

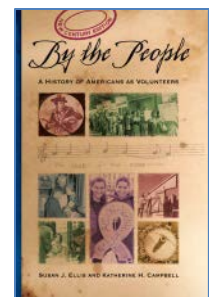


Rediscovering and Sharing Our History of Volunteers

At Energize, we have a special interest in documenting the history of volunteers. Our founder, Susan J. Ellis, co-authored the book:

By the People: A History of Americans as Volunteers

We encourage all organizations and collaborative efforts to celebrate volunteers by showcasing them as the current step in a continuum of volunteer action from the past and therefore the next step to future service. This is a great way to recognize volunteers and educate the public about their importance.



2001 was declared by the United Nations as the International Year of Volunteers (IYV). At that time, Energize proposed the **Look Back to Look Ahead Project**.

It remains a meaningful activity for any organization or community because it is:

1. Comparatively simple and straightforward to accomplish.
2. Low cost, but with a tangible product at the end.
3. Doable by small and large organizations of all kinds.
4. Meaningful to the organizations that engage in it but can be linked to the results of similar projects in one community and in ever-widening circles.
5. A way to educate others about the value and contributions of volunteers.
6. Ideal for involving volunteers themselves in the activity, so it's done *with* and not "for" volunteers (or, even worse, "to" them!).
7. Adaptable to any country and language.

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Steps for Sharing Your Volunteerism History: Look Back to Look Ahead

Step 1: Rediscover History

Research the history of volunteer accomplishments in your setting: Who founded your organization and assured its continuation? (Hint: these will be the first volunteers.) What things have volunteers done through the years as the organization added paid staff and grew in other ways? Rescue, label and preserve materials now in musty closets – old volunteer recognition party invitations, badges, photos, and other memorabilia that make an archive worth maintaining. Audio or video tape older or long-term volunteers who still remember earlier days.

Step 2: Share What You Learned

Produce a report, Web site, scrapbook, lobby display, skit, YouTube video – anything that will draw attention to the role volunteers have played in founding and expanding your organization. Concentrate on highlighting accomplishments and goals reached, not just on who did what. Make sure current volunteers are fully involved in the final product.

Step 3: Envision the Future

Then convene a "where do we intend to go from here?" think tank. Invite a wide range of volunteers, employees, administrators, community members, volunteerism colleagues – anyone with a stake in your success – to discuss (and debate) why it is still important to involve volunteers in your work and what that involvement should be in the new century. This is your chance to acknowledge, honor, and then break the mold of the past!

Step 4: Act Collectively

If every organization identifies its history and articulates its desired direction, you can then go "public." Each DOVIA or each community can designate a special day for sharing the results of every agency's examination process, collectively celebrating the historic impact of volunteers and committing to achieving future goals. Maybe there will be a public library or town hall exhibit. Maybe videotapes and books of old and new photographs will be produced. All this is news and the media will cover it.

Step 5: Tell the World

Promote what you have done in as many ways possible, especially using social media. Find as many variations of the tips in the next few pages as you can and make them work for you. Then come back to www.energizeinc.com and share your success!

How to Find Your Roots and Ideas for Whom to Involve in Your Research

The ideas below will, of course, vary with how long your organization has been in existence. If it was started within the last thirty years or so, there's a good chance that you will be able to find people with first-hand information on – or at least memory of – the early days. The older the organization, the more you will have to rely on the written record to discover your history.

Incorporators

Seek out your organization's incorporation papers. These documents ought to be on file in the executive director's office, but may also be held by your attorney or accountant. Otherwise, contact the State Attorney General of the state in which your organization was incorporated. What you are after is the list of original "incorporators" – the people who filed the papers. These will be the first officers of the board – and probably all but certainly most will have been volunteers. Again, depending on the date involved, try to track down these people. Think how much fun it will be to locate one or more of your official founders. When you do, tape record an oral history with them. Ask if they are still in possession of any memorabilia from the early days – especially photographs.

If the founders have died or are otherwise not reachable, see if you can trace any living descendants and ask them.

Agency Archives

Some organizations will have been meticulous about saving their historical records, others far from it. This is your chance to find out! Who has been the keeper of the records? The executive director? Have the secretaries of the board been bequeathed each year with boxes of papers upon assuming office? Is there a closet with boxes on the third floor that no one has opened for a decade? You are looking for:

- Board meeting minutes that speak of major decision-making
- Press clippings about agency events
- Letters of various sorts that speak about projects in which volunteers were involved
- Old photographs

Obviously you should also hunt up past records on the volunteer program itself – those boxes in the back of YOUR closet!

Local Newspaper Morgue

Every newspaper maintains a file of every issue it publishes. Recent back issues are generally kept available, older issues are placed in what is generally called a "morgue." Today you can expect that newspapers older than a few years will be available on microfilm or microfiche – or have perhaps been scanned as electronic files.

Enlist the help of the editor or a reporter in your project, if possible. At a minimum, request that the person in charge of the newspaper's archives give you (and some willing volunteers) an orientation to how the collection is stored and retrieved. Then go to work

finding references to your agency over the years – with special emphasis, of course, on volunteer accomplishment receiving publicity. Search:

- Feature stories covering news events
- Special sections that today might be called "Living," twenty years ago might have been called "Women's Section," or even earlier might have been called the "Society" pages – this is where many volunteer events, especially recognition ceremonies, would have appeared
- Weekly or monthly special inserts covering local happenings
- Any magazine section that might cover community events with photographs (like a big carnival for charity or a fundraising marathon)

If your geographic area contains more than one newspaper, you obviously have to do this research for each publication. And don't forget weekly neighborhood papers.

Local radio and even television stations might be willing to search their recorded program files for you, as well.

Past Volunteers

Hopefully your predecessors will have kept records on volunteers active in the past. Design a letter and/or a questionnaire that explains your historical search and enlists their help, especially in sharing anecdotes about key events.

Current Volunteers

Current volunteers ought to be engaged in the entire process of discovering their historical roots. Enlist their help in speaking to anyone and everyone who might have some memories of the early days of your organization. Interview (and audio or video tape) any volunteers who have been on board since the beginning, or who have been around the longest.

Past Clients or Alumni

If you serve the public at large (as with a library, museum, school system, etc.), get the word out that you are seeking historical information. Anyone might turn out to have a great anecdote, or a relevant photo album, or some item of memorabilia. And chances are they'd be delighted to share these with your research team.

If you have formal lists of past service recipients, program graduates, or other "alumni," consider whether it would be fruitful to do a questionnaire mailing to them similar to the one for past volunteers. If you publish a newsletter or have other regular ways of communicating with alumni, an article about "Look Back to Look Ahead" or at least an ad calling for memorabilia would seem relatively easy to do.

Social service agencies may feel less comfortable contacting past clients who received counseling, therapeutic care, or other services in times of need. Examine whether such reluctance is valid or a projection of discomfort on the part of staff. Perhaps past clients have good feelings about the help they received – particularly from volunteers – and

would welcome the chance to tell you. Talk to paid staff, volunteers, and current clients to formulate a mutually-acceptable contact plan.

Neighbors

Depending on where your office or facility is located, it may prove fruitful to speak to people who live in close proximity, business owners in the neighborhood, local clergy, school officials – anyone who might know something about your organization's early development.

Mayor's or Other Public Official's Office

Another potential source of information, particularly if you provide services to the general public and interact with local political figures, is "City Hall" or whatever government office is likeliest to have come in contact with you. Are there any official proclamations recognizing your work? official photographs of grant or award presentations? minutes of city council/county commissioner meetings that mention your agency?

Local Library

Your local library can be a treasure trove of memorabilia. Enlist the help of the librarian who ought to know the types of materials in the collection. Some resources to consider: old newspaper files (particularly for newspapers no longer in publication); photograph collections; books written about the region by local authors which may have been privately published and donated to the local library; etc.

Other Nonprofits Older than Yours

It is possible that your organization began as part of another organization and was spun off, or that one or more local groups (perhaps civic clubs, churches, or other types of all-volunteer associations) were important in some way to the formation and funding of your start-up effort. If you discover this, and if these organizations are still in existence, ask them for historical documentation, too.

Local Volunteer Center

Don't forget to contact your local Volunteer Center, if there is one, for whatever early records they may have of volunteers in your agency.

National Headquarters

If you are an affiliate of a national or international organization, don't forget to contact your headquarters and see what's in their historical files!

Your Organization's Web Site

Since you never know who might be a cyber visitor, put out a call for historical information and memorabilia via your Web site. Remember to stress that you are looking for volunteer-related historical information.

Ideas for How to Present Your History – and How to Get Public Recognition, Too

The following are only a few ideas to start your creative juices flowing. All of the following ideas can be used by individual organizations or larger collaborations. Just change the scale of the production.

Publish a Printed History

Depending on the length of the story, your budget, ability to get services like printing donated, and other factors such as the number you think you can distribute (or sell), you have lots of options:

- Create a Web site for the report, or make a special section on an existing site – with the option to download the material as a PDF or e-book
- A real, honest-to-goodness book
- Any type of monograph or booklet
- A series of posters for bulletin boards, window displays, hallways
- Devote your organization's annual report for the year to this research

Publicity Ideas: Liberally distribute review copies to the media, with a press release; get bookstores to feature the book as a "local publication" (even the large chain bookstores will do this); get local celebrities to write introductory comments or give endorsements for the back cover. *And, of course, use all your social media!*

Create an Exhibit for the Lobby of Your Building

(For a community-wide history, how about an exhibit for the library or even for City Hall?)

Publicity Ideas: Throw a party to officially open the exhibit. Invite the mayor or other celebrities/performers to "cut the ribbon" or entertain – then send out press releases and follow up. *And, of course, use all your social media!*

On Your Agency's Web Site

Scan the photos and documents and place them on your agency's Web site along with text summarizing what you found. Make sure this is linked to "How You Can Volunteer Today" since some cyber visitors may be attracted to apply because of what they learn!

Publicity Ideas: Announce the official posting with print and electronic press releases. *And, of course, use all your social media!*

Make a Slide Show or Video

Convert paper photos and documents into slides or a videotape. Add modern shots. Photograph places like the tombstones of early founders, locations of previous office space, etc. Once you have the material in audio-visual format, consider making long and short versions. Put it on YouTube. Then "book" the show everywhere you can:

- Public access cable television
- Community centers
- The library

- Senior centers
- Faith communities
- School classrooms
- Adult education programs
- Historical societies

Publicity Ideas:

1. If you can recruit a media personality to narrate your video, you have a good chance that his or her station will be interested in publicizing it!
2. See if you can excerpt 30 seconds or 1 minute and ask one of your local television stations to see if they'll run it as a public service. (Or add it as a video clip on your agency's Web site.)
3. Make a list of all the talk shows originating at local television, cable, and radio stations. Approach one at a time (start with the most popular) and see if they'll give you a whole half-hour to interview you and show longer excerpts. [Note: Do not approach all media stations at once. They tend to like exclusive stories and will not be happy if more than one station airs the same material. Press releases can go out to everyone, but individual requests for air time need to be treated uniquely.]
4. *And, of course, use all your social media!*

Get Dramatic

Transform the material dramatically and make a play out of it! This might be a skit or a full production. Audition volunteers and employees to play the parts and schedule performances as above. [Yes – you can use humor and still make your point!]

1. *Publicity Ideas:* First present the play in-house and judge audience reaction! If it is well-received, invite local movers and shakers and the press to later productions. *And, of course, use all your social media!*

Be sure to film the performances and use the best one to post to YouTube.

Create Lesson Plans for Various School Grades

Children and teens rarely study volunteering in school, but your history project can change that. Work with teachers to transform your material into a curriculum for various grades, stressing the contributions volunteers have made to the community in the past and still do in the present.

Publicity Ideas: Send a letter explaining the curriculum to all principals and teachers of social studies, community service, citizenship, and other appropriate subjects. Also send a letter to the PTAs, Sunday School administrators, and others with a n interest in youth education. *And, of course, use all your social media!*

Producing a Local History of Volunteering Slideshow (A Community-wide Project)

One comparatively simple and inexpensive way to demonstrate the impact that volunteers have had over time in your community is a slide show. While it may seem more modern to do a videotape, a slide show is much easier and has the advantage of flexibility – you can vary the length and the script to match the audience each time.

You can construct your slide show in a number of ways, such as:

- A "Day in the Life" of your community, in which you send out lots of people with cameras to shoot any and all of the sites suggested below, later organizing the slides according to time of day and showing volunteering "morning to night."
- Pick a route people often follow (from the Courthouse to the train station, or from the high school to the city park), or pick a route like "from the photographer's home to all her/his destinations that day." Then sequence the slides by location.
- By historical period, showing shots of all the organizations dating back to the Civil War, then all those that started during Reconstruction, etc. If you are from outside North America, you can organize slides by Dynasty or Royal House!
- By type of organization, clustering photos of youth-serving organizations over time, then those serving older people, then those with a health care focus, etc.

In all these cases, you can begin by soliciting archival material from various organizations. Old newspaper clippings, paintings of former board members, and other such historic documentation can be photographed and used as slides.

Here are some pointers:

1. *Know your objectives.* Some might be:

- To surprise people ("I didn't know volunteers were responsible for that!")
- To challenge assumptions ("I just never thought volunteers would have done that.")
- To teach history
- To show the diversity of who engaged in volunteering ("You mean teenagers built that?" or "Gee, I guess African-Americans were active in their communities in ways I didn't realize.")
- To bring volunteering down to a local, in-my-backyard level
- To instill pride in people who volunteer – *recognition!*

2. Make a list of a variety of organizations you know were founded by volunteers and/or are still run by volunteers (or do some historical research to find out yourself). Consider the following categories:

- Faith communities
- Child welfare agencies and other social services/counseling agencies
- Senior services
- Services for the disabled
- Museums and other cultural arts institutions

To picture these, you only need external shots of the physical landmark, ideally with the name of the structure/organization on sign. Your narration will explain why you're showing the building.

3. Consider what others have done that involves lots of volunteers:

- Parades
- Anti-litter/adapt-a-highway patrols
- Political demonstrations
- Fundraisers such as bake sales, flea markets, etc.
- Fundraisers such as elegant dinner dances, etc.
- Walk-a-thons, etc.
- Clearing vacant lots, doing household chores for the elderly.

To picture these, you'll have to be at the right place at the right time, or you can ask organizations if they have any file photos you can use – or take a picture of the "site" of the clean-up (or of a bunch of band instruments as a symbol) and explain it in your narrative.

4. Write an informative and fun script – and invite your audience(s)! Train a variety of people to be presenters of the show and schedule it as often as possible.
5. Give a set of slides and the script to the public library for general use. Give another set to the high school (history or social studies department?) or even a set to each school in your community, regardless of age of student.
6. Consider posting the slide show to your Web site so that others can use it, too.

What Others Have Done

Below are great history of volunteering projects submitted to the Energize site.

Quilt Squares

As part of our celebration of 100 years of service, we are combing our archives to produce a complete history, and we asked each of our 54 offices around the world to produce a quilt square. Volunteers then put the quilt together and it is now "touring" our offices so volunteers can see the results of their efforts. Story and picture are also posted on our web site www.nmcrs.org

Submitted by Tina Branco, Director, Volunteer Support, Navy-Marine Corps Relief Society, VA, USA

Volunteer Hall of Fame

The coalition of volunteer managers and their agencies on Long Island that came together originally to celebrate IYV2001 decided to remain together and have focused their efforts on creating a "VOLUNTEER HALL OF FAME." The initial honorees were all founders of their respective non-profit/volunteer-driven groups and were recognized at a ceremony in November 2002 at Stony Brook University. A trade-show style display was donated by Fleet Bank and will be touring various venues around Long Island during 2003 to help spread the word about the honorees, as well as the Hall of Fame itself. A calendar featuring the honorees has been printed and is being distributed at this time. We're gearing up for this year's nominations and ceremony too.

Just curious -- Does anyone know of any other VOLUNTEER Halls of Fame, in the US or elsewhere??

Submitted by Frank Pomata, NY

History Project Team in Australia

Volunteering Western Australia will launch its history in June. Prepared by the History Project Team over the past 4 years this story is told by the people who have lived it. It is a story of vision, commitment and fulfillment. To those who have lived it, it is exciting and factual. To volunteers and people working with them, it is a message of hope for the future.

A grant to commemorate the Centenary of Federation in Australia has made publication possible in this International Year of Volunteers. This grant reflects the spirit of those volunteers who pioneered settlement in Australia and reminds us that volunteers are the spirit of community. Volunteers, indeed, can change the world.

Submitted by Sallie Davies, Volunteering Western Australia

Medical Center Auxiliary Celebrates 40 Years

The Greene County Medical Center Auxiliary, Jefferson, Iowa, celebrated its 40th anniversary this year. We compiled our history and showed it off with displays and brochures. We even sewed and displayed quilt blocks from past quilts that have been raffled by our organization. We then held an open house that featured these displays and tours of departments where our organization donated funds for specific equipment and furnishings. Refreshments were served and commemorative pens were given.

This event got us busy and worked on compiling our history. Before that, we had bits and pieces, but this really pulled it together. The volunteers worked very hard to get ready for this event, with very little help from our staff. It was a fun celebration.

Submitted by Shelly Berger, Administrative Assistant and Auxiliary Liaison, Greene County Medical Center, Iowa

The Virtual Volunteerism Millennium Caplet

The Virtual Volunteerism Millennium Caplet has been created to compliment the Voluntas Time Capsule for Volunteerism (stored at the Regis University and developed in 1990 - [and provides an opportunity for](#) people worldwide with an interest and passion for volunteerism to post their comments.

The responses will be collected to create a special booklet, "Voices from the Millennium," that will be sealed in its own capsule and reside along side the Volunteerism Time Capsule, scheduled to be unsealed in November 2050. A commemorative memento is available to those who post their comments. This memento can be shared with family, friends and grandchildren so that the opening of the Volunteerism Time Capsule/Caplet in 2050 can be marked with great celebration.

Comments you might consider posting are:

- Your agency: Name, mission, services you provide, number of volunteers, etc.
- What did your organization do in honor of IYV2001 that you would like to share with the future?
- What do you enjoy about your current volunteering experiences?
- What difference do you think volunteering is making for organizations, or to the community in general?
- Share a special volunteer story, poem or song
- What hopes, dreams or aspirations about volunteerism would you like to see fulfilled by 2050?
- I volunteer because.....
- A message or greeting for the people of 2050

Submitted by Mary Lou McNatt, Regis University, Denver, Colorado, USA

"Women Volunteer: From Benevolence to Justice"

"Women Volunteer: From Benevolence to Justice" was the title of the presentation that we used at Regis University to begin our year long celebration for IYV2001. The presentation highlighted the streams of women who have volunteered through the history of the United States. Because of the breadth of information, the presentation only got to the Depression Era, but will be continued as a work-in-progress. Once all the copyright issues (revolving around the use of photographs) can be resolved we would hope to have that presentation loaded online so that others may use it.

Mary Lou McNatt, Regis University, Denver, Colorado, USA

Five Year Archival Project

At Rocky Mountain PBS (Channel SIX in Denver, CO), we established a new Volunteer Board Committee, which is called SAM (Station's Archived Memories). The committee is working towards having a special "archival" project completed to help celebrate our station's 50th anniversary.

Making the Project Manageable

Our committee felt overwhelmed by the ideas which we brainstormed as possible projects. It was decided to break our 5-year project into smaller pieces (phases) which can be more easily digested -- and accomplished -- by the members of the committee who are already very busy, overly-committed people!!

Collecting Photographs

The first phase includes collecting, organizing and cataloging photographs relating to volunteers' history at RMPBS from the past 45 years (1956-2000).

Our volunteer office houses several hundred photographs, but we are also requesting and collecting photos and memorabilia from current/past staff and current/past volunteers. We already have close to a thousand photographs and they keep coming in! The photos are priceless and conjure up lots of memories. Phase 1 is still collecting photos and will soon begin the process of sorting and cataloging them for preservation purposes. Some day, we may even decide to digitize our photographs - - - but, that takes \$\$ which we currently do not have.

An Overview of Our History

To kick off our SAM project this September, we invited one of our retired general managers (Don Johnson) to give a 2.5 hour seminar presentation on the history of public (educational) television, the history of our own Rocky Mountain PBS (previously known as KRMA-TV), and the history of how our community of volunteers have made the station what it is today. Without volunteers, our public television station simply would not exist! The production staff videotaped Don's presentation and will edit it so that we'll have it for posterity!! Don's presentation was our first official "archived memory."

The volunteers on the SAM Committee range from having volunteered at the station for 5-40 years. Therefore, we felt that having Don's historical presentation would give us ALL equal information on the history of our volunteer corps and how it has evolved into what it is today. Don's information was very valuable to the efforts of the committee!! An understanding of how the Rocky Mountain PBS volunteer corps was first conceived really gave us a much greater appreciation for what we are today.

Promoting SAM

To raise awareness, curiosity and participation amongst fellow volunteers and staff members at the station, the SAM Committee members wear buttons saying "ASK ME ABOUT SAM." Also, articles about SAM have appeared in recent volunteer newsletter, e-mails have been sent to all staff members explaining the SAM efforts, and written requests for donations of photos and memorabilia are appearing in invitations being mailed to our volunteers for two special events which are being hosted and attended by our volunteers this Fall. *By the way, we have 2500 volunteers, so by the time we collect*

photos and memorabilia from our volunteer corps, we anticipate a LOT of work ahead to organize and catalogue everything - - but we know it'll be a lot of fun!!

Personal Stories

We hope to eventually expand our archival efforts to additional Phases to include requesting, receiving, and cataloging personal stories from staff and volunteers. We want to know the history of our PEOPLE -- how did they get involved? Why did they get involved? What keeps them involved? What memories of volunteering do they treasure?

These stories may eventually include videotaped or audio taped oral history interviews (a professional archivist has offered to train us to properly conduct oral histories) of key staff members and key volunteers. For people who are no longer living in the Colorado area or for those volunteers or staff members who don't feel comfortable being taped, their stories may be written and submitted to the archive project. The stories that will be requested will include things such as: "I'll always remember when . . ." or perhaps "Why I volunteer for Rocky Mountain PBS." There are so many stories out there!!! We can't wait to hear and read them.

We are also keeping audio tapes, minutes and photographs of our SAM meetings realizing that we are creating history as we work on preserving it!! That might be another great story on "How To Preserve Volunteer History" once we really get this going

The hope is to make the SAM committee a permanent committee on our Volunteer Board of Directors so that our past, present and future continue to work hand-in-hand throughout the years. We know that by preserving our history, we will enlighten our future

The SAM volunteers have expanded their project to include conducting video and audio oral history interviews of staff, community members, and volunteers who have been influential in the development of Rocky Mountain PBS since its on-air debut in 1956. Approximately 50 interviews are currently completed with an additional 100+ hoped for. Each interview is taped and transcribed, then entered into a database. Over the past year, the SAM Committee has authored a two-part 140-page TOOLKIT which details exactly how the archive project is being done.

The 2 parts include 1) Administration and 2) Committees. Each chapter includes job descriptions, flowcharts, full reports on how-to-do each job (photo committee, oral history committee, station research committee, memorabilia committee, etc), and samples of every form used to track the information. Two SAM Toolkits were given to every PBS station and additional copies are available upon request. A full session was given by SAM volunteers at the 2003 PBS Development Conference on how to organize and develop an archive project of great magnitude. The response was fantastic.

All data is being entered into a database by volunteers so that station staff, community members and station volunteers will have access to the historical information. Every item (article, photo, interview, memorabilia piece) is assigned a specific accession number and entered into the database.

The project is ongoing and is now a permanent part of our PBS station in Denver. The SAM Chair is a volunteer serving as the historian for the station and as a member of the Volunteer Board. An office has been given to SAM to conduct work and research and a 2nd office has been dedicated for storage of the archives (both physical and electronic). The SAM Committee hopes to be able to offer videoconferencing to other PBS stations wishing to ask specific questions about this archive project.

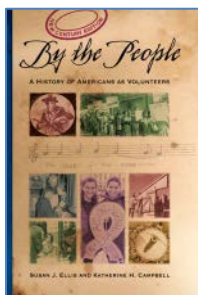
Submitted by Laura Sampson

First Volunteers in NYC History (1737) Honored

The first recorded volunteer organization in New York City history, the Volunteer Fire Department of the City of New York established in 1737, were memorialized with a ceremony and a plaque near what had been its headquarters in Downtown Manhattan. The plaque was unveiled as part of the IYV2001 celebrations in New York. Peter Rothenberg, curator of The New York City Fire Museum, had on hand several artifacts or replicas representative of the early days of New York City's Volunteer Fire Department, including: a wooden rattle, the first fire alarm used to alert the community of a fire; a leather bucket used by early firefighters to get water to a fire; and a speaking trumpet through which the foreman of a fire company barked directions to the volunteer firefighters.

Volunteer Quilt

We celebrated "50 Years of Volunteers" in healthcare in Loveland, CO. As the DVS, I asked the volunteers to create quilt blocks and the quilt was set together and quilted by volunteers. A group of volunteers also helped me research old newspapers, scrapbooks, and interviewed older volunteers and we put it together in a story book form.
Submitted by Patty Morrison, DVS McKee Medical Center



[By the People: A History of Americans as Volunteers](#)

By Susan J. Ellis and Katherine H. Campbell

In the Ellis Archive at: <http://ellisarchive.org/node/1226>
