



# BC Eagles in Action

Volume 2, Issue 1

October 25, 2012

## A Message from Our Worthy Provincial President

Hi, everyone!

First of all, I would like to congratulate Past Provincial President Brian Kersey on his year. What a great year you had, Brian! I really have some big boots to fill (literally!).

This is the start of another Eagle year, and with it, my year at being your Provincial President. I am really looking forward to representing you for this coming term. The Grand Aerie Convention in Grand Rapids, Michigan was a wonderful time. Along with learning a lot of new things, it was wonderful meeting some new friends and seeing some old ones. I'd like to congratulate Brother Dave Smith on his election as Grand Aerie Inside Guard. Well done, Dave. I'm sure you'll do a great job.

My visitations so far this year have been lots of fun, and I thank everyone who has come out. This year, I really hope that everyone gets out there and raises a lot of cash for our different charities. This money is definitely needed by all of the groups that need our support. If you need to get in touch with a Provincial Chairman of any of our charities, get your Aerie secretary to look them up in my term booklet. He received one at the Provincial Convention.

If you're passing through Kamloops, please stop in and say hello. We are open seven days a week. We always have something going on, be it crib, karaoke, and lots of draws. Everyone is welcome.

My term charity is Lupus, and thanks go out to all the Eagles who have given their kind donations so far. It's a great cause that is unfortunately overlooked most of the time. You can visit online the BC Lupus Society at <http://www.bclupus.org> or you can send donations directly to #329 - 720 6th Street, New Westminster, BC V3L 3C5. Please add on the note line of any cheques that it's for the Eagles, and if you could let our Charities Coordinator Gord Eason know the amount that would be much appreciated. You can email Gord at [shorties@shaw.ca](mailto:shorties@shaw.ca) or give him a quick call at 250-376-9904. Thanks again.

Well, it's time to sign off for now. I wish everyone a great autumn, and I hope to see you on the Eagle trail this term.

Fraternally,

**Ron Gair**

**B.C. Provincial Aerie President**

**2012-2013**



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## Junior Past Provincial Madam President Edith May

Hello Brothers,

Now that the term for PWP Brian and I has come to an end, it is a bit sad. Brother Brian was a great companion to travel with, even if he did talk a lot! But how do you get to know someone otherwise? I would also like to thank Brian's wife Heidi for her patience as we went through the term.

Last term is now only be a memory but it is a memory that no one can take away from us, right, Brian? To everyone who helped to make those memories possible: Thank You So VERY Much. Your donations to our charities, the gifts, and the friendships will never be forgotten.

To Brian: You have been a great partner. We often asked: 'Why did we end up being Presidents together?'

At some point we stopped questioning it. Your moral support when I spoke on Alzheimer's was more than I could have asked for and I hope you know how much it meant. I wish you continued success in your future endeavors. Final word of advice: beware of drum sticks and pancakes!

To Brother Ron Gair: I wish you a successful year. You will have challenges but remember you have a province full of friends who will be there to help.

To all the Provincial Aerie Officers, I wish you well and much continued success as you go through the Provincial chairs.

We appreciate how the Brothers 'Locked Up' Membership and the Sisters 'Added a Rose.' Everyone have a wonderful fall and I'll see you in Vernon come Springtime.

Remember: Happiness Keeps You Sweet, Trials Keep You Strong, Sorrows Keeps You Human, Failures Keep You Humble, Success Keeps You Glowing, But Only Friends Keep You Going.

So Thank You, friends, for working so hard for Brian and me., and let's keep things growing for Ron and Thelma.

Fraternally,

**Edith May**  
Junior Past Provincial Madam President

## Prov. Conductor Randy Strang

Hello Brothers,

I would like to take this time to thank all every one who competed in Ritual Competitions last year and I hope to see even more Brothers get involved this year. There were lots of laughs which always makes the Ritual Competition such a good time. Ritual is fun, so have regular practices. On another subject, if you or your Aerie needs pins for your Presentation Nights, just let me know and I'll make sure you get the items you need. My sincere thanks to Provincial President Ron for choosing me as his Pins Chairman. I look forward to seeing you Brothers on the Eagle Trail.

Cheers for now,

**Randy Strang,**  
Prov. Conductor





## MAPLE RIDGE AERIE 283 I

### CALENDER OF EVENTS 2012/2013

<b>October 29</b>	Ladies Aux Bingo
<b>November 1</b>	Provincial President Visitation (Thursday) <b>1<sup>st</sup> Friday dinner (moved to Thursday)</b>
<b>November 11</b>	Remembrance Day L. Aux. Lunch followed by Crib tournament (Wayne)
<b>November 18</b>	Family Dinner
<b>November 25</b>	Grey Cup (Eric + Ed)
<b>December 7</b>	1st Friday TREE UP (Cory)
<b>December 9</b>	Kids Xmas Party (Wayne)
<b>December 10</b>	<b>Ladies</b> Aux Xmas Party (WE serve—dress: Black & White)
<b>December 16</b>	Family Dinner - Donation Dinner
<b>December 28</b>	Tree Down Decorate for New Years Eve NEW YEARS EVE
<b>December 31</b>	New Years Eve Party
<b><u>2013</u></b>	
<b>January 4</b>	1st Friday
<b>January 13</b>	<b>Ukrainian Dinner need entertainment</b>
<b>January 20</b>	Family Dinner
<b>February 1</b>	1st Friday
<b>February 9</b>	Valentine's Dance (Cheryl, Rita, Joseph, Joyce)
<b>February 15-16-17</b>	Zone Conference (Hope)
<b>February 24</b>	Family Dinner
<b>March 1</b>	1st Friday
<b>March 17</b>	<b>Family Dinner</b> <b>St Patricks Day</b>
<b>April 5</b>	1st Friday
<b>April 20</b>	Membership Dinner ( hall rented Apr. 13 )
<b>April 29</b>	Ladies Aux Bingo
<b>May 3</b>	1st Friday
<b>May 11</b>	Strawberry Tea
<b>May 12</b>	Mothers Day
<b>May 25</b>	Installation of Officers
<b>June 16</b>	Fathers Day

## From the Junior Past Provincial Worthy President



**Hello Brothers,**

I would like to thank you for all your support that you have given me this past term and all the ones leading up to it. I'm sitting here writing this now four months after the Convention and thinking of what a great term I had being your President. You all made us feel so welcome on all our visits and proved that the Aerie and Auxiliary do work well together, for that I thank you.

Speaking of Aerie and Auxiliary working together, I would like to give Abbotsford a very big hand and a load thank you for the most amazing job this past convention. I think they rose to the occasion and looked after every detail that needed to be done. The meals were great and the entertainment and volunteers were outstanding. I was very proud to be an Abbotsford member. So thank you, Abbotsford, for making my Convention very special. From what I hear, a lot of people think the same: GREAT JOB!

When I started this journey last June I really did not know what I was in for, even if the Past Presidents tell you what it's all about. You never really know until you travel the road and see for yourself. I have been given a gift from you Brothers that I could not buy with all the money in the world. I never realized how much love and friendship the Eagle Brothers have, and are willing to share their life and time on a project that someone else believes in. All the gifts and donations and the excellent food was to die for, and I think of everything often. I have all the gifts in my 'rec room' and remember the fun I had each night I received them. I hope you all never change who you are, so that you can share the love and friendship with the next President and most important the new members. If you make them feel the way you all made me feel, your club numbers will triple. **So please find time to give them a part of the gift you gave me.** To all the Brothers that chaired a committee for my term, great job and thanks a bunch. The funds raised by your teams were outstanding! So thank you also to the Teams!

I thank you all for the money's that were raised for Camp Good Times, I never thought it would reach that total (\$60,000). WOW. You all are amazing. Me and the kids of the Camp say thanks! BC Eagles ROCK!

I would also like to wish my buddy Ron a great term and all of his Officers as well. Enjoy the ride, Ron, it's great and you'll never experience anything like it! Let's Ride into the Eagle Future with Ron and make changes!

I have been appointed the new provincial Children's Art Contest Chairman and I thank all the Provincial Officers for stepping up and telling me they would love to help keep this project going in their perspective towns. Thank you, Brothers, for letting me know you will help. We have big shoes to fill and I would like to thank Tom Donnelly for all his years of doing this project. I will contact you all when I get my info, and if there is anyone out there that does not have a Provincial Aerie Officer in your club and would like to be involved in this project in your town please feel free to contact me at [hoss2726@telus.net](mailto:hoss2726@telus.net).

God Bless you all, be safe and thank you.

**Brian Kersey, Prov. Jr. Past Worthy President**

**Maple Ridge Aerie #2831**

**First Friday Dinner \$6.00**

***November 2, 2012***

**Doors open 4 P.M.**

**Dinner at 5 P.M.**

**Bring your family and friends  
Everyone Welcome**



**From the Provincial By-Laws & Resolutions Chairman**

Brothers,

If you have any suggestions for changes to the By-Laws of the Provincial Aerie, please send them to me, Dave Smith, at [fran-dave@shaw.ca](mailto:fran-dave@shaw.ca) or to Provincial Secretary Will Heigh.

Thanks in advance,

Dave Smith, PPP

B.C. Provincial By-Law Chairman



## Diabetes Month Local Aerie/Auxiliary Tool Kit

November is American Diabetes Month and we're encouraging Aeries and Auxiliaries across the jurisdiction to help us raise awareness for The Fraternal Order of Eagles Diabetes Research Center by utilizing our new American Diabetes Month Tool Kit. Some of the documents and information provided in this Media Kit are ready-made pieces for you to deliver to your local media, i.e. newspapers, TV stations and radio stations. In addition, we have prepared posters of varied sizes for you to print out and deliver to public locations to promote the Eagles' involvement in finding a cure for diabetes. Please utilize some in your building, too! You are an important partner in the Grand Aerie's ongoing work to increase public awareness of The Fraternal Order of Eagles and we're dedicated to providing you with the tools you need to be successful.

*What's in your Media kit?*

### **Letter to the Editor**

A letter to the editor has a more personal touch than a standard press release and is generally included on Editorial pages, which have high readership. Submitting a letter to the editor allows you to potentially access an avenue of communication that requires less time or effort from staff than a story stemming from a press release, thus increasing your chances of publicity. Please personalize this letter for your local media.

### **Press Release**

The included press release has been formatted for you to include information specific to your Aerie/Auxiliary and should be delivered to the newspaper along with the letter to the editor and PSAs. When using the press release, we strongly recommend that you fill in the designated blanks but leave the remainder of the document alone. It has been prepared to best accommodate the needs of media outlets. If you would like to list a local member as the media contact on the release, feel free to do so.

### **PSA**

A PSA is a public service announcement and is typically used in television or radio announcements to raise awareness for a particular cause. We have included 30-second and 60-second PSAs for television and radio, as well as PSAs that can be used for print publications.

### **DRC Video**

This brand new 9-minute video provides incredible insight into the work done by our organization to develop the F.O.E. Diabetes Research Center in our quest for a cure. When you plan an event, make time to share this video with guests to show them the level of passion and determination Eagles have to help make a difference.

### **Poster**

Four posters are available in different sizes (8 ½ x 11 and 11x17) for you to download and print. These can be printed in your Aerie or taken to a local printer. Use them in your Aerie home, but more importantly, pass them out to local businesses and public facilities that people access frequently, such as libraries, coffee shops, local government buildings and local restaurants.

### **Four-Up Handouts**

A four-up handout was created to allow for easy printing and distribution by Eagles. The document is a standard 8 ½ x 11 page split into fourths. Cut them out and share them!

### **Business Cards**

Two business card templates have been provided to allow Eagles to easily print collaterals that fit perfectly in any purse, wallet or pocket to be shared with non-members at public parties, sporting events, fall carnivals and more. These pages are designed to be printed on "Avery Letter #5376 – Business Card" paper to make the printing process as easy for our members as possible. Write a personal note on the back, advertise an event or use in some other creative



way.

### **DRC Tri-Fold Brochure**

A PDF copy of the most recent version of our Diabetes Research Center brochure is included for members who would like instant access to this popular collateral. Members can also order the brochure from the Grand Aerie Supply Department at [supplies@foe.com](mailto:supplies@foe.com) or by calling 614-883-2178. Brochures are free of charge up to 100 copies (shipping costs still apply). Additional copies are available for a small fee.

### **DRC Frequently Asked Questions**

The FAQ document provides a brief run down on the history of the F.O.E. Diabetes Research Center. This tool is perfect for media outlets that request background information regarding the F.O.E.'s involvement with diabetes research.

We hope this kit drives our members to celebrate American Diabetes Month with their community and raise awareness for the F.O.E. If you have any questions about the content of this Media Tool Kit or need additional information, please contact the Grand Aerie Marketing Department at 614-883-2210 or email us at [marketing@foe.com](mailto:marketing@foe.com).

## **From Provincial Treasurer Cory Krisko**

I send happy autumn wishes to all from the Treasurer's desk.

It was a pleasure to serve the Brothers in P.P.P. Hoss' great term, and I thank you for your confidence in me for Brother Ron's term. Brian's heartfelt speeches and whip-cracking will be a high bar for Ron to aspire to. I look forward to an extra effort from all to support W.P.P. Ron in achieving his goals this year.

Financially, Brothers, we continue to stay slightly in the red, owing to Aeries not making their Membership Quotas, and therefore our budgetary expectations were high (again) based on the faith we still have in the good intentions of the Aeries across the province. Remember, every member you sign brings us closer to our budget, so we thank you in advance for all your hard work on Membership.

Fiscally, we are revising our methods and cutting corners wherever we can, and with a renewed effort from our crafty Trustees (who have a host of fundraising ideas soon to become an inspiration to us all) these measures should see us into the black just fine. It's all good — we just need to keep being smarter as time rolls on.

Fraternal best wishes,

Cory Krisko

Provincial Treasurer

[ckrisko44@gmail.com](mailto:ckrisko44@gmail.com)

778-229-4723

P.S. My sincere thanks to everyone who has sent me such good wishes for improving health during my recent down time. I'm looking forward to getting back into the swing of things. Laying about in a hospital drives me CRAZY (Brother Will says that this is a very short trip for me and I agree). Again, thank you all so very much.—C.



## From the Provincial Secretary

Hello Brothers,

I'd like to express my enormous appreciation for the continuing privilege of being elected once again as your Provincial Secretary. I am humbled by your steady confidence in me. I thank you very much and remain open to all suggestions you make as to how I can serve you better in this capacity.

It is happy news to mention that Brother Gord Eason of Kamloops #3453 is our Charities Coordinator this term so please, Chairmen and Secretaries, get your charity donations totals in to Bob at least a month before next Convention. His contact info is on page featuring the Provincial Executive's contact info. Next, for any Aeries that want to host a Convention for 2016 or beyond (2015's will be held in Penticton, by the way), please refer to the Provincial By-Laws for the process. The 2011 Provincial By-Laws are available on the provincial website at [www.bcfoe.com](http://www.bcfoe.com). If you want a printed copy, just let me know and I'll send one out to you. There are numerous suggested By-Laws amendments afoot this term so please forward your proposals to By-Laws Chairman Dave Smith or me for their circulation to all the Aeries in B.C.

While on the topic of Brother Dave, it is splendid news that he has been elected as Grand Aerie Inside Guard; I am certain that he will serve us proudly in that position. We wish him very well indeed.

At the Grand Convention this year, numerous changes have taken place to the Statutes, including upcoming increases to the Grand Aerie per capita tax and the formal designation that Aerie Treasurers and Secretaries shall use the designated Cash Books (as have been proscribed in the Constitution for years now). Copies of these changes have been received by all Aerie Secretaries and Provincial Officers, so please contact them or me to receive a copy.

When the Cursory Audit Surveys are performed this term, all criteria emphasized in the new changes to the Statutes will be expected as standard practice from all Aeries, so if your Treasurers and Secretaries are not using the proper and required Cash Books, please take steps to make sure they implement such changes. For those who prefer to perform the duties on computer, I have devised electronic format versions of the two Cash Books. They are available on the Resources page of the BC Provincial website at the following URL: <http://www.bcfoe.com/resources.html>

The files are in Microsoft Excel format, and for those who are more adept at email than they are at surfing the 'Net, email me and I shall send you copies as attached files.

The Executive Teleconference is set for January 18th. Our Autumn Executive Session wrapped up last month in Kamloops, and was quite productive. This term's Cursory Auditors will be in contact with all Local Aeries very soon, and I'll talk to you all again soon.

Just a quick sidebar: upon his illness, Brother Cory Krisko emailed to express his apologies for not getting together with me for our monthly check-in meeting. This shows his amazing character — admirable and rare indeed. A splendid man and an amazing Brother. We're lucky to have him.

Get well soon Cory and Gerry!

Fraternal regards,

Will Heigh, Secretary, BC Provincial Aerie,

301-33430 Bourquin Place, Abbotsford, BC, V2S 6V8, (604) 852-9183 [wbh@telus.net](mailto:wbh@telus.net)

## From the Provincial Vice President/President-Elect

Hello Brothers,

We're into a new year and kudos to Brother Hoss as there was a lot of good ideas this past year in achieving his goals — we wanted to show that it did not fall on deaf ears. We at New West #20 put that sign up on the wall and that produced a couple of new members so far.

Also we got back to basics to toot our own horn when we gave funds back into the community. So Brother Brian, you had a great informative year which will carry on for years to come.

To Brother Ron Gair, thank you for asking me to be your Cancer Chairman. We will make this your record year, along with Bro. Ron's charity, Lupus, as Aerie #20 is looking to putting something together early. We Brother officers have gotten together and we are ready to stand alongside you through this sensitive year. Your team will make this a great year.

I'd like to thank everyone for their concerns and best wishes after my heart attack. I truly appreciate it, and I'm gathering and building my strength for a comeback. Thanks again to everyone.

Fraternally, **Gerry Liu**, Provincial Vice President/President-Elect





## From Provincial Trustee Steve Chisholm

**Hello Brothers,**

The Provincial Board of Trustees requests that any Aeries who won perennial trophies and plaques last year at Convention to please be certain that they are brought back to the Trustees by Wednesday night, June 6th if at all possible, at this year's Provincial Convention in Abbotsford. Congratulations to all the Brothers continuing on the Provincial Executive. All the best to Provincial President Ron this term — I'm sure we'll have a great year. I thank him for placing me on the Ritual Committee this term. Also, if there are any challenges or questions that Brothers in the Kootenays may have, please contact me in my role as Troubled Aeries Chairman in Zone 4 this year.

Thank you all,

Steve Chisholm, BC Prov. Trustee  
250-420-7887 [poppychi62@gmail.com](mailto:poppychi62@gmail.com)

## From the Provincial Membership Secretary/Treasurer

Hello again, Brothers...

As you'll see from the toteboard on the next page, we've had a good year in Membership so far. Some Aeries are doing their best to ward off some retrograde motion on their rosters due to death, moving members and lapsed dues renewals. But we cannot let the losses we suffer each term remain unchallenged.

Remember, the quotas set by Grand Aerie are there to help us keep up with the losses we all suffer; to thrive, we have to meet these quotas and then surpass them, even if it's only by a single member. We all need to help our Aeries make—and then BREAK—their quotas for the year. There's a list of the current membership standings for our Aeries in the province on the back page of this bulletin, showing the totals with a color coding to show Aeries that have added to their roster since June 1st (blue), those that have lost members since then (red) and those that have stayed the same (black). You'll notice the pattern, which is why we need to get more members either back (through re-enrolling them) or in for the first time.

Membership prizes this year will be a bottle (26 ounces at least), provided your Aerie makes its Ride Number. If your Aerie doesn't make that number, your Aerie will owe the bottle to the Provincial Membership Board. The bottles will be handed out at Convention in Kamloops. While we're underway quite well, it looks like we all have some work to do.

Until next time, be good to each other, and sign some members up to help Provincial President Ron in his efforts to Ride Into the Future.

Fraternal regards,

Will





## Provincial Membership Toteboard

October 25, 2012		YTD		TTD	OCT						
BRITISH COLUMBIA		N	R		N	R	QTA	VAR	RIDE #	% of Q	% of RIDE
*	<b>10 ROSSLAND</b>	23	11	34	11	10	12	22	30	<b>283.33</b>	<b>113.33</b>
	<b>12 VICTORIA</b>	0	0	0	0	0	12	-12	32	0.00	0.00
	<b>15 NANAIMO</b>	0	0	0	0	0	12	-12	20	0.00	0.00
	<b>20 NEW WESTMINSTER</b>	1	0	1	0	0	12	-11	14	8.33	7.14
	<b>22 NELSON</b>	1	0	1	0	0	12	-11	12	8.33	8.33
	<b>1864 SPARWOOD</b>	0	0	0	0	0	12	-12	12	0.00	0.00
	<b>2075 VANCOUVER</b>	0	1	1	0	1	12	-11	13	8.33	7.69
	<b>2096 PORT ALBERNI</b>	0	1	1	0	0	12	-11	13	8.33	7.69
*	<b>2101 LADYSMITH</b>	16	7	23	1	4	36	-13	30	63.89	76.67
	<b>2546 DUNCAN</b>	3	4	7	2	0	36	-29	24	19.44	29.17
	<b>2638 NORTH-WEST</b>	16	0	16	0	0	24	-8	30	66.67	53.33
	<b>2690 HOPE</b>	12	0	12	0	0	12	0	59	<b>100.00</b>	20.34
*	<b>2726 ABBOTSFORD</b>	15	14	29	5	5	36	-7	121	80.56	23.97
	<b>2831 MAPLE RIDGE</b>	1	1	2	0	0	12	-10	27	16.67	7.41
	<b>2838 TRAIL</b>	1	1	2	0	0	12	-10	13	16.67	15.38
	<b>3027 CRESTON</b>	0	0	0	0	0	12	-12	12	0.00	0.00
	<b>3032 CRANBROOK</b>	2	5	7	1	0	12	-5	39	58.33	17.95
	<b>3097 CAMPBELL RIVER</b>	7	5	12	2	1	36	-24	31	33.33	38.71
	<b>3318 PRINCE GEORGE</b>	0	0	0	0	0	12	-12	22	0.00	0.00
	<b>3453 KAMLOOPS</b>	7	10	17	0	2	36	-19	50	47.22	34.00
	<b>3557 VERNON</b>	1	1	2	0	0	12	-10	26	16.67	7.69
	<b>3922 PARKSVILLE</b>	1	0	1	0	0	12	-11	3	8.33	33.33
*	<b>4281 PENTICTON</b>	32	5	37	7	0	36	1	87	<b>102.78</b>	42.53
	<b>4400 CHEMAINUS</b>	2	1	3	0	0	12	-9	20	25.00	15.00
<b>TOTALS</b>		<b>141</b>	<b>67</b>	<b>208</b>	<b>29</b>	<b>23</b>	<b>444</b>	<b>-236</b>	<b>740</b>	<b>46.85%</b>	<b>28.11%</b>
<b>ZONE BREAKDOWN</b>		<b>ZT</b>	<b>ZQ</b>	<b>VAR</b>							23 over last term 185
Island 6/8		47	168	-121							
Lower Mainland 6/6		61	108	-47							
Interior 3/4		56	96	-40	LEADERS						
Kootenays 4/6		44	72	-28	* ZONE LEADERS						
<b>TOTAL 19/24</b>		<b>208</b>	<b>444</b>	<b>-236</b>							

## **From Childrens Fund Chairman Cory Krisko**

**Brothers,**

Under the Children's Fund, all monies donated to Children's Hospital shall be included. As Children's Hospital is a provincial resource, and unfortunately so in need, a separate designation has been made from the Jimmy Durante Children's Fund. The focus on expansion of Children's Hospital has seen a lot of fundraising effort in recent years, and I aim to make this a big year with your help. If I can be of any help with your Aerics' efforts this year, please call or email.

**Cory Krisko**

Children's Fund (Children's Hospital) Chairman

[ckrisko44@gmail.com](mailto:ckrisko44@gmail.com)

778-229-4723

## **From Provincial Outside Guard Renee Paquette**

**Hello All:**

Abbotsford did a phenomenal job on hosting our Provincial Convention. I am proud of all who made Convention a success. A Heartfelt Thank you to all the Brothers who have supported me on moving up the Provincial ranks. Congratulations to all the Brothers and Sisters who were nominated and voted onto the Provincial Board this year and especially to Ron and Thelma who have put in the time and effort to let us Ride Into The Future.

I look forward to the upcoming year and supporting Ron and Thelma during their term.

I know this may come as a "complete shock" but I really have an easier time talking to you all then writing this message so that is all I have to write. I will TALK to you all soon, I'm just saying...

Your Provincial Aerie Outside Guard,

**Renee Paquette**

P.S. Dallas Cowboys 2013 Super Bowl Champions.

P.P.S. Thoughts and prayers to our Provincial Vice-President Gerry Liu and Provincial Treasurer Cory Krisko. Hope you both have speedy recoveries.—R.

## **From Provincial Trustee Ray Hawksworth**

**Dear Brothers,**

It was a wonderful experience to be elected to the Provincial Aerie Executive Board as one of your new Trustees. Thank you all for your votes; I'll do my very best. I am really eager to serve you all and I thank Provincial President Ron for tapping me as the Provincial Publicity Committee (Brother Will, you'll be hearing from me this term!). I'll be involved in our new Provincial Facebook page, by helping to get the word out there about all the things us Eagles do and that make us the best fraternal organization in the world. Make sure you stop in for a visit if you are in the Victoria area — we'll have lots of fun. Please contact me if I can be any help to you or your Aerie this year. I think we'll all have great success this term for Brother Ron and I hope to see you all as we fly high as Eagles.

All the best and thanks again,

**Ray Hawksworth, PWP**

Provincial Trustee & Publicity Chairman, 250-880-0521 [rayhawksworth@shaw.ca](mailto:rayhawksworth@shaw.ca)

## From Provincial Chaplain Eric Harry

Well were into another new term working towards our charity goals. First off I would like to congratulate Hoss for his great work last year and I would also like to wish Ron Gair success for his year as Provincial President.

This year, Ron has asked me to be his Arthritis Chairman and I was pleased to except. Unfortunately, last year our donations for Arthritis were not that strong, so I would like to put out a request, that maybe this year, each Aerie in the Province put on at least one function or event to help raise extra funds for this painful and disabling disease. If you have any new or different ideas for fund raisers, let me know and I will be happy to pass them along to our Aeries throughout the province.

On a different note, when you find out that a member is sick or injured, be sure to let your Sick and Visiting Committee, President and Secretary know so that they can get the word out to our other members. This is the only way that we can send out get well wishes and let the Brothers know that we are thinking about them and are concerned about their well being.

The PNWRC was well attended (about 150 members) but there was a poor showing from the Provincial Officers, with only myself in attendance. The food was great and the socializing with the other State members was well worth the trip.

We can send our get-well wishes to our Vice President Gerry Liu (who, I hear, is continuing to recover nicely from his heart attack and is out of hospital and recovering steadily) at his home address 470 A East Columbia Street, New Westminster, BC, V3L 3X5 or by phone/email at **778-861-7388** and [guido8820@gmail.com](mailto:guido8820@gmail.com). In addition, our Provincial Treasurer is also on the mend following some irregularities with his heart also; you can reach Cory at #82-19250 119th Avenue, Pitt Meadows, BC, V3Y 2B2 or by phone/email at **604-465-4840** and [ckrisko44@gmail.com](mailto:ckrisko44@gmail.com).

That's all for now — I send my thanks to everyone.

Fraternally yours,

**Eric Harry, Rossland #10**

### Brothers We Have Lost This Term...We Shall Remember Them

JOHN	BAILEY	2101 LADYSMITH	JERRY	SHPELEY	3557 VERNON
GEORGE	BARNARD	2638 NORTH-WEST	BERNIE	THALMAN	10 ROSSLAND
JANET	BASHAM	2690 HOPE	WAYNE	WOOD	2101 LADYSMITH
BARRY	BELTON	2546 DUNCAN			
CHUCK	BERLINGHOF	3557 VERNON			
PETER	BROOKSBANK	2638 NORTH-WEST			
JOHN	BROUILLARD	2075 VANCOUVER			
JOHN	BUKOWSKI	2690 HOPE			
JOHN	CATTO	12 VICTORIA			
RICHARD	CATTON	22 NELSON			
MURRAY	CHADWICK	2101 LADYSMITH			
EDWIN	FINNERTY	4281 PENTICTON			
KENNETH	HATTON	2101 LADYSMITH			
JOHN	LOWERY	2101 LADYSMITH			
WILLIAM	MATHESON	4281 PENTICTON			
CLARENCE	MITCHELL	3097 CAMPBELL RIVER			
EARL	MOGGEY	3032 CRANBROOK			
MARK	PROCTOR	2101 LADYSMITH			
ROBERT	RONEY	3097 CAMPBELL RIVER			
NICK	SERHENIUKE	2638 NORTH-WEST			

*"We shall meet again in the Grand Aerie beyond,  
where the faults and frailties of this earthly life  
are forgotten, and all become perfect  
in the love of an infinite God."*



## A Letter Received...

From: Emma White

Sent: Saturday, June 09, 2012

To: wbh@telus.net

Subject: Will Heigh - Website Resource Suggestion

Hello Friends at Fraternal Order of Eagles,

Following a recent visit to your site, Fraternal Order of Eagles I could not help but be impressed with the amount of information and support you offer your visitors. My name is Emma White and I would like to share with you our resource, **BrainandSpinalCord.org**. Our mission is to be the most reliable, timely and complete resource on the internet for brain injury and spinal cord injury survivors. These injuries can be devastating, causing physical and emotional distress, as well as loss of wages.

Will, on your page, <http://www.bcfoe.com/links.html> there are other resources available that I believe our site would make an excellent addition to. I would be extremely grateful if you would include a link to our site on this page. Please just send me an e-mail letting me know what you think. I look forward to hearing from you soon.

Thanks again,

Emma White

Communications Director, [emma@brainandspinalcord.org](mailto:emma@brainandspinalcord.org)

*Dear Emma,*

*I completely agree. I've added your link to the page, and thank you for the noble work your organization performs.*

*Fond regards,*

*Will Heigh, Secretary, BC Provincial Aerie, F.O.E.*

## From Provincial Trustee Steve Welcher

Hello Brothers,

I would like to take this time to say thank you. As a Provincial Trustee it has been a great honour and an eye-opening experience. I again have the privilege to be a Committee Chair on two causes this term: Island Zone Visitations and Sports. For the second, I am looking forward to reporting on the total Sports Support money raised in our communities across the province for Provincial President Ron's term, so if your Aerie has had functions or raised funds for sporting causes in your community, please keep me informed over the term and please forward on your totals to Brother Gord Eason, who is serving as Brother Ron's Charities Coordinator this year.

For Visitations, we have a great time at our Island Visitations and I hope to see you there. Our newest Brothers and Sisters are perfect guests at visitations, so please remember to invite them. For the Aeries on the Island, if your Aerie is having an event, please let me know by calling **250-714-6646** or by e-mail at [sappertonsteve@yahoo.com](mailto:sappertonsteve@yahoo.com).

Fraternally yours,      Steve Welcher  
Provincial Trustee



# **North Vancouver Eagles Visitation November 17, 2012**

## **50's Theme**

**COME & ENJOY OUR HOSPITALITY AND  
HAVE SOME FUN**

**Doors Open @ 5:00pm Dinner @ 7:00pm - Burgers  
and Fries**

**Music @ 8:00**

**Door Prizes Best Costumes**

**PLEASE RSVP**

**[aerie2638office@shawbiz.ca](mailto:aerie2638office@shawbiz.ca)**

The property offered for the use of the Provincial Aerie in a venture appears to be a half section of residential/agricultural land which is located near Kamloops but on the west side of the river between Westsyde to the south and Rayleigh to the north. There are three rights of way on the property and a covenant that need to be explained. There may also be a bank lien outstanding. Also, there may be some additional pages of the appraisal (appraiser's opinion page and comparables) that should be reviewed. It would be nice to acquire a copy of the community plan if one exists. I have sent a request to PPP Mike McPhee to obtain some additional documentation on these topics from the owner but have not received it as yet. The property is in the ALR and therefore has limited possible applications. The owner is apparently asking 1.5 million dollars for the property and would require a down-payment of \$250,000. It has been suggested that the Provincial Aerie could profit as much as \$500,000.00 to \$1,000,000.00 from raffling off of this property.

Some of the issues that were considered regarding this opportunity are as follows:

- a) The property has not been previously listed for sale so the appraisal value is all we have to go on (it appears to be a limited appraisal for bank purposes with no comparisons available or a "best-use" opinion from the appraiser).
- b) Setting up and running a raffle of this magnitude: what the raffle tickets would sell for (likely \$100 each, which would constrict the potential market and require the sale of more than 15,000 tickets to approach "break even" before interest and management fees have been tabulated) as well as how much would it cost to advertise and manage the raffle (we would likely need public advertising for a raffle of this magnitude).
- c) The risk involved in acquiring a somewhat isolated property as a raffle prize: we would likely be in a better position if we were to consider purchasing a property on a golf course or near a lake or at a ski hill for the amount of investment/risk being considered.

The following questions also occur:

- a) Who would be the potential market for this property raffle - the property seems a bit isolated and most likely adaptable for agriculture or single family residential {this property would likely appeal to a limited number of interested parties)?
- b) Financing the purchase: where would the Provincial Aerie get the down payment of \$250,000 (I don't think the Provincial Aerie has the assets to pledge as security for a loan of the size required)?
- c) Where would the Provincial Aerie get the balance of the 1.5 million dollars plus administration costs if the raffle did not sell a sufficient number of tickets (placing the Provincial Aerie in a situation that could cause potential insolvency is not an option)?
- d) Who would oversee the necessary governmental paperwork to run such a raffle (Rob Trask of Penticton #4281 has suggested that there are numerous government "T's" that need to be crossed and "I's" that need to be dotted in order to run a public raffle. He would likely be our "go-to" person for assistance with this matter)?
- e) What would be the legal cost of removing all liens and covenants (the title is not clear of all covenants and rights-of-way making it less desirable (if we purchase the property we would have to remove the covenants and rights-of way if at all possible)?

## **CONCLUSION**

The Trustees' responsibility is to avoid exposing the Aerie assets to risk. The lion's share of moneys generated from this venture would have to go to charities with only a small management fee being retained by the Aerie, (the potential return on the venture does not appear commensurate with the risk being proposed). If the Aerie is not already filing a Not For Profit tax return it would very likely have to in the future.

After considering the above issues I cannot in good conscience recommend that the Provincial Aerie participate in the suggested venture (This is my opinion only. I am not a qualified investment advisor and offer the above comments as the result of a request by the Worthy Provincial President to look into the matter).

**Bob Hazell** - Aerie 4281  
Provincial Aerie Trustee

*[From a motion posed to the Provincial Aerie Executive floor, the Provincial Aerie decided not to participate in a venture affliating it with the property described above.]*

## What's Up in New Westminster Aerie #20

**Thank You** to our Lower Mainland Aerie Brothers & Sisters for their continued support.

We look forward to the 2013 LMZC to be hosted at Hope by North-West Aerie #2690.



### **Ongoing Aerie #20 Fundraiser:**

#### **Weekend Meat Draws ...**

Every Friday (5 – 8PM) and Saturday (3 to 6PM)

\*\*\* 3 Meat Draws & 1 50 / 50 Draw

Where: **The Fireside Pub ... *The only Place to Be ...***

421 Columbia Street East

New Westminster, B.C.

604-521-1144

### **Gerry Liu's Cancer Fundraiser :**



At the Fireside Pub ...

3 Meat Draws 3:00PM

50 / 50 Draw Prize Draw **Stay Tuned-** for more Details

# BC PROVINCIAL AERIE EXECUTIVE 2012-2013 TERM

**JPWP Brian Kersey #2726**

34860 McCabe Place

Abbotsford, BC V3G 1 H1

**604-852-2598 hossal16@telus.net***YOUTH ART CONTEST, NOMINATIONS***VICE PRES./PRES.-ELECT Gerry Liu #20**

470 A East Columbia Street

New Westminster, BC V3L 3X5

**778-861-7388 guido8820@gmail.com***CANCER***CHAPLAIN Eric Harry #10**

355 Waterford Avenue

Penticton, BC V2A 6Z7

**250-493-5140 eyharry@telus.net***ARTHRITIS***CONDUCTOR Randy Strang #2075**

Box 3756

Vancouver, BC V6B 3Z1

**604-431-9231 rstrang@shaw.ca***RITUAL, BC PINS***INSIDE GUARD Mike Wilson #3097**

4063 B Gordon Road

Campbell River, BC V9W 1 W2

**250-287-9040 mike.wilson@t-mar.com***RITUAL, ZONE 1 MEMBERSHIP, NEW AERIES***OUTSIDE GUARD Renee Paquette #2726**

2150 Whatcom Rd.

Abbotsford, BC V3G 2K8

**604-302-8454 renee\_paquette@yahoo.ca****TREASURER Cory Krisko #2831**

#82 - 19250 119th Avenue

Pitt Meadows, BC V3Y 2B2

**604-465-4840 ckrisko44@gmail.com***CHILDRENS FUND, BC LUNG***TRUSTEE Bob Hazell #4281**

177 Secrest Ave.

Penticton, BC V2A 3R1

**250-493-4805 bhazell@telus.net****TRUSTEE Ed (Reb) Simmons #10**

248 Faulkner Road

Rossapur BC VOG 1 L 1

**250-367-7870 rebandlins@look.ca***EAGLE RIDERS***TRUSTEE Steve Welcher #15**

549 A Deering Street

Nanaimo, BC V9R 6Y2

**250-714-6646 sappertonsteve@yahoo.com***SPORTS, ZONE 1 VISITS***TRUSTEE Steve Chisholm #3023**

117 -6th Avenue South

Cranbrook, BC V1 C 2H5

**250-420-7887 poppychi62@gmail.com***RITUAL, SCHIZ., ZONE 4 VISITS & TRBLD AERIES***TRUSTEE Ray Hawksworth #12**

411-3252 Glasgow Ave.

Victoria, BC V8X 1M2

**250-880-0521 rayhawksworth@shaw.ca***PUBLICITY***SECRETARY Will Heigh #2726**

301-33430 Bourquin Place

Abbotsford, BC V2S 6V8

**604-852-9183 wbh@telus.net***ARCHIVES, NEWSLETTER, WEBSITE, MEMB. SEC.***CHARITIES COORDINATOR Gord Eason #3453**

206-855 Westminster Avenue

Kamloops, BC V2B 8P8

**250-376-9904 shorties@shaw.ca**



## From the BC Lung Chairman

Brothers:

The year past saw a drop in donations to B.C Lung, yet the numbers relating to lung ailments are rising at an alarming rate. Asthma, COPD, lung cancer, but to name a few. All of us know someone who suffers from at least one of these ailments and we owe this our best effort to help. Brother Ron will appreciate the efforts of all our charity work, but I ask that you put a little something into B.C. Lung for all our sakes.

B.C Lung Chairman

Cory Krisko

[ckrisko44@gmail.com](mailto:ckrisko44@gmail.com)

### THE SHORTEST BOOKS EVER WRITTEN

Being Humble The American Way

Compilation Of Scottish Charities

Eskimo Swimsuit Models

Rottweilers Who Speak Italian

The Who's Who Of Great Republicans

Morals And Ethics, Coalition Of TV Ministers

### ACTUAL HEADLINES:

Bankrupt Association Termed in Poor Shape

War Dims Hopes for Peace

Sneak Attack by Soviet Bloc Not Foreseen

Food is Basic to Student Diet

### BULLETIN DEADLINE

The following is the scheduled submission deadline date for this term's final Provincial Newsletter:

Nov. 30, January 31, March 31, May 30.

If any Sister or Brother would like to have the Provincial Newsletter e-mailed directly to them please send a request by e-mail to [wbh@telus.net](mailto:wbh@telus.net) by phone at **604-852-9183** or by surface mail to the address on the last page of this newsletter (requesting the newsletter). Copies of the most recent issue will be posted on the Provincial Website at [www.bcfoe.com](http://www.bcfoe.com) and will be e-mailed to all Local Aerie Secretaries and, if desired, surface mailed to those who want it.

**DEADLINE FOR NEXT NEWSLETTER IS: November 30, 2012**

(Remember Brothers, this does not mean you have to wait until November 20<sup>th</sup> to send in your messages. ACTUALLY, in by the 5<sup>th</sup> would be perfect in each case.)

So...let's see all your reports by November 15<sup>th</sup>, please, lads.

Regards,

— Will Heigh, Editor

...to All Brothers & Sisters & Eagle Family & Friends...

**Provincial President Ron Gair Visitation  
to Maple Ridge Aerie 2831**

**Thursday, November 1, 2012  
6:00 - 6:30 P.M.**

**Paliotti's Italian Restaurant**

120 Edge Street  
Maple Ridge, B.C.  
604-463-9826

**Please RSVP**

to

Graham Trim

Maple Ridge 2831 Aerie Secretary  
604-466-1897 [grahamtrim@me.com](mailto:grahamtrim@me.com)



### **BC Provincial Aerie Hall of Fame**

If any of you have any names for the Hall of Fame, please send them in. Look at your Aerie's past — does anyone in the past or today stand out? If you feel some one deserves this honour then pass their name and a bio on to Brothers Geoff and Ken Cross or to the Provincial Secretary.

Email me at geoffm11@telus.net or gffbater@telus.net or you can mail a letter to 6188 Birchwood Place, Prince George, BC V2K 1W6

I am sure that there are many people worthy of consideration.

Thanks again,  
PPNWRP Geoff Middlehurst

### **From Provincial Trustee Bob Hazell**

Hello to all the members of B.C. It's good to be back as your second year trustee (I'm not the new kid on the block anymore). The election went to a vote and I thank all who saw some potential in me and supported me. I will do my best not to disappoint you.

During my first year I took care of the charity spreadsheet for the provincial charitable contributions. I would like to thank all of you for making your submissions in such a timely manner. Our final total (not counting any monies that were raised by Hoss and friends in the dunk tank and through other means during the Convention (Thanks guys, that was a hoot) was \$382,675. I understand we might be down just a bit from the previous year but we should still be very proud of raising almost \$400,000 for local charities. These monies are all going back into our own communities. I just hope all you all are as generous this year and assist Ron to surpass The Hossman's total.

I also did some of the Aerie Surveys (previously called Audits). I recommend that everyone should get in touch with someone who has done some surveys and accompany them on one if you get the chance. You will gain some appreciation as to what goes into managing the finances and other aspects of an Aerie. Managing an Aerie is a demanding behind-the-scenes job that really does not get the full credit it deserves. I want to thank the officers of Vernon, Penticton, and Cranbrook who were so patient with me as I asked my sometimes seemingly meaningless questions.

As for the rest of my first year, I was told to keep my head down, mouth shut, observe and learn. For me it was a great first year and one I will not soon forget. And by the way, the Memorial Service was fabulous.

This year I will be acting as Assistant Secretary for Aerie 4281 while Dave Smith serves us as Grand Aerie Inside Guard. I am also working on some background research to raise money for the Provincial Aerie. The Trustees have been tasked with raising \$6000 this year so expect to be pestered by them at every opportunity.

A few of us from the Aerie went over to Kit Chamberland's for a Canada Day BBQ. What a nice casual get together. And I applied to become a Dual member of the Rossland Aerie. I hope to become a member of their Eagle Riders chapter if it ever gets going. Since I'm on the subject of bike riding I hope we all remember our Iron Eagle, Darrell Rall. Let's support the DRC with a few extra bucks to say to him that we have not forgotten the sacrifice he made and what he was trying to accomplish. That's not to say we should give any less to our Provincial President's charity, The B.C Lupus Society. Lupus is a devastating illness which can go undiagnosed for a long time. That's all I have for now as autumn seems to have arrived.

May you always have love to share, health to spare, and friends who care!

**Bob Hazell, Provincial Trustee**



## For The Sake of Retail Profit, Control Your Bar's Inventory

[compiled from various sources]

The food and drink is great, the service fabulous and your restaurant or bar is busier than ever - but are you still wondering why your bottom line profits aren't all that they should be? Alcohol sales (beverage sales) are an easy way to increase profitability because the costs are lower and the gross margin for alcohol sales is far greater than for food products. However, alcohol costs must be controlled if an operation is to reach maximum potential of gross profit from alcohol sales. Every reduction in cost renders a higher gross profit.

Alcohol costs that are above industry averages can negatively impact your profitability. A tight controlled and highly profitable bar typically generates a 20% or lower liquor cost. Because of the impact alcohol costs can make on an operation, it is important to know where beverage cost falls in relation to total sales on a daily or weekly basis. Beyond the bottom line of profitability, liquor costs also reflect an operation's control systems, management skill level, and value provided to your customers on a daily basis.

Many restaurant and bar managers do not calculate alcohol cost correctly, or if they do, they do not fully understand the process. If calculated correctly, the ratio can be compared to industry averages and previous performance.

Alcoholic beverages are included in beverage cost calculations. Soft drinks, juices, coffees and other non-alcoholic beverage sales are included in food cost calculations. With an accurate beverage cost, steps can be taken to improve the operation and ultimately improve the bottom line. The following is a step-by-step method for calculating alcohol or beverage cost.

Keeping in mind that eventually you want to compare your alcohol cost with industry averages, how you determine the numbers must be consistent with industry practices. The industry standard is based on the Uniform System of Accounts for Restaurants. This system identifies what items are included in each part of the beverage cost formula.

### **Beverage Cost = Cost of alcohol sales / Total alcohol sales**

You must first establish a specific time period for analysis. The beverage sales and costs should be generated during a set accounting time period of at least two weeks or more typically, every 28 days, or monthly.

#### ***Calculating alcohol (beverage cost):***

***Time frame:*** Working with your manager(s), set up a regular time frame to analyze your beverage cost. It is critical that the elements of the beverage cost calculation (sales, inventories and purchases) are representative of this time period.

***Alcohol sales:*** This is the relatively easy part – total the customer checks or reports from your POS, making sure to only include sales generated from alcohol sources. Remember to use sales only generated within the allotted time frame you have chosen.

Example: Alcohol sales (liquor, beer and wine) \$1,850.

***Cost of alcohol sales:*** The costs associated with alcohol sales are comprised of purchases and inventory level adjustments. In our experience, this part of the calculation is often computed incorrectly.

Determining the amount of purchases for the time period is straightforward:

Total all beverage purchases (include delivery charges)

Example: Alcohol purchases in past 28 days = \$500.

Equally important, and often not included in determining cost of beverage sales, is the inventory adjustment. Many restaurants and bars consider only purchases in determining beverage cost. This does not create an accurate alcohol cost percentage – depending on the day purchases are made and what the cut-off date is for including sales in the beverage cost calculation, your beverage cost could appear higher or lower than it actually is. Additionally, this discrepancy makes it difficult to compare and track your beverage cost.

For example, suppose you receive (purchase) all of your spirits and wine products on Thursday to prepare for the weekend. The time period you chose for determining beverage costs ends on Friday (the next day). In calculating your alcohol cost, it appears much higher than last month. While the increase may be due to theft or another operational issue, most likely it is due to calculating your alcohol cost inconsistently and incorrectly. Your purchases reflect a large Thursday delivery, however, you do not log the sales from the weekend to offset these purchases, making your beverage cost appear out of line. Additionally, you have not factored in the inventory adjustment.

**Determine inventory adjustment:** To properly determine beverage cost, a physical inventory of the main bars, service bars and storeroom areas must be conducted at the end of each time period. It is no longer standard practice to use outdated point count systems by eyeballing and guessing how many fluid ounces are in an open bottle.

For an accurate inventory and beverage cost, it is imperative to weigh open bottles and tapped kegs and subtract the tare weight of the product container for the exact fluid ounces of liquid left. Once you have your ending period inventory level, look at the change from your beginning (start of time period) inventories. The key to accurate cost determination is to understand the role inventory levels play.

For example, if your beginning inventory level is valued at \$100 and four weeks later the ending inventory for the period is valued at \$75, the adjustment is the \$25 difference – an increase in cost of alcohol sales because you used \$25 worth of inventory and did not replace it with new purchases. Considering this change and its effect on cost of alcohol sales, apply the difference to the total purchases for the time period, giving you the total cost of beverage sales.

#### **Cost of alcohol sales = Purchases +/- Inventory adjustment**

- Add if Beginning Inventory is GREATER than ending inventory.

- Subtract if Ending Inventory is GREATER than beginning inventory.

Example:

Purchases \$500 / Beginning Inventory \$750

Ending inventory \$625

$\$750 - \$625 = \$125$

Cost of beverage sales =  $\$500 + \$125 = \$625$

Beverage cost = Cost of beverage sales / beverage sales

Beverage cost =  $\$625 / \$1,850 = 33.8\%$

**Analyzing your beverage cost:** What should your beverage cost percentage be? Successful restaurants generate beverage costs in the low 20% range and under. However, different types of operations typically run higher or lower percentages - fine dining typically will run higher because of more wine sales (less profitable than other beverages) while brew pubs may run much lower. Compare your cost percentage to places with similar menus/service levels to provide a more accurate perspective.

How can you use your beverage cost percentage? The next step requires compiling the sales and costs consistently and regularly, as comparisons to previous performance can prove very helpful, identifying problems and trends - remembering that a decrease in beverage cost can be as important to investigate as an increase. From here, your operation is positioned to tighten its beverage cost by performing proper inventory procedures and using the necessary software it takes to calculate your alcohol line.

**Controlling your beverage cost:** There are many methods used to control liquor costs and every operator needs to determine which methods should be implemented. The following are some basic methods that could be applied. A combination of several different controls is the best way to ensure tight control and therefore see the maximum potential liquor sales offer.

1) Par stocked bar: The bar should be stocked based on a number of bottles of each brand sold on the busiest day plus a margin of safety. Bottles should only be restocked by managers and only on a bottle for bottle basis.

2) Receiving and storing: Separate individuals should undertake the purchasing and receiving functions. The beverage

buyer should not be the same person receiving the merchandise. All bottles received should be sticker marked and then be stored in a locked area where access is limited to as few people as possible (ideally just one), as this allows shortages to be traced.

3) Maintenance: A perpetual inventory should be maintained for each time period using new standard weigh and calculate system with adjustments for purchases and requisitions. This inventory should be compared against a physical inventory at the close of every period and variances should be noted and investigated.

### ***Controlling Your Draft Beer For Greater Retail Profits***

Draft beer is a sensitive product and takes certain parameters to be just right in order to dispense properly: Temperature, Pressure, Appropriate Propellant and a Good Beer Dispensing System Design.

**1) Does the serving temperature correspond to the brewers norms?**

North America: 38F(3.3C) & 42 F(5.5C)

Pour a glass and insert a thermometer immediately in the freshly poured beer. If the temperature in the glass is outside these norms, it is quite possible that your refrigeration system is defective or needs adjustment. Too high a temperature will increase the risk of excessive foaming. If the beer is too cold, the beer is not foamy enough and bartenders usually serve more in each glass. In either case, you should be concerned that the pour cost will probably be too high.

**2) Is the flow rate between 2.5 and 3.5 l/min (approx. 2 oz. per second)?**

If the flow rate is too slow, it is probably due to a lack of pressure in the system. The CO<sub>2</sub> gas can separate from the beer while in the line causing the beer to foam at the tap. The color of the beer will change a few seconds after the tap is opened, passing from a clear and golden color to white.

**3) Check the propellant! Is the beer flat or over carbonated?**

Any beer system with a distance between the kegs and the faucet greater than 10 feet (3 meters) should be pressurized using a mixture of air or nitrogen (70 %) and CO<sub>2</sub> (30 %). Straight CO<sub>2</sub> can be used for direct draw systems and very short runs (less than 10 feet or 3 M). Clean straight air can be used if the sales volume per day is very high. Otherwise, it will either contaminate the beer (think of where the air is pumped from) or it will make the beer flat. The wrong choice of propellant will either make the beer foam, make it flat or change the taste. In either case you will be wasting product thus increasing your pour cost. Get a qualified technician to look at the problem!

#### ***Causes and Corrections:***

*Improper holding of the glass* - Glass must be held at a proper distance from the faucet—too close and there will be no head - too far and it will be all foam.

*Poor pouring habits* - Faucets should be opened fully and quickly. A faucet that is not opening quickly and fully will cause beer to foam.

*Yeast build up in faucet* - Clean faucet daily with a good faucet brush. Scour all internal parts at least once a week and clean with BLC. Keep faucet cold to prevent yeast growth.

*Kinks, dents, twists in the beer line* - Correct lay of the beer line as necessary.

*Sag or trap in the beer line* - Since line lengths must be maintained, route the line so as it is always leading up from the keg connector to the faucet. Spirals are a good way of using up extra line inside the beer system.

*Beer is too warm* - The temperature at the faucet must be as cold as the keg. Beer line must be kept refrigerated. Insulation is not refrigeration. Keep lines away from hot spots like heater pipes, hot water pipes and steam pipes.

*No cold storage space for beer* - Keep all kegs of beer refrigerated at all times. Never allow the keg to get above 40°F.

*Too much pressure* - Pressure should be maintained such that the beer will fill a 10 ounce glass in 4 seconds. Check for proper regulator function.

*Excess CO<sub>2</sub>* - Adjust the CO<sub>2</sub> pressure as low as possible to maintain the proper beer flow. No more than 18 psi should be applied to the keg.

*Not enough pressure* - Check for defective air vents and restrictions caused by dents, kinks and contamination in the

pressure line and valves. Always turn on the pressure before drawing the beer.

*Old beer* - Rotate stock and store beer at 40°F all the time to prevent secondary fermentation.

### ***5 Steps to Better Liquor Inventory Control Management***

Do not allow bartenders to take your inventory. This process should be solely left to the management of your establishment and should therefore only be conducted by your management team.

A bartender who is stealing from your business can use the opportunity of taking the inventory to alter and record false data so that it offsets prior thefts. This is accomplished by overstating the amount of inventory on hand at the end of your inventory cycle.

**2) Bartenders should not order/receive inventory:** Only specific management personnel should perform the task or responsibility of ordering, receiving and issuing of your establishment's liquor inventory. There is no reason for a member of your bar staff to be involved with any of these tasks. As an added safety procedure, you should not allow the same person to handle both the ordering and receiving.

**3) Lock and secure your inventory:** All liquor, beer and wine inventory should be kept in a securely locked area. It is best to keep these areas restricted to management only, but if that is not an option then a perpetual inventory and transfer log system should be made a mandatory practice.

**4) Using a perpetual and transfer log system:** Establishing a perpetual inventory system allows you to keep track of any changes that take place in your store rooms. Your inventory will be able to be monitored against internal theft by comparing your on-hand inventory with the perpetual inventory. Also using a transfer log, requires your staff to record every bottle taken from inventory allowing easy cross-referencing against your perpetual inventory count.

**5) Post-shift par reading should be required:** Your bar par sheets should detail precisely how many bottles of each product in the inventory should be behind the bar at any one point in time. The bartending staff should be required to take a par reading at the end of each shift. The closing shift par must take into account the bottles emptied during the course of the shift. The par reading will conclusively reveal if all of the products in the liquor inventory are actually behind the bar in the par amounts determined by management.

### ***The Myths and Realities About Your Beverage Pour Cost***

Keeping accurate control of your bar's profits is affected due to the industry's leading loss of revenue: shrinkage. All bar operations that do not practice proper inventory control procedures, leave themselves vulnerable to losing a large percentage of profits to bartenders over-pouring drinks, free giveaways, cash skimming and product stealing. Bar Cop studies have found that most bars are maintaining an average 20% shrinkage, which adds up to \$1000s of lost retail profits each month.

The most common mistake that bars make when calculating profits is basing numbers solely on their "cost of goods" percentage — more commonly referred to as pour costs. Traditionally, the industry has determined these percentages by adding up the cost of the product used and dividing it by the cost of the product sold. The main problem with pour cost is deciding what to compare it against. How do you know if your percentages are in line? Most bar owners or managers simply look at the average pour cost in the industry or at their previous pour cost percentages. By using these techniques there is no-way to measure the true amount of your profit and loss. Owners and managers need to compare their ACTUAL cost percentages to their POTENTIAL (or optimal) cost percentages. Potential cost percentages are determined by taking into account an operation's selling prices, purchasing costs, and sales mix. When calculating a potential liquor cost percentage, the desired liquor shot size needs to be considered. When determining potential draft beer cost percentages, the sales mix of each draft beer container (mugs, glasses, pitchers) needs to be figured into the calculation.

## **Why "Traditional Control Methods" Will Cost You Profits**

Products do not have the same mark-up percentage. Your pour cost percentage on different drinks might vary between 10% and 40%. The product mix in a bar varies every single day. This means the same products are not used in the same quantities every time, so the targeted pour cost should be adjusted regularly. Most bars have some type of happy hour pricing and/or special prices on certain days and on certain drinks each week. An employee taking inventory using the old point count method could result in large profit losses by easily manipulating the numbers to cover up theft. Using inaccurate inventory techniques like "eye balling" or "point systems" for open liquor bottles will always result in incorrect pour costs and shrinkage percentages.



## **Building a Strong Digital Presence at the Local Level**

**Grand Aerie Marketing & Communications Department**

**Phone: 614.883.2210 Email: [marketing@foe.com](mailto:marketing@foe.com)**

**Overview** The Grand Aerie Marketing & Communications Department is working to more effectively guide web communications for all levels of the Fraternal Order of Eagles. As technologies change, more options for stronger communication emerge. Many of them are not only free, but also easily accessible. They offer more robust features and enhanced stability that our systems can't match. Perhaps the most convincing argument is that the web's more prominent applications and services are able to reach out to non-members and showcase on a global scale the principles, values, and goals of our organization.

**Retiring the Local Web Program** The primary goal of the Marketing & Communications Department is to encourage stronger communication on all levels, including digital messaging by our local Aeries/Auxiliaries. The Local Web Program does not provide an efficient communication avenue for you or us. The technology is cumbersome for most users and has become outdated, staff support has had to increase, and your voice isn't being heard as loudly as it should be. We all believe it's time to shine a brighter light on the Fraternal Order of Eagles. Choosing an up-to-date/relevant digital communications tool is a part of the solution to getting us known.

While the Local Web Program aimed to serve our membership's digital communication needs, it fell short on several counts. Emerging and readily available free alternatives offer greater opportunity in regards to spreading our message. Many Aeries and Auxiliaries have already taken it upon themselves to utilize applications and services like Facebook, Tumblr, or even self-hosted web sites. As desires for enhanced functionality, security, and design options become more prominent among our members, we will need to work with our local Aeries and Auxiliaries to encourage options that will keep the organization's interests as a whole well presented and accessible.

Most of today's options have a minimal learning curve, present a cost-efficient solution, allow for seamless dissemination of information and are already in use by many of our Aeries and Auxiliaries. Rather than re-invent the wheel, we believe it is best for local Aeries/Auxiliaries to move to open platforms that so many of our members are already embracing to meet the needs of their local Aeries and Auxiliaries.

**What Does This Mean for Local Webmasters?** As we announced in July, we are phasing out the Grand Aerie's Local Web Program as the primary means for web communication, we are building in transition time. We will continue for a brief period of time to offer limited support for Aeries and Auxiliaries with active sites. This includes:

- Basic troubleshooting of support requests
- Light metadata changes (Site title, logo, etc.)
- Answering questions about the site's operation

However, we will no longer be performing some functions including:

- Updates to the architecture of the Local Web platform

- Creating new local websites
- Custom code workarounds
- Creation of new local webmaster accounts
- Offering formal training to users on the Local Web program

Please note that during this transition period, changes in webmasters at the local level will require a formal step. Either the Secretary and/or President of the Aerie/Auxiliary must submit an email to the Marketing and Communications Department before webmaster access can be changed.

When your Aerie or Auxiliary moves to an alternative platform, please email [marketing@foe.com](mailto:marketing@foe.com). This will allow us to connect with your new web presence and ensure that the record of our local websites is updated.

**The Timeline** Following our classes, handouts and announcements at the July International Convention, we have begun to systematically remove Local Web Program sites that have not been updated in over 90 days, starting with the longest terms first. Aeries are being pre-notified regarding these actions.

There are two important dates moving forward:

- 12/31/12 – All outdated/stagnant Local Web Program sites removed/disabled.
- 6/1/13 – The Local Web Program is closed, and all hosted sites are migrated to other communication technologies.

**What Does This Mean for Members?** In a nutshell, connecting with members and friends who are interested in joining F.O.E. will be made easier thanks to features like search, groups, chat, video conferencing, and more that are offered by other services. It is our sincere hope that you'll more easily connect with other like-minded Eagles, and instantly stay up to date on all upcoming events and updates. Even better, if you have a smart phone, many sites and services like Wordpress can be managed from your mobile device!

**What Does This Mean for the Grand Aerie?** The biggest advantage for The Grand Aerie and in turn, for our members, is that we can concentrate less on supporting an outdated technology and more on creating great content, providing more updates, and communicating with you and promoting your local events at the national level. Our excitement for this move stems from our ability to build a tighter community by removing artificial boundaries to communication.

**What Are My Online/Digital Communication Options?** There are countless options for communicating digitally – including numerous ways to build and host a website that are far less cumbersome than our outdated program. Among the most highly rated are:

- Blogger
- GoDaddy
- Wordpress
- Facebook
- Twitter
- tumblr
- Weebly

These vendors specialize in offering easy-to-use interfaces that are regularly updated with the latest in tools and technology to ensure your web presence maintains a cutting edge feel. From both a time and economic standpoint, the Grand Aerie simply cannot match the resources offered by these third-party vendors. Third-party vendors also feature more robust and in-depth Support offerings to assist you in the creation and troubleshooting of your digital presence.

**Our Take on Facebook** This platform carries our strong recommendation for Locals across the jurisdiction. It offers ease of use, strong reach, customizable appearances, and strong support features. And, it's free!

For some time, the Grand Aerie has hosted both a Facebook and Twitter presence. We know without question it is urgent that we keep up with the latest in communication technologies. This year within the department, we put a strong emphasis on building our Facebook following. Why? Because you told us to make the Eagles better known across the wider public. Because you wanted stronger communication from the Grand Aerie to the membership.

But most importantly, we spent more energy on our Facebook presence because every contact we make with a member extends our voice further and further out. You see, we're not just chatting with our members – we're communicating with their friends, and their friends...because of the connections built into Facebook.

When we began to “converse” versus just making periodic announcements, we saw our Facebook presence take a dramatic leap in popularity. Consider these facts:

- From Jan. 1 through the first week of October, the number of people following the Grand Aerie on Facebook increased from 3,688 to 4,840. On average, four new people follow the Grand Aerie each day.
- Our Friends of Fans total (the maximum potential reach for our posts) has grown from 976,194 to 1,407,402 (a gain of 431,208).
- During the month of January 2012, the number of people engaging with the Grand Aerie on Facebook was 219. In September, that same number was 1,883. In a span of nine months, we increased the number of users interacting with us by 859%.
- In January, the number of users exposed to F.O.E. content each month was 2,863. In September, that number was 19,876 - a growth of 694%.
- For January, the average total number of views for Grand Aerie-generated content was 30,444. In September, that number was 192,847 – a growth of 633%.
- Our content received a monthly average of 270 clicks in January. The average in September grew to 6,400 – a growth of 2,370%.
- In January, the average number of people exposed to F.O.E. content by their friends was 15. By September, the number grew to 423 – a growth of 2,820%.

This is a success story you can write for your Aerie/Auxiliary by joining the Facebook community and strengthening our voice. When we all work together, the message we project will be louder than ever before.

**I Have More Questions!** We hope so! Our goal is to make this entire process as simple as it can be. So, if you're unsure about something or have more questions please feel free to contact [marketing@foe.com](mailto:marketing@foe.com) or call us at 614-883-2210.

## **Aerie #2831**

The gang at #2831 sends its heartfelt congratulations to Abbotsford #2726 for doing an outstanding job at Convention 2012. P.P.W.P. Brian Kersey deserved nothing less from his Brothers, and, boy, did he get it. So many volunteers with sleeves rolled up sporting great attitudes. You've done him proud, and he has paid it back with an outstanding year representing all of us, and especially #2726. P.W.P. Ron Gair, by nature, is deserving of the same support from #3453, and of course he'll get it. #2831 supports brother Ron in his year, and will serve as directed. At home we will continue with our monthly family dinners (third Sunday of each month), dances, and fundraising efforts with live music, and an upcoming special Ukrainian fundraising feast. We continue to hold all of our functions jointly, with our Auxiliary sisters, in the spirit of working together. We invite all who will visit the Lower Mainland to check our website calendar for an event that we may see you at. We are very proud of our beautiful aerie, and look forward to making you feel at home. A great place to work hard and play harder!

Looking forward to seeing you all soon,

Aerie #2831 Brothers



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Fraternal Order of Eagles  
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Phone: 604-852-9183  
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*The British Columbia Provincial Aerie was instituted on July 17, 1945 and is the winner of the Canadian Cancer Society's Certificate of Merit, the Chisholme Society's Award of Merit, as well as many Recognition Plaques for causes such as Cancer Fund Raising and from institutions including St Paul's Hospital and BC Children's Hospital.*



We're on the Web!  
[www.bcfoe.com](http://www.bcfoe.com)

## Aerie Members in Good Standing as of 9/30/2012

4281 PENTICTON	452	3032 CRANBROOK	107
2726 ABBOTSFORD	397	15 NANAIMO	83
2101 LADYSMITH	362	2831 MAPLE RIDGE	75
3453 KAMLOOPS	293	4400 CHEMAINUS-CROF.	69
3097 CAMPBELL RIVER	289	2075 VANCOUVER	61
2546 DUNCAN	236	3318 PRINCE GEORGE	55
2690 HOPE	207	2838 TRAIL	50
2638 NORTH-WEST	180	1864 MICHEL	43
10 ROSSLAND	176	2096 PORT ALBERNI	28
12 VICTORIA	149	20 NEW WESTMINSTER	26
22 NELSON	146	3922 PARKSVILLE	18
3557 VERNON	131	3027 CRESTON	2

**Total: 3,638**

### Moments of Pause:

"Henry Ford could get anything out of men because he just talked and would tell them stories. He'd never say, 'I want this done!' He'd say, 'I wonder if WE can do it.'" —George Brown

"Once he'd gone past the point of no return, there was no going back" —Commentator, BBC1

"I have opinions of my own —strong opinions— but I don't always agree with them." —George Bush

"I've been up and down so many times that I feel as if I'm in a revolving door." —Cher

"Sure there have been injuries and deaths in boxing-but none of them serious." —Alan Minter

"Football combines the two worst features of American life. It is violence punctuated by committee meetings." —George F. Will

"A man is only as good as what he loves." —Saul Bellow

"As long as war is looked upon as wicked, it will always have its fascination. When it is looked upon as vulgar, it will cease to be popular." —Oscar Wilde

"We must respect the other fellow's religion, but only in the sense and to the extent that we respect his theory that his wife is beautiful and his children smart." —H. L. Mencken