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(A Centurions Newsletter)

Volume 2, Issue 3



October 2017

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## From the Pres

*Joe Dhuey*



I know this will sadden many (humor me here), but my tenure as President is rapidly coming to a close. We accomplished quite a bit this year and this was only possible because of the support I received from you – our Membership. Whenever I reached out, you were always there to jump in and help. THANK YOU!!

Some of the highlights of what WE put in place are:

- Formalized our relationship with the Centurion Foundation and made them part of the Centurion Family.
- Revised the Bylaws and Membership Rules of the Membership Group.
- Reconciled the “earned” points for all our members and brought everything current.
- Revised the Bylaws of the Charity/Event Group.
- Started nurturing our relationship with the TMC Foundation.
- Upgrading our utilization of technology:
  - Revamping our website and membership portal
  - Established a Marketing/Social Media Committee
- Conducted a Membership wide survey to better understand the needs of our collective Groups.
- Updated the role and job description of the Executive Director position and started a search to fill this position.

Again, this was a “team” effort and could only be accomplished by all of us working together.

In going through these highlights, I would like to single out a few of them to give you my perspective of where we are:

## **MEMBERSHIP SURVEY**

Human nature has a tendency to dwell on the negative. As such, when one looks at the results of the survey, the focus seems to go to what is wrong. I’d like to offer you another point of view. In reading through the survey results, I can assure you that we do a lot of things right and the members are happy with the organization.

Let’s go with the Pareto Principle (here I go trying to educate again), also known as the 80-20 rule. I’ll even go stronger and say, as Centurions, we are doing 90% of what we do right. This means only 10% of what we do needs improvement. So let’s pat ourselves on the back for building a great organization, whose true strength resides in our Membership.

In terms of the items that need improvement, we are working on that. The keys areas are to better communicate and to pay more attention to the needs of our members. With everyone’s help and understanding, we’ll only get stronger.

## **CHANGES IN BYLAWS**

In revising our Bylaws, we basically cleaned up the language and clarified the content. Although it took a lot of time and we had a number of eyes looking at it, there were not a lot of substantive changes made. The revised edition of these Bylaws will be available for viewing in the Member Portal. Please take the time to give it a look.

One particular area I’d like to draw your attention to is our Sergeant At Arms and Collections Policy in the Membership Bylaws. In the past, we have had our Sergeant At Arms (Michael Osborne) taking on this responsibility. He tirelessly has done this since 2005 and has spent a lot of time chasing money. Michael will be “retiring” from this position. MICHAEL – thank you for all your time and energy and for what you do for the group(s)!!

It is my view that our Membership Bylaws are very clear. We, as Members, have a responsibility to pay our invoices/statements and keep our accounts current. Knowing that we are all busy with our daily lives, we have a policy in place that offers some flexibility:

- The underlying goal is to have everything paid in full within 30 days.
- As the account goes over 30 days, you are notified in writing or electronically that you are past due.
- As the account goes over 60 days, you are again notified in writing or electronically that you are past due and you are not allowed to attend activities.
- Between 60 and 90 days, it is your responsibility to make arrangements with the Immediate Past President, the President or the Event Chair to bring your account current.
- If you fail to do so, then our Bylaws state membership is terminated.

All I'm asking for here, is to take this responsibility seriously, so we don't have to take time and energy chasing dollars. If you fall on any kind of hardship, please reach out to our leadership and make arrangements. We are all "brothers" here and all we are asking for is cooperation and communication.

Again, not to dwell exclusively on the negative, the majority of our members are paying on a timely basis and we thank you for that.

The Sergeant at Arms position will now be taken on by the Immediate Past President.

## **COLLABORATION WITH THE TMC FOUNDATION**

During the past year, LaMonte and I have met with Michael Duran on about a monthly basis. Our discussions revolved around how our two organizations can work together to strengthen our role in the community and to create a "win-win" for both entities through our association with each other. In principle, we both agree that there is a synergy to be developed and we are still evaluating on how best to do this.

This past year was a little confusing because our primary beneficiary was Big Brothers Big Sisters of Tucson. With TMC in the prime spot for the 2018 event and with TMC managing the raffle/gambling, our hope is that our path on how to create the "win-win" will become more clear and we will be advancing our relationship to new levels.

We believe our association/collaboration has great value and it will become more apparent as our relationship develops.

## **EXECUTIVE DIRECTOR SEARCH**

Since our separation from Carondelet, the logistics of managing our group has changed immensely. We've gone from putting on one May event for a sole beneficiary and having our staff/overhead absorbed by Carondelet to having multiple fund raising events, selecting our beneficiaries, managing multiple groups (Charity/Event, Membership & Foundation), paying for own staff/overhead, etc. This change takes the role of our Executive Director from a part time position to full time and it raises the bar in terms of the requirements of the job. Kermit concurs with this whole heartedly and has said he has no desire to go full time.

As such, we formed a Search Committee (LaMonte, Steve Shepherd, Leamon, Britt, Joe and Kermit) to work through the process of hiring a new Executive Director. We are looking for someone with strong community outreach, management and communication skills. We have formalized a job description and we are working through the logistics of how to go about the search and selection process. Our goal (hope) is to have someone in place by February/March of next year.

I want to extend a sincere THANKS to Larry Stern and Kermit Miller for all they have done for our group(s).

## TECHNOLOGY UPDATE

With our increased opportunities to provide outreach into the community, we need to update our technology infrastructure. This includes both our internal infrastructure and what/how we present ourselves to the public. The Board has recently approved upgrading our internal equipment and software. We will be getting new computers for Kermit & Cindi and we will be moving to the cloud (that's right . . . we are moving to the 21<sup>st</sup> Century) with Office 365. We need to be efficient and reliable in our communications with everyone.

We will be upgrading our Member Portal. I apologize for the "glitch" that took place a few weeks ago. This had to do with an upgrade to our software from PTOffice and some unintended consequences. The good news is that many of you missed being able to get into the Portal, so it tells me it is being used. We are taking steps to improve the portal to a more intuitive and reliable experience. Please be patient with us during this process. I'm sure you'll be pleased with the end result.

Finally, we are increasing our outreach into the community through Social Media. As our group participates in more community activities, we are doing a better job of memorializing this for all to see through Social Media. We actually have a committed budget for this outreach and I'm convinced it will become more and more a part of how we communicate to the community.

## AGAIN, THANK YOU!!

It's now time for me to step aside and make room for the new administration. Looking back, my time working through the various chairs has gone by quickly, although it didn't feel like it at the time. I can't thank everyone enough for the support and help along the way. There is no way I could have done this by myself, so THANK YOU!! Our organization is alive and well and has a bright future.

The **FBG** is signing off . . . .

## From the Foundation

*Michael Osborne*

**The Centurion Foundation** is designed to be our legacy tool. It is a nonprofit vehicle through which we can raise and grow funds to support our mission and continue our legacy in perpetuity. Think of it as the third leg of a stool. The first leg is our **Membership**. The second leg is our Mission-Based Charitable **work** supported by our **Event**. The third leg is our legacy or what we leave behind via **The Centurion Foundation**.

When Centurions or others are planning their estates and wish to leave a nontaxable gift, be it cash, property or stocks, they may opt to name **The Centurion Foundation** as the beneficiary of their gift, just as they might leave a portion of their estate to their alma mater or favorite charity. Over time, as **The Centurion Foundation** amasses principal, our legacy as Centurions will grow stronger than ever and give the board far more reach and flexibility to support Centurion sponsored charities and other approved projects. Please watch your email for a letter from Michael Osborne, President of The Centurions Foundation, to see how you can start to support our Foundation today.

# Member Profiles

Don Ledbetter

## MIKE FURRIER



My membership in The Centurions should have begun in 1992 when my long time friend and Centurion Tom Murphy suggested I join the group. I didn't know much about *The Centurions* and had never attended an event, but it seemed like a good idea and Tom sponsored me. I had a chance business conversation with another member soon after that, who unknown to me was on the Centurion's membership committee as well. Evidently he found my enthusiasm for the group somewhat lacking and based on his report, I did not get in. I had to re-apply and it took another two years before I was able to sneak under the fence and become a member in good standing in 1994. Kenny Sarnoski was President that year. I still remember his comments to the incoming Rookie Class. He said some of us would become Event Chairmen and Presidents one day. I said to myself, no f'ing way.

I got an early start working for the group, at my 3rd meeting Larry Stern approached me and asked if I would "volunteer" to organize the monthly meetings, a job previously handled by the Social Chairman. Larry said it would be easy, just find a hotel or restaurant that could provide space, food and booze for 60 people for 6 hours or so, and by the way, you have a \$25 per head budget. No problem.

After my Rookie year, Steve Thrush got me involved in *The Races* at the Event. No species was safe from the Race Committee; ostrich, pigs, dogs, pirate ships, taxis and even firemen were fair game during the 10+ years I ran that event. I did several years service in the Wives Tent before I was convinced to be the Event Chairman in 2009. Now, along with several other old timers and ex-Presidents, I hang out at the T-Shirt booth and take orders from Rod Freeman and Bob Kline. Along the way I was fortunate to be able to contribute in areas where I had some expertise (or was dumb enough to volunteer). I organized our first web site and created our initial email and electronic communications systems. The golf tournament was an on and off event over the years, from 2003 to 2008 I enlisted assistance from people who actually could play and got The Memorial Golf Tournament funded and turned into an annual, now a traditional event. I served on the Board for a couple of 4 year terms and as the timing worked out, was in a leadership position during our transition from a Carondelet support group to a fully independent 501c3 Corporation. That period of time was challenging but ultimately was one of the most rewarding aspects of my time with The Centurions.

The most rewarding aspect of being involved with the group are the friendships. Hopefully, those relationships will last a lifetime. Joelee and I have literally travelled the world with our

Centurion friends. A lifetime of experiences (and stories) come from those adventures. From the Greek Islands to the Great Wall and The Grand Canyon, Chamonix and Cholla Bay, the Pantheon, Pinetop and Peru and dozens more, all due to membership in a weird little fundraising group in Tucson.

In addition to The Centurions, I'm a life member and former chairman of the Fiesta Bowl Committee in Tucson, a life member of the NRA and the Tucson Trap and Skeet Club and a member of the DM50. In my spare time I ride and restore vintage motorcycles. I have operated Desert Rat-Off Road Centers since 1975 with 7 locations and 80+ employees. My wife Joelee and I have two daughters, both currently living in Northern California.

## **BEN KORN**



I moved here from Ft. Wayne, IN when I was 5 but I consider myself a Tucsonan. I grew up here, went to Sabino High School (Class of '96) then earned a Marketing degree at NAU. I ran the ski lift at Arizona Snowbowl in college and became an avid snow boarder (a.k.a. knuckle dragger). I lived in San Diego for 5 years after college and went through the Enterprise Rent-A-Car management training program.

I own a branding and marketing business called Safeguard. I moved back to Tucson in 2005 to eventually buy my family's business of 30 years. We completed that transition at the end of 2012. I have a mostly local, face-to-face business model, with a national structure that gives us international buying power, suppliers, billing, etc.

A lot of people ask me what the name Safeguard has to do with marketing. Safeguard started out 60 years ago printing business checks, and the check's security features were their competitive advantage. Over the years, we've expanded into many other types of full color printing, promotional products, apparel, etc. Our goal is to help Tucson businesses succeed.

I've been involved in a number of community organizations and Boards since I returned to Tucson, including Tucson Young Professionals, Imagine Greater Tucson, Greater Tucson Leadership, Tucson Metro Chamber Board and the Emerging Leaders Council.

When I learned I might have an opportunity to be a Centurion, I said, "HECK YEAH! It would be an honor to be considered."

I'm so glad I did. I am very proud of what the group does for Tucson and our charities, but it is this group/mix of guys makes it the best. I don't believe there is a more down to earth, hard-working, fun, and accomplished group anywhere. I sincerely believe we have something special because of our members.

Mary and I have been married for about 5 1/2 years. I met her at a bar in Show Low; great story. I'll tell you about it sometime if I haven't already. She's an unbelievably strong and resilient young lady that has endured a lot (she's also super-hot, which I'm told is the REAL reason I got into the group). Her son is 27 and a realtor with Long Realty here in Tucson. We don't have kids together (we have 3 very sweet dogs though) but maybe someday, grandkids!

I play golf. I play more golf than most people, pretty much once or twice each weekend. Mary plays golf too but she pushes me to have "guy time" .... so I accommodate her.

We love to go out to the numerous events around Tucson. We also get in a couple ski trips every year (Centurions-Park City has been AWESOME)!

## A Message from BBBST

*Marie Logan*



The second year of Big Brothers Big Sisters Mentor2.0 program launched on September 21st, with almost 100 freshman and sophomore students at Amphi High School participating in this innovative program funded by The Centurions. For most of these students, high school graduation is the only goal they've aspired to. With the help of their mentors and the Big Brothers Big Sisters Mentor2.0 staff, these students are learning to broaden their horizons, set higher goals, and fulfill their potential.

Through weekly class sessions, guidance from their personal mentor, monthly learning activities, and coaching from the Big Brothers Big Sisters Program Specialists these students are being prepared to graduate high school ready for college and career.

With the 2016-2017 school year as a baseline year, Big Brothers Big Sisters is monitoring changes in student's attitudes, attendance, mobility, and grades to ensure the Mentor2.0 program results in positive outcomes for students. Early reports indicate Mentor2.0 students are highly engaged in the program, trust their Mentors, and are returning to year two of the program at a higher rate than the national average. This is good news, and indicates the program is off to a great start for our students.

We invite all Centurions to attend one of our monthly activities! Please contact Marie Logan, [marie@tucsonbig.org](mailto:marie@tucsonbig.org) to register. We look forward to seeing you.

***Thank you for making this Mentor2.0 possible for students in Tucson!***



# Name the Newsletter Update

*Kermit Miller*

As you can see, we still don't have a name for our newsletter. A committee of brilliant Centurions reviewed the entries submitted and narrowed the choices to the following:

- The Centurion Sentinel
- The Centurion Chronicles
- The Centurion Oracle
- The Centurion Scribe
- All Things Centurion
- The Centurion Scuttlebutt

Email me ([kermit.miller@thecenturions.com](mailto:kermit.miller@thecenturions.com)) with your preferred choice by the end of October, so we can announce the winner at the November meeting.

## Accident in Baja!

*Kermit Miller*

While vacationing in Baja with other Centurions, Donnie Cathey tried to operate his RZR far beyond his skill level. The result was inevitable. He rolled it! Luckily his injuries were mostly to his pride but he did get a great shiner. I think it enhances his appearance.



## Calendar of Events

*Kermit Miller*

- Wednesday, October 18, 6 pm - Cocktails/Membership/Rookie Introductions, Contigo at the Westin
- Thursday-Sunday, October 19-22 - Mexico Trip
- Friday, October 27, 6 pm - Halloween Party at the Rialto Theater
- Friday, November 3, time TBD - Wine Tasting at Tom Murphy's home
- Wednesday, November 15, 6 pm - Cocktails/Membership/Awards, Martin Drug Co.
- Saturday, December 2, 6 pm - Annual Dinner Dance, Hacienda del Sol
- Sunday, December 17, 3 pm - Gaslight Family Matinee, Gaslight Theater