

MERIDIAN MONITOR

MERIDIAN LIBRARY SYSTEM

APRIL/MAY 2009

Your System Board:

*Christie Behle
Linda Bowden
Linda Jelken
Mary Koch
Laura Martinsen
Trine McBride
Charlotte Rasmussen
Christine Walsh
Janet Wilke
Joan Davis, Emeritus*



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Meridian](http://www.nlc.state.ne.us/system/Meridian)

Is Your Library User Friendly?

One of the topics that we discuss in the Basic Skills Public Service Course is the appearance of your library and how easy it is for the local population to use. When was the last time you evaluated this part of your service?

When I visit a library for the first time, I do not look up the address. I want to find out just how easy it is to find in the town. I was surprised at how many libraries seem to be "hidden" away. I have sometimes taken fifteen or twenty minutes to find it. Problems? 1) It is not central to the town but on the outskirts somewhere. 2) There are no signs posted on the main roads pointing to a library or school. 3) There is no library sign on the building that can be read from the street.

The second thing that I check out is whether you can tell if the library is open or not. Often there is a sign with library hours but no sign actually saying whether the library is currently open or closed. Also, many of the older buildings seem to have such poor interior lighting that you cannot tell whether they are open unless you walk up to the doors. A large "open" sign that can be seen from the street can be made fairly inexpensively. And please, keep your current hours posted!

Is the library welcoming? Do you have "do not's" posted at the entryway? By this, I mean such signs as "No food or drink allowed." A list of negatives is not the first thing that a potential user should see. If you want your rules listed, try to think of a positive way to say the same thing.

Let's move inside: What is the first thing that a person sees upon entering? Hopefully, it is a rack of new materials! Good marketing dictates that these should be the most visible thing in your library. A smiling person behind the desk is also nice. People need to know that libraries can be friendly places!

(article continues on page 4)

LEADERSHIP INSTITUTE

"Becoming a leader is synonymous with becoming yourself. It is precisely that simple, and it is also that difficult."

"The most dangerous leadership myth is that there is a genetic factor to leadership. This myth asserts that people simply either have certain charismatic qualities or not that's nonsense; in fact, the opposite is true. Leaders are made rather than born." - Warren Bennis

Over 120 Nebraska Library Leadership Institute (NLLI) graduates would agree with the above quotes—a person can acquire the skills and techniques to become a leader. As Warren Bennis would say, "it is all about knowing what we are made of and what we want and you can become the maker of your own life."

The Nebraska Library Leadership Institute - "What it means to me"

by Robin Clark, Director of the Sump Memorial Library, Papillion

As a paraprofessional, I was attracted to NELLI in 2001 because it offered training in leadership skills, one of my passions. I was working in a public library as computer support, senior outreach and "other duties as assigned". I loved my job, but I wanted more - especially full time hours. I had read about NELLI on the Eastern Library System website and talked with my supervisor about attending. I decided to write a continuing education grant to the ELS for my tuition and take vacation days in order to be able to attend. I received the grant and sent my application in and was thrilled to be accepted.

I had never been to the monastery in Schuyler where the institute is held, far from the maddening crowd. What a beautiful facility. The grounds have a walking trail around a pond with a fountain. It was so serene - certainly not like the work environment of most public li-

brarians. I welcomed the quietness and the time for reflection.

The first day of the institute we were placed into groups, each with two mentors. We had taken the online personality tests and were prepared to hear how our Enneagram types affected our leadership style. I was fascinated by how clearly the tests had identified my strengths and weaknesses. There were speakers from business and government in the evenings. Along with the infamous water gun fight which almost got us kicked out of the monastery, a tug of war, and other team building activities were planned so that we could get to know one another on a different level. As John and Becky, the presenters, led us through the institute, I felt that there was a reason that I was there, I just wasn't sure what the next step should be.

On the night before we were to leave and return to the "real" library world, I asked to talk with my two table mentors alone. Nancy and Bev sat down with me and I told them that I felt like I was supposed to be doing something with the information that I had been given that week, but I wasn't sure what that something was. They suggested that if I wanted more out of my career that I should go back to school and get my bachelor's degree. And then I should get my Master's degree in Library Science.

I took the information that I gathered that week back home and shared it with my husband. He was supportive of my going back to school and finishing my bachelor's, which I did in a year at Bellevue. I chose a management degree because I knew that I wanted to go into administration.

With my bachelor's degree in hand I applied for and received an administrative position in July of 2002, a month after I graduated. I had the support of numerous NELLI attendees who wrote letters of reference for me for this position. I became more involved in the Nebraska Library Association, beginning with the paraprofessional section. I found the same

collegial spirit in NLA that I had experienced at NELLI. Many of the officers and committee members were NELLI graduates.

This could have been the end of my NELLI story had it not been for the constant encouraging and professional relationship building that continued. I and three of my original table mates from NELLI continued to meet every other month to talk about our careers, our goals, and to keep the information flow going. I saw other NELLI graduates at meetings and conferences and it was fun and interesting for me to compare notes to see how each was using what they had learned at NELLI. I became more active in NLA and MPLA, finding a commonality and shared vision with those in leadership positions.

I knew that the MLS was next - and again, NELLI folks wrote my letters of reference when I applied to the graduate program at MU. They were the people that I turned to when I had questions in my career. They ALWAYS had great advice. I still remember one professor who will go unnamed who told me - you need to get your MLS and be the boss.

So that's what I did. I started by taking a class a semester at MU, and then finished by taking three the last two semesters because I was ready to move on in my career. Always NELLI folk were there to answer questions and sometimes provide a swift kick when I needed it.

I graduated with my MLS in 2007 and I have NELLI to thank. I accepted a management position in Kansas City, Kansas and enjoyed it, but the crystal ball professor and my NELLI Enneagram personality profile were right - I needed to be the boss. Luckily for me, NELLI came back into play again when several NELLI folk called to tell me about a library director's job in Papillion. WOW, talk about pay-back time. I was thrilled to apply for the position, hoping that I would be hired and be able to give back to the Nebraska library community a small portion of what I had received. I was hired at Papillion and I'm excited to be

one of the mentor's at this year's NELLI and hope that I will be able to provide for others what was made so freely available to me. When you grow a librarian, you grow a community.

NELLI provided an opportunity to identify my personal strengths which propelled me forward to finish my bachelor's degree and then an MLS. The peers and mentors at NELLI provided a network of constant encouragement and professional relationship building that still continues eight years later. The Eastern Library System grant and Kathy Tooker's belief in me made NELLI possible for a paraprofessional. I can honestly say that the reason I am a Library Director today, less than ten years later, is because of what happened that week at NELLI. Oh, and did I mention that it was FUN???

Editor's Note: This is what the 2009 NLLI is all about, helping librarians and library media specialist become leaders. For more information, go to the Meridian Library System web page at <www.nlc.state.ne.us/meridian/upcoming> or give us a call at 308-234-2087 or 800-657-2192.

ALA PROVIDES A LIBRARIAN'S GUIDE TO THE ECONOMIC STIMULUS PACKAGE

The American Library Association (ALA) has provided a guide to what the newly passed American Recovery and Reinvestment Act may mean for the nation's libraries. Visit the ALA's Washington Office page at www.ala.org/ala/aboutala/offices/wo/ for "American Recovery and Reinvestment Act 101" information under the "Initiatives and projects

Comment: President Obama mentioned libraries in comments made after signing it into law, but there does not appear to be any library-specific funding in the Act. The "101" web page has talking points for local advocates to use in making the case for funding for libraries.

(reprinted with permission from Wyoming State Library, 2/09)

Is Your Library User-Friendly?

(continued from page 1)

Can a new person to your library find their way around easily? One of the activities we have used is to ask a library user to find certain sections of the library: fiction, non-fiction, reference, children's section, audio, restrooms, etc. Is your signage up to date? Do the ends of the book stacks have current signs? There is nothing more irritating than to walk down the aisle that is supposed to hold the book you want only to find that the shelves have been shifted but the signs haven't been changed.

Is the lighting sufficient? This is a problem in older libraries, not just because of insufficient lighting but because book shelves have most likely been moved over the years and no longer resting under a light panel.

What about temperature control? Is the library too hot or too cold? I realize that you don't always have control over this, but a hot summer day in a library with no air conditioning is not conducive to people coming in. Conversely, is the library warm enough in the winter so that people can sit without having to wear their winter coats? Is the furniture and shelving in the children's area the right size for children? Too often shelving is way too high for most children to reach. Put yourself at their height level and walk around. See what children see.

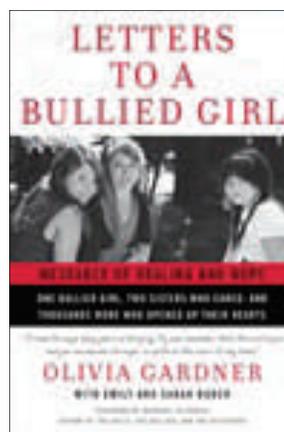
These are just a few suggestions but they can make a world of difference in how your library is viewed and used by the public. I challenge you to take a fresh look at your library today!

Book of the Month

Letters to a Bullied Girl: Messages of Healing and Hope

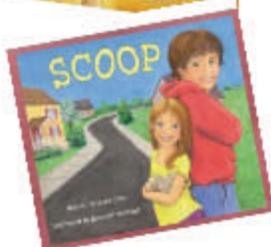
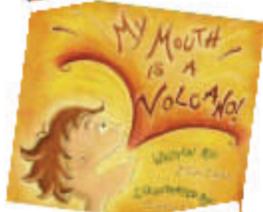
By Olivia Gardner
with Emily and Sarah Buder

Bullying in various forms is on the increase in today's society. It is especially prevalent in our schools. This book is Olivia's story. She has epilepsy and was bullied at school. In fact, kids created an "I Hate Olivia" website and wore "I hate Olivia" bracelets. Olivia became so depressed, she considered suicide. Enter the Buder sisters. The girls were so moved by Olivia's story that they initiated a letter-writing campaign (with the approval of Olivia's mother.) The letter writing campaign took off and hundreds of letters were received. This book is a compilation of letters from former bullies, those who were bullied and those who just watched and let it happen. Also included is practical guidance from a bullying expert. I cannot recommend this book highly enough for every middle school and high school media center. The problem of bullying will not go away until we bring it to light and deal with it.



Meridian Library System Annual Meeting

**June 18, 2009
Oconto Community Center
Oconto, NE**



10:30 Annual Meeting

12:00 Lunch

1:00 Speaker Julia Cook, Fremont NE

**Julia is a former teacher and school
guidance counselor with several awards
from the Association for Educational
Publishers.**

Cost is \$10 which includes lunch.

Registration:

Name: _____

Library: _____

City: _____

Phone: _____

Email: _____

Mail check and registration to:
Meridian Library System
3423 2nd Avenue, Ste 6
Kearney, NE 68847
Phone: 1-800-657-2192
308-234-2087

Email: meridian@frontiernet.net

You can also register online at
the System Website!
[www.nlc.state.ne.us/system/
meridian/index.html](http://www.nlc.state.ne.us/system/meridian/index.html)

Meridian Library System Board Meeting Minutes
Telephone Conference Call, March 27, 2009

CALL TO ORDER: The meeting was called to order at 10:01 a.m. by President Mary Koch.

ROLL CALL: Members present were: Christie Behle, Christine Walsh, Linda Bowden, Linda Jelken, Mary Koch and Trine McBride. Director Sharon Osenga was also present. Laura Martinsen joined after the correspondence. Charlotte Rasmussen and Janet Wilke were not present.

APPROVAL OF AGENDA: Richard Miller sent the Nebraska Library Commission report to Sharon who will read the highlights later. Linda Jelken made the motion to approve the agenda and Trine seconded the motion. Motioned carried.

APPROVAL OF PREVIOUS MINUTES: Christine Walsh moved to approve the minutes and Christie Behle seconded the motion. Motioned carried

CORRESPONDENCE: Mary Koch shared the correspondence sent to Meridian Library System.

TREASURER'S REPORT: Sharon Osenga presented the Treasurer's report. She addressed amounts over budget on equipment, rent and workshops. Actual moving expenses were only about \$200 which will be reimbursed by the Nebraska Library Commission. Laura Martinsen made the motion to approve the report and the bills for January and February 2009 and Linda Jelken seconded the motion. Motion carried by voice vote.

NLC REPORT: Sharon Osenga highlighted the written NLC report including the stimulus funding, audit report, basic skills services, Nebraska learns 2.0, One book One Nebraska, NCompass Live, What's Up Doc, Gates Grants, Nebraska Library Commission's updated video list, State Historical Society is renovating, Nebraska Center for the Book list of titles and Legislative Day.

ADMINISTRATOR'S REPORT:

Workshops—Evaluation of Technology and Theresa Dickson Workshops and the cost sheet on the pre conference workshop were in the board packet for review. The Summer Reading Workshop had 17 participants which is down from other years, The newer library directors are not seeing the need to attend this workshop. The Leadership Institute is July 19th through 24th. Sharon encour-

aged candidates to apply.

Audio Sets—A list of the winners of the audio sets was included in the packet.

Moving Expenses—Moving expenses were minimal since Frontier didn't charge us to make the move this time.

SYSTEM BUSINESS:

Check Signing—Meridian has always required two signatures on all checks. In practice, the Secretary/Treasurer signs a number of checks in advance and then Sharon counter signs the checks when they are issued. Christine Walsh is not comfortable pre-signing checks. After talking with together, Sharon checked with the other Regional Systems and shared their varying check signing policies. Sharon and Christine proposed one of two changes to the check signing policies. The first is to move to one signature and change the By-laws. The second option would be to remain with two signatures and have checks signed once a week. We would also require the Secretary/Treasurer to be in the Kearney area. Currently both the director and the treasurer are bonded. Sharon also gave the purposed changes to the by- laws for the first option. There would still be two persons who can sign checks; the Secretary/Treasurer and the Director. Trine moved to change the by- laws to have just one signature, Linda Jelken seconded the motion. Motion passed by voice vote.

Annual meeting—The date has been changed to June 18th at Oconto Community Center. Penny Jeffrey's husband will grill for us. The meeting will be at 10:30 a.m. with lunch following. Then at 1:00 p.m. our program will be Julia Cook, an author from Fremont who writes children's non fiction books primarily focused on social issues.

Board nominations—We currently have no nominations for the one vacant seat. We cannot entertain nominations of individuals from Buffalo County. Christine Walsh will contact Kathy Thompson from Lexington and Mary Koch will talk to Ann Matzke from Gothenburg Public Schools.

NEXT MEETING: The Annual Meeting will be June 18, 2009 at 10:30 a.m. at Oconto Community Center in Oconto Nebraska.

ADJOURNMENT: The meeting adjourned at 10:45 a.m.

Respectfully submitted,
Delilah Gillming
Administrative Assistant

Young Adult Librarians in Nebraska Unite!



Susan Steider
Lincoln City Libraries
402-441-4250
S.steider@lincolnlibraries.org

Dr. Becky Pasco
UNO Library Science Education
402-554-2119
rpasco@unomaha.edu

Dear YART (Young Adult Round Table) members and any and all interested Youth Services Librarians,

Susan Steider and Dr. Becky Pasco invite you to attend a YART organizational meeting on Sunday, April 19th at 11:00 a.m. for a meeting/discussion about:

- current issues in young adult librarianship,
- activities for young adult librarians involving professional development, networking and fun, and
- communications vehicles for our YART group

The meeting will be held at the Mahoney State Park Lodge (on I-80 between Lincoln and Omaha) and will include brunch. Dr. Pasco is paying for brunch that morning for those attending.

To ensure we reserve enough space for the meeting, please RSVP to Susan Steider at s.steider@lincolnlibraries.org by Wednesday, April 15th if you plan to attend .

Thank you for your interest in library service to young adults in Nebraska.

Susan Steider
Dr. Becky Pasco



Future Search Vision Statements: Green Libraries



Twelve vision statements came out of the Future Search Conference held in July 2009. To keep the vision alive and developing, the Regional Library Systems are highlighting the visions in their newsletters with the purpose of encouraging continued discussion among librarians, library staff, boards and their communities. A vision that generated a lot of interest and discussion was that of eco-friendly "green libraries" plus it ties in with Earth Day, April 22.



Vision statement to consider: Going green starts @ your library®: the library models environmentally sustainable practices, places, and policies and shares these with the community.



It has become one of the hot topics in library literature. Libraries by virtue of their position in their community should be seen as a model for others. As Laura L. Barnes says in the *Illinois Library Association Report* of October 2008, "The good news is that the library's core services are already eco-friendly because they encourage people to borrow rather than buy materials." Libraries can demonstrate environmental awareness by doing small changes in their buildings as well as by thinking green in the design of a new or remodeled building. Other ways of going green are by having a green core collection and by encouraging people in the community to pay attention to their green footprint by reducing, reusing, repairing, and recycling.

Library Buildings



Places good place to go for information on green buildings include:

- Green Libraries (www.greenlibraries.org) which lists books and web sites for green libraries that have already been built with green sensibilities.
- Leadership in Energy and Environment Design, (LEED) at www.usgbc.org was established by the U.S. Green Building Council and provides standards for environmentally sustainable construction, evaluating projects within six categories: site development, energy efficiency, materials selection, water efficiency, indoor environmental quality, and innovation in design.





 Most libraries must work with existing the buildings, but there are many smaller changes that can be made to reduce the environmental impact. 

-  • Have an energy audit of the building to look at lighting, windows and doors, heating and cooling. 
-  • Replace old electronic equipment with more energy efficient ones. 
-  • Provide bike and skateboard racks. 
-  • Replace incandescent bulbs with energy saving ones. 
-  • Install occupancy sensors to turn off lights when room not is use. 
-  • Use green cleaning products. 
-  • Use reusable cups, plates, etc in stead of disposable ones. 
-  • Check out free software from GreenPrint (www.printgreener.com) to avoid printing blank pages. 
-  • Print on both sides of the paper. 

Your Collection

 Business and home owners need information on how to do it. Have books, magazines, DVDs and web sites accessible in the library's collection that will encourage your customers to think green when it comes to purchasing, living, and working. *Library Journal*, February 1, 2009, has a bibliography of green resources in their Collection Development section with starred items as being essential for most collections. This is available through Library Journal Online at www.libraryjournalonline.com/ 



Cutting Machines: The two cutting machines are currently unscheduled for May, June, October, November and December. If you would like one or both, please contact the System Office at: 800-657-2192 or e-mail: meridian@frontiernet.net.

One Book Nebraska: The System Office has sets of both the adult and kids books for this year. We have 18 copies of Bess Streeter Aldrich *A Lantern in Her Hand* and 15 of *Green Glass Sea*. Contact the System Office to borrow.

Book Discussion Sets: A complete list of book discussion sets available for loan from all six of the Regional Library System Offices is available on our website at: <http://www.nlc.state.ne.us/system/meridian/NRLS%20BOOK%20SETS.pdf>

Mad Hatter Award 2009

Presented by Child's World and the School, Children's and Young People's Section of NLA

PURPOSE To recognize an individual member of the Nebraska Library Profession who has made an outstanding contribution to School, Children's and Young People's librarianship and library development.

CRITERIA Individual nominated should have demonstrated achievements in the following areas:

1. Imaginative interpretation of library services
2. Development of innovative and creative programming for children and young adults
3. Demonstration of professional contributions to regional, state, and national library organizations, publications, and/or presentations

*Nominee **MUST** be a member of the School, Children's and Young People's Section of NLA.

I nominate

(Name)

(Present address)

Nominee's library affiliation _____

Please attach sheets describing the achievements of your nominee. All three criteria listed above must be addressed in your nomination. You should include documentation in the form of several support letters from staff, parents, board members or others, each letter identifying the writer as to what role they play in libraries and their relationship to the nominee. It is highly recommended that photos of the person working with patrons be submitted as well as samples of programs, creativity, etc. that this person has done. Any documentation or detail that you can send supporting your nominee's qualifications and that assist the Mad Hatter Committee in making a judgment will be very helpful. Make sure all professional leadership is noted, especially SCYP membership. Using letter or essay format, follow these three headings:

1. Interpreting library services to the community
2. Developing innovative programming
3. Demonstrating professional leadership

Nominated by _____

Relationship to nominee

Address _____

Phone _____

Check one: I am a _____ Member of NLA _____ School Administrator
_____ Public Library Administrator

Please return the nomination form and supporting materials by August 1, 2009, to
Patty Birch, North Platte High School, 1220 West 2nd Street, North Platte, NE 69101

NLA Public Library/Trustee Section (PLTS) 2009 Spring Meetings

The 2009 Spring Meetings are being brought to you by the Public Library and Trustee Section (PLTS) of the Nebraska Library Association. Our host libraries this year are the Wahoo Public Library (May 1st), the Bridgeport Public Library (May 6th), and the Lexington Public Library (May 7th)). Please join us May 1st, 6th, or 7th from 9:30 a.m. to 3:00 p.m. Registration form is below.

. Agenda

. Legalities of Public Library Policies and Procedures - Adam Prochaska, Attorney at Law, Lincoln (by Skype at Lexington and Bridgeport) - 10:00 - 11:00 AM

. Dealing with Mentally Ill Persons and Patrons - Wanda Butts, Sump Memorial Library, Papillion - 11:00 AM - Noon

. Lunch - Noon - 1:00 PM

. Open Source Integrated Library Systems Statewide Project - Greg Mickells, Deputy Director, Lincoln City Libraries - 1:00 PM - 2:00 PM

. Using Skype in the Library as a Communications Tool - John Seyfarth, Sump Memorial Library, Papillion - 2:00 - 3:00 PM

.

. Please make copies as necessary and send your registration to: Richard Miller Nebraska Library Commission The Atrium, 1200 N St., Suite 120 Lincoln NE 68508-2023

Questions?- contact Richard Miller at rmiller@nlc.state.ne.us or (800) 307-2665.

REGISTRATION DEADLINE: April 25, 2009

-----cut here-----

NAME _____

ADDRESS _____ CITY _____ ZIP _____

PHONE _____ LIBRARY _____

E-MAIL: _____

VEGETARIAN LUNCH? • Yes • No

Please check the day that you will be coming:

- Friday, May 1st, Wahoo Public Library, 637 North Maple St.
- Wednesday May 6th, Bridgeport Public Library, 722 Main St.
- Thursday May 7th, Lexington Public Library, 907 N Washington St.

Registration Fee: \$15 payable to NLA Public Library and Trustee Section Registration. Registration deadline is April 25, 2009.

Asking the *Right* Questions...



Stacey Aldrich

Spring Colloquium 2009

April 13, 2009 Lincoln NE

ANDROID

Stacey Aldrich, Deputy State Librarian for California State Library in Sacramento, formerly assistant director at Omaha Public Library, wants to know:

When it comes to the future, which kind of person are you?

- A. One who **lets** it happen?
- B. One who **makes** it happen?
- C. One who **wonders** what will happen?

Come find out which crystal balls and questions Aldrich uses to help her divine the future of library services. Aldrich insists that, "The best way that we can predict the future is to be an active part of its creation."

Monday-April 13, 2009 5:30-9:30 p.m.
at The Cornhusker Marriott Hotel 333 S. 13th Street, Lincoln, NE
Yankee Hill I & II

Schedule of Events

5:30 – 6:30	Social hour, cash bar
6:30 – 7:30	Dinner
7:30 – 8:30	Presentation by Stacey Aldrich
8:30 – 9:30	Discussion

Dinner: Seafood Newburg, Maple Grilled Pork Loin, or Champagne Pasta. Chocolate Mousse for dessert. All entrees include garden salad, chef's potatoes, fresh vegetables, rolls & butter and coffee, tea, or milk.

The Fall Colloquium is sponsored jointly by: Bellevue University, Creighton University, University of Nebraska-Lincoln, University of Nebraska-Omaha, Eastern Library System & Southeast Library System.

YES! I want to participate in the Spring Colloquium 2009: Stacey Aldrich

Name _____ Library _____

Phone _____ Email _____

Please choose one: Seafood Newburg Pork Loin Pasta

Send completed registration form & payment of **\$35.00** to: **Southeast Library System,**
5730 R St., Ste. C-1, Lincoln, NE 68505. Deadline: **Wednesday April 8, 2009.**



Nebraska Public Libraries Meet Local Demand for Quality Information



Prime Time Family Reading Time® at Lincoln City Libraries

- **271 Public Libraries in Nebraska**

Visits to Nebraska public libraries per week.....170,775

Visits to Nebraska public libraries per year.....8,880,315

compared to

2007 attendance Henry Doorly Zoo.....1,335,170

Total attendance at Omaha Qwest Center.....1,224,100

#1 paid attendance attraction in Nebraska

Henry Doorly Zoo

#1 free attendance attraction in Nebraska

Your Public Libraries

- **13,127,598 Materials Checked Out to Nebraskans:**

Adults..... 7,466,975

Children... 5,660,623

National circulation per capita.....7.3

Nebraska circulation per capita.....7.4

- **Multimedia Materials**

Available to Nebraskans:256,781

- **Total library materials**

available to Nebraskans.....7,487,366

- **Nebraskans received answers to**
20,413 **questions per week**
1,061,484 **questions per year**
Answers valued at.....\$7,430,388

**Questioners standing single file
would stretch from Omaha to Sidney**

- **Public library hours open per year.....430,846**

- **Nebraska public library employees.....797 FTE**

- **Uses of Internet computers
in libraries.....2,362,959**

- **Internet computers
available in libraries.....1,674**

- **Percent of Nebraska public libraries
providing public access to the Internet.....95%**

- **Interlibrary Loans worth.....\$1,850,275**

Materials Loaned.....39,506

Materials Received.....34,505



Hastings Public Library Summer Reading Program

**MERIDIAN LIBRARY SYSTEM
3423 SECOND AVENUE,
SUITE 6
KEARNEY NE 68847-2947**

Non-Profit Organization
U.S. POSTAGE
PAID
Kearney, Nebraska
Permit No. 202

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