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Here's to a great weekend – be safe, stay healthy!

Paul



When horrific pictures should or should not be published

<u>Hal Buell</u> - Internet and print sites some months ago carried a series of essays on photography that focused on images available but not published. Images discussed would show victims of school classroom massacres, shooter attacks in malls, churches, theatres. Essayists also reviewed historic journalistic guidelines that influenced do-ordon't publish decisions of horrific photographs.

Commentary flowed forth examining whether such pictures should or should not be published. Essayists included responsible and experienced journalists, working and retired editors, TV editors, J-school professors, philosophers and photographers. Print these harsh photos, some said. Others responded—Whoa! Consider the consequences.

Just recently the Washington Post published a detailed word and carefully illustrated presentation that explained the impact on the human body of ammunition fired from weapons designed for war but used in public shootings. Photographs were not used as editors understandably followed classic ethics regarding the publication of horrific photos.

So...let's talk pictures, fierce, devastating pictures that find a place in mind or heart, remain there and are revived occasionally to recall a time and place, pictures that resonate when words are not enough.

It is standard procedure for police to bar news photographers from murder scenes and from other violent death sites. Those who have seen pictures made by police photographers are struck by the images of smashed, bloodied and twisted bodies, each detail crystal clear and frozen in time.

If published, these not-so-pleasant images would surely be troublesome. Experienced editors know the drill. Readers will say the media is morbid. Critics will say the media

resorts to sensationalism to seek readers, or TV clicks. Editors will ask whether the image will cause painful reader anguish. Will relatives and close friends be especially upset? Will subscriptions be canceled? Or will a picture, difficult as it may be to view, provide important information not otherwise available? Are these pictures necessary to tell the story? Will these pictures generate meaningful anti-gun reaction?

Simply put, the debate (actually there's nothing simple about it) asks what level of image violence can readers endure? What is the impact of publication? Can a photo change attitudes? Can a photo provide ultimate truth?

Opinions created a tapestry of do-and-don't-publish guidelines. Examine the threads, however, and one finds contradictions in yes and no specifics. Recollections of history's harsh photos lack guidelines appropriate for 21st Century solutions.

When dramatic photos land, they do not drop into a vacuum. They appear at a time and place. They affect the times, and the times affect the photos. Past publication decisions offer context but the times and places of yesterday do not match the unique context of today or tomorrow's time and place.

So.... the question: Recent and repetitive public massacres prompted some commentators to ask whether it remains unthinkable to publish graphic photos of murders, plane crash victims and, most of all, is it unthinkable to publish photos of bloodied child classrooms? Essayists suggest the unthinkable deserves serious rethink, that it is time to reconsider past and current ethics and, some say, it may be time to show the devastation created by a weapon of war used against children. Brutal, shocking photos of a classroom massacre, so the argument goes, will inspire the reluctant to take steps to protect the innocent.

Those who oppose publishing these photos question whether such images will, in fact, inspire action. Viewing photos of the Sandy Hook massacre scene was legally banned though years later one parent questioned whether the images should have been seen. Publishing these images, some say, will show damage inflicted by weapons of war on the innocent. Or on a crowded mall, or a theater audience, or a grocery store or a church or any location where the unsuspecting gather. As journalists they argue that readers should be informed, should know all the details. "Tell 'em what happened," is the rule of thumb.

But, others argue, will publishing these photos stimulate pride and a sense of success in the twisted minds of the shooters? Or worse, stimulate the minds of would-be shooters? Will these graphic images serve as a badge of honor that inspires more violence among individuals disturbed by unknown motives? Will showing the images create new and bitter controversy among those who struggle with the issue of gun control? Will publication help or damage the news media's falling public trust?

More questions: Must parental or family approval be required should publication be considered? Essayists mostly agreed such approval would be necessary. But as one parent commented, publication is okay, but not my kid. One essayist suggested that parents would never agree to publishing such photos, but wondered whether, at least, is it time to ask?

Assessing photography's impact on history's passage is elusive. Photos can be precise by capturing the unchallenged moment of crisis. But a photo can also be subtle and open to individual interpretation. Each judgment to print or not print is specific. Lessons learned yesterday do not necessarily apply tomorrow. Each past challenge has been unique. A future call to print will likewise be unique.

A recent Neiman report offered a succinct question on the issue. "Are images of violence and death too distressing to publish—or too important to ignore?"

What do journalist readers of CONNECTING think?

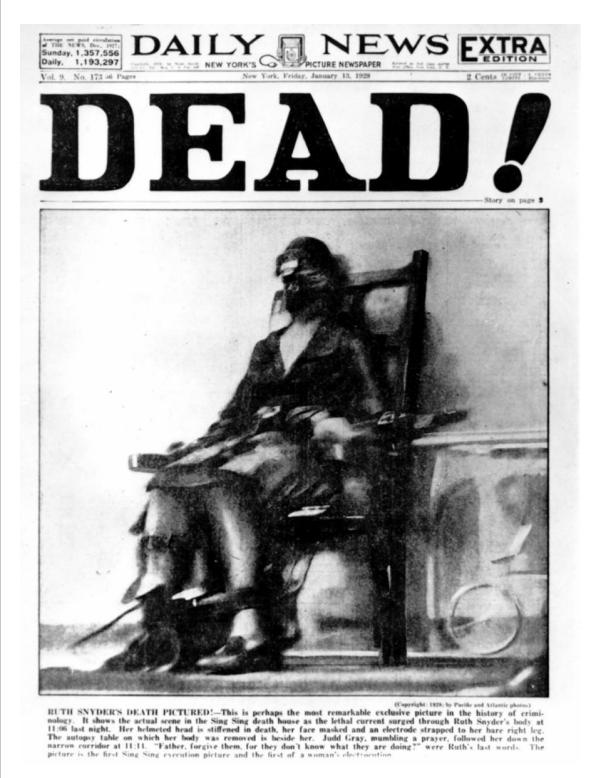
A brief, historical list of published harsh pictures

Mathew Brady's photographs of grisly Civil War slaughter appeared on the walls of his gallery and stunned those who saw them.

A photo of Abraham Lincoln's open casket display in New York prompted immediate orders to close the coffin. A Union general was severely disciplined for allowing the open casket and, worse, for permitting photographs. Offended Washington authority ordered prints and negatives destroyed. One print survived and turned up in 1951.



Chilling photographs were and remain available showing four Lincoln assassination conspirators, one of them a woman, hanging side by side on a gallows. Photo by Alexander Gardner.



The New York Daily News in 1928 published an execution photo of murderess Ruth Snyder. The image created a national impact and a thunder of criticism while at the same time doubled news stand sales. Photo by Tom Howard.

Pictures of slain Chicago gangsters, The St. Valentine's Day Massacre, were widely printed and turn up occasionally with current crime stories.



World War II photos of slain Allied soldiers were censored to avoid negative impact on the home front. Censorship thereby sanitized what Americans saw of the world's greatest conflict. Change came in September, 1943, after LIFE published a photo of three slain Americans, their faces buried in the sand of Buna Beach near New Guinea. Text justified the publication saying that Americans, turning complacent about the war, needed to see the cost of WWII in terms of lives as well as treasure. More photos of slain American warriors were printed. LIFE received letters about publishing morbid material. Letters to the Navy Department asked how could the government send young boys to die on Pacific island beaches. Photo by George Strock, LIFE.



Among WWII photos is a positive image – the American flag raising on Iwo Jima taken by Joe Rosenthal, AP. Posters, reenactments and repeated publication of the picture inspired \$25 billion in War Bond sales, and literally changed attitudes.

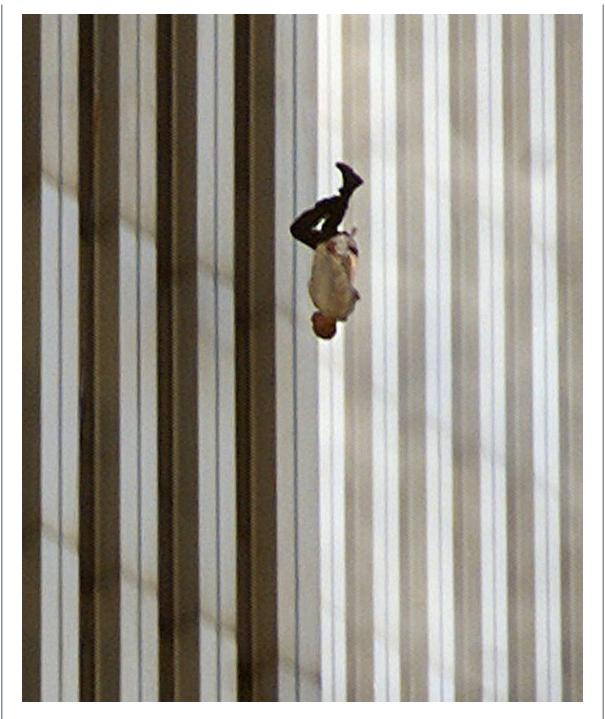
Pictures of horrific concentration camp scenes were published post-war, the rationale in part to show that these camps were not as advertised by Nazi propaganda and to make certain the Holocaust remain cemented in the world's collective memory.

A devastating 1955 open coffin photo of murdered African American child Emmett Till, shocking in its visual impact, was significant at Civil Rights activities. Emmett's mother insisted the coffin be open and Emmett's mutilated corpse be photographed so "The world could see what they did to my boy."

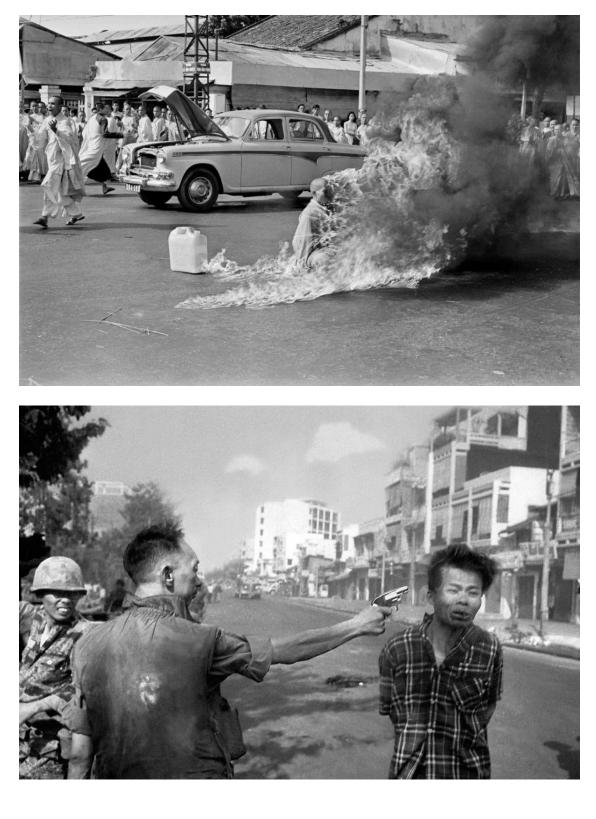
Decades before the Emmett image appeared post card photographs of news items showed floods, blizzards, accidents, and graphic images of lynched African Americans. Handwritten messages on many cards' reverse side offered family-to-family bits of news. The US Post Office banned lynch cards in 1908.



A photo of a child's limp body held gently in a fireman's arms at the 1995 Oklahoma City explosion won a Pulitzer Prize. Photo by Charles Porter IV.

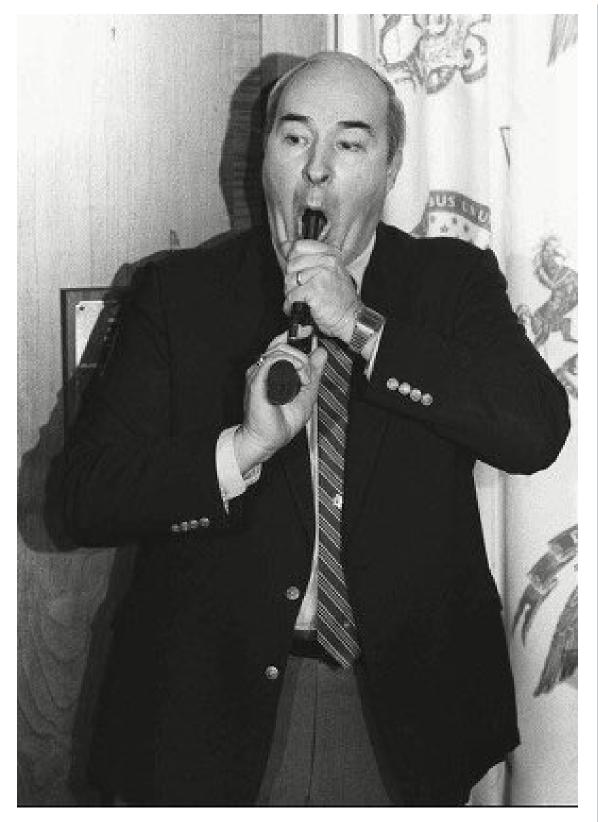


Images of 9-11 horrors included a heart-stopping photo titled Falling Man. The photo inspired articles, documentaries, a motion picture and a novel. But some papers did not print it. Photo by Richard Drew, AP.





Vietnam, a war photographed as no other, provided images in the 1960s and 70s not seen in previous wars. These AP photos above: Burning Monk (by Malcolm Browne), Saigon Execution (by Eddie Adams) and Napalm Girl (by Nick Ut). My Lai massacre scenes startled the nation, some photos of naked children were called obscene.



Pennsylvania State Treasurer Budd Dwyer put a gun in his mouth and pulled the trigger at a 1987 Harrisburg, PA, press conference. Tabloids played multiple pictures big, most others were more conservative. Photo by Paul Vathis, AP.

AP Archives history a story to savor

<u>Andy Lippman</u> – Valerie Komor's tales of the AP Archives is too good to do anything but savor, and I'm only partway through now.

Sometimes I feel like one of the ancients - having punched type and learning to read it on tape - but it was fascinating to read about how the AP covered Lincoln at Gettysburg.

And to think all of those letters to headquarters might have been lost forever although I think some of my letters might have been crumpled and tossed before being preserved.

Congratulations to Valerie for taking us on this journey. I wish I were physically able to visit in person - but this was the next best thing.

And I join Paul in saying any story is made better by the mention of Kelly Tunney, who started this historical journey for the company.

Seeing George Esper and Hugh Mulligan - two wonderful people who performed at the top of their games – was a treat.

Thanks for bringing the story to us.

Connecting series: Your new life's chapters following retirement

Malcolm Barr Sr. - At age 90, I continue as a part time correspondent for one of our four local news organizations, having written for all of them since my retirement from U.S. government public information offices in 1996. My decade with the AP ended in 1970 following the nationwide strike against the AP, and my appointment as press secretary to U.S. Sen. Hiram L. Fong (R-Hawaii).

Prior to joining the AP in Honolulu in 1961, I'd begun my journalism career at age 16 in the small northeastern British town of Whitley Bay, Northumbria, First it was the Seaside Chronicle, then the Whitley Bay Guardian. At 18, post WWII, the Royal Air Force called on me for three years, after which I joined the UK's Eastbourne Gazette & Herald Chronicle as sports editor, then moved to a similar position with the Derbyshire Times.

At 22, following RAF service at which time I edited our Technical Training Command publication, the Brampton Bulletin, I left the UK for Canada where I "began all over" by joining the weekly Cowichan Leader on British Columbia's Vancouver Island, moving shortly thereafter to the Nanaimo Daily Free Press where I also freelanced for the Victoria Daily Colonist magazine. From the Free Press, I joined the Vancouver Daily Province where I was assigned a general reporter. I lost that job to a merger (the Province/Vancouver Sun) and returned briefly with a new wife, to England and the

town (now a city) of Derby (home of Rolls Royce) where I fulfilled an old ambition to work for my hometown newspaper, then Lord Kemsley's Derby Evening Telegraph.

Six months later, I was on my way to America to join the Honolulu Star-Bulletin. Within the year, AP Bureau Chief Bob Myers invited me to join the AP. Six years later, I was transferred to the Washington Bureau where I was assigned to cover the Justice Department. Then came the strike ballot. Then still carrying a National Union of Journalists (NUJ) press credential, I was encouraged to join (actually, I was given no option) the American Newspaper Guild Local 222 (Washington) and ran for election as national president. My opponent, a UPI photographer, pulled out at the last minute and left me with a strike on my hands! Hence my decision to take a job offer from the senator that led to a series of public affairs appointments at the Departments of Labor, Justice and Commerce which led to a handsome retirement at age 64. With my second wife, the late Carol, we left the nation's capital, for our current home in the civil war town of Front Royal, VA.

That was in 2002 where I became a columnist with the local weekly, the Sentinel, moving later to the new tabloid in town, the twice monthly Warren County Report.

Meanwhile, I offered the occasional think piece to the Northern Virginia Daily, and currently I write for the town's first online newspaper, the Royal Examiner. As I write this, I have a submission ready to go about the upcoming memorial to the dogs of war on Memorial Day weekend. About 12 years ago, I re-started the local Memorial Day ceremony, later, in the past two years, establishing a "dogs of war" memorial ceremony each May along with our regular ceremony saluting all our veterans who gave their lives in the wars since WWII. My love for dogs is well known throughout our community and around 2010 I found myself president of our local humane society.

Born in London, my current hometown provided the first trained dogs that were sent into battle following Pearl Harbor in 1941. I should mention here that during the few years before my retirement, perhaps in preparation for, I began a 21-year career (my third in 90 years!) racing and breeding Thoroughbred horses. There's a book out about it, published in 2014, we called "1,000 to 1! (available on Amazon). I wrote it in conjunction with an old friend from Vancouver Sun days, the late Tom Ardies.

It's been quite a life for me with my love for journalism transcending all others, as they say (except, perhaps the dogs, two of which are my end of life companions).

It's been quite a life! Thanks for letting me tell it, and thanks for reading about it!

My weekend in Washington



<u>Susan Clark</u> - Joining me for dinner last Friday night at Mazi, a trendy Washington restaurant, was veteran AP White House reporter Darlene Superville (right). Darlene is part of a team of reporters providing coverage of the White House for AP members across the U.S. and around the world.

Connecting wishes Happy Birthday



Dennis Ferraro

Melissa Jordan

On Saturday to...

Carol Strongin

David Wilkison

On Sunday to...

Ted Anthony

Stories of interest

Diplomat: Russia might discuss swap for jailed US reporter(AP)

MOSCOW (AP) — Russia might be willing to discuss a potential prisoner swap with the U.S. involving jailed Wall Street Journal reporter Evan Gershkovich after his trial on espionage charges, a top Russian diplomat said Thursday.

Gershkovich, 31, his employer and the U. S. government all deny he was involved in spying and have demanded his release.

Deputy Foreign Minister Sergei Ryabkov told the state news agency Tass that talks about a possible exchange could take place through a dedicated channel that Russian and U.S. security agencies established for such purposes.

"We have a working channel that was used in the past to achieve concrete agreements, and these agreements were fulfilled," Ryabkov said, adding that there was no need for the involvement of any third country.

However, he emphasized that Moscow would only negotiate a possible prisoner exchange after a trial. "The issue of exchanging anyone could only be considered after a court delivers its verdict," he was quoted by Tass as saying.

Read more here.

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Exploring Advance Alabama's full out, all digital

strategy (Editor and Publisher)

Rob Tornoe | for Editor & Publisher

Down in Alabama, the digital future everyone keeps talking about in media circles just became the present.

At the end of February, the Alabama Media Group — part of Advance Local — ended the print editions of three newspapers: The Birmingham News, The Huntsville Times and Mobile's Press-Register.

The move to shut down the presses of three long-running newspapers (the history of the Press-Register dates back to 1813) might once have been greeted with handwringing by a nostalgic industry pining for the good old days. Instead, journalists in the Alabama Media Group find themselves in the enviable position of successfully transitioning from print to digital, all while growing the size of their newsroom in recent years from 89 journalists in 2018 to over 100 today.

Tom Bates, the president of the Alabama Media Group, said print subscriptions had declined to the point that printing newspapers three times a week (which they've done since 2012) was no longer a "profitable venture." Conversely, according to Bates, the newsroom reaches over a million readers daily on AL.com, and its digital advertising revenue has grown by 67% since 2017.

Read more here.

Coming events

Program details for May 19-21 AP Connecting reunion in Texas

Please join us for the May 19-21, 2023, AP Connecting reunion in the Dallas area. Cohosts are Mike Holmes of Omaha <u>imikeholmes@cox.net</u> and Diana Heidgerd of Dallas <u>heidgerd@flash.net</u> Registration information is below. Latest update: Here's the tentative program for the Saturday night, May 20, Tex-Mex dinner at the group hotel: Residence Inn DFW Airport North/Grapevine. Introductions

Quiz: How Much Do You Know about AP Staff, Stories & History? Win door prizes! Remembrances of late/great AP journalists Mike Cochran & Denne Freeman Recognition of AP staffers who've retired since the September 2021 Connecting reunion in Texas

Additional remarks & group photo

Registration: Two group meals are planned, Friday night May 19 (\$25 per person) and Saturday night May 20 (\$40 per person). You are invited to attend either meal or both (total \$65). Please pay your own way to all events (casual attire). Details on paying (check, cash or via Zelle) will be available after the May 1 close of registration.

Note: Some guests have only registered for the BBQ dinner on Friday night, May 19. Please consider also attending the Tex-Mex dinner on Saturday night, May 20, and be part of the remembrances & recognition program.

The reunion hotel is the Residence Inn DFW Airport North/Grapevine (details below), with free parking, free airport shuttle and free breakfast. This hotel also has a bar, restaurant and outdoor pool. Please reserve your hotel room by May 1. AP Reunion check-in will begin, with your co-hosts, on Friday afternoon, May 19, in the hotel lobby.

GROUP SCHEDULE:

Friday night, May 19: BBQ dinner (\$25 per person) at Meat-U-Anywhere in Trophy Club, operated by former AP journalist David Sedeno & his family.

Saturday night, May 20: Tex-Mex dinner (\$40 per person) at the group hotel: Residence Inn DFW Airport North/Grapevine. Remembrances & recognition program.

Sunday afternoon, May 21: Texas Rangers vs. Colorado Rockies game at Globe Life Field in Arlington. No group tickets left.

REUNION REGISTRATION (deadline May 1):

Email the name(s) of those attending & a contact phone number to Diana Heidgerd: <u>heidgerd@flash.net</u>

How many for group dinner Friday night, May 19 (\$25 per person) at Meat-U-Anywhere in Trophy Club, 91 Trophy Club Drive, Trophy Club, TX 76262. Includes BBQ meal, soft drink or tea, plus dessert. Restaurant is BYOB, no alcohol sold on the premises. Convenience stores are nearby. Please coordinate with Mike Holmes if you wish to donate funds/beverages for a 5 p.m.-6 p.m. happy hour <u>imikeholmes@cox.net</u> Dinner 6 p.m.-7:30 p.m. Note: We have to confirm the number of paid meals, so if you commit to attending BBQ dinner please be prepared to pay for your spot. You can reserve a spot but cancel no later than May 1, at no cost to you.

How many for group dinner Saturday night, May 20 (\$40 per person), from 6 p.m.-8 p.m. at the **Residence Inn DFW Airport North/Grapevine.** Includes Tex-Mex buffet,

iced tea, plus dessert. Beer, wine & mixed drinks available for sale at hotel bar. Note: We have to confirm the number of paid meals, so if you commit to attending Tex-Mex dinner please be prepared to pay for your spot. You can reserve a spot but cancel no later than May 1, at no cost to you.

GROUP HOTEL/RESERVE A ROOM by May 1: Includes free shuttle to/from Dallas-Fort Worth International Airport and within 5 miles of hotel.

Residence Inn DFW Airport North/Grapevine

2020 State Highway 26

Grapevine, TX 76051

972-539-8989 (call this hotel number to request the free airport shuttle)

Use this link to book (by May 1) at the AP Reunion rate: <u>Book your group rate for AP</u> <u>Reunion</u>

Would you like an accessible/special needs room? Call the hotel directly & ask for the "AP Reunion" rate. 972-539-8989.

Reminder: please register by May 1: heidgerd@flash.net

People planning to attend: (will be updated)

- -- Amanda Barnett
- -- Barry & Patty Bedlan
- -- Betsy Blaney
- -- Schuyler Dixon
- -- Katie Fairbank & Andy Herrmann
- -- Steve Graham
- -- Stephen & Andrea Hawkins
- -- Ron & Sue Heflin
- -- Diana & Paul Heidgerd
- -- Mike Holmes
- -- Dave & Darlene Koenig
- -- Stefani Kopenec
- -- Mark Lambert
- -- Dale & Linda Leach
- -- Dawn Leonard
- -- Terry Leonard
- -- John & Eileen Lumpkin
- -- John McFarland
- -- Michelle Mittelstadt
- -- Betty (Mrs. Burl) Osborne
- -- Charles & Barbara Richards
- -- Linda & Ed Sargent
- -- David & Ellen Sedeno
- -- Ed & Barbara Staats
- -- Jamie Stengle
- -- Paul Stevens
- -- Terry Wallace
- -- Melissa Williams Finn
- -- Sylvia & Will Wingfield
- -- David Woo

Today in History - April 14, 2023



Today is Friday, April 14, the 104th day of 2023. There are 261 days left in the year.

Today's Highlight in History:

On April 14, 1865, President Abraham Lincoln was shot and mortally wounded by John Wilkes Booth during a performance of "Our American Cousin" at Ford's Theatre in Washington.

On this date:

In 1828, the first edition of Noah Webster's "American Dictionary of the English Language" was published.

In 1902, James Cash Penney opened his first store, The Golden Rule, in Kemmerer, Wyoming.

In 1912, the British liner RMS Titanic collided with an iceberg in the North Atlantic at 11:40 p.m. ship's time and began sinking. (The ship went under two hours and 40 minutes later with the loss of 1,514 lives.)

In 1910, President William Howard Taft became the first U.S. chief executive to throw the ceremonial first pitch at a baseball game as the Washington Senators beat the Philadelphia Athletics 3-0.

In 1935, the "Black Sunday" dust storm descended upon the central Plains, turning a sunny afternoon into total darkness.

In 1949, the "Wilhelmstrasse Trial" in Nuremberg ended with 19 former Nazi Foreign Office officials sentenced by an American tribunal to prison terms ranging from four to 25 years.

In 1960, Tamla Records and Motown Records, founded by Berry Gordy Jr., were incorporated as Motown Record Corp.

In 1981, the first test flight of America's first operational space shuttle, the Columbia, ended successfully with a landing at Edwards Air Force Base in California.

In 1994, two U.S. Air Force F-15 warplanes mistakenly shot down two U.S. Army Black Hawk helicopters over northern Iraq, killing 26 people, including 15 Americans.

In 1999, NATO mistakenly bombed a convoy of ethnic Albanian refugees; Yugoslav officials said 75 people were killed.

In 2007, riot police beat and detained protesters as thousands defied an official ban and attempted to stage a rally in Moscow against Russian President Vladimir Putin's government.

In 2021, A white former suburban Minneapolis police officer, Kim Potter, was charged with second-degree manslaughter for killing 20-year-old Black motorist Daunte Wright in a shooting that ignited days of unrest.

Ten years ago: Hugo Chavez's hand-picked successor, Nicolas Maduro, won Venezuela's presidential election by a narrow margin over challenger Henrique Capriles. Adam Scott became the first Australian to win the Masters, beating Angel Cabrera on the second hole of a playoff on a rainy day at Augusta National. Colin Davis, 85, former principal conductor of the London Symphony Orchestra and one of Britain's elder statesmen of classical music, died in London.

Five years ago: President Donald Trump declared "Mission Accomplished" for a U.S.led allied missile attack on Syria's chemical weapons program, but the Pentagon said the Assad government was still capable of using chemical weapons against civilians if it chose to do so. Gun rights supporters gathered at state capitols across the country to push back against efforts to pass stricter gun control laws. Czech filmmaker Milos Forman, whose American movies "Amadeus" and "One Flew Over the Cuckoo's Nest" won a deluge of Academy Awards including Oscars for best director, died at a Connecticut hospital at the age of 86.

One year ago: The flagship of Russia's Black Sea fleet, a guided-missile cruiser that became a potent target of Ukrainian defiance in the opening days of the invasion, sank after it was heavily damaged. Ukrainian officials said their forces hit the Moskva with missiles, while Russia acknowledged a fire aboard the Moskva but no attack. Tesla CEO Elon Musk offered to buy Twitter, saying the social media platform he criticized for not living up to free speech principles needed to be transformed as a private company. (Musk would become Twitter's owner about six months later.)

Today's Birthdays: Actor Julie Christie is 83. Retired MLB All-Star Pete Rose is 82. Rock musician Ritchie Blackmore is 78. Actor John Shea is 75. Actor Peter Capaldi is 65. Actor-turned-race car driver Brian Forster is 63. Actor Brad Garrett is 63. Actor Robert Carlyle is 62. Rock singer-musician John Bell (Widespread Panic) is 61. Actor Robert Clendenin is 59. Actor Catherine Dent is 58. Actor Lloyd Owen is 57. Baseball Hall of Famer Greg Maddux is 57. Rock musician Barrett Martin is 56. Actor Anthony Michael Hall is 55. Actor Adrien Brody is 50. Classical singer David Miller (Il Divo) is 50. Rapper

Da Brat is 49. Actor Antwon Tanner is 48. Actor Sarah Michelle Gellar is 46. Actorproducer Rob McElhenney is 46. Roots singer JD McPherson is 46. Actor Claire Coffee is 43. Actor Christian Alexander is 33. Actor Nick Krause is 31. Actor Vivien Cardone is 30. Actor Graham Phillips is 30. Actor Skyler Samuels is 29. Actor Abigail Breslin is 27.

Got a story or photos to share?

Connecting is a daily newsletter published Monday through Friday that focuses on retired and former Associated Press employees, present-day employees, and news industry and journalism school colleagues. It began in 2013 and past issues can be found by clicking Connecting Archive in the masthead. Its author, Paul Stevens, retired from the AP in 2009 after a 36-year career as a newsman in Albany and St. Louis, correspondent in Wichita, chief of bureau in Albuquerque, Indianapolis and Kansas City, and Midwest vice president based in Kansas City.

Got a story to share? A favorite memory of your AP days? Don't keep them to yourself. Share with your colleagues by sending to Ye



Olde Connecting Editor. And don't forget to include photos!

Here are some suggestions:

- Connecting "selfies" - a word and photo self-profile of you and your career, and what you are doing today. Both for new members and those who have been with us a while.

- **Second chapters** - You finished a great career. Now tell us about your second (and third and fourth?) chapters of life.

- **Spousal support** - How your spouse helped in supporting your work during your AP career.

- My most unusual story - tell us about an unusual, off the wall story that you covered.

- "A silly mistake that you make"- a chance to 'fess up with a memorable mistake in your journalistic career.

- Multigenerational AP families - profiles of families whose service spanned two or more generations.

- Volunteering - benefit your colleagues by sharing volunteer stories - with ideas on such work they can do themselves.

- First job - How did you get your first job in journalism?



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