

1953

# Kiwanis *in* Brief

A BOOK OF FACTS AND  
FEATURES FOR NEW  
MEMBERS, PROSPECTIVE  
MEMBERS AND FRIENDS.



*"WE BUILD"*

GENERAL OFFICE

*Kiwanis International*

520 N. Michigan Avenue, Chicago 11, Illinois, U.S.A.

## FOREWORD

You will find in these pages a concise story of Kiwanis, what it is, what it stands for, and what it does—its origin, Objects, activities, organization, methods of operation and the opportunities for self-expression and service which it affords.

The Kiwanis club in your community is the local unit of Kiwanis International, an organization of over three thousand five hundred similar clubs in as many communities of the United States, Canada and the Territories of Alaska, Yukon and Hawaii.

Kiwanis International enjoys a position of pre-eminence on the North American Continent as an aggressive, constructive service club organization with a genius for translating ideals into broad-scale, effective activities, but its sympathies are rooted deeply and firmly in the local community for whose welfare it is concerned and to whose service it is committed.

It capitalizes on the personal fellowship that is engendered by a group of men meeting together every week. It encourages friendship and has an unique record of developing outstanding leadership in community, national and international life.

Kiwanis is, therefore, not only an organization but a moving spirit—"a conscious, driving force toward newer and higher ideals." It is the open door of opportunity for men who are impelled by the service motive and who realize that teamwork with a group of able and friendly associates is more effective and more enjoyable than individual plans and effort.

The challenging Administrative Theme for 1953 is—

**"FREEDOM—OUR SACRED TRUST"**

## WHAT KIWANIS IS

Kiwanis is a service organization with high ideals, worthy objects, and challenging objectives which are realized through the activities of its constituent clubs in their respective communities.

It came into being in the City of Detroit, within sight of the international boundary line between the United States and Canada. The birthday of Kiwanis is celebrated on January 21, because on that date in 1915, the Kiwanis Club of Detroit received its charter. There are now in excess of 3,500 clubs in the United States and Canada and the Territories of Alaska, Yukon and Hawaii, with more than 211,000 members.

The spiritual growth of the organization has more than kept pace with this numerical growth. The achievements of the clubs in all forms of service and activities for community betterment have been most outstanding.

The active membership shall consist of men of good character and community standing, residing, having community interests in, or engaged in recognized lines of business, agricultural, institutional, and professional life, within the territorial limits of the club, and

- (1) who are owners or partners;
- (2) who are executives, corporate officers, or managers with administrative duties and discretionary authority;

(3) who, as district or local agents or branch representatives, are in entire charge of such agency or branch in an executive capacity; or

(4) who are engaged in any worthy and recognized profession, for which they have received the recognized standard education.

## **“WE BUILD”**

The significance of Kiwanis is to be found, not in the name itself, which was in the first instance a coined word adapted from the Indian term “Kee-wanis,” but in the high idealism to which the members of the organization have themselves given expression in unselfish and practical service to their respective communities and nations. In a word, Kiwanis means what Kiwanians have made it mean.

It is appropriate, therefore, that as its motto Kiwanis should have adopted, early in its history, a phrase expressive of constructive action, namely, “We Build.”

## **OBJECTS**

The following are the Objects of Kiwanis International:

“To give primacy to the human and spiritual rather than to the material values of life.

“To encourage the daily living of the Golden Rule in all human relationships.



- "To promote the adoption and the application of higher social, business and professional standards.
- "To develop, by precept and example, a more intelligent, aggressive and serviceable citizenship.
- "To provide, through Kiwanis clubs, a practical means to form enduring friendships, to render altruistic service, and to build better communities.
- "To cooperate in creating and maintaining that sound public opinion and high idealism, which make possible the increase of righteousness, justice, patriotism and good will."

*(As adopted at Denver Convention in June, 1924.)*

These OBJECTS are the guiding principles of Kiwanis. They are above and beyond what are termed the Objectives. Each year, the incoming administration elected at the midyear convention adopts a series of Objectives for that particular year, all based upon the principles of the OBJECTS, which do not change. These Objects are a part of the Constitution.

Observe the words with which each of the OBJECTS begins. They are the most potent verbs in any language: to "give," to "encourage," to "promote," to "develop," to "provide," to "cooperate." Each challenges action of a constructive nature, reflecting the spirit of the motto, "We Build."

## KIWANIS OBJECTIVES—1953

THEME: "FREEDOM—OUR SACRED TRUST"

1. Champion individual opportunity, competitive capitalistic enterprise, and freedom of information.
2. Work for limitation and equalization of all taxation.
3. Support responsible collective bargaining, free from government coercion.
4. Vitalize essential civil and national defense programs.
5. Proclaim our Canada-United States relationship as a pattern for world peace.
6. Sponsor well-planned safety programs.
7. Develop our natural resources through sound conservation practices.
8. Demand the enactment and enforcement of stringent narcotic laws.
9. Expand all Kiwanis services to youth, homes, churches and schools.

These objectives give ample opportunity for real service in every club and district. The objectives are restated from year to year as the work of Kiwanis progresses and its purposes are clarified by experience.

## KIWANIS BECOMES INTERNATIONAL

In 1916, of the more than twenty Kiwanis clubs, which were in existence then, fifteen sent representatives to a convention in Cleveland, Ohio, where an organization was formed, a "National Constitution" adopted, and the name, "The Kiwanis Club" designated as the official title of the combined clubs.

Under the authority granted at Cleveland, clubs were chartered in Canada early in 1917. The first two were Hamilton, Ontario, which held its organization meeting on November 1, 1916, and Toronto, Ontario, organized June 8, 1917, so that when the first International convention was held in the year 1917 in Detroit, Michigan, there were two Canadian and fifty United States clubs in the organization.

In 1946 new clubs were completed in Alaska and the Yukon Territory and in 1947 in the Territory of Hawaii.

There are approximately 3,500 clubs at the present time, and 211,500 members.

The present official name of the organization is "Kiwanis International," which was adopted at the eighth annual convention of the International organization, held at Denver, Colorado, 1924, at which time, also, were adopted the present Constitution and Bylaws, except for the amendments that have since been adopted.

## INTERNATIONAL PRESIDENTS

George F. Hixson, Rochester, N. Y.....	1916-18
Perry S. Patterson, Chicago, Ill.*.....	1918-19
Henry J. Elliott, Montreal, Quebec*.....	1919-20
J. Mercer Barnett, Birmingham, Ala.*.....	1920-21
Harry E. Karr, Baltimore, Md.....	1921-22
George H. Ross, Toronto, Ont.*.....	1922-23
Edmund F. Arras, Columbus, Ohio*.....	1923-24
Victor M. Johnson, Rockford, Ill.*.....	1924-25
John H. Moss, Milwaukee, Wis.*.....	1925-26
Ralph A. Amerman, Scranton, Pa.*.....	1926-27
Henry C. Heinz, Atlanta, Ga.*.....	1927-28
O. Sam Cummings, Dallas, Texas.....	1928-29
Horace W. McDavid, Decatur, Ill.*.....	1929-30
Raymond M. Crossman, Omaha, Neb.....	1930-31
William O. Harris, Los Angeles, Cal.*.....	1931-32
Carl E. Endicott, North Manchester, Ind.*.....	1932-33
Joshua L. Johns, Appleton, Wis.*.....	1933-34
Dr. William J. Carrington, Atlantic City, N. J.....	1934-35
(Later of Clinton, Iowa)*.....	
Harper Gatton, Madisonville, Ky.....	1935-36
A. Copeland Callen, Urbana, Ill.....	1936-37
(Later of Bethlehem, Pa.)*.....	
F. Trafford Taylor, K. C., St. Boniface, Man.*.....	1937-38
H. G. Hatfield, Oklahoma City, Okla.*.....	1938-39
Bennett O. Knudson, Albert Lea, Minn.....	1939-40
Mark A. Smith, Thomaston, Ga.....	1940-41
(Now of Macon, Ga.).....	
Charles S. Donley, Pittsburgh, Pa.....	1941-42
Fred G. McAlister, London, Ont.....	1942-43
Donald B. Rice, Oakland, Cal.....	1943-44
Ben Dean, Grand Rapids, Mich.....	1944-45
Hamilton Holt, Macon, Ga.....	1945-46
J. N. Emerson, Pullman, Wash.*.....	1946-47
Charles W. Armstrong, M.D., Salisbury, N. C.....	1947-48
J. Belmont Mosser, St. Marys, Pa.*.....	1948-49
J. Hugh Jackson, Palo Alto, Cal.....	1949-50
Don H. Murdoch, Winnipeg, Man.....	1950-51
Claude B. Hellmann, Baltimore, Md.....	1951-52
Walter J. L. Ray, Detroit, Mich.....	1952-53

\*Deceased.



## HOW KIWANIS INTERNATIONAL IS ORGANIZED

The functioning of an ever enlarging group such as that of Kiwanis International requires a most carefully constructed organization. Kiwanis International is both efficient and economical.

Its officers are a President, the Immediate Past President, two Vice-Presidents, a Secretary, a Treasurer, twelve Trustees, and a District Governor for each of the 30 districts.

At each annual International convention there are elected: for a term of one year, a President, two Vice-Presidents, a Treasurer and for a term of two years, six Trustees.

*The International Board of Trustees* consists of the President, Immediate Past President, two Vice-Presidents, Treasurer and twelve Trustees. It meets regularly four times a year.

*The Secretary* is appointed by the Board of Trustees, attends the Board meetings, and acts as secretary of the Board.

## THE INTERNATIONAL COUNCIL

*The International Council*, which meets twice yearly, first in October or November, and again at the time of the annual convention, in May, June or July, is composed of the Board of Trustees, the Past Presidents of Kiwanis International, and in addition thereto, at the first meeting, the District Governors-elect; and at the pre-convention meeting, the District

Governors. The purpose of this Council is to confer and advise with the Board of Trustees on matters relating to Kiwanis International. The Council also has power, at its first meeting and under certain conditions, to revise the Bylaws of Kiwanis International.

## **WHAT'S WHAT AT CHICAGO**

The General Office located at 520 North Michigan Avenue, Chicago, Ill., is one of the most practical illustrations of Kiwanis administrative efficiency. Visiting Kiwanians are always welcome and even a brief inspection of this busy office is sufficient to convince any interested member that he belongs to a great and tremendously active organization. The work of the General Office is carried on under the direction of the International Board of Trustees, and the Secretary, O. E. (Pete) Peterson.

Assisting in the work of the General Office are fourteen staffmen, with several full-time field representatives, and a clerical force of approximately ninety. The Departments at the General Office include the following: Executive, Activities and Public Relations, Club Service, Office Management, Records, Convention, Field Service, Special Services, The Kiwanis Magazine, Art and Production, Key Club and Circle K Clubs.

## **INTERNATIONAL CONVENTIONS**

The Annual Convention of Kiwanis International is held in either May, June or July of each year in a city officially determined by the International Board of Trustees. To this annual convention each club is entitled to send two accredited delegates to vote on all matters proposed and to elect International officers and trustees.

The following table indicates the progress of Kiwanis. The statistics used are of June 30th of each year since 1947:

Convention	Year	Clubs	Members	Registered Attendance
Cleveland, Ohio .....	1916	16	1,924	Official Figures Lacking
Detroit, Mich. ....	1917	55	5,700	
Providence, R. I. ....	1918	93	10,500	
Birmingham, Ala. ....	1919	138	15,500	
Portland, Ore. ....	1920	267	28,541	
Cleveland, Ohio .....	1921	532	47,970	Official Figures Lacking
Toronto, Ont. ....	1922	802	68,101	
Atlanta, Ga. ....	1923	1043	78,961	
Denver, Colo. ....	1924	1245	89,695	
St. Paul, Minn. ....	1925	1382	94,422	
Montreal, Quebec .....	1926	1546	99,786	
Memphis, Tenn. ....	1927	1638	100,849	
Seattle, Wash. ....	1928	1731	102,644	
Milwaukee, Wis. ....	1929	1812	103,283	
Atlantic City, N. J. ....	1930	1876	102,811	
Miami, Fla. ....	1931	1875	96,316	
Detroit, Mich. ....	1932	1889	88,179	
Los Angeles, Cal. ....	1933	1874	79,589	
Toronto, Ont. ....	1934	1873	83,885	
San Antonio, Texas. ....	1935	1858	86,326	
Washington, D. C. ....	1936	1900	90,547	
Indianapolis, Ind. ....	1937	1931	96,896	
San Francisco, Cal. ....	1938	1995	100,929	
Boston, Mass. ....	1939	2030	104,869	
Minneapolis, Minn. ....	1940	2099	109,856	
Atlanta, Ga. ....	1941	2159	113,443	
Cleveland, Ohio .....	1942	2180	113,052	
*Chicago, Ill. ....	1943	2191	117,932	No Conv. Held
Wartime Conference				
†Chicago, Ill. ....	1944	2218	132,005	
‡Chicago, Ill. ....	1945	2289	147,607	
Atlantic City, N. J. ....	1946	2417	162,342	
Chicago, Ill. ....	1947	2635	177,251	9346
Los Angeles, Cal. ....	1948	2820	186,467	9114
Atlantic City, N. J. ....	1949	2985	192,494	11,486
Miami, Fla. ....	1950	3132	198,289	8818
St. Louis, Mo. ....	1951	3280	201,735	9036
Seattle, Wash. ....	1952	3467	211,509	10,578
				10,081

\*Convention cancelled due to war conditions.

†Special delegate representation.

‡Summer Wartime Council.

## THE KIWANIS MAGAZINE

The Kiwanis Magazine, the magazine of community leaders, is the official publication of Kiwanis International, devoted to the promotion of the Objects and objectives of the organization.

The magazine is the official source of local and district, as well as International news and inspiration on every phase of Kiwanis organization and activity. Each member is a subscriber in accordance with the Constitution and Bylaws. The subscription is collected by the club from the member along with his dues. The magazine is published monthly and the subscription price for members is \$1.50 per year.

Certain regular features are to be found in each issue. These include "Town Report," which gives the latest developments in community affairs, "Club Clinic," which is a question and answer department on technical questions that affect Kiwanis clubs. The International Secretary is the Editor of the Magazine.

## KIWANIS DISTRICTS

The clubs of the United States and Canada are divided into thirty districts. The districts are again divided into divisions, although the division is not a unit of organization but only an area for the convenience of administration. At present there are approximately 400 divisions. The districts and the divisions vary greatly in geographical area and in the number of clubs contained therein. The Alaska-Yukon division is part of the Pacific-Northwest District, and the Hawaiian division is part of the California-Nevada District.

Each district is in charge of a *District Governor* who is assisted in the administration of the district by Lieutenant Governors, one for each division, a District Secretary and a District Treasurer.



The District Governor and Lieutenant Governors are elected annually at the district convention.

The district convention offers a splendid opportunity for fellowship and the development of Kiwanis consciousness. It is a rare chance for the new Kiwanian to obtain quickly a wide appreciation of the varied interests of the organization and a deepened realization of the appeal of its ideals to a host of men of superior quality of mind and heart.

## **ORGANIZATION CONFERENCES**

There is maintained a regular system of organization conferences, with curricula of study and practice for the instruction of district and club officers and committees. This begins with the instruction of the Governors-elect at the International Council in October or November, is continued for the Lieutenant Governors by the Governors in their respective districts and is carried forward to the club officers of each division by its Lieutenant Governor. The club President then conducts a similar conference for his club officers and directors and chairmen of committees.

## **DISTRICT CONVENTIONS**

Each district holds a district convention sometime between August 1 and October 15, at a date mutually agreed upon by the Board of Trustees of the district and of Kiwanis International. It is presided over by the District Governor, and is under the supervision of the District Board of Trustees. The host is a Kiwanis club, or group of clubs, in the district whose local committee cooperates with the district organization in the convention arrangements. In some districts the clubs of an entire division have acted as host with considerable success.

Each district convention is visited by at least one official representative of the International Board of Trustees, assigned by the International President.

Each chartered club in good standing in the district is entitled to three delegates, one of whom shall be the President.

## **THE HEART OF KIWANIS— THE KIWANIS CLUB**

The basic unit of Kiwanis is the Kiwanis club. All the organization of the district and International exists in order to assist the Kiwanis club in the local community to function as perfectly as possible along the line of Kiwanis Objects and objectives. The heart of Kiwanis activity is the Kiwanis club in your community.

## **CLUB ADMINISTRATION**

The officers of a Kiwanis club are a President, the Immediate Past President, one or more Vice-Presidents, a Secretary, a Treasurer, and seven or more Directors.

The members of the Kiwanis club are expected to be primarily active members, paying their dues promptly and attending regularly the club meetings. Faithful attendance is a prime Kiwanis virtue. An unexcused absence from forty per cent of the meetings during either half of the club year, or from four consecutive meetings, jeopardizes one's membership. Under special conditions there may also be Reserve, Privileged, and Honorary members.

Two representatives are permitted simultaneously from the same line of business, agricultural, institutional, or professional life. They must be owners or partners, executives, corporate officers or managers with administrative duties and discretionary author-

ity, or must be engaged in worthy and recognized professions for which they have received the recognized standard education.

The success of Kiwanis depends upon the intelligent loyalty and faithful activity of the members of the local club. There lies the final test of Kiwanis efficiency. In energetic, constructive community service, Kiwanis must find its path to permanency. As long as it meets a real need it may expect to live and grow.

The work of the club in applying the International Objects and objectives and in administering its local affairs is carried out by such *standing committees* as the following:

A. *Youth Services*

1. Boys and Girls Work
2. Key Clubs
3. Underprivileged Child
4. Vocational Guidance

B. *Citizenship Services*

5. Agriculture and Conservation
6. Public and Business Affairs
7. Support of Churches in Their  
Spiritual Aims

C. *Kiwanis Administration*

8. Achievement Reports
9. Attendance and Membership
10. Finance
11. House
12. Inter-Club Relations
13. Kiwanis Education and Fellowship
14. Laws and Regulations
15. New Club Building
16. Programs and Music
17. Public Relations
18. Reception

## WHAT IT COSTS

A membership fee is fixed by each club, payable at time of admission into membership. Also the clubs fix annual dues of various amounts, the minimum being twelve dollars, but in the majority of clubs a sum somewhat larger is advisable. Of this amount \$2.50 per year is paid to Kiwanis International, together with \$1.50 as subscription to The Kiwanis Magazine. Of the \$2.50 sent to Kiwanis International as annual dues, fully one-half is expended in the work of the Club Service, Special Services and Field Service Departments of the General Office and the distribution of helpful literature. This obviously constitutes a direct service to the clubs. But the balance of the \$2.50, which is expended in Board, International Council, Committee, International Convention and other activities of Kiwanis International, is equally, though not so obviously, a means of definite service to the organization and the clubs. Every dollar paid to International is set to work as wisely and as prudently as possible for the advancement of Kiwanis.

District administration expenses are met by district dues collectible from member clubs.

## ACTIVITIES

Diversity, with simplicity, characterizes the organized activities of Kiwanis. The committee structure is similar in the International, district and club spheres.

Voluntary service is one of the cardinal principles of Kiwanis and a prime factor in its success. On this basis, clubs sponsor thousands of activities, related to the many types of service for which there may be no other available local outlet. These activi-



ties are specially recorded each year in the booklet "Kiwanis in Action."

The activities which are reported annually indicate the practical usefulness of Kiwanis. It is not a philosophical society, nor an ethics club. It believes in practical action as the best evidence of its high idealism. It exemplifies its motto, "WE BUILD," by a constructive program of definite, tangible enterprises.

An exceptional, successful undertaking of permanent value was the building, by popular subscription among Kiwanians, of the Harding International Good Will Memorial in Stanley Park, Vancouver, B. C. This memorial will remain a perpetual monument to the good will which Kiwanis fosters between Canada and the United States and to the friendships that know no barriers of boundaries or political affiliations.

Another continuing activity of large significance is the erection of Kiwanis Boundary Peace Tablets at crossing points along the boundary line between Canada and the United States. The design for this tablet is standard except for the date of dedication and on each tablet are the challenging words: "This unfortified boundary line between the Dominion of Canada and the United States of America should quicken the remembrance of the more than a century-old friendship between these countries—a lesson of peace to all nations." Twenty-five tablets have been erected and this activity will continue until tablets are erected at all points of crossing.

## NEW KIWANIS CLUBS

One Kiwanis club begets another; inspiration and example prompt imitation. But extension of Kiwanis is not left to the haphazard of chance or individual

inclination. A well defined program of club building has been worked out as the result of careful study and experience. It combines the volunteer efforts of Kiwanians with the assistance of trained Field Service Representatives. It is known as the extension plan. (Full information is given in special booklet—"Successful Sponsoring.")

## **INTERNATIONAL COMMITTEES**

To assist the clubs to accomplish the objectives as set forth on page 2, and to function as organizations as effectively as possible, the following standing committees of Kiwanis International have been created:

Achievement Reports, Agriculture and Conservation, Attendance and Membership, Boys and Girls Work, Inter-Club Relations, Key Clubs, Kiwanis Education and Fellowship, New Club Building, Past International Presidents, Programs and Music, Public and Business Affairs for United States, Public and Business Affairs for Canada, Resolutions, Support of Churches in Their Spiritual Aims, Underprivileged Child, Vocational Guidance.

The close correlation between the committees of Kiwanis International, the district and the club is an evidence of our efficient organization. The International committees initiate, develop and promote the programs of committee work for the year, with due regard to the objectives and policies determined by the International Board of Trustees, and under the Board's approval. The corresponding district committees endeavor to assist the International committees in educating the clubs of the district concerning the programs of committee work and in promoting their local application. The corresponding club committees seek to apply these programs of committee work to the local situation. Their task is

the actual accomplishment in terms of definite service and concrete expression of the plans so developed and so promoted.

## WHAT KIWANIS IS NOT

Kiwanis is not merely a luncheon or dinner club for good fellowship. Enduring friendships and good fellowship result from the weekly meetings, but these are considered not merely as an end in themselves but rather as means to the worthy end of service and leadership.

Kiwanis is not a political organization. Controversial subjects when discussed, are directly informational, and no official club action should be taken in political matters. The members should be encouraged to exercise their responsibilities as citizens and individuals in accordance with their convictions.

Kiwanis is not a secret society. The fraternal spirit, however, is assured in the intimate fellowship of its members.

Kiwanis is not an ethical society which attempts to prescribe the morals of its community. But it is an organization of high ideals for its members and stands for the highest of business and professional standards.

Kiwanis is not a Chamber of Commerce or the duplicate of any other community group or agency. Kiwanis has Objects and objectives of its own. Its members, however, do assist and cooperate in the work of all community organizations.

Kiwanis is not a money-raising organization. But its members generally contribute their due share to all good causes and render personal service in all approved financial campaigns in their communities.

Kiwanis is not an organization with a superimposed program. Each club bases its activities on the needs of its community with the guidance and inspiration of the broad objectives of Kiwanis International.

## **BENEFITS OF KIWANIS MEMBERSHIP**

An opportunity to associate with outstanding representatives of the business, professional, agricultural, and institutional life of your community, in an atmosphere of friendliness, mutual helpfulness, and service.

An opportunity for joint as well as individual participation in many activities for the service of humanity and for community betterment, as planned or endorsed by Kiwanis.

An opportunity to render unselfish personal service in many ways such as work for underprivileged children, vocational guidance for the young people of the community, etc.

An opportunity for self-expression to imprint your ideas on the life of your community. Mute men become trumpet toned through the Kiwanis amplifier.

An opportunity for self-development. Through the quickening influences of the club fellowship and the fulfillment of responsibilities placed upon you in the club, you will increase your personal ability as a doer of good and as a leader in community betterment.

## **KIWANIS LEGION OF HONOR**

Kiwanis International realizes that its success is largely due to the earnest, effective and continuous membership of thousands of Kiwanians over more than a quarter of a century.



It is therefore deemed a privilege to recognize these twenty-five year members by presenting them with attractive lapel emblems and certificates.

The period of qualification for these special awards may be made up of active membership in one or more clubs, for a total of 25 years, not necessarily consecutive, and additional recognition for each five year period thereafter.

## KIWANIS CODE OF ETHICS

### .....*ideals*

AS A MEMBER of Kiwanis International, dedicated to the promotion of higher social, business and professional standards, and to the development, by precept and example, of a more intelligent, aggressive and serviceable citizenship, I recognize the Golden Rule as a guide for everyday life.

### .....*application*

*In the application of its principles it is my obligation—*

- To recognize God as the Supreme Ruler and to abide by His immutable laws.
- To endeavor to perfect myself in my chosen occupation, and to use it to the best of my ability as an opportunity to serve others.
- To conduct my business or profession on a high ethical plane, so that others emulating my example will help to raise the standards of the vocation in which I am engaged.
- To maintain the spirit of fairness in competition, and help eradicate all forms of deception that violate the spirit of the law.

- To exert my influence to provide equal opportunity for the well-being of mankind.
- To promote harmony in everyday contacts, realizing that happiness is one of the major objectives of life, and that happiness depends more on the way we meet the events of life than on the events themselves.
- To improve relations between employer and employee, recognizing that tolerance, intelligence, and justice are the common ground on which all disputes should be settled.
- To exemplify good citizenship in appreciation of the fact that the strength of the nation depends upon the caliber of its individual citizens.



