award Winning, and Ex-Officio.
2. Regular Delegates shall be chosen by the Director of each area or however he designates. They shall not exceed one for every four chartered companies in each area.
3. Honorary and ex officio Delegates shall be chosen by the Conference Advisor or however he designates. They shall have all the rights and privileges of Regular and Award winning Delegates but may not vote for officers.
4. Ex-Officio Delegates shall be the Presidents of recognized Regional Conferences sent by their Regional Conferences and the officers of this Conference.
5. Special classes of Delegates may be created by the Conference Advisor.

#### Section B--Vote

In all matters properly brought before the Conference all delegates shall have one vote except in the election of officers when they shall have votes as specified in ARTICLE VI.

#### Section C--Terms

Term shall be a period beginning with the opening of the Annual Conference for which he is selected and terminating with the opening of the succeeding Annual Conference.



#### Section D--Duties

1. To represent the views of Achievers in their areas, and to actively participate in Conference activities.
2. To report to the Achievers in their areas results of the Conference.
3. To cooperate with the NAJAC officers throughout the year in carrying out the NAJAC policies.
4. To represent the Achievers in their areas in monthly communications with the NAJAC Officers.

#### ARTICLE IV--MEETINGS

Regular meetings shall be held annually, the time and place of which is to be decided by the President of NAJAC and the NAJAC Advisor two years in advance, and the site shall be announced at least one year in advance.

#### ARTICLE V--OFFICERS

##### Section A--Number

1. President;
2. Vice President;
3. Conference Secretary;
4. Association Secretary;
5. Five Regional Vice Presidents, one from each of the five Regions of Junior Achievement, Inc.

##### Section B--Qualifications

1. Any person nominated for President, Vice President, Conference Secretary or Association Secretary will submit in writing a statement that he or she will be active in the Junior Achievement program the following year and must have been, during the year immediately preceding, an active member of Junior Achievement. In the event said person is elected and infringes on this agreement, he or she will forfeit the office and not be eligible to return to NAJAC the following year.
2. Nominees for President, Vice President, Conference Secretary, or Association Secretary shall have been selected for NAJAC under the provisions of ARTICLE III, Section A, item 2.
3. Regional Vice Presidents shall be at the time of their installation the duly elected Presidents of recognized Regional Conferences who are sent to NAJAC by their Regional Conferences. They shall be installed as a NAJAC Officer at the NAJAC following their Regional elections.

##### Section C--Duties

1. President
  - a. Shall act as a liaison between National Executive Vice President and Achievers in Junior Achievement.
  - b. Shall see that NAJAC is kept prominent in the minds of Executive Directors and Achievers of Junior Achievement throughout the entire nation.
  - c. Shall assist NAJAC Adviser in preparation and opera-

- tion of next Conference.
- d. Shall be ex-officio member of all committees.
- 2. Vice President
  - a. Shall act in the absence of the President or in case of the President's inability to serve.
  - b. Shall preside at the business sessions of the Annual Conference.
  - c. Shall be ex-officio member of all committees.
- 3. Conference Secretary
  - a. Shall keep all official records at NAJAC.
  - b. Shall attend to all official NAJAC coorespondence.
- 4. Association Secretary
  - a. Shall secure a copy of the minutes of every meeting from the secretaries of each Local Achievers Association in every area.
  - b. Shall at the end of a three month period, Condense these into one report from each area and shall compile them into a National report to be sent to each Secretary of every local Association.
- 5. Regional Vice Presidents
  - a. Shall represent their regions at important National business meetings.
  - b. Shall act as liaison between Regional Vice Presidents of Junior Achievement, Inc., and Achievers in their Region.
  - c. Shall act as liaison between their Regional Conference and NAJAC to carry resolutions and plans between the two.

#### ARTICLE VI--ELECTIONS

##### Section A

Voting at the conference shall be for President, Vice President, Conference Secretary, and Association Secretary.

##### Section B

The number of votes a delegate shall possess shall be determined by his Executive Director in accordance with the number of companies the delegate represents.

##### Section C

Delegates may vote for those candidates who have passed the Speakers' Corps qualifying round, and passed their validations tests, and have submitted a petition to the election committee. No candidates applying for office will be given a second chance on any of the above requirements.

##### Section D

Nomination petitions will be turned into the elections committee in the required time or petition is void. Each petition requires signatures of at least 10 per cent of the delegates eligible to vote.

Section E

A majority of the votes cast for the officers shall be necessary for election. Preferential ballot will be used.

ARTICLE VII--EXECUTIVE COMMITTEE

- A. The executive committee shall consist of the elected and ex-officio officers of the conference.
- B. The President of the Conference shall be the chairman of the committee.
- C. Meeting shall be called as necessary and as possible by the President or by four members of the committee.
- D. The Executive Committee shall have the power to serve as the steering committee for the conference and to supervise the execution of policies established by the conference.

ARTICLE VIII--STANDING COMMITTEES

Section A

The Elections, Bylaws, Resolutions, House, Publications, Entertainment, Sports, Refreshments, Associations, and Contests committees shall be the standing committees.

Section B

Members of standing committees shall be chosen by the NAJAC officers by application, prior to the convening of the first business meeting. All necessary information shall be in the hands of the Chairman of all standing committees before the first business meeting.

ARTICLE IX--ADVISOR

The Conference advisor appointed by Junior Achievement, Inc. shall assist and guide the officers, and act as official representative between the Conference and the Annual Junior Achievement Staff Conference.

ARTICLE X--PROCEDURE

The rules contained in Robert's Rules of Order, Revised, shall govern the organization in all cases to which they are applicable and not inconsistent with these bylaws or the rules of order of the Conference.

ARTICLE XI--AMENDMENTS

These bylaws may be amended by a two-thirds vote of those present at any meeting of this Conference. Any changes which effect the administration of the Conference will go into effect immediately after adjournment of the Conference at which they were adopted.