



Emma Velasco,
President

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A Letter from the Detroit Scots' President

Dear Fellow Society Members,

Greetings to everyone – I missed you all since I was absent from the November meeting. Thank you to Gary Ralston for leading the meeting in my absence. I am very grateful for dedicated members who are willing to step in when the occasion arises.

You can read about the November meeting elsewhere in this newsletter, so I'll spend my short time here on a broader topic: community. Of course, the St. Andrew's Society of Detroit serves the greater community through benevolence and charity. But the very fabric of our Society is community among ourselves, its members.

As we round out our program and fiscal year, I hope that you realize the extraordinary efforts made within our ranks to deliver a well-rounded, fun, and successful year that included:

- The Annual Highland Games
- Fish Fry nights
- Membership meetings
- Happy Hour/Pub Nights
- Burns Night celebration, Tartan Ball and Whisky Tastings
- Open Library hours, genealogy programs, pipe band practices, and too many committee meetings to mention.

Next year, we plan to spruce up the building landscaping, continue to stay on

top of our Hall maintenance needs, and add a Program Director to our office staff to increase our program offerings (for members as well as the public), expand our outreach and set a path for the longer-term vision of the Society. These new items are included in the proposed budget that will be presented by our Board Chair John Cherry at the December meeting.

Additionally, we will elect officers and committee chairs to continue the work of administration and direction for the Society and the Kilgour Scottish Centre. These positions are important to our success as a Society, and just as importantly, critical to our success as a healthy community. To remain viable, we must work together toward the same goals – these elected and appointed positions are key to making all these things happen. I welcome our newer members to share their skills with the Society through service on one of our many working groups – a great way to meet more of our community and develop new friendships.

Let's support each other as meaningfully as we support our benevolence recipients. Let's make 2019 a year of community, kindness and excitement as we work together toward a very successful year.

Happy Holidays and Happy New Year!

Yours Aye,

Emma Velasco, President



Your Donations in November



by Ann Campbell,
Benevolence Chair

Our November Charity was Vietnam Veterans Chapter 154. Their President, Steve Bago and their Treasurer, Michael Jacobi joined us. Steve shared with us how overwhelmed and most appreciative the veterans were at the Veterans Hospital when they received all the blankets, etc., from our members last year. This year our tax forms totaled \$2,855.00 which included blankets, some knitted and crocheted, socks and toiletries, again for the Veterans Hospital. Also, I am sending them a check in the amount of \$190.00, a portion of which was matched by St. Andrew's Society.

I hope that you were pleased to hear from Angela Costello, Customer Service Specialist, Oakland Community Health Network and Joyce Rupp, Program Manager of Easterseals Dreams Unlimited Clubhouse, along with Karen, a member. They certainly explained so much about mental health and where you can get help.

Our 50/50 was given to Easterseals Dreams Unlimited Clubhouse - \$175.00, which we matched for a total of \$350.00. Cliff Scott was the winner of the 50/50 and he donated it to the Flower Fund. Thank you, Cliff.

Our Benevolence was Guardian Angels Medical Service Dogs, Inc. We were very pleased to have one of the recipients, Mark Brancheau and his service dog, Ruppert, as well as Barbara Oshnock who is one of the dog trainers. Mark accepted the \$2,000.00 check and talked about how much Ruppert has changed his life.

December Membership Meeting News

The next membership meeting will be held on Monday, December 3, 2018. The social hour starts at 6:00 p.m. and the initiation of new members and meeting will begin at 7:00 p.m.

Please bring a potluck dish to share, and add a label of ingredients for those with allergies.

Charity for December is Toys for Tots. We are hoping to have some Marines in attendance.

Our 50/50 is Maggie's Centres – Maggie Keswick Jenks Cancer Caring Trust. They are a network of drop-in centres across the United Kingdom and Hong Kong, which aim to help anyone who has been affected by cancer. They are not intended as a replacement for conventional cancer therapy, but as a caring environment that can provide support, information and practical advice. They are located near, but are separate from, existing NHS hospitals.

Our Benevolence is Middlemas Matching.

Non-members are always welcome at our meetings to learn more about who we are and what we do.



TOYS FOR TOTS



*Maggie's
Centres for Cancer
Support*

St. Andrew's Society of Detroit 2018 / 2019 Calendar

Date	Event	Food	Charity	50/50	Benevolence
December 2018					
No Trustees meeting					
No House Committee meeting					
12/1	Decorate the Hall 9:00 am				
12/2	Pipe Band party				
12/3	Membership Meeting Election of Officers/Trustees	Potluck	Toys for Tots	Maggie's Centres	Middlemas Matching Account
12/08	St. Andrew's Day Tartan Ball				
12/11	Executive Committee Meeting 6:00 pm - 2019 planning meeting				
12/15	Open Library Hours 10:30 am-3:00pm				
January 2019					
1/05	Take down decorations 9 am				
1/07	Membership Meeting Installation of Officers & Trustees	Chili Cook Off	S. Oakland Citizens for the Homeless	C.O.T.S.	Pipe Band
1/10	Executive Committee Meeting 6:00pm (Special date)				
1/15	House Committee Meeting – 5:00 pm Trustees Meeting – 6:30 pm				
1/19	Open Library Hours – 10:30 am – 3:00 pm				
1/26	Burns Night Celebration - Details to follow				

Toys For Tots - Let me shop for you!

The December meeting of the Society is a great time for us to thank the Marines for all they do. The St. Andrew's Society of Detroit has supported the Marines and their Toys for Tots Program for over twenty years. If you are not going to be able to attend this meeting or will not be able to get out to do your own shopping but would still like to contribute, I'd be happy to do your Christmas shopping for you. Please mail me a check before Friday, November 30, I will buy an appropriate toy and together we can make it a little happier Christmas for others.

Cathy Hasse
5940 Pontiac Trail
Orchard Lake, MI 48323



New Detroit Scots Welcome Corner

We would like to welcome our newest members, sworn in at the November 2018 membership meeting:



- Michael McPhee
- Tim Reade
- Joan Martin (McNeill)
- Marjorie Cowan

Proposal for Change in SASD By-Laws

ARTICLE XVI – General Membership Meetings page 13

CURRENT LANGUAGE:

Section 16.03 New members shall be initiated at every general membership meeting, and a celebration for all new members shall be held annually.

PROPOSAL:

Section 16.03 NEW MEMBERS SHALL BE INITIATED AT THE MARCH, JUNE, AND OCTOBER MEMBERSHIP MEETINGS. INDIVIDUALS WHO APPLY FOR MEMBERSHIP SHALL BE PRESENTED FOR APPROVAL & ELECTED TO MEMBERSHIP UPON RECEIPT OF APPLICATION. INITIATION MUST TAKE PLACE NO LATER THAN THE SECOND OPPORTUNITY FOLLOWING THEIR ELECTION OR THEIR APPLICATION IS NULL AND VOID. A CELEBRATION WILL TAKE PLACE FOLLOWING INITIATION CEREMONY.

Making this move would also enable the Society to bring back the St. Andrew's Dinner in late November and the Tartan Day Ceilidh in early April each year, as is stated in the Constitution.

Going to this schedule would also bring back the "rehearsal" for applicants prior to their initiation. The rehearsal would take place a week or so before the initiation. Affording them the opportunity to meet the officers and chairpersons and to tour the Kilgour Centre and give them an opportunity to understand our charity obligations and how they can volunteer. A celebration will take place following each initiation ceremony.

November Meeting Pictures



IN OUR THOUGHTS

Past member Bob Boswell passed away recently in Florida. His wife Sue was also a member before moving to Florida. Here is the link to his obituary. A memorial service is planned in Michigan.

<https://www.settlewilderfuneralhome.com/notices/Robert-Boswell>

Please notify our Chaplain, Scott Hunter, whenever a member of the society is hospitalized, in need of spiritual assistance, or has passed away. He can be reached via email at frscotthunter@gmail.com or his phone number is 313-610-5386.



BIOGRAPHIES FOR ELECTED EXECUTIVE OFFICER POSITIONS

Emma Velasco

Candidate for the position of President

See November Fling

Gary Ralston

Candidate for 1st Vice President

See November Fling

Doug Reith

Candidate for 2nd Vice President

Doug Reith has been an active member of St. Andrew’s Society for almost four years now. For the past couple of years, he has been active on the Communications Committee, assisting with the Society’s websites. Doug has also volunteered one-or-more-times with the Highland Games, Fish Frys, Christmas Decorations, as well as on the Kilgour House Committee. He has also attended the past two Scottish North American Leadership Conferences held here in Michigan (2015, 2018).

In the past, Doug has held leadership positions as

- member and Chair of the Board of Trustees at the Presbyterian Villages of Redford (PVM),
- Chair of the Capital Project Building Committee, St. Ephrem Catholic Church, Sterling Heights, and
- Cub Master, Cub Scout Troup 253, Plumbrook Elementary School, Sterling Heights.

Doug has had several years experience auditing ISO9000 and TS16949 standards in his position as Business Processes Manager, at Magna Seating, Novi, Michigan. He is currently semi-retired. Doug is also a Registered Professional Engineer (Michigan), and a Project Management Professional (PMP - Project Management Institute).

He looks forward to bringing his skills as a leader, facilitator, and project manager to the Society in the position of 2nd Vice President.

Coreen Hall

Candidate for Society Treasurer

No Response

Dave Martin

Candidate for the position of Piper

See November Fling

Shelby Rohr

Candidate for Communications Director

See November Fling



Christmas Greetings

Candidate for Cultural Activities Director(Open)

Candidate for Recording Secretary (Open)

BIOGRAPHIES FOR ELECTED EXECUTIVE OFFICER POSITIONS,continued

Rosemary Newton **Candidate for Membership Secretary**

I joined the St. Andrews Society of Detroit in April of 2014. April is my birthday month and it was my birthday present to me. I had considered it well overdue to become a member of our Society and felt as a retiree after 50 years in the work place it was time to feed my soul and work on my bucket list while honoring my mother's memory.

It was a great honor for me when in 2016 I was asked if would like to take on the volunteer position of Membership Secretary for the Society. It is a role I relish and it is well within my capabilities and time availability to continue in the role.

During the time I have been Membership Secretary I have streamlined the processes, cleaned the data in the membership file to enable minimum return mail, collaborated with other volunteers with overlapping requirements to enable the effectiveness of their processes, and ensured that all active members dues are received and documented correctly. All of this was possible due to my background in mortgage banking which afforded me the skills in both word and excel. In addition, there has been an increase in the number of new member with 44 applicants and new member this year. Comparison is 2014 @ 22, 2015 @ 15, 2016 @ 27, 2017 @ 26, 2018 @ 44.

In the USA I worked in mortgage banking for thirty years. I was with Bank of America for many years before I was approached by J.P. Morgan Chase (head hunted) and took a position with them which I held until retirement. Prior to moving to USA I worked in England for Rolls Royce in Derby. I then worked for The Nottingham City Council. After that I travelled Europe extensively as an Airline Attendant.

My Scottish back ground is from both sides of my family. On my mother's side we are Moffat, on my father's side we are Kay feil to Davison. Therefore, I am entitled to three Scottish clans.

BIOGRAPHIES FOR ELECTED BOARD OF TRUSTEE POSITIONS

George Boyd
Candidate for Reelection to Trustees
See November Fling

Ann Campbell
Candidate for Reelection to Trustees
See November Fling

New Candidate For Trustee (Open)

Follow the Detroit Scots on:



*2018 ST. ANDREW'S
TARTAN BALL*

*Saturday, December 8th
Kilgour Scottish Centre
6:00 PM*

*Kick off the Holidays with the
St. Andrew's Society of Detroit*

*Volunteer Awards
New Member Celebration
Dinner*

*Tickets are only \$35 per person
Available on DetroitScots.com or
Call Micki at 586-435-4310*

Deadline is Thursday, Dec 6

*Cash Bar
Formal Dress*





The 6th Annual Frank Hasse Chili Cook-off



MEMBERSHIP ONLY

Date: January 7, 2019

General Membership Meeting

Kilgour Scottish Centre
2363 Rochester Road
Troy, MI 48083

Notify Jud Cole
(ajcole@ameritech.net) if you are
planning to participate in the
contest by **January 1st**.

A head count is needed to be sure
we have enough supplies.



2019 ANNUAL HIGHLAND GAMES

We're back.....Even though it is not official yet, we are off and running so we can present the best Annual Highland Games ever when August 2-3, 2019 arrives. This will be the 170th Annual Highland Games presented by the St. Andrew's Society of Detroit. We have had a few 'brainstorming' meetings and are excited to be back as your leaders. In the next edition of the Highland Fling, we will have some dates for you to put on your calendar so you'll be ready to join us in planning and preparing for the big event. Meanwhile, if you have some ideas, comments, questions or just want to stop by and say 'hi', please do so on Monday, December 10 at 6:30. It will not be a formal meeting, but rather just a "we are anxious to get fully rolling" meeting. Please remember that we are just the 'main' chairs and we need all of you to support us and work with us. If you cannot come on the 10th, no worries, there will be lots of other times when we will definitely welcome your input. And, remember, you can contact any of the three of us at any time.

Cathy Hasse, Jerry Beasley and Glen Milligan

Your Problem is Solved!

Are you tired of trying to think of a little something different to put in the Christmas stockings that you are filling? Or are you working at coming up with a different gift idea to give your postal carrier, starter at the golf course, or person who shovels your snow? Well, here is a solution to your problem. Give a two-for-one gift of a Highland Games Raffle ticket. This gift will benefit the receiver and will also help the Highland Games. Remember, all of the money that is earned from OUR raffle goes to OUR scholarship fund. So, actually your money is being used three-fold!! What a bargain!! There will be Raffle tickets for sale at the general membership meeting in December. Or you can contact Cathy Hasse at hasshouse2@gmail.com or at 248-760-9252 and she will send you as many tickets as you would like. Price is \$5.00 per ticket. The prizes are \$2,500 for the Grand Prize, \$1,000 for 1st prize, and \$500 for 2nd prize. Think of how easy this would be to do. And, don't forget the kids and grandkids... they like the idea of taking a chance, too.

Tartan Tidbits

Did you know your purchases can make a difference? AmazonSmile donates to The St. Andrew's Society Of Detroit when you do your holiday shopping at smile.amazon.com/ch/38-1312689.

This holiday, make a difference while you shop

Shop for holiday gifts and supplies at smile.amazon.com and Amazon donates

You shop. Amazon donates.

amazonsmile

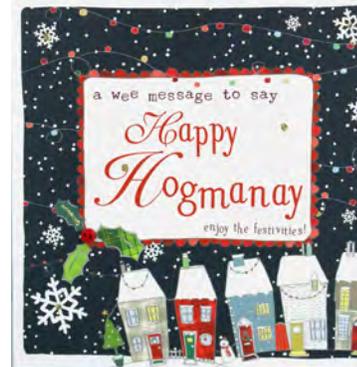
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Greenmead's "Highland Tea", November 3, 2018

By Ron Cunningham

I want to send out a big THANK YOU to those members who helped make this year's Sold Out Highland Tea fundraiser a great success.

Billy Merrifield and Stuart Kennedy joined me in helping the Greenmead staff serve hot tea and bridies to over 80 ladies and some gentlemen at the Alexander Blue House.

Piper Dave Martin did a masterful job along with piper Ian Gruenhagen and Highland Dancers Emelia and Calum Gruenhagen.

NOTICE: OUR POD IS GOING AWAY!

EFFECTIVE 12/1/2018, THE POD THAT IS USED FOR STORAGE IN THE BACK OF OUR BUILDING WILL BE REMOVED. A NEED TO CLEAN OUT AND ORGANIZE ALL OF OUR ITEMS STORED IN THE POD, GAMES ROOM, AND CLASS / STORAGE ROOM NEEDS TO BE DONE BY THOSE MEMBERS RESPONSIBLE FOR THEIR ITEMS BEFORE THE 12/1/2018 DEADLINE.

A PROUD GRANDMOTHER!

Peg Dunlop wanted to share a report that was written by her grandson, Quinn Dunlop, who lives in Phoenix AZ. He is 10 years old and in grade 4. They have a Cultural Heritage Day at their school Lookout Mountain Elementary. Proud Grandma Peg Dunlop always ships shortbread.

MY SCOTTISH HERITAGE

By: Quinn Dunlop

Scotland! Land of kilts, bagpipes, dancing, food, and athletic feats. I am proud that my family and I are Scottish. My Poppa William Dunlop is the first generation to not be born in Scotland. My Grandparents, his parents, were both born in Scotland. I am the third generation not born in Scotland. The weather in Scotland is either super hot or freezing cold. Scotland is known for rainy weather so the hills are most likely going to be green and muddy. My last name Dunlop literally translates to "Muddy Hill", based off of some battle a long time ago

Traditionally Scottish people wear kilts. A kilt originated in the Highlands of Scotland and a tartan, the design on the kilt, indicates what heritage, family, or clan your in. The piece of cloth is called a Kilt the design on it is referred to as a Tartan. Now days people only wear kilts to funerals, weddings, or Scottish gatherings. One of my family's tartans is the Lindsay. The only time we wear our kilts is when we go to the Highland games. My mom and dad had a formal Scottish wedding in which the entire wedding party wore kilts or dresses in the Black Watch Plaid. The Black Watch Plaid is one of the few tartans than can be worn by anyone that has Scottish Heritage.

Bagpipes, you either love them or you hate them. I love the sound and beat that bagpipes make, even if I was not Scottish. By the way, bagpipes are exactly as they sound, you squeeze a bag and the air comes out through a series of pipes and makes a sound. The two most popular songs on the bagpipes are Amazing Grace and Scotland the Brave. A good bagpipe cost about \$900.

Scottish dancing is just beautiful to watch. It is like Irish dancing just you use your hands. The risen I like to watch them dance is because I like their harmony, movement, and grace. Scottish dancing is not just dancing but it's a competitive sport. It takes a lot of technique, stamina, and strength. Scottish dancing was crated from the Gaelic folk dance.

Scotland is famous for their haggis, witch is a sausage cooked in a stomach. They also have lots fish and chips because they're on an island. They also have their type of sandwich and it's called a hand pie. A hand pie is a crust stuffed with meat and veggies. But my favorite is my grandma's short bread witch has an award-wining recipe.

There are many Scottish sports that are still played today. One is the caber toss, which was made from the work of loggers moving trees. Another game is the hammer throw, which started in the Olympic games and then came to the Highland games. 1 more game is the stone put. The stone put is like the shot put just instead of a metal ball it's a round stone.

All of these things make be proud to be a Scot, however the thing that make me the most proud is both of my Great Grandfathers Military Service. Great Grandpa Dunlop served as a Royal Scott, in WWI. My Great Grandpa Garrison served as a Royal Canadian Scott in WWII. This is only some of the things you can do in Scotland. There are much more kilts, dances, bagpipes, food, and athletic feats.



ORAL HISTORY PROJECT:

This Month's interview is Ian Hunter, Past Trustee of the Detroit Scots.

[CLICK HERE TO LISTEN TO IAN HUNTER'S ORAL HISTORY](#)



Going Green, December 2018

by Sharon Green

Because of the holidays, here are some holiday recycling tips.

- Wrapping paper is often not recyclable because:
- It may be dyed, laminated, or contain non-paper additives such as gold or silver colored shapes, glitter, plastics etc. which cannot be recycled.
- It may be very thin & contain few good quality fibers for recycling.
- It may have tape attached to it.
- And, because of the materials mentioned above, plus any added chemicals, NEVER burn wrapping paper in a fireplace.

Photos from the Library Outlander Event, November 15th



OFFICERS & TRUSTEES FOR 2018

Executive CommitteeTrustees

President - Emma Velasco	president@detroitscots.com
First Vice President - Gary Ralston	firstvp@detroitscots.com
Second Vice President - Stewart McGrath	secondvp@detroitscots.com
Recording Secretary - Jan MacDonald	jmacdonald@detroitscots.com
Membership Secretary - Rosemary Newton	membership@detroitscots.com
Treasurer - Cori Hall	societytreasurer@detroitscots.com
Cultural Activities Director - Micki McFarlane	socialchair@detroitscots.com
Communications Director - Shelby Rohr	flingeditor@detroitscots.com
Piper - Dave Martin	davemartin@standrewspipeband.com
Highland Games Chair - Cathy Hasse	highlandgameschair@detroitscots.com
Society Bard - Elliot MacFarlane	societybard@detroitscots.com

John Cherry (Chairman)
Ron Cunningham (Co-Vice Chair)
Jerry Beasley (Co-Vice Chair)
Ann Campbell (Secretary)
George Boyd
Peg Dunlop
Fred Fee
Nancy Fromm
Clifford Les

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flingeditor@detroitscots.com
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Located at the Kilgour Scottish Centre
 2363 Rochester Road Troy, MI 48083
 Phone: 248.526.1849 Cell:
 248.528.1477
kilgour@detroitscots.com

Founded in the year 1849, St. Andrew's Society of Detroit is a 501(c)(3) non-profit organization and is the oldest benevolent organization in the State of Michigan. Our mission is to provide assistance to fellow Scots and to encourage the love of Scotland through its history, customs, music, literature, and national games.

We're on the Web!
www.detroitscots.com
www.thekilgour.com
www.highlandgames.com

The Highland Fling is produced by
 Shelby Brown Rohr, Communications Director
flingeditor@detroitscots.com

December Birthdays

Fling Editor, Contacts							Dec 2018 (Eastern Time - New York)	
Sun	Mon	Tue	Wed	Thu	Fri	Sat		
25	26	27	28	29	30	1	1	1
								Mason Grahl
2	3	4	5	6	7	8	8	8
Lisa Fountain		Richard McCaffrey		James Watson				
9	10	11	12	13	14	15	15	15
		Robert Starnes	David Mandy	Elsa Jorgensen				
			James Petres	Gary Ralston				
			Joan Martin	Grace Huising				
16	17	18	19	20	21	22	22	22
	Anna Postma			Beatrice Zemenick		Caroline Blair		
				Gordon McClive				
23	24	25	26	27	28	29	29	29
	Andrea Roat	Carol Hunter Swanson	Nathaniel Hay	Sara Ralph	David Tait			
30	31	1	2	3	4	5	5	5
	Irene Hall							
	Mark Somerville							



St. Andrew's Society of Detroit, Inc.

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FLING ADVERTISEMENT FORM

Business Name: _____

Business Address: _____

Business Phone: _____

Business Website: _____

Information about the business (attach description or business card):

Which month(s): _____

\$20 Payment (business card ad) Check Cash Credit Card

\$30 Payment (1/4 page ad) Check Cash Credit Card

\$50 Payment (half page ad – only one per month): Check Cash Credit Card

Make Check out to the St. Andrew's Society of Detroit

Mail completed form and check to: St. Andrew's Society of Detroit, Attn Fling Editor, 2363 Rochester Road, Troy, MI 48083

FOR EDITOR USE ONLY

Month: January February March April May June September October

November December

PAID \$_____

Our elections will take place at the December meeting. Please remember that the election of officers is a vital opportunity for each of us as members to take part in this Society that has existed for 169 years! Without the members' active participation in the Society, we will cease to exist. Please consider running for an office or becoming a Trustee. Volunteer to join a committee. Recruit new members, get your family members to join. There are just so many opportunities to contribute to the success of the St. Andrew's Society of Detroit!

SASD Election Positions - Executive Committee & Board of Trustees

President

The President is an elected position, and the term of office is one year. To be eligible to serve as President, a member must have been in good standing throughout each of the immediately preceding 36 months and be of Scottish descent. In addition, a member must be in good standing at the time of nomination and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the President:

- Implement the policies and programs of the Society as established by the Bylaws, Constitution, and membership.
- Ensure that no activity of the Society conflicts with or jeopardizes its accreditation as a non-profit, charitable, and educational association.
- Preside at all general membership meetings of the Society, conducting the business of the Society in an orderly and efficient manner and maintaining order and decorum.
- Serve as a member of all committees or appoint a representative of the President to serve and report to the President from the Committee.
- Preside over all initiation ceremonies.
- Appoint all non-elected positions.
- Chair all Executive Committee meetings.
- Appoint the chairperson of the Highland Games.
- Serve on the Board of Trustees.
- Serve on the Building Committee or appoint a liaison.
- Co-sign all checks over \$1,000 for the Society.
- Serve as the liaison to other St. Andrew's Societies, notably Chicago and New York.
- Groom his/her successor.

First Vice-President

The First Vice-President is an elected position, and the term of office is one year. To be eligible to serve as First Vice-President, a member must be of Scottish descent, must be in good standing at the time of nomination, and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the First Vice-President:

- In the absence or disability of the President perform the duties and exercise the powers of the President.
- Serve as President following the resignation, recall, or other vacation of the office by the President until the next regularly scheduled election.
- Assist the President in the conduct of all meetings and in the maintenance of good order and discipline.
- Chair the Membership Committee.
- Read the objectives of the Society at a minimum of two general membership meetings each year.
- Perform such other duties as may be assigned by the President.
- Groom his/her successor.

Objectives of the Membership Committee:

To engage and retain members while encouraging participation, as well as volunteering for Society-sponsored events. With the new initiates, we will be instituting a "Mentor Pro-gram." A mentor will be assigned to each new initiate. These mentors will be asked to contact their assigned initiate prior to each scheduled Society event for the first calendar year and encourage their attendance. The mentor will be asked to greet the new member at all mutually attended events and will be encouraged to sit in close proximity and/or intro-duce them to officers, trustees and other members. The membership chair will periodically monitor the mentors and will double up efforts of encouragement to "reluctant" new members. Our strength is in the numbers of happy, active members, and the Society's value comes from its impact on our community.

Second Vice-President

The Second Vice-President is an elected position, and the term of office is one year. To be eligible to serve as Second Vice-President, a member must be in good standing at the time of nomination and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the Second Vice-President:

- Assist the President and First Vice-President in the conduct of all meetings and in the maintenance of good order and discipline.
- Preside, in the absence of the President and First Vice-President, over all meetings.
- Chair the Auditing Committee and utilize the Society's Financial Audit Program.
- Perform such other duties as may be assigned by the President.
- Manage the Flower Fund of the Society or assign a member to do so.
- Be responsible for sending appropriate remembrances to members of the Society and their families.
- Organize a "call list" to notify the membership of the death of another member.
- Serve as liaison to the Chaplain and/or assign another member to do so.
- Groom his/her successor.

Objectives of the Auditing Committee:

The Auditing Committee, chaired by the Second Vice-President, shall be responsible for a semi-annual review and a formal, annual, year-end audit of all financial operations of the Society. Members of the committee shall be the Second Vice-President, a member of the Board of Trustees, and one other member of the Society appointed by the President, none of whom shall be a member of the Finance Committee. The results of the semi-annual review shall be reported at a general membership meeting. The annual audit shall be completed no later than April 30th and reported at the May general membership meeting each year with a written copy of the report provided to the Secretary for retention with the minutes of that month's meeting.

Secretary

The Secretary is an elected position, and the term of office is one year. To be eligible to serve as Secretary, a member must be in good standing at the time of nomination and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the Secretary:

- Prepare and maintain a sign-in record of those attending each Society meeting, including the Trustees, elected, and appointed officers.
- Prepare and maintain an accurate record of each general membership meeting of the Society, recording all motions and the votes of the membership thereon.
- Retain as a part of the record copy of those minutes all documents and other attachments that are pertinent.
- Receive all correspondence concerning the Society, forwarding it to the appropriate Society officer or committee.
- Prepare and cause to be distributed notices of all meetings of the Society.
- Conduct such secret ballots as may be required.
- Have custody of the Seal of the Society, using it on certificates of membership of the Society and such other correspondence and documents as deemed appropriate.
- Serve on the Membership Committee.
- Perform such other duties as may be assigned by the President.
- Groom his/her successor.

Membership Secretary

The Membership Secretary is an elected position, and the term of office is one year. To be eligible to serve as Membership Secretary, a member must be in good standing at the time of nomination and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the Membership Secretary:

- Prepare and distribute to all members requests for payment of annual dues and such other special assessments as may be approved.
- Maintain the membership records of the Society, ensuring that application fees and dues are promptly collected and properly credited.
- Record and subsequently transmit in a timely and efficient manner to the Treasurer all monies received.
- Notify any member when in arrears in dues.
- Receive and act upon all requests for recognition as a life member or designation as a non-resident member.
- Serve on the Membership Committee.
- Prepare and maintain a mailing list and provide a copy of it to members and committees as required. This mailing list shall not be distributed outside the Society unless approved by the Executive Committee.
- Supervise the preparation and maintenance of an annual directory of all members of the Society, providing a copy to all members, and distributing updates as appropriate at general membership meetings. This directory shall not be distributed outside the Society unless approved by the Executive Committee.
- Perform such other duties as may be assigned by the President.
- Groom his/her successor.

Treasurer

The Treasurer is an elected position, and the term of office is one year. To be eligible to serve as Treasurer, a member must be in good standing at the time of nomination and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the Treasurer:

- Have custody of all funds and investments of the Society and shall keep full and accurate accounts of receipts and disbursements in a manner approved by the Auditing Committee. Receive and deposit all funds in a timely manner in such depositories as are duly authorized.
- Retain on hand in the operating accounts of the Society sufficient funds to meet the operating expenses of the Society.
- Pay all bills in a timely manner. Checks of \$1,000 or more must be co-signed by the President or Chairperson of the Board of Trustees, as appropriate.
- Provide a written report of all financial transactions of the Society at each general membership, Executive Committee, and Board of Trustees meetings, providing a copy of this report to the Secretaries of the Executive Committee and Board of Trustees for retention with each month's minutes.
- Secure, maintain, and provide for use as necessary the tax identification number of the Society, ensuring that all uses of this identification number are legitimate and proper.
- Chair the Finance Committee.
- Perform such other duties as may be assigned by the President.
- Coordinate efforts with the Games Treasurer.
- Provide information to the Audit Committee in a timely manner.
- Provide information to and file all forms with the IRS in a timely manner.
- Serve on the Board of Trustees.
- Groom his/her successor.

Objectives of the Finance Committee:

The Finance Committee, chaired by the Society Treasurer and comprised of a member of the Board of Trustees selected by the Board of Trustees' Chairperson, a member of the Executive Committee selected by the President, and the Annual Games Committee Chairperson. This committee shall meet in October to prepare a consolidated budget that reflects the goals and policies of the Society. The committee shall submit its consolidated budget for approval at a November joint meeting of the Board of Trustees and Executive Committee. The consolidated budget shall be submitted for adoption by the membership at the December general membership meeting. The committee shall meet quarterly to monitor income, expenditures, and program activities against budget.

Volunteers: Two to three

Communications Director

The Communications Director is an elected office, and the term of office is one year. To be eligible to serve as Communications Director, a member must be in good standing at the time of nomination and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the Communications Director:

- Be Editor of the Society newsletter and be responsible for preparation and distribution of the Society newsletter.
- Be in charge of all media placement, including print, banners, flyers, and/or promotional pieces as deemed necessary by the Executive Committee and the Trustees regarding all Kilgour Centre media.
- Prepare and distribute e-blasts to members when directed by the Executive Committee and the Trustees.
- Maintain and update the Society Web sites.
- Groom his/her successor.

Objectives of the Communication Committee:

The Communication Committee will be the “go-to” committee for all levels of communication in and out of the Society. Internally, they will manage the database of members and keep up-to-date records of all addresses and email addresses to facilitate the distribution of newsletters, e-blasts of important events, illnesses, losses, etc. Further, they will manage the Society calendar and be the clearing house between internal and external events. Externally, they will coordinate all media, and all committees will develop a media budget and will work on developing the appropriate venue for advertising. The Communication Committee will manage, but not necessarily be limited to, the following:

- Building banners
- Flyers
- Press releases
- Newspaper ads
- Articles and interviews
- Radio, spots, PSAs
- Television spots, PSAs
- E-blasts
- Social media, including web pages, Facebook, etc.
- Personal correspondence
- Hall and Society marketing packages
- Selling ads in the Fling, programs, etc. in coordination with the Benevolence Committee

Volunteers: Six to eight

Cultural Activities Director

The Cultural Activities Director is an elected position, and the term of office is one year. To be eligible to serve as Cultural Activities Director, a member must be in good standing at the time of nomination and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the Cultural Activities Director:

- Be responsible for the selection of the facilities, the programs, the arrangements, and the refreshments as are deemed appropriate for initiations, installations, the Robert Burns Dinner, the Tartan Day Ceilidh, the St. Andrew's Dinner, and other meetings of the Society.
- Serve as Chairperson of the Cultural Activities Committee.
- Groom his/her successor.

Objectives of the Cultural Activities Committee:

The Cultural Activities Committee has reached a level of new importance, since we now have over 48 regularly scheduled events, approaching one a week for the calendar year. The social chair will find a "host," "hostess," "co-hosts" or "couple host" for each scheduled event. A "host" can host more than one event and will be encouraged to be a "host" for a "series event," such as the Dinners Out, Kilgour Happy Hours, Wine/Scotch Tasting, etc. The "hosts" will coordinate the event with the social chair and will be responsible for a budget, planning, set up, meet and greet, breakdown, etc. Further, each "host" will be encouraged to find volunteers to "co-host" events and actually recruit volunteers from membership as needed.

Volunteers: Approximately 15

Piper

The Piper is an elected position, and the term of office is one year. To be eligible to serve as Piper, a member must be in good standing at the time of nomination and must have attended at least six of the previous ten monthly general membership meetings.

Duties of the Piper:

- Be responsible for meeting or making arrangements for the ceremonial piping requirements of the Society.
- Pipe at all meetings and at other affairs of the Society as may be requested.
- Serve on the Scottish Arts Committee.
- Be the liaison between the Society and the St. Andrew's Pipe Band.
- Perform such other duties as may be assigned by the President.
- Groom his/her successor.

Trustees

The Board of Trustees shall be the corporate officers of the Society and shall consist of nine members, three elected each year for a three-year term each. The Board shall, by the December general membership meeting each year, elect from among its members a Chairperson, a Vice-Chairperson, and a Secretary. The Chairperson and Vice-Chairperson shall be of Scottish descent.

To be eligible to serve as a Trustee, a member must have been in good standing throughout each of the immediately preceding 36 months.

The Society shall provide each Trustee with an appropriate badge of office, which shall remain the property of the Society.

Duties of the Trustees:

- Hold title to the name, property, and resources of the Society and shall manage its corporate activities. The Board shall also ensure that the Society is appropriately incorporated with the State of Michigan and recognized by federal officials as a non-profit, charitable, and educational association, and maintain all appropriate documentation thereof.
- Participate in the development and approval of the Society's budget in accordance with Article V of these Bylaws.
- Represent the Society in all legal proceedings.
- Develop a general description for each position of employment, establish lines of supervision and authority, and determine the appropriate compensation (salary and benefits) to be provided to each employee.
- Approve the employment of individuals by the Society on either a full- or part-time basis. Members of the Society are eligible for employment and, when equally qualified with other applicants, shall be given preference for such employment.
- Approve all grants and other aid provided by the Society. Temporary assistance, as distinguished from benevolence, may also be extended to members of the Society.
- Develop a means by which gifts and bequests can be received and endowment funds established through which these funds can be invested and maintained for the good of the Society and from the interest on which the charitable and educational purposes of the Society can be drawn.
- Maintain a Scholarship Fund, used to provide assistance to full-time students of Scottish birth or lineage.
- Make regular reports on the decisions and activity of the Board at general membership meetings.
- Submit a written report, including a financial statement, at the Annual General Meeting.
- The Chairperson shall be the presiding officer of the Board of Trustees and shall be of Scottish descent.
- The Vice-Chairperson shall, in the absence of the Chairperson, be the presiding officer of the Board of Trustees. Should the Chairperson resign, be recalled, or otherwise vacate the office, the Vice-Chairperson shall succeed to that office until such time as an election can be held. The Vice-Chairperson shall also chair the House Committee.
- The Secretary shall:
 - Prepare and maintain an accurate record of each meeting of the Board of Trustees, recording all motions and the vote thereon.
 - Retain as part of the record copy of those minutes all documents and other materials that are pertinent.
 - Be responsible for all correspondence concerning gifts and bequests to the Society.
- File the annual "Michigan Annual Report – Non-Profit Corporation" and all other reports as required by law.