



# Regionally Speaking

A Publication of the North Central Business Education Association



## A Message from the President

By Beth Sindt, NCBEA President

*Twenty ten*, or is it *two thousand ten*? Are we talking about the year or about Microsoft Office? For those of you who had the opportunity to attend your state convention this year, you probably had a breakout session on Microsoft's new software. At three of the states' conventions, Corrine Hoisington presented sessions on Microsoft Office 2010 (**twenty ten**). What an energetic and entertaining person! I highly recommend that you try to get her to present at one of your conventions.

Speaking of conventions, I was able to attend six of the eight NCBEA states' conventions last summer and fall, and I look forward to attending the NBEA convention and possibly the WBEA convention in Reno, Nevada, in February and/or the M-PBEA convention in Fort Collins, Colorado, in June. I learn so many new things when I attend conventions, and I also enjoy the networking opportunities and meeting new business educators. While I hated paying the extra charges for my luggage and sometimes exorbitant parking fees at airports, I have to say that the educational and professional value I got from attending the conventions surpassed what any airline or parking garage could have charged! My thanks to the state representatives on the NCBEA board for helping me with all the arrangements. Special thanks to Karen Drage for going to Michigan's convention in my place and to Bob Murray for bringing greetings at the Minnesota convention.

I hope you are making plans to attend the NBEA convention in San Diego, California, March 30-April 3. It will be held at the San Diego Marriott Hotel & Marina. As usual, there are many hands-on computer sessions offered at ridiculously low prices; I plan to participate in at least two. Did you see who the first general session speaker is going to be? Remember watching the Disney movie *The Rookie* about baseball pitcher Jim Morris? Well, he will be there to encourage us to "never give up on a dream." The second general session, *Teaching the New Breed of "Entitled Kids,"* will be presented by Dr. Michele Borba; and Roger Crawford will speak at the closing general session, *How High Can You Bounce?*

Plan to join your colleagues on September 23 and 24 when the Minnesota Business Educators, Inc., will host the joint convention with NCBEA. **If you would like to present or help with the convention in some way, please contact Karen Drage, NCBEA president elect, [ksdrage@eiu.edu](mailto:ksdrage@eiu.edu).** The theme is *MBEI-OPOLY*, and the Sheraton Bloomington Hotel in Bloomington, Minnesota, is the location of the convention. For those of you who like to shop before heading home, Bloomington is the home of the *Mall of America* (and there's no sales tax on clothing!). IKEA is close by, and my students tell me it a great place to shop too.

...Continued on Page 2

Pictures throughout the newsletter are submitted by NBEA, SIEC/ISBE, and NCBEA members. NCBEA wishes to thank those who submit images for publication.

A Message from the President, Continued from Page 1...

Still available for purchase are the NCBEA CDs, which include many activities that coincide with the NBEA standards. These activities are great for your sub when you are gone from school. Soon our Marketing & Linkages committee will be requesting input for our next CD. More information will become available at [www.ncbea.com](http://www.ncbea.com).

Become an involved NCBEA member—attend conventions, volunteer to present a session, submit articles to this newsletter, help plan workshops, represent your state as an NCBEA board member, run for office, nominate colleagues for awards—**become a leader!**

I will be assuming a new position on my church’s leadership team. To prepare for that role, each of us was given a book to read. *Christian Reflections on the Leadership Challenge* edited by James M. Kouzes and Barry Z. Posner. In a nutshell, the authors came up with **the Five Practices and Ten Commitments of Leadership**, and I believe they apply to any institution or organization.

## PRACTICE

## COMMITMENT

Model the Way

Find your voice by clarifying your personal values.

Set the example by aligning actions with shared values.

Inspire a Shared Vision

Envision the future by imagining exciting and ennobling possibilities.

Enlist others in a common vision by appealing to shared aspirations.

Challenge the Process

Search for opportunities by seeking innovative ways to change, grow, and improve.

Experiment and take risks by constantly generating small wins and learning from mistakes.

Enable Others to Act

Foster collaboration by promoting cooperative goals and building trust.

Strengthen others by sharing power and discretion.

Encourage the Heart

Recognize contributions by showing appreciation for individual excellence.

Celebrate the values and victories by creating a spirit of community.

“The most significant contributions leaders make are not to today’s bottom line but to the long-term development of people and institutions that adapt, prosper, and grow.” (p. 128)

It is my hope that you will take advantage of the opportunities that your membership in NBEA has to offer. I have enjoyed my first six months as your NCBEA president, and I know the last six months will be just as fulfilling. I look forward to seeing **you** in a leadership position with your state organization, NCBEA, and/or NBEA!





## Ponderings from the NBEA President

By Karen Williams  
NBEA President

As business educators, we need to make a personal commitment to our profession and to our professional development. So how would you define professionalism? My definition of professionalism is “to make a commitment and to take the responsibility to meet and exceed established standards in business education; to enhance your professional life and the lives of those you meet, teach, mentor, and collaborate with; to demonstrate the qualities of integrity, honesty, and courtesy at all times; and to be a lifelong learner. Joe Patterno the coach at Penn State said, “You have to perform at a consistently higher level than others. That’s the mark of a true professional.” As an educator who influences impressionable minds on a daily basis, you need to lead by example.

When I first joined NBEA, I was a business education student at the University of Northern Iowa. It was a requirement of my methods classes—not an option. When I started my first teaching job, I automatically joined my professional associations—it was what teachers did—and this time I joined as a teacher, not a student. New teachers saw ourselves in a career, and we knew we could count on our professional organization to provide the services and support we would need in the days, weeks, and years ahead. Today we don’t have as many business education teacher training institutions (and a number of states are now recruiting teachers from business). As a result, many new teachers see teaching as a job not a career.

I thought it would be interesting to look up the definitions for “career” and “job” to see what distinctions could be drawn between the two. The definition of career is “an occupation or profession, especially one requiring special training, followed as one’s lifework.” Some synonyms for “career” include: “a calling” and “a lifework.” I found two definitions of a job that describe it quite differently from a career. The first is “a piece of work especially a specific task done as part of the routine of one’s occupation or for an agreed price”; the second is

“anything a person is expected or obliged to do.” Synonyms for “job” are “a task” or “a position.” Based on those definitions, a job sounds lifeless and more like a chore that has to be endured. Teaching for many, like me, is a passion. It is never boring, and the best days are those you can see you are truly making a difference in someone’s life. Is it frustrating? Sometimes. But the rewards far outweigh the challenges. I enjoy attending conferences to network with other educators and learn new instructional strategies, new technologies, and new and emerging trends. I look forward to receiving the publications of my profession so I know my lifelong learning process will continue even if I can’t attend conferences. And, there is always the opportunity to enhance my leadership skills.

Active participation in your profession shows a commitment to your professionalism. It shows you are willing to invest in yourself. This commitment will have far-reaching benefits and rewards—for you, your students, and your professional organization. I would encourage you to “step out” and be active in your profession and your professional association at all levels—local, state, regional, and national. Help recruit members, take on a leadership position, volunteer to mentor a new teacher, or present a session at a conference or convention. Make a difference—in your life and the lives of your students and colleagues. Charles Schulz, the creator of the Peanuts cartoon, once said, “Like a ten-speed bike, most of us have gears we do not use.” What would you answer is someone asked, “In which gear are you currently operating?”



Karen Williams • Beth Sindt • Victoria Hammer

See you at the...

**NBEA 2010  
Annual Convention  
San Diego, California  
March 30-April 3, 2010**



## 2009 NCBEA Awards

By Jody Emerson, Awards Chair

During the joint North Central Business Education Association and the 82<sup>nd</sup> Professional Development Conference of the Ohio Business Teacher Association, four 2009 Distinguished Service Awards were presented. The NCBEA Awards were announced during the Friday, October 30, 2009 Awards Luncheon held at the Columbus, Ohio, Courtyard by Marriott Convention Center.

The awards are based on outstanding contributions to business education in the following criteria areas: educational contributions, participation, involvement, publications, and civic contributions.

Four recipients in the following categories were recognized by NCBEA. The award recognition categories include Secondary/Middle School Business Teacher, Postsecondary Business Teacher, Collegiate Business Teacher, and Administrator of Business Education.



Georgina "Michelle" Lindsey was the recipient of the NCBEA Distinguished Service Award for Secondary/Middle School Teacher of the Year. Ms. Lindsey teaches technology courses to middle school students at the Ozark Upper Elementary School, Ozark, Missouri. One of her colleague said, "The district benefits so much from all you

do. You always are first to offer yourself to any request made. Your talents and grace under fire are appreciated. You give so much and ask so little." Ms. Lindsey's husband is Duane Lindsey and they are the parents of three daughters.



The NCBEA Postsecondary Teacher of the Year is Linda L. Harper, Professor of Information Technology at Richland Community College of Decatur, Illinois where she has taught for 31 years. Ms. Harper is Past President of Illinois Business Education Association. She has

two children, Michael and Kimberly, and one grandson, Royce, who also reside in Mt. Zion, Illinois. Ms. Harper developed the A.A.S. in Microcomputer Applications degree, which she more recently redesigned into the A.A.S. in Desktop Support Technology degree that Richland currently offers. She is the lead instructor over the program in the Information Technology Department. Linda has also taught hundreds of student's microcomputer application software to corporate clients. Ms. Harper former Dean stated the following about Ms. Harper: "She was one of my most highly regarded faculty members. She is one of those rare individuals who can and will perform at a level far above what is expected – she has demonstrated these characteristics throughout her career as an accomplished professional."



The NCBEA collegiate Teacher of the Year is Dr. Julie Chadd from Eastern Illinois University, Charleston, Illinois. Dr. Chadd currently holds the position as a Career and Technical Education Program Coordinator. She has been active in professional memberships where she has worked with editors on

professional publication, including publications for the National Business Education Association. One of Dr. Chadd's students had this to say about his award winter, "Outstanding does not even come close to describing the type of teacher she is. When I think of her, I think of three words – dedication, perseverance, and professionalism."



NCBEA's Outstanding Administrator-of-the-Year Distinguished Service Award recipient is Dr. Victoria A. Hammer from the University of Cincinnati, Clermont College, Batavia, Ohio. Dr. Hammer has been in education for more than 30 years and currently serves as the Associate Dean of Academic Affairs.

Her Dean at the university said the following: "Dr. Hammer is a dedicated leader and has special enthusiasm when that leadership involves technology and technology education. She has been a great addition to our college. I look to her for her innovative ideas and value her as a partner in the leadership of the college." Dr. Hammer's spouse is Michael C. Hammer and she is the mother of four sons – Ryan, Mark, Matthew, and Brandon.

*Congratulations to these outstanding educators!*

NCBEA Awards Forms can be found at <http://www.ncbea.com/forms.html>

## Fall 2009 Convention Highlights



Beth Sindt & Dena Irwin at Indiana



Matt White & Beth Sindt at Indiana



Kimberly Schultz presenting winner, Vicki Falk, with the 50/50 Auction prize in Ohio





## Report from NBEA Executive Board Meeting

By Maurice S. Henderson  
NBEA Representative

The fall 2009 NBEA Executive Board meeting was held on November 6 & 7, 2009 at the San Diego Marriott Hotel and Marina, San Diego, CA, the site of the 2010 Annual Convention. The meeting began with welcoming remarks from NBEA President Karen Schneider Williams and NBEA Executive Director Jan Treichel. Highlights from the meeting are provided in this memo.

**Written and Oral Reports:** Written and oral reports including accomplishments related to the Program of Work and the Strategic Plan were presented and approved. The Strategic Planning Committee met in August and revised the Strategic Plan focusing on five initiatives: Membership, Curriculum and Instruction, Technology, Organizational Structure and Leadership.

**Unfinished Business:** Membership continues to be a top priority for NBEA; therefore, a significant amount of time was devoted to the topic. Updates were provided for the following areas: 2010 NBEA convention, national business honor society, AP accounting and DPE affiliation with NBEA. The board accepted the request for affiliation from DPE contingent upon mutually acceptable operational and financial specifics.

A technology task force committee update was provided. The technology task force had three charges. They were membership marketing, convention promotion and professional development. A demonstration on the NBEA fan page on Facebook was provided. A lengthy discussion of Twitter, blogging using Wordpress, Webinars, podcasting as well as the new NBEA website took place.

The task force committee felt that the website should be the main access point to all of the above resources. A communities section will appear on the new NBEA website. That communities section will give access to Facebook, Twitter and blogging.

A summary of each of the Regional Association Improvement Plan Update was given by each of the officers. President Williams started the review of the plans with the Western Region. Madge Gregg summarized the Southern Region. The North-Central Regional Plan was discussed by Sharon Fisher-Larson. Dennis Krejci explained the Mountain-Plains Plan. The Eastern Region did not submit a regional plan. President Williams applauded the regional presidents who sent in their regional plans. Discussion was held on the plans.

Contracts for NBEA conventions were signed as follows: 2013 in Atlanta and 2014 in Los Angeles at LA Live.

**New Business** Dates for the spring 2010 and fall 2010 executive board meetings were finalized. The board reviewed and accepted the publications report, the recommendation to begin a revision of the leadership development materials and the revision process for the 4<sup>th</sup> edition of the National Standards for Business Education. The board also approved the recommendation to provide an electronic version for future editions of the National Standards for Business Education. The board also permitted NBEA and Cengage to continue the investigation of a business education certification for secondary students.

A lengthy discussion was held on the status of EBEA. The board approved discontinuation of the 10% membership dues sharing to EBEA. The EBEA representative to the NBEA board will remain until June 30, 2010. The dues sharing and board representation will be reinstated once EBEA becomes operational and sustains effective governance for a period of two years.

NBEA is working collaboratively with Insights, a public television hosted by Hugh Downs. Karen will be serving as a content editor for this year. She will be reviewing 10 to 12 short programs for their technical accuracy that will be used in the coming year.

**Audit Report:** The financial audit of the National Business Education Association was presented by Mr. David Jones, CPA representing the accounting firm of Ribis, Jones and Maresca, P.A. Mr. Jones stated the organization was fiscally sound despite a \$319,422 deficit. He attributed the deficit to a decrease in market value of investment and a general rise in operating expenses. Membership revenue declined by approximately \$86,000 for the 2008-2009 fiscal year. Membership revenue drives many other aspects of the organization. Mr. Jones is very concerned with the drop in that revenue, since this is the single most important revenue for NBEA.

**Executive Board Committee Meetings:** Members of the Finance Committee and Program of Work Committee met on Saturday morning. The Finance Committee reviewed the financial report with the auditor. The Program of Work Committee worked to align the Program of Work with the Strategic Plan. Committee reports were presented and discussed Saturday afternoon.

**Closing Remarks** were provided by President Williams and Executive Director Treichel.

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*For NCBEA Board Reports and NCBEA meeting minutes, visit <http://www.ncbea.com/board.html>*  
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## Conference Highlights...

# Minnesota

By Bob Murray, MN Representative

# BYTES 4 Business

was the theme of Minnesota Business Educator's Inc (MBEI) fall convention held in Moorhead, Minnesota. The 89 convention attendees enjoyed a keynote address about Online Safety by Mike Detloff of the Moorhead police department, 14 topic sessions, and the most popular, Microsoft Industry tour.



Fran Dexter, state membership director welcomes an attendee



Diane Rutherford and Marie Gibbons, Grand Rapids High School enjoyed the Microsoft tour.

At the Awards luncheon the following awards were given.

- Teacher of the Year--Outstanding Contributions to Business Education by a Secondary Business Teacher went to Candace Lee, Wayzata High School, Wayzata, MN
- Teacher of the Year--Emerging Professional went to Tyler Shepard, Wayzata High School, Wayzata, MN



Tyler Shepard, Denita Clapp, and Candace Lee

- BEST Award went to Kathryn Larson, Owatonna High School, Owatonna, MN
- BEST Award went to Donna Krueger, Comfrey High School, Comfrey, MN
- President's Award went to Denita Clapp, Moorhead Public Schools, Moorhead, MN

## Focus On...

# Thoughts on Leadership

## Twelve Ways to Better Team Building – Ellen J. Belzer

1. **Start with pre-meeting politicking.** Find out why the “players” signed on to be part of this particular team.
2. **Map out a team mission.** Do this before the first meeting so everyone knows what the mission is; keep in mind that goals of the team may slightly change the mission, so remain flexible.
3. **Define roles.** Clearly identify each person’s role within the group.
4. **Create a group identity.** Give the group a formal name; enhance the team’s identity by publicizing the status of its project and the team’s accomplishments.
5. **Draw up a game plan.** Indicate how people will interrelate. Each person must understand what he or she and everyone else needs to do to reach the goal.
6. **Use liberal doses of “we” and “our”** to help build team spirit.
7. **Don’t be a “fact hog.”** Be generous with information and give the background on a project, including why it’s a priority and what impact it will have on the company as a whole.
8. **Encourage networking.** Projects can fall through the cracks unless team members stay in frequent contact; make sure all team members know the dates and times of meetings and conference calls.
9. **Encourage play time.** Plan social events where team members can interact on a more personal basis. Serve food at all meetings—sharing food or drink can create psychological bonds.
10. **Reinforce the team concept.** Praise the entire effort without singling out individuals. If you want to praise one individual, do it one on one—not in front of the whole group.
11. **Use humor.** When we can laugh together, we feel more bonded as a group.
12. **Develop an open atmosphere.** All ideas are important—create a brainstorming atmosphere where there are no wrong answers. Make decisions by consensus rather than by vote; voting is divisive –one side always loses.

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by Warren Bennis

Few great accomplishments are ever the work of a single individual. “None of us is as smart as all of us.” People from various backgrounds and disciplines can “refract a problem through the prism of complementary minds allied in common purpose.”



Call for

# Articles

Regionally Speaking can be found as a link on the NCBEA Website:

<http://www.ncbea.com>

Submit articles to:

Sue Elwood  
[@mchsi.com](mailto:@mchsi.com)

# Hope to Meet You Down Under!

**SIEC Conference 2010  
Albury Wodonga, Australia**



Judee Timm, Ph.D.  
President, ISBE  
[jtimm@mpc.edu](mailto:jtimm@mpc.edu)

Exciting plans are being made for the 82<sup>nd</sup> SIEC International Conference that will be held on July 18-23, 2010, in Albury Wodonga, Australia. The conference theme next year will focus on “Ethics and Sustainability in Business” and feature a pre-conference tour starting in Melbourne and post-conference tour ending in Sydney via Canberra, Australia.

As many of you already know, SIEC conference registration covers the cost of the conference sessions, most meals, and several tours of businesses and local historical attractions. Conference planners are working hard to keep the conference registration costs down which now are estimated to be \$800 (U.S.). SIEC conferences are always culturally educational and collegial experiences shared with many of our colleagues throughout the world. If you have an interest in presenting at the conference, you can access the Call for Presentations on the SIEC-ISBE website at [www.siec-isbe.org](http://www.siec-isbe.org). Additional information about the conference activities can also be accessed from <http://www.siec-isbe.org.au/conference/>. I do hope you consider taking advantage of this wonderful opportunity. You, too, might be able to hug a koala!

**Membership in the International Society of Business Education (ISBE) is only \$30 when you join NBEA.**

## **NBEA Professional:**

This level of membership is available to individuals and includes all NBEA services and publications.

*Annual Dues: \$80*

## **International Society for Business Education (ISBE):**

At this level, members receive all of the benefits offered in the professional category plus membership in the United States Chapter of ISBE. Membership at this level includes all NBEA services and publications plus two issues of the *U.S. Chapter of ISBE Newsletter*.

*Annual Dues: \$110*

**(The NBEA membership form is located on the following page. If you prefer, you can join online at <http://www.nbea.org/memberfben.html>.)**

## Bylaws Changes

The following Bylaws were voted on and approved at the Annual Business Meeting in Columbus, Ohio, October 30, 2009.

During the Administrative Board Meeting in Grand Rapids, Michigan, on October 1, 2008, the Bylaws and Standing Rules Committee ***moved to add a new section, to become Section 5, to Article IX of the bylaws entitled “Electronic Meetings and Voting.” The content should read, “The Administrative Board, Executive Board, Standing Committees, and Special Committees are authorized to meet by telephone conference or through other electronic communications media so long as all members may simultaneously hear each other and participate during the meeting. Electronic voting may be used for NCBEA business as needed.”***

During the Administrative Board Meeting in Grand Rapids, Michigan, on October 1, 2008, the Bylaws and Standing Rules Committee ***moved to change the words “two weeks” to “30 days” in the statement found in #4 of Article XI, Section 1, which will read as follows: “Amendments to the bylaws require approval of the Administrative Board, notification of NCBEA members 30 days in advance of the business meeting, and a majority vote of members present at the business meeting.”***



# NCBEA Board

- President**.....Beth Sindt  
*Hawkeye Community College, Waterloo, IA*
- President Elect**..... Karen Drage  
*Eastern Illinois University, Charleston, IL*
- Immediate Past President**..... Kimberly Schultz  
*Kirkwood Community College, Cedar Rapids, IA*
- Secretary**..... Sue Elwood  
*Northeast Iowa Community College, Calmar, IA*
- Treasurer**..... Twana Hulen  
*Northeast Randolph County R-IV, Cairo, MO*
- Student Representative** .....Jeremy Joecks  
*University of Wisconsin*
- NBEA Representative** .....Maurice Henderson  
*Eastern Michigan University, Ypsilanti, MI*
- Illinois State Representative** ..... Karen Drage  
*Eastern Illinois University, Charleston, IL*
- Indiana State Representative**.....Greg Valentine  
*University of Southern Indiana, Evansville, IN*
- Iowa State Representative**.....Jody Emerson  
*Green Valley Area Education Agency, Creston, IA*
- Michigan State Representative**..... vacant
- Minnesota State Representative**.....Bob Murray  
*Littlefork, MN*
- Missouri State Representative**..... Michelle Lindsey  
*Ozark Upper Elementary, Ozark, MO*
- Ohio State Representative**..... Christy Culver  
*Marion Technical College, Marion, OH*
- Wisconsin State Representative**.....Debbie Stanislawski  
*University of Wisconsin—Stout, Menomonie, WI*
- Newsletter Editor** ..... Sue Elwood  
*Northeast Iowa Community College, Calmar, IA*
- Web Master** ..... Tonya Skinner  
*Jackson Senior High School, Jackson, MO*
- ISBE Representative**..... Pat Wissen  
*Retired*
- NBEA Executive Director**..... Janet M. Treichel  
*NBEA, Reston, VA*
- NBEA President** .....Karen Williams  
*San Diego Mesa College, San Diego, CA*

**NCBEA Web Site**..... [www.ncbea.com](http://www.ncbea.com)

## NCBEA Officer Rotation

- July 1, 2010 ..... IL, IN, IA, Secretary, President Elect
- July 1, 2011 ..... WI, MO, NBEA Rep, President Elect
- July 1, 2012 ... MN, OH, MI, Treasurer, President Elect

## NCBEA Convention Rotation

- Summer/Fall 2009..... Ohio
- Summer/Fall 2010.....Minnesota
- Summer/Fall 2011..... Wisconsin
- Summer/Fall 2012..... Iowa
- Summer/Fall 2013..... Indiana
- Spring 2014 .....NBEA/NCBEA Region  
(subject to change)
- Summer/Fall 2014..... Illinois
- Summer/Fall 2015.....Missouri
- Summer/Fall 2016..... Ohio

## Upcoming

# Conferences

March 31-April 3, 2010

### NBEA Convention

San Diego, CA

July 18-23, 2010

### SIEC/ISBE Convention

Albury Wodonga, Australia

September 23-24, 2010

### MBEI/NCBEA Fall Conference

Bloomington, MN

### FUTURE NBEA CONVENTIONS

April 20-23, 2011	New Orleans, LA
April 3-7, 2012	Boston, MA
April 16-21, 2013	Atlanta, GA
April 15-19, 2014	Los Angeles, CA



Ohio State Rep Christy Culver receives  
OBTA Post-Secondary Teacher of the Year Award



A new edition to Student Rep Jeremy Joecks' family!



## Reach for the STARS

An NCBEA Publication Written by  
Teachers for Teachers 2008-2009

Correlated with NBEA Standards

The North Central Business Education Association (NCBEA) is comprised of National Business Education Association members from Illinois, Indiana, Iowa, Missouri, Michigan, Minnesota, Ohio, and Wisconsin. In 2000, NCBEA agreed to support special membership benefits for the members by providing perks during the year. Eight years ago, NCBEA published its first **Technology Activities for Business Education** as a service to members and to provide additional funds for NCBEA. The publication was a success and was followed two years later by **Technology Activities for Business Education Plus! 2002-2003**. In 2004 **Activities for Student Success** was released followed by **Creative Activities for YOU in Your Classroom** in 2006. We are proud to offer **Reach for the STARS!** This publication has 45 classroom activities submitted by teachers from the North Central Region. Not only will you find activities for technology, but also good, old fashioned, pen & pencil activities. All these activities are on a CD which enables you to open files and modify as needed for your classroom.

If you wish to order the CD and have it sent to you, please send \$11.75 for the CD. **Make checks payable to North Central Business Education Association.** Send the form below to Sharon Fisher-Larson, NCBEA CDs, 803 Rambling Brook Circle, Elgin, IL 60124. If you have any questions, her E-mail address is [satbfl@aol.com](mailto:satbfl@aol.com).

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**Limited copies of the 2006, 2004 and 2002 publication are still available. If you would like these, please include \$6.75 for each additional CD.**

Please send me [  ] 2008 (\$11.75) [  ] 2006 (\$6.75) [  ] 2004 (\$6.75) [  ] 2002 (\$6.75)

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