

February 2011

WILLIAMSBURG'S

Next Door Neighbors[®]

VOL. 5, ISSUE 2

Discovering the people who call Williamsburg home

PRICELESS

Getting There

Ken Spirito

Newport News/Williamsburg
International Airport

BUSINESS

Lt. Tony Dallman

Successful Negotiation

HEALTH

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Meredith Collins, Publisher

The word "transportation" means the act of carrying, moving or conveying something from one place to another. For this issue, we looked for locals who are "on the move" - those whose work or interests fit nicely with this month's theme, Getting There. We were fortunate to find several interesting people to interview and even more fortunate to be able to catch up with them because these people are really on the go!

We lead with Ken Spirito, Executive Director of Newport News/Williamsburg International Airport. Ken oversees an operation that transports hundreds of people at a time to other destinations within the United States and beyond. You also have the opportunity to meet, Mary Turnbull, a local commuter who gets to work each day in almost any kind of weather on the same bicycle she has been riding for over 20 years. Then there is Earl Tyler, a man who has worked his way up through the ranks of the Williamsburg/James City County School system to take on the responsibility of ensuring that our school children are transported to and from school each day safely and on time. We also introduce you to Susan O'Neal, who uses extraordinary discipline to successfully compete in triathlons - pushing herself to swim, bike and run her way to the finish line. This is an all the more interesting pastime for a mother with back problems who has never considered herself an athlete! And there's more!

So many Williamsburg residents are on the move in so many ways it is impossible to capture them all in print. I hope you enjoy learning a little bit about some of your neighbors who are representative of our community spirit by finding resourceful ways of Getting There. NDN

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A Perfect Landing

By Ryan Jones

*H*ow much do you like your job?

If you were to combine the results of a half dozen Internet polls, you would find that roughly 50 percent of the people in the United States are satisfied with their employment.

That number plummets, however, if you inquire about how many people actually like their job enough to do it without compensation. One survey reported that the percentage of Americans who love their life's work at this level is as low as 29 percent.¹

If there is any truth to these statistics, Ken Spirito is a lucky man. "I can't imagine



doing anything else," he says as he reflects on his position as Executive Director of Newport News /Williamsburg International Airport. "I think this job is, in part, what I was put on this earth to do. Going to work every day and working with the people I work with is a pleasure. I really like everyone here, and I think that is very hard to find these days."

Ken has been involved in managing airport operations since he was a young-

ster growing up in New York. There, he learned that you don't necessarily need acres of flat land or scores of investors to build an airport; you just need a good driveway and a little creativity.

"Growing up on Long Island, I was always around aviation," Ken explains. "My father worked for the Department of Defense on a team that oversaw logistics for the manufacturing of several military airplanes. I have always been intrigued by the sight of an airplane, going back to the very first time I flew. That love and fascination of airplanes even became part of my regular 'play time' at home. I would recreate different airports on my driveway using blocks and chalk and make hangars out of shoe boxes. Sometimes I would even get in trouble for taking the wrong shoe boxes and messing up my driveway."

Though he may have gotten a few reprimands for cluttering the driveway, Ken says his parents' support for his childhood dream turned out to be crucial to his later success in the aviation industry. "My parents were very encouraging and made me feel comfortable with any decision I made," he says. "I credit them for everything I have and who I have become. I am one of the luckiest people around to have such a great childhood and upbringing."

With such a firm foundation at home, Ken was able to take his aviation aspirations with him when he went to high school and began to seriously consider what he wanted to do with the rest of his life. "When I was in high school, I knew I wanted to be involved with airplanes somehow," he remembers. "We didn't have the Internet back then, so it was harder to research careers. I had to depend on outdated books and other career guidance resources. In my freshman year in college, I made the decision to get into a pilot training program and major in Aeronautics and Management. It was a double-major, but it gave me the flexibility I was looking for since I was not yet firm on what I wanted to do in aviation. It was my first encounter with an Airport Manager that convinced me which direction I needed to take. I had to interview the Airport Manager at Islip MacArthur Airport in Islip, Long Island for a paper I was writing. After hearing him talk about his career, I left with a smile

that stretched from ear to ear. Later that year, I stopped the flying portion of my education and concentrated solely on the business side. That was one of the best decisions I ever made."

While he was in college, Ken was fortunate enough to be able to be involved with several internships that helped him learn the ropes of airport operations. He worked at airports in Kansas, Arkansas, and Pennsylvania before landing an internship as a manager trainee at the Port Authority of New York/New Jersey.

"I worked at all three airports (JFK, LaGuardia and Newark) until I got assigned to LaGuardia (LGA)," he says. "I was able to stay on at LGA when I graduated and continued through my first year of graduate school. While at LGA, I kept in contact with the people I knew from the other airports I had worked at. Those contacts proved to be invaluable, as it gave me the opportunity to relocate and begin the first phase of my career. I got that opportunity in Gulfport, Mississippi. I started as an Operations Supervisor at the Gulfport Biloxi International Airport and spent eleven years on the Mississippi Gulf Coast."

During Ken's stint in Gulfport, his leadership ability was put to the test when he was called on to direct the airport's clean-up efforts in the wake of Hurricane Katrina. "Working through the aftermath of Hurricane Katrina was the most challenging experience I have ever had," Ken remembers. "Both from a leadership and management perspective, it taught me a lot about overcoming adversity and prospering from it. It made me a stronger, more tolerant person. I also learned a great deal about the elasticity of a person's will and ability. I saw the best and worst in people, and I have a great deal of respect for many who still live there. I go back at least once a year to see how things are and visit."

Ken's career continued to prosper after he left Gulfport. From there, he headed west to Peoria, Illinois where he was the Director of two airports. He served there for three years, but yearned for a job back on the east coast. Finally, that opportunity came.

"In my profession, there are very limited opportunities to be in a location and airport you really want to be at," he says. "For me, Williamsburg was one of those places. It was almost like winning the lottery to be able to take

this position."

With two years under his belt in the Tidewater area, Ken continues to seek excellence in his profession at the Newport News/Williamsburg International Airport. Though his job is rewarding on many different levels, it's certain that he has had more than his share of challenges to cope with. The 9/11 terrorist attacks have changed the entire dynamics of the airline industry. Mergers and acquisitions have made intelligent planning and strategic thinking a must for those who hope to succeed in airport management.

With such weighty matters to concern himself with, one wonders if Ken ever has time to take a break and spend a few moments watching the planes landing at the airport. "I try and do it as often as I can," he says. "I did it all the time growing up. It's fun, and it reminds me sometimes how simple the process of traveling really was. Now, there are many complicating factors, but it's a lot of fun to get on a plane and just go."

Despite all of the inconveniences that come with modern aviation, there is still something about "getting on a plane and just going" that appeals to many. It's exciting to watch out-bound airplanes taxi out toward the runway, rev their engines, and slingshot down the pavement toward the open sky, leaving the pungent scent of jet fuel lingering in their wake. Such images conjure up daydreams of exotic destinations, important business meetings, and reunions with loved ones as the wheels of the plane leave the runway and lift up toward the clouds.

For Ken, it's a dream come true to have a part in that process. Somehow, he has not only managed to plant his family here in the Old Dominion where they can realize their preference for coastal living, he has also nestled himself right in the middle of that elusive 29th percentile who wake up smiling while they are getting dressed for work.

"Aviation to me is a passion that I am lucky to be able to make a living from," he says. "From a work perspective, I really can't think of anything else that would make me happier." In an airline industry that has had its share of turbulences, you have to admit that nothing beats a perfect landing. NDN

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Off to work...

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By Rachel Sapin

A few facts about Mary Turnbull: she is 63 years old, and has been bicycling seriously since age 36; she bikes 4,000 miles per year (that's 3,000 miles more than she drives her '87 Honda Accord); for the past 10 years she has commuted almost every day via her bicycle for the 12 miles back-and-forth from her home in Williamsburg to Lafayette High School where she works; pouring rain and snow are the only factors that compel her to use her car instead of a bicycle for her daily commute.

"I haven't really decided what my cold weather temperature limit is, but I think it's 17 degrees," Mary explains matter-of-factly. "That's only because that's the coldest I've ever biked in."

When I prodded Mary to see what compelled her to be such a dedicated cyclist, I expected to find a die-hard athlete or environmentalist, an individual with a rarefied passion for the spoke and wheel. Mary has those qualities, but she in no way puts her behavior on a pedestal. "I really am not very athletic," Mary concedes. In fact, before she got into bicycling, Mary was a



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self-described macramé enthusiast as well as a grower of African Violets. “I thought, ‘Well, I can do these things when I’m 90 maybe,’ ” she jokes. “I decided to try bicycling. It was popular at that time, and in ‘76 there was the Bikcentennial trail that ended in Yorktown.”

The Bikecentennial was a route that started in Reed, Orgeon, and led its riders across 10 states, 112 counties, and over 4,000 miles of American soil before reaching its Yorktown destination in commemoration of the nation’s 200th birthday. At the time, Mary lived in Yorktown, Vir-

“Bicycling really has increased my confidence. I feel more independent, more capable of being out on my own and not fearing it at all.” - Mary Turnbull

ginia and could literally see these bodies in motion minutes from her doorstep. “I lived about two and a half, three miles from Yorktown,” she remembers. “Eventually, on August 6th - 26 years ago - I biked to Yorktown and back. It was a great adventure for me. This was a round-trip of six miles.” The next day, Mary decided that if she could do six miles, she could definitely do seven.

“I thought, ‘I’ll go a little bit down the Colonial Parkway, and when I’ve done three and half miles, I’ll turn around and come back,’ ” she says. “So I did that every day until the 20th of August. When I was up to 10 miles out, and 10 miles back, I thought to myself, ‘I could go to Williamsburg - that would be 15 miles to Williamsburg from Yorktown - and I could have breakfast there, rest, and then turn around and come back and I’d have 30.’ So that’s kind of how I got started.” Since that time, Mary has twice biked the 479 miles that constitute Blue Ridge Parkway - once for her 40th Birthday and again for her 50th.

Although Mary’s interest in bicycling and her involvement in the Historic Triangle Bicycle Advisory Committee continued to progress (she helped found the Williamsburg Area Bicyclists Club in 1998 and still serves as a board member). It wasn’t until her husband, Allen, started the non-profit Bikewalk Virginia in 2000 that she began to look at bicycling as a viable alternative to using a car. Part of the non-profit’s mission was and still is to integrate bicycling and walking into the everyday routines of Virginia communities. By this time, Mary had moved to Williamsburg for her current job as Lafayette High School’s library media specialist. “Even though I was an avid bicyclist, I really wasn’t sure if I could bike to Lafayette easily or safely,” she recalls. She decided to take a friend along one day, and she learned that the commute was in fact doable.

Mary’s philosophy of bicycling as a viable form of commuting is certainly persuasive. For every caveat that I attempted to insert into the conversation as to why it would be more difficult to bike than drive, Mary’s replies often emphasized the accessibility of bicycling as a routine form

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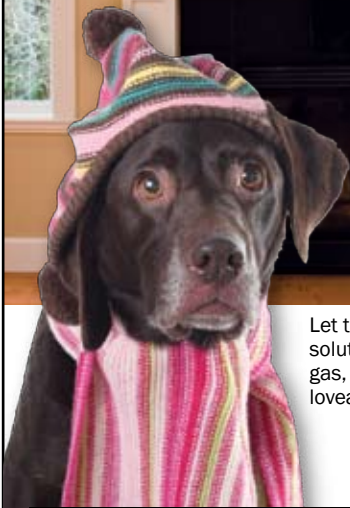
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of transportation, as well as the ease with which it could become habit. I thought with certainty that Mary would need a specific, expensive bicycle in order to ride it so frequently, but she has been using the same bicycle since 1988. "You don't have to have the top-of-the-line equipment to bike," she says. "The bike that I ride daily is a hybrid, a bike that is a cross between a road and a mountain bike."

The passion that Mary and Allen share toward bicycling has proven useful in various situations, including their 20th wedding anniversary where they saddled up the panniers on their tandem bike, and rode 30 miles to stay a few nights at a cozy bed and breakfast in Gloucester County. The couple also leads international adventure trips each year that have taken them to bicycle havens such as Denmark (a dream destination for any Scandinavia-phile). For this year's international tour, the Turnbulls will lead cyclists through the Loire Valley, and are even inviting participants to arrive in France early to watch the Tour de France competitors speed down the lovely Champs-Élysées.

"I just feel that we get closer to the people, and see more even though we're not covering as much ground as a bus tour might cover," Mary explains in regards to the trips. "We become more intimate with the people, the scenery, and the places we visit."

In many ways, a car ride provides us with the same window to the outside world as does our laptops and our television sets. Although we see the world around us, we see it through a screen, and as a consequence may be more likely to distance ourselves from what we are seeing. But when you're on a bicycle, there's really nothing between you and the road save for two rubber tires. Some people feel more vulnerable commuting somewhere via bicycle versus traversing the road in a big clunking car that offers protection from the other big clunking cars, as well as from the insects and unpredictable weather.

"Bicycling really opened up a new world for me," Mary emphasizes. "Before I started biking, I wasn't what you would call self-sufficient. When I started biking, I knew that I needed to be able to change a tire - everybody gets flat tires once in a while [laughs]. Bicycling really has increased my confidence. I feel more independent, more capable of being out on my own and not fearing it at all."

With road traffic being cited as a major contributor to global warming - in fact the largest net contributor according to the Center for International Climate and Environmental Research in Oslo - it's hard to argue that being more conscientious in regards to our individual actions does not in some way ease our love affair with ever-depleting carbon resources.¹ "I've continued doing this, even though it sometimes seems easier to just take my car," Mary explains. "I feel that I'm maybe setting a little example of biking to work. I'm doing it for the environment, but I'm hoping that other people will see that it's not too ridiculous to bike on December 15th when it's 18 degrees, that it can be done, and that there are people out there doing it."

Of course, it also helps to have a little Mr. Tuffy along for the ride - a tire liner that Mary uses inside her wheels to make those unexpected flats a little less frequent, and the experience of "getting there" a bit more enjoyable. "For me, when I get there, I feel energized," Mary explains of her daily bicycle commute to work. "It's basically just something I do [laughs]. I don't think it's anything newsworthy." NDN

¹ http://www.cicero.uio.no/fulltext/index_e.aspx?id=3032

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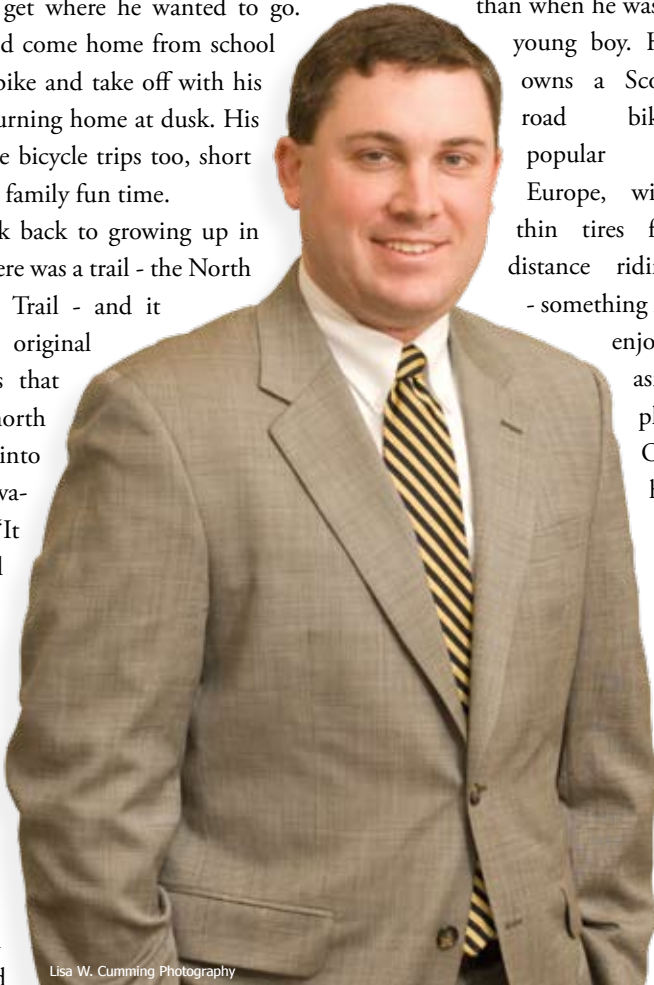
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BIKING the TRAIL

By Meredith Collins

When Thomas (Tom) Cosgrove was a little boy growing up in Baltimore, Maryland he rode his bike like kids often do - around the neighborhood and short distances from home. It was a way to get where he wanted to go. When Tom would come home from school he'd hop on his bike and take off with his friends, often returning home at dusk. His family would take bicycle trips too, short outings that were family fun time.

"I always think back to growing up in Baltimore and there was a trail - the North Central Railroad Trail - and it was one of the original trail-like projects that went from just north of Baltimore up into York, Pennsylvania," Tom says. "It wasn't unusual on a Saturday for my family to load up the bikes and drive half an hour to start the trail and ride as far as we could. We'd stop and eat a snowball or something and turn around and



Lisa W. Cumming Photography

come back. I mean that was a very common destination around that part of Maryland."

Fast forward a few years and you will still find Tom pedaling, only less often than when he was a young boy. He owns a Scott road bike, popular in Europe, with thin tires for distance riding - something he

enjoys when he sets aside the time for physical exercise. On a weekend he may ride his bicycle 50 miles or even join an organized ride. Other days he may only have time for a few miles after work.

Tom is also helping others who enjoy the outdoors

through his service on the Board of Directors of the Virginia Capital Trail Foundation which is well on its way to leading the initiative for building a 50+ mile bike trail from Jamestown to Richmond, Virginia. The trail, which has wide paved surfaces and natural surroundings in many areas, is the ideal outdoor playground for those who like to bike, jog, walk or just want to enjoy the outdoors for a little while.

Tom first became directly involved with the Virginia Capital Trail about eight months ago when he was asked to serve on the board. It was a natural progression from the contacts and relationships he had been building since he graduated from the University of Richmond in 2003 with a degree in Political Science. Immediately after graduation, he found his way into the political arena taking a job working for someone he had never met before - Senator Tommy Norment.

"I graduated from Richmond on Sunday and I think I was down here [Williamsburg] by Tuesday and at the office that afternoon. I worked non-stop from there," Tom explains. "This was in the Spring of 2003. Tommy was involved in a pretty interesting primary election that year. This was a June election and so I was down here to work for essentially six weeks.



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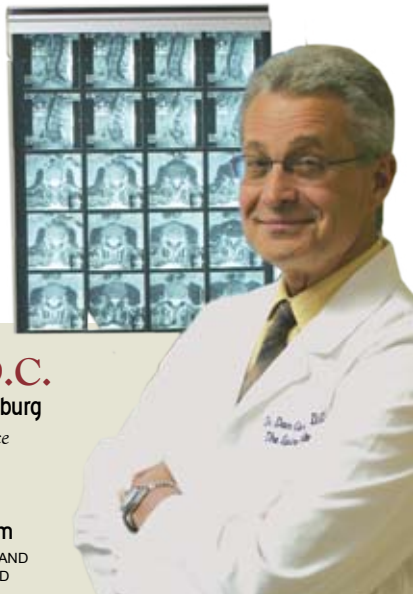
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That turned into seven years and counting.”

After working for Senator Norment for that brief period, Tom worked for others in public service until an opening developed on Senator Norment's staff in 2005.

“He asked me if I would come back and I was very happy for the opportunity,” Tom says.

Tom became Senator Norment's legislative assistant and was responsible for constituent services, legislation, policy work, scheduling, public relations, community affairs and more. His role has changed since then. When Senator Norment became the Senate Minority Leader in 2008, Tom took on even more responsibility.

“I still do some work for him,” Tom says. “I'm still an assistant to the Senator and I direct the Senate Republican Caucus also.”

Somewhere between meetings and paperwork and a busy work schedule, Tom still enjoys being a part of the board of the Virginia Capital Trail Foundation and is helping the effort towards a 2014 completion date. The project is funded by VDOT and also supported by private enterprise.

“The Trail Foundation is in charge of enhancing the trail, putting out things like mile markers, trailheads, benches, historical markers, interpretive signage and that sort of thing,” Tom explains. “They do a couple of fundraisers each year.”

For example, the electronic kiosk in Jamestown was funded largely by Dominion Virginia Power, a big supporter of the Virginia Capital Trail. Other groups volunteer to pick up trash, much like the Adopt-A-Highway program, or provide donations for other trail enhancements. The effort to complete the trail to create an amenity for all to enjoy involves the efforts of many groups and individuals.

Tom is optimistic about the opportunities the Capital Trail can create. Not only is it a place that locals can enjoy, but it is also increasingly a draw for tourists and for competitive biking or triathlon events. In addition, it could also help spawn new business.

“One thing I remember growing up in Baltimore with the North Central Trail is you would see little areas that would emerge and cater to people on the trail. Convenience stores. Bicycle shops,” Tom says. “It is something we are starting to see with this trail, particularly in Charles City where a restaurant has opened along the trail, and a convenience store just up the road. I think it has the potential to really enhance business along the trail. There are some good things that are coming from it.”

The December newsletter from the Virginia Capital Trail Foundation cites “a new seedling of economic growth” along the trail: the Market at Herring Creek, located at 4940 Herring Creek Rd. near Berkeley and Westover Plantations. The owners saw the need for a place where cyclists could refuel and rest.

The Virginia Capital Trail is a big undertaking that is taking shape as a great amenity for locals and tourists alike. With any luck, however, the tangible benefits will be so much more than a draw for cyclists in competition, or a place where new businesses can take root. Perhaps it will help bring us back to a time of simple pleasures - taking walks with a friend or loved one amidst the splendor of nature, biking or jogging peacefully for fitness and good health, or strolling with a little one who marvels at the sight of deer grazing nearby. Maybe, just maybe, little boys will toss aside the latest electronic device to jump on their bikes and safely explore the outdoors the way Tom did, laughing and playing along the way, leaving the trail to make it home by dusk. NDN



Lisa W. Cumming Photography

Want to catch the bus?

By Linda Landreth Phelps

Getting there – by bike, trolley, bus, or train – is half the fun. But for Mark Rickards, Executive Director of Williamsburg Area Transit Authority (WATA), it's serious business as well. Mass transit serves as the arterial system that keeps the lifeblood of our community flowing, and he's got his fingers on its pulse.

Mark has been involved with some form of public transportation since 1984, but for the last four years his only mission has been to ensure that people can get from upper James City

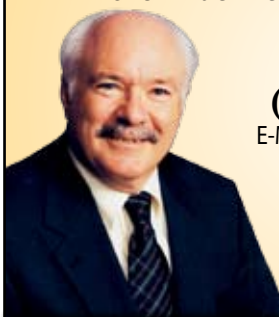
County's Stonehouse neighborhood all the way south to Newport News' Lee Hall safely and affordably. The emphasis is three-pronged since residents, visitors and students all need reliable and convenient transportation.

One of Mark's more popular efforts towards that end has been the trolley that connects New Town with High Street and Merchant's Square. Since August of 2009 these cheerful red and green trolleys have run this retail corridor every 15 minutes, carrying passengers who


pay a maximum of 50 cents for a mini-tour of Williamsburg. This service has opened up a wider area to visitors who come to Colonial Williamsburg; they can now explore our community without having to get back in their cars.

"It's fun to ride the trolley, and since there is no charge for students, they love it. When the newest Harry Potter film was opening at a late night showing, we kept the trolleys running until 3:00 a.m. and we had 338 people riding

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after midnight,” Mark says.

In response to a need demonstrated by commuters living in Surry County, in 2007 WATA added a connector for passengers who cross the James River. Daily commuters now make use of the Jamestown/Scotland ferries while safe and snug aboard one of the smaller WATA buses that run several times a day.

“That’s usually a popular route with the drivers. They can get a break while the ferry’s in motion, but in cold or stormy weather, it might not be as pleasant,” Mark adds with a smile.

Prior to his move to Williamsburg, Mark was with the Department of Rail and Public Transportation in Richmond, Virginia. While working as a branch manager and planning assistant for Tidewater, he became familiar with Williamsburg’s transit needs, but he also had a more personal connection with this area.

“The first bus I ever remember riding was when I was a child and my family came from Delaware to visit Colonial Williamsburg. We

hopped on a bus and rode it from the Visitor’s Center to the restored area,” Mark recalls.

There has been bus service in some form or another here since the 1950’s. First was Colonial Williamsburg’s service, then James City County started theirs in the ‘70’s, and The Col-

nonprofit business, is a full partner on the Authority’s council along with state and local governments. The College of William and Mary is also a non-voting member, so all interests and needs are considered. Mark is the public face of WATA, but he works very closely with these supportive board members.

As Executive Director of WATA, Mark sees himself as a public servant. “I grew up wanting to be a teacher, firefighter or policeman,” he says, “but I did an internship where I was involved with public transportation. I soon came to see that this was an important way I could serve others, so I went on to earn a Master’s in Urban Planning from the University of North Carolina at Chapel Hill.”

Being the Executive Director means that multiple meetings, phone calls, networking, keeping up with the industry and overseeing 75 employees is a part of Mark’s typical day. His job is made easier by a small, dedicated staff that assists him.

“Most of our funding depends upon grants and state money, so of course getting funded is

“Presently, sixteen of our buses run on natural gas. The emissions are minimal compared to cars or trucks.” - Mark Rickards

lege of William and Mary ran their own buses. Eventually, all three combined and organized as the Williamsburg Area Transit Authority. WATA is unique in the industry in that the Colonial Williamsburg Foundation, a private,

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part of my job. Fares only cover about twenty percent of our operating costs. That's an underlying fact - all transit systems depend upon some level of subsidy."

That's quite understandable given that WATA's highest normal fare is \$1.50 for an all-day pass. Children ride free, and seniors who are over 60 and persons with disabilities pay just 50 cents. In the case of individualized door-to-door service (available with 24 hours notice) for people with special needs, the cost is \$2.00 each way.

Mass transit systems are becoming more and more crucial to our planet's health. Along with walking and carpooling, taking the bus has become a "green" choice. Those concerned about lowering their carbon footprint can also make use of the bike racks on all WATA buses.

"Presently, sixteen of our buses run on natural gas," Mark says. "The emissions are minimal compared to cars or trucks." Buses are much cleaner than they were 10 or 15 years ago because of government controls on diesel emissions, but according to Mark, what's big now in the transportation industry is hybrid vehicles, ones which utilize both batteries and gas. "We have to replace our fleet every 12 years, so we're looking into that option as the

buses age out," he says.

As the father of two girls, Mark is personally invested in maintaining a cleaner environment for future generations by his own use of alternative transportation. He lives in a condominium in New Town, where most of what he needs is within walking distance. He'll pick up groceries at Trader Joe's or pop into Buffalo Wild Wings to catch a game on the big screen



with friends.

"I grew up in a Main Street community where everything was close by, so I really like the fact that my car stays parked for the most part. There's a great Thai restaurant attached to my building, so if it's cold or rainy, I don't even have to put on a coat to go out for a meal."

Whenever weather permits, Mark explores different travel options in the commute to his

office on Pocahontas Trail, exactly equidistant between Colonial Williamsburg and Busch Gardens.

"There was one week this past summer when I went to work five different ways; I walked and took the bus, I biked, and the other three days were a combination of those and driving my car. I call my automobile my 'fourth option transportation'," Mark says.

The next time you arrive home tired after a frustrating traffic delay, check out the bus schedule at www.williamsburgtransport.com and consider letting the pros do the driving while you relax and read the paper. Like Mark, public transit might be a good fit for your needs as well as your big opportunity to "go green" and be a part of the resolution of Williamsburg's increasing traffic problems.

But maybe a different type of green is an even better motivator...the folding kind that goes in your wallet. Public transportation is a great option for the thrifty.

"Compared to a single individual commuting to work in an automobile, those who use mass transit can expect to reap an average annual savings of \$9,000," Mark says.

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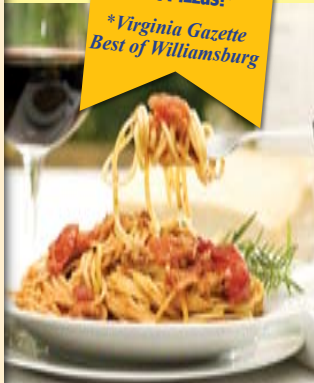
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Getting to School

By Lillian Stevens



Lisa W. Cumming Photography

With decades of experience in transportation, Earl Tyler oversees a fleet of 155 school buses which serves nine elementary schools, three middle schools and three high schools in Williamsburg/James City County (WJCC). In addition, there are approximately 50 other vehicles – vans for instance – which transport children to preschool, alternative or vocational programs in Newport News, Hampton, York County, even Richmond.

Earl has served WJCC schools for 13 years, having worked his way up through the ranks

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– from Dispatcher, to Supervisor of Safety and Training, to Coordinator of Transportation – to his current post as Director of Transportation, a position he has held since 2006. He also holds a commercial driver's license (CDL) and knows how to drive those behemoth vehicles.

"I'm one of those people who wouldn't want to ask anyone to do something I've never done," says Earl.

Indeed, with few exceptions, all of his staff hold CDL licenses and can serve as substitute drivers if absolute necessary. Earl requires at least one senior staff member on hand at all times in the event of an emergency.

Earl's career in transportation began with aircraft maintenance in the U.S. Air Force. "I'm originally from Georgia. After graduating from high school, the Vietnam War was imminent and I was sure I'd be drafted into the Army so I enlisted in the Air Force," he says with a laugh. "In the service, they give options for the type of work you want to do so I chose aircraft maintenance. I worked on fighter planes in Thailand and Okinawa and, ultimately, Langley which is where we lived when I retired in 1991."

His skills translated nicely into a transportation job within Hampton City Schools and then later, WJCC.

An average day for Earl starts around 6 a.m. and ends around 4:30 p.m. when the last group of elementary students has boarded the buses for home. The department serves some 10,500 students of which approximately 80% are transported to and from school daily.

WJCC operates on a three tier system.

"We try to assign a certain number of buses and drivers which we divide into thirds so that we have the same number of buses supporting each tier. Tier 1 includes the three high schools and one middle school. Tier 2 includes two middle schools and three elementary schools, with the remaining elementary schools assigned to Tier 3."

His staff includes a Coordinator of Transportation who is responsible for the drivers and the daily operations of all buses; a Safety and Training Coordinator; a Shop Foreman who monitors guides and directs six mechanics; a Parts Room Specialist; a Dispatcher, and administrative staff.

Everyone works together to make the operation as seamless as possible, although an occasional speed bump is inevitable. As an illustration, consider inclement weather – from snow storms to hurricanes. While the ultimate closure decision rests with the Superintendent of Schools, those decisions are based on Earl's recommendation.

"In inclement weather like snow or ice – or even post-hurricane weather – there are four of us who go out long before most families are awake. We break into four quadrants, each with an assignment, and hit the roads by 3 a.m. because a recommendation needs to be made by 4:30 a.m.," Earl explains.

It can be a challenge, and the weather can be just as unpredictable as the economy. Earl and his staff do their level best to keep all of the buses in top condition, despite recent budget shortfalls.

"We do have an aging fleet but the school board does a good job, given funding constraints, of dedicating the resources we need. We try to save money wherever possible. For instance, we partner with other school divi-

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sions and government agencies so that we can buy diesel fuel in bulk.”

Diesel fuel is more expensive than gasoline, but yields better mileage. The most important facet of diesel, however, is one of sheer safety.

“That’s a very important issue,” Earl says. “Diesel fuel will burn, but it won’t explode like gasoline.”

No matter what kind of fuel a motor vehicle burns, however, it must first start. This time of year the enemy is cold weather.

“Most of what we see in the winter is an engine that doesn’t want to turn over. Cold weather creates havoc with batteries. With temps in the 20’s, wind chills in the teens and below, we need to be on time and diligent. Some things can’t be controlled – like a dead battery or a flat tire – but others can. For instance, punctuality is a must. Drivers have a responsibility every morning to pre-trip their bus. This includes checking brake systems, making sure fuel levels are appropriate, checking all lights and indicators, even insuring that seats are secure.”

Earl is proud of WJCC’s safety record with

respect to the buses, and is appreciative of the technologies that make his job, and the job of the drivers, a bit easier. All of the buses are automatic these days, and all are equipped with air brakes as opposed to hydraulic ones. Eventually, all buses will employ digital camera technologies (the newer buses already have them).

“We also have Edulog, a school bus routing software package which helps develop and store bus runs. In addition, 115 buses in our fleet have global positioning systems (GPS) which makes it possible to track buses and/or get historical data on them, if necessary.”

The newer technologies have a few kinks to be worked out but Earl says that the largest challenges in transportation involve planning for that which is unplanned, be it storm systems or a flu epidemic.

“I was a single parent when I served in the Air Force, and they didn’t accept excuses. So I had a Plan A, a Plan B, and sometimes even a Plan C because you never know when something will go wrong. So you have to have backup systems in place. Sometimes folks don’t like

to hear that, but it’s necessary. The public holds us accountable. I hold us accountable.”

Still, safety is paramount.

Earl encourages drivers to heed the speed limits and always err on the side of caution. The drivers are transporting our youth each and every day which means that they must be extra diligent about traffic or street conditions.

While it can be difficult sometimes meeting the daily expectations of a growing public which includes many constituents from families to school administrators, Earl is up to the challenge.

“I can come in early and leave late and wonder where the time went,” Earl says with a laugh.

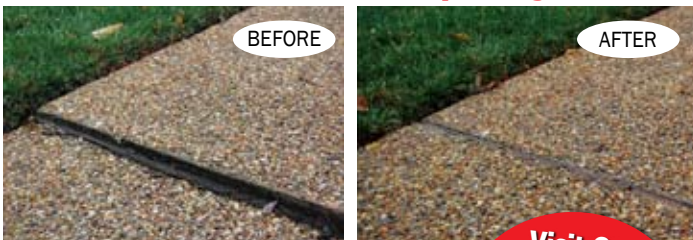
On the home front, he and his wife, Heather, just celebrated their 25th wedding anniversary. The couple has three sons: one is serving in the U.S. Army; another is studying at Radford, and the third is a student at the University of Virginia. They also have four grandchildren.

“There really is never a dull moment,” Earl says. He wouldn’t have it any other way. NDN

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SHE RUNS, BIKES & SWIMS!

By Alison Johnson



Lisa W. Cumming Photography

For years, Susan O'Neal hated running so much that she had a regular joke about it: "If someone was chasing me, I'd just have to talk them out of it." One miserable season of finishing last in races on her high school track team had convinced her she wasn't meant to be an athlete.

That attitude changed a little in her late 30s, after she'd had two children and decided to work on her fitness level by lifting weights. But then one day in early 2006, she bent down to put on a pair of pants and couldn't stand up again. She had thrown out her back, and the muscles in her



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legs were in such severe spasms that she had to crawl flat-bellied to the phone to get help from a neighbor.

For about two months after that, Susan could barely walk. Doctors told her she had a bulging disc in her back but couldn't find a way to relieve the near-constant pain. Her injury, combined with her looming 40th birthday, threw Susan into a depression.

Then a random phone call came from a friend with an idea that would change her life. The friend, fellow non-athlete Klynn Loving, had signed up for a sprint triathlon in New Jersey – a 500 yard swim, 11 mile bike ride and 3.1-mile run – and wanted Susan to do it with her. The journey could be something they did just for themselves, Klynn told her, not their kids or their bosses at work or anybody else in their lives.

"I laughed myself off the chair," Susan remembers. "I said, 'I can't even walk!'" A little later, her husband, Kevin – a talented runner in high school – saw the email and asked her what it was about. She thought he'd laugh too, and there would be her excuse to say no. Instead, Kevin was excited. "He told me it was a great idea and he'd help me train," she says. "So

there you go. I was kind of trapped."

Susan figured she'd give training a try for a month and see what happened. She started out run-walking for a quarter of a mile and swimming a single length of the pool, often with a breather halfway, at the James City-Williamsburg Community Center. While she already had a mountain bike at home, she hadn't swum laps since taking lessons as a child in her hometown of Mount Savage, Maryland.

Gradually, it dawned on Susan that she could do this. She wasn't ever going to win a race, but that didn't matter. The person she was competing against – whose time, performance and life she wanted to improve – was herself. "My goal for that first race was to finish within the cutoff time for the race, while still standing erect and breathing," she says. "I constantly think to myself, 'Just keep putting one foot in front of the other. Just run one minute longer, and then one more minute.'"

At that first triathlon, she and Klynn fed off the cheers from the crowd and other competitors and crossed the finish line together, holding hands. "I learned that day that I do have a good amount of fight in me," she says.

Susan was hooked on the feeling of accom-

plishment so she kept signing up for triathlons of varying distances. As she turns 45 this month, she has done close to 20 races, including three half Ironman triathlons (generally, a 1.2-mile swim, 56-mile bike ride and 13.1-mile run) that take her about seven hours to finish. She generally has fallen in the middle of the pack in her age group of 40 to 44.

In November, Susan plans to tackle a full Ironman distance at the Ford Ironman in Florida – a 2.4-mile swim in the Atlantic Ocean, a 112-mile bike ride and a 26.2-mile run. She hopes to finish within 15 hours. She's now preparing for the Shamrock Marathon on March 20th in Virginia Beach, with a training schedule that had her running 24 miles a week in December, a distance that has been gradually increasing.

Susan usually runs through her James City County neighborhood early in the morning, when she's most motivated to exercise and after her younger daughter heads off to Jamestown High School. She also fits training around her part-time job as a respiratory therapist at Sentara Williamsburg Regional Medical Center, where she works with patients who have chronic breathing disorders.

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The kicker: Susan still doesn't like running (although she would run now if somebody was chasing her). She's glad the run is the last part of triathlon events and tries to save her legs a little on the bike, her favorite part of races – once she struggles out of her swimming wetsuit and into bike shoes and a helmet, that is. "I just tell myself I've got to push through this last leg to get to the finish line," she says. "In my head I think about all the work I've done to get there and that no one cares about my time. I'm not trying to win. I just love that I can manage to push through it."

Not being an elite competitor helps with training, too: Susan allows herself less intense training days if she needs to do something for her family or isn't feeling particularly strong. "One day I was supposed to run six miles but it was really cold, so I said, 'OK, three miles is good,'" she says. "It keeps me from hating what I'm doing. Also I don't think I have as many injuries as some people." The variety of triathlon has kept her from burning out. "If I'm sick of running, I can hop on my bike or into a pool," she notes. "I would recommend not just doing one type of exercise all the time."

Susan's husband and two daughters – Ashley,

18, a student at Thomas Nelson Community College; and Abby, 14, a high school freshman – are among her biggest supporters. Susan gets teary-eyed when she thinks about them waiting at a race for hours for the chance to cheer her for a few seconds. "That's just pretty awesome," she says. "It's why my family always comes first to me." Kevin, who is retired from the Air Force but still works at Langley Air Force Base in Hampton, Virginia sometimes trains with her. For Christmas in 2009 he gave her a new bike. He and Ashley recently ran the Christmas Town Dash 8K at Busch Gardens with her.

Susan's times have improved significantly over the years; for example, a 5K run that used to take her 35 minutes now takes about 27. More importantly, her back pain is almost gone. In fact, it generally only flares up when she takes time off from exercising.

Unlike the area's best triathletes – people she admires with awe – Susan hopes she can be an example to "regular" people. "I'm just an average mom who wants to stay fit and healthy," she says. "I'm out there doing it because I love it. And I want to see if I can still do it."

So far, the answer is definitely yes. NDN

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EMILY-ANNE RIGAL

ON WESTOPHATE



Emily-Anne Rigal is a 17 year old high school Junior at Walsingham Academy. She is the founder and director of a non-profit program called **WeStopHate** which was created to help raise the self-esteem of teenagers through online videos and social media.

The website, www.westophate.org, features teenagers sharing their personal experiences about overcoming insecurities. The videos provide insight into how teenagers can handle themselves when confronted with bullying, an increasingly serious problem that young people

contend with. The organization's first YouTube video was uploaded less than 6 months ago. At the time of this interview, it already had over 130,000 video views.

Tell me a little bit about yourself. Where are you from?

I grew up in Westchester County, New York. My father is French but my mom's from New York. When I was 13 we moved to Williamsburg. Then I started at Walsingham [Academy] in the

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8th grade, which was a really nice time to start because the high school starts in 8th grade.

How long have you been interested in the Internet and social media?

I mean, I've always had a really strong interest in the Internet. I had a Facebook account when I was in the 6th grade, like before a lot of my friends. I've always been a little more into Internet than most people I guess. Two years ago I started my own YouTube channel which was a really big thing for me and right now I have 6,000 subscribers on my own account. So I had all these YouTube friends. That really got me even more interested in the Internet, because suddenly I have really good friends from the Internet.

Were they local or all over the place?

All over the place. My best friend to this day lives in England actually. We Skype and video call and also like I go to France every summer for a month so he comes and visits. He's visited twice. So I have met five or six of my YouTube friends in person and they were all normal and my parents were really nice, like let me go meet them and everything. They're defi-

nitely like real friends. So that connected me to the Internet even more - to the online community. I was always on the Internet even when I was young.

You were at the right age to start learning the Internet as it was progressing.

And I mean I'm not like a tech person so I don't really do coding or anything like that. But I just kind of understand well, and I really love the social media aspect. I just love it. I like Twitter. I'm so into Twitter and I have nearly 2,000 followers but most of my friends don't even have a Twitter account. So there are certain things on the Internet that most of my friends don't have - a YouTube account or a Twitter account. I'm like so into both of them and that was cultivated by having my Internet friends who I was always talking to and they were really into it too.

And these friendships developed almost completely on the Internet?

Yeah. Through Skype, so through video call. So it's not just because of Twitter and things. But a really funny story is that literally after this meeting, I'm going to lunch with a boy who lives in Williamsburg, who

is like super into the Internet too and like when My Space was big he was like the king of MySpace. And he tweets, and not many people tweet and we have become really, really good friends, like through tweeting and Facebook and stuff. And we're actually meeting for the first time - we're having lunch literally an hour from now or so. So that was kind of the first time that the Internet cultivated a Williamsburg type of friendship.

And when you Skype, you're seeing the other person?

Yes. You can see their body language and their tone with Skype. When you talk on the phone, you actually don't sound like yourself but on Skype you sound like yourself, which is kind of interesting.

So they can see you and talk to you, they just haven't physically met you.

Yeah. And it's really like when I met Nathan, my friend from England, I knew who he was like before I met him in person. I knew the way he was going to behave and everything.

Okay so let's switch gears. When did you create the non-profit program, We

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StopHate?

In March - almost a year ago. That's when I had the idea for **WeStopHate** and we started uploading videos in July.

Tell me about these videos.

Basically what we do with **WeStopHate**, it's all an online program. It wasn't meant to be a **WeStopHate** club let's say. It's really an online movement. It was created to help teenagers understand that they are beautiful the way they are. It's about people always trying to fit in to be normal, like whatever normal is. I always really think it's good to stand out and to be yourself. And I think you're a lot happier when you do that. A lot of times, in middle school especially, I definitely cared about being popular and all this stuff and then I met mentors in the past couple of years who are in the self-esteem field which is so empowering to me. I was suddenly in their world and seeing all that. So I saw them kind of transform over time, I heard about their stories and stuff and how they just became really true to themselves, so I started doing the same thing and gradually I just became a happier person. I've always been really bubbly but I just felt better about

myself.

So the bullying that we hear about sometimes on the news where it has escalated, is coming from young people who are maybe ostracized or people who are labeled as different?

Yes. It's obviously rooted in insecurity. And that is what we fight. I would say bullying comes from insecurity so when someone is different, suddenly people are like 'well maybe I didn't have the confidence to be different too, so I'm going to make myself feel better by saying that you're not normal, you're weird, like let's not sit at the lunch table with her'. And I don't think it should be like that so that's what we're trying to stop.

Talk to me about different forms of bullying. It can be anything from just distancing yourself to maybe saying ugly, hurtful things to maybe even getting physical?

I mean there's so many forms of it. With bullying. It's such a big issue. It depends on the person I think. I've seen really subtle bullying where you just kind of look at someone else when someone else is talking and then you're like, 'Oh my gosh, like what is that person saying'.

That's really hurtful in its own way. And then of course I've seen some cases where kids are just being completely ostracized which is heartbreaking. I know there was a really sweet girl who was ostracized pretty much and like no one liked her and like now she has all these different issues that come from that. So it really affects the person and it really messes them up.

Do you think that Internet and the social media, the ability to connect with people and say what you want to say, adds fuel to the fire?

Well, I know something about social media that is really important to realize. Social media is so addicting because if you're obsessed with the social scene at your school, the social media - like going on Facebook and stuff - you're always finding out if you're getting more comments, like you're more popular. So the more activity that is going on in your social media, the more you're always involved in the social scene through social media. It's really a never-ending thing. I think that's something that's big with the Internet - the fact that it is so constant. But there are so many good things as



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well. I definitely see really positive things with social media too, so I think the pros outweigh the cons. It's good to connect with people and you're always talking to them and I think you build really strong friendships, not just from Internet friends, but just friends in general and just connecting with them online and stuff. It's so easy to do mean things on the Internet. I think if you believe that you shouldn't and you are confident in yourself, that's where **WeStopHate** comes in. If you believe in yourself, you are so much less likely to go and blame another person.

Is one of your missions for WeStopHate to try to teach people that it's okay to be different?

That's a big part. Our slogan is "Be you tiful". I have it on my wristband.

Tell me about the videos. How do you create them and how do people find them?

We have Team Esteem which is huge with us. It's like we're building teen esteem, not self-esteem because I think self-esteem is kind of, it's a little intimidating. And it's kind of like, 'I've heard my guidance counselor talking about this

one too many times'. What we do is we have well known YouTubers make videos and the benefit for that is that they are already role models. We've had some really, really well known YouTubers make videos for us and it's been amazing because people already look up to these kids. So even though they're teenagers, they have these huge followings. So the videos basically came in because I had Internet friends and I knew a lot of people in the YouTube community. I want to do something where we can spread a positive message and because of my mentors who are in the self-esteem field. By having people who are well known on YouTube promoting **WeStopHate**, that's how we get a following.

Because they have a following?

Yes. That's what's so interesting. We've interviewed some really big celebrities, like Whitney Port who is on her own MTV show, and like Mitchell Muso from Hannah Montana, and Monique Coleman from High School Musical. What's amazing to me is the You Tubers bring in much more people than these big celebrities. Like Whitney wrote a whole blog post on us and I can't imagine, and our numbers

didn't like skyrocket or anything. So it really is the YouTubers who are the heart of what we do, it's not the celebrities, which is cool.

You've mentioned mentors who have influenced you in a positive way. Are they local?

No. I grew up in New York so I go to a lot of events in New York and there's this company called AlleyCats.com which is the tween social networking site to empower girls and have them speak up and be heard. So I'm an assistant editor for the site. They do a big event and that's where I met Monique Coleman and Mitchell Muso and others. And I met my number one mentor, Jess Sweenor, who writes a 17 Magazine column. I got to help her for a day and be her little personal assistant. We really hit it off and I'm so close with her now.

How old is she?

I think she's 20 years older than me, so she'd be about 36. She just motivates me a lot and I adore her. She's been a really big part of inspiring me to do **WeStopHate**, and she's also introduced me to so many different people who

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continue to inspire me and who I've become friends with. And then Jeanne Demurs, who has her own program for Tweens. **WeStopHate** is a non-profit program under her non-profit. So she's been like a guide for me and if I have a question I'll ask her and we'll talk about things. She's been a big part of helping me with **WeStopHate**.

I've seen on TV where young people have taken their own lives because they have been made to feel so bad about themselves by their peers. Do you think that that is part of the power of the Internet - that so many people can come at you?

I mean, yes and no. I agree that a lot of people can come at you [on the Internet] but I really think in those situations it has so much more to do with just the school in general and the kids at the school. I'm sure that the Internet played a part in one of the ways that they bullied and really got someone to that point, but I don't think it was THE reason. I think it had more to do with the social scene at their school.

Have you ever witnessed in your school

or just in groups of friends where people were being ugly to a peer?

Oh yeah, most definitely.

Have you ever stepped in?

Yes, and I've talked to people individually. I think that's an important thing. Sometimes when you step in during, it's good when you don't. . . like I've done it but I don't think it's as effective as when you actually talk to them, whether you're talking to the bully or the victim. You know talking to them individually, I think in the end it makes them feel a lot more secure than if you just say when someone is being really mean if you just go and say something. Like that's not bad but I think it's more effective when you talk to them and actually just talk to them about what's going on and I've definitely done that quite a few times.

One last question. Readers of Next Door Neighbors are not likely to be you and your friends. They're going to be the mothers of you and your friends, or fathers, or even grandparents. So what would you want them to take away when they read this interview about you and We StopHate? They may or may not

be big Internet users but their children or grandchildren might be.

I would love them obviously to share our message and to say if you're interested you should check out our videos because they're really great videos. I think if I was talking to the parents, I would say it is really important just to not judge your child. I know there are certain parents who are just so obsessed with grades or obsessed with something that their kid does. I think it's so important to let your kids just be themselves and let them do what they want to do and not overwhelm them with things like your expectations, because I think that sometimes they don't coincide. I know my parents have always been really supportive of what I've done but they've never been like "you have to be doing this, you have to do that."

For more information on **WeStopHate**, visit: WeStopHate.org.

You can watch one of their videos at:

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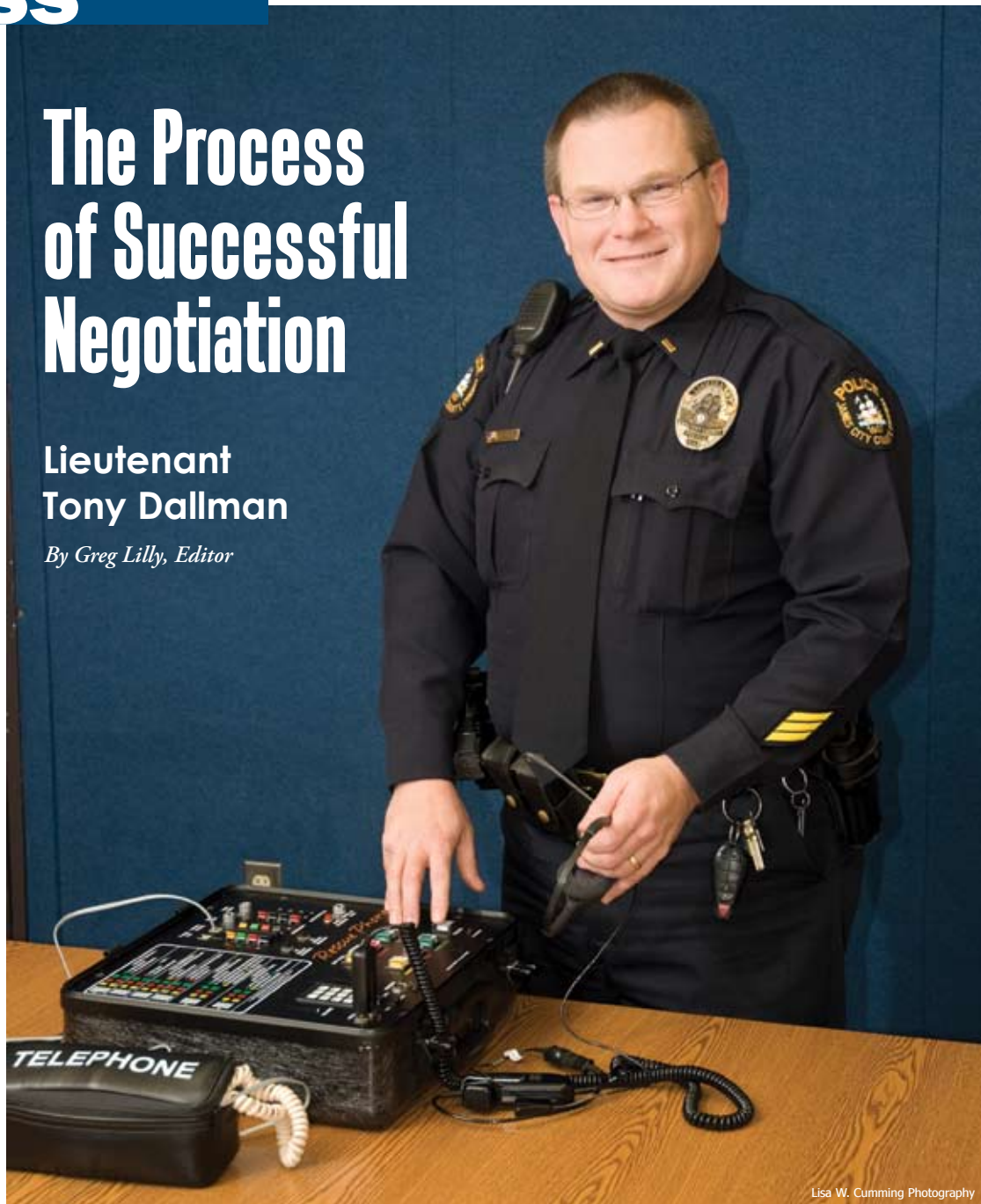
The Process of Successful Negotiation

Lieutenant
Tony Dallman

By Greg Lilly, Editor

In the day-to-day business routine, we get entrenched in details, performing tasks the same as always, trapped in a box of our own creation. Think outside the box is the chant of workshop leaders. People learn best by looking beyond their own discipline, out of their own box, and viewing the techniques of others. This stimulation shakes up perspectives, and new ideas rise to the surface. When *Next Door Neighbors* decided to find out more about someone with negotiation skills, we considered people outside the business world to give us a fresh point of view.

Negotiation skills help in our personal lives with making family decisions, purchasing cars and houses, and even deciding what to



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Tony supervises the Crisis Negotiations Team for the James City County Police Department.

"I grew up in the construction industry," he says. "I went to school at Mary Washington College in Fredericksburg and majored in Physics. None of this led to the police department," he admits. "My wife Renee and I came to Williamsburg when she was in the College of William and Mary's graduate school."

They married while Renee still attended graduate school, and Tony worked for a local contractor. Building construction is seasonal work, and Tony was laid off as business slowed. "I had to submit applications to draw unemployment," he says, "and the Police Department was one of the applications I put in. I thought this would be an interesting thing to do."

When he applied at the James City County Police Department, he says he didn't know that much about the workings of law enforcement. "I certainly didn't know anything about police department negotiations," he adds. He started as a patrol officer in 1995. "I did that for about five years," he says. "During that time, I became one of the crisis negotiators."

Tony attended crisis negotiation school, a week-long instruction of basic techniques and tactics. "It was something that I thought I would be good at," he says. "Every police officer is a negotiator. Every officer negotiates with people in crisis of varying degrees, whether that person is being arrested or having a dispute with a neighbor or whatever it might be – every police officer has a little bit of negotiator in them."

With negotiation, Tony explains that personal style is part of the equation. "Your personality needs to come through in order to be successful," he says. "You have to make a connection with the person you're negotiating with."

Tony's perspective of negotiation is that it is a process. "If we take that process to its logical conclusion, we're always going to be successful," he says. "Something may change, the situation maybe, or someone else may terminate the process prematurely, but if given the opportunity to follow it through to the end, we'll be successful."

In police work, there is a parallel to walking away from the table. "They can't walk away, but they can escalate things," Tony says. "They can stop talking to us. They can do things that can make it more difficult for us. Occasionally, the situation changes, and say our SWAT team has to make a tactical entry, which concludes our negotiations. Sometimes things like that happen, and we can't follow the process to a successful conclusion."

If given the opportunity to negotiate, Tony wants to connect with the other person and find some common ground. He starts from that shared connection and builds trust and rapport. "We bring them around slowly, to our way of seeing things," he says. "I want to let them come to their own realization that the best thing to do is stop whatever this crisis is, bring it to a conclusion and move on." Tony acknowledges that there will be consequences for whatever has happened, but usually that con-



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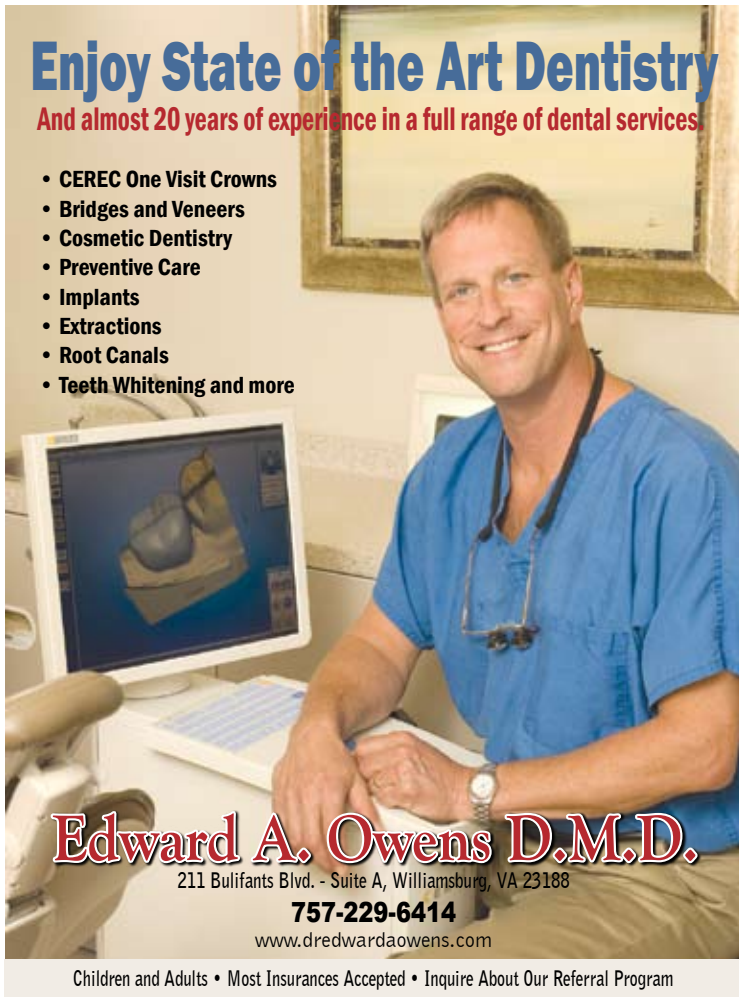
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sequence is a lot less serious than if the situation had continued. “It’s a win-win for both parties,” he adds.

To start negotiations, Tony suggests getting to know the person and what they care about. “I use active listening techniques,” he says. “Active listening is a way to show the person that I care about what he’s saying; I care about his problem; I care about him. It’s a good trust-building and rapport-building tool.”

That helps move the person further through his emotional crisis. “If I’m negotiating with someone, that person is in some type of crisis,” Tony

“Active listening is a way to show the person that I care about what he’s saying; I care about his problem; I care about him. It’s a good trust-building and rapport-building tool.” - Tony Dallman

explains. “When a person is in crisis, he goes through a variety of emotional states, whether his emotions are very elevated and animated or his emotions are very depressed, he is at emotional extremes.”

The technique of listening, of understanding the other person’s concerns also gives time for emotions to diffuse. The person will again be able to think realistically about the situation. “The person can then communicate,” Tony says, “see rationally the consequences and the benefits of what the different outcomes of the situation might be.”

Step One: Allow the emotions to filter out of the negotiation.

“If they want to yell, scream, curse, do all those kinds of thing, we just let that go,” Tony says. “As long as they’re talking, we let them keep going. We don’t take it personally. We know that even though they may be directing it at us, it’s not really about us. It’s about the issue.” He lets the person vent and lose the emotions. Once those emotions dissolve, Tony and his team can make a connection. “Time is a big factor,” Tony adds. A limited amount of time raises tensions and emotions. “It takes time to get the emotions out,” Tony advises. “We’ll spend the first part of our negotiation period just letting someone vent.”

Step Two: Listen to the concerns of the other person.

Tony uses his listening skills to ensure he understands the concerns of the other person, and that the other person understands his perspective. It’s a period of trust-building and rapport-building.

Step Three: Help both parties consider the consequences and ben-

efits of the options. “Weigh the costs and benefits,” Tony says. At this point, he describes that the best choice becomes apparent. For the police department, the decision tends to be clear, but in the business world, the choices may be more varied. However, both parties can analyze the different options, rationally, without emotion.

Frequent causes of negotiation breakdown arise from difficulty with the three steps. “Refusal to communicate,” Tony says. “Someone may absolutely refuse to talk with us. That happens a lot. We have folks who won’t respond to us in any way. The police department keeps trying. We have a never give up attitude. We’ll sit and talk to a nonresponsive house for hours on end if we have good information that someone is in it, in some kind of crisis.” There can be no negotiation without communication.

Another breakdown is unreasonable expectations. “We try to keep expectations practical,” Tony adds. “We try to remind the person of what the reasonable outcomes and realistic expectations may be for the particular situation.”

When both parties seem to be at an impasse, Tony says the reasonable expectations haven’t been communicated effectively. “Sometimes you do have mutually exclusive ideas. Your outcome and my outcome can’t exist together,” he explains. “This really comes back to the rational thought and realistic endings. That is where I would steer the conversation. We don’t offer a lot of compromise in law enforcement crisis negotiations. But, when we can, we will. Compromise is important when you can use it. If you can bring the person back to what a realistic result might be then you can break through that impasse.”

Compromise is okay. It isn’t a character flaw to bend. “In the real world,” Tony says, “I give something up, you give something up, and we come to a place that is okay for both of us. It may not be the best I was hoping for or you were hoping for, but it’s okay for both of us. That’s the way the real world works.” Compromise is one of the foundations of relationship building. Tony explains that it helps people understand that they can work through their differences and come to a mutually beneficial solution.

“Compromise is important,” he states. “Focus on what is important, focus on those aspects.”

Tony admits that in his family, his wife, Renee, is the better negotiator. “She identifies what is really important,” he says. “She takes the emotion out.” Their two sons, ages 11 and 14, have also learned the art of negotiation. “The boys are definitely dealmakers,” Tony says with a laugh. “They can bargain.”

Tony stresses that when you allow the emotion to leave the equation and look at the possible outcomes, you can identify what is important. That leads to an analysis of the pros and cons of the negotiation options. “Prioritize what you want to see and don’t want to see,” Tony adds. “That’s where compromise can start. You can’t compromise your emotions. If you’re angry, you can’t compromise.” The James City County Police let people vent to get the emotion out, to de-escalate the situation and have a conversation. Lt. Tony Dallman says that will work for you too. NDN

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Kathy Martin-Palmo

Building confidence, discipline and teamwork through

Dance

By Greg Lilly, Editor

Kathy Martin-Palmo, the studio director and an instructor at Williamsburg's Institute of Dance, says three-year-old students learn dance and movement by imitation. Butterflies float across the floor; ducks line up and wait their turn; bumblebees zip back and forth in formation. "Confidence, discipline, teamwork," Kathy lists the benefits the children gain from dance.

"I was born and raised on Long Island [New York]," Kathy says. "My best friend wanted me to go to dance class with her. We were ten years old." Her parents let her join the class. The novelty wore off for her friend, but Kathy kept going. "I still haven't stopped," she says.

She credits her dance teachers in Long Island for keeping her interested and learning. "I was a very shy girl and dance was a great way to express myself without having to speak," she says with a smile. "It was a wonderful school with many performing opportunities."

Recitals and local performances filled her teen years, and the bright lights had an appeal for her. "Growing up on Long Island," Kathy ex-

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plains, "I was a half hour from New York City. There was always that allure of Broadway. It's right there. You could be there any time you wanted. That was great. But, I'm far too short and I don't sing, so Broadway was not a viable option for me."

Long Island, though, offered plenty of performance opportunities, and she travelled with the studio and taught classes. "In high school, my dad was ill, and my dance teacher took me under her wing. I realized then that I could teach and still do something I loved to do, which was dance," Kathy says.

She says a few people tried to talk her out of a career in dance. "It was a difficult time in my life because my dad was dying," Kathy explains. "My mom probably wasn't as focused on my career decisions as she might otherwise have been. She didn't really notice I wasn't applying to colleges. It was really a rough time." The dance studio became Kathy's haven. Some well-meaning friends still questioned her direction especially when she would miss weekend get-togethers and wasn't making the money they thought she could. "There would be com-

ments made by friends and family, 'Really? Is this what you want to do?' That soon passed," she says. "It was what I wanted to do. By 19 or 20, I was working full-time and touring the country teaching."

She married and continued to dance and teach until she was pregnant with her son. "That's when my husband and I decided to relocate here because I thought I was done," she explains with a laugh. "We were starting a family. It's very expensive to live on Long Island. We thought we could be a one-income family, my husband working and me being a stay-at-home mom. We did that for a year." She and her son joined a play group where another mother mentioned a dance school searching for a part-time jazz and tap instructor. She thought teaching that Saturday morning class would be a nice way to get her out of the house once a week. That was ten years ago.

The Institute of Dance teaches students from ages three to adult. "The whole gamut of students," Kathy describes. "We have some here for recreational dance and others with very serious intentions of dance careers." She also has

adults returning to dance for fun and fitness.

"That's what is unique about this studio," Kathy explains, "a student can take on dance recreationally or with a goal to be a serious dancer. Students can design their own path. We have enough classes and are flexible enough that it's not an all-or-nothing proposition when students enroll."

Whether for the advanced students who are at the studio seven days a week or the students that come to a class once or twice a week, it's Kathy's intention for them to learn and have fun. "Whatever they are getting from us, a little extra self-esteem or the ability not to be shy at the audition for their school musical, it's all good."

Fulfilling the mission of the Institute of Dance, also referred to as iDance, involves bringing the faculty and students' love of dance to the Williamsburg community. These community initiatives benefit both the students for the performance opportunities and the audiences who enjoy the shows. "We partner with the Williamsburg Library for a free program called 'Storytime with the Arts' where we bring

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books to life on the library's stage," Kathy says. While someone narrates the story, the students perform a choreographed piece. "We go to the adult communities, like Chambrel, and put on dance performances for them as well," she adds. "At Barnes and Noble, we do character narrations for pre-school books like Fancy Nancy or Tinkerbell – the books that young children like to read."

Not only does the community benefit, but so do iDance's students and teachers. Kathy says the students "are being thrust into a world of performance. They learn how to perform, how to become different characters. Many of them have shown interest in creating numbers themselves." She and the staff have created a choreography class where the students get musical and dance challenges to create different styles of choreography.

"They love it," she says.

For the teachers at iDance, the studio and students are a creative outlet. "The fun of choreography for us," Kathy says of her faculty, "is to take a piece of music, a group of dancers, add a prop, and see what comes out of it. It's amazing to see what the kids put into it, to create this work, to make physical something that only existed in my mind." She adds that the students are extremely open to learning new pieces and new styles of dance. "I don't know if I could be as creative, or want to be as creative if I didn't have a receptive group. They come in September excited about what new things we'll do for the June show. They are so excited to perform, at the shows around the community, both the small shows and large recitals. It's about performing."

The students emerge from the dance training and performances confident and disciplined. "I've had parents come to me and comment on how much discipline the students commit to," Kathy says, "not just for dance, but also in their school work and other activities."

Kathy ensures the classes cover a wide array of dance styles to keep the students challenged and interested. "Ballet, tap, hip-hop, Celtic, lyrical, modern," she lists, "really everything except ballroom." A majority of students want to try all the dance styles and take several classes to find their favorites.

"You have to be a chameleon if you want to be a working dancer," Kathy explains. "The choreographer will set the show, and you have to be able to fit the style." She stresses that the biggest challenge is letting go of self-consciousness and taking hold of a particular style of dance. "That's where the self-confidence comes in," she says. "If I let myself go there, are people going to laugh? We try hard to encourage the girls to go there. We're all among friends, so give it a try. For me personally, that was always my phobia with ballet. I don't have the ballet body type, and I was so self-conscious. I just wanted to get through the class and get to tap and jazz, where I felt good. I'm trying to keep the girls from experiencing that same phobia. I want them to be comfortable. They're good. They have no reason to be self-conscious. It's just something you have to be disciplined about, throwing yourself into different styles of dance."

Kathy's aim is to have the students gain more than dance skills. "If they never dance another step," she says of the students as they go on to other endeavors, "the self-confidence, the self-worth, the discipline, and teamwork skills from dance will benefit them throughout their lives." NDN

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RESTORING HORMONAL BALANCE

Dr. Renee Moss

By Greg Lilly, Editor

When most people hear the term hormone replacement therapy, they think of menopausal women. “But, it’s really a broad spectrum of things,” says Dr. Renee Moss. “There are a lot of hormones in our bodies, in our systems: thyroids,” she lists, “adrenal glands put out cortisol, which is your stress hormone. In addition to those, there are estrogen, progesterone and testosterone that we typically think about when we discuss hormone replacement.”

Dr. Moss explains that all our internal systems “talk” to each other, and if one is off, the others may be affected too. “A thyroid abnormality may mimic a menopausal symptom,” she describes. “I’m looking at the total picture to figure out where those symptoms



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are coming from. For example, sometimes a patient will complain of hot flashes. They think it's because their estrogen is low, but really, it's a thyroid problem. These hormone systems work in symphony. How these hormone systems all play together is a key piece of hormone replacement."

Dr. Moss grew up in York County, earned her undergraduate degree from the University of Virginia in Charlottesville, Virginia and graduated from the Medical College of Virginia in Richmond, Virginia. Her specialty was in physical medicine and rehabilitation, also called physiatry. "Physical medicine is non-operative musculoskeletal stuff," she says. "Pain management, some nerve and muscle testing. In an inpatient setting, we see amputees, people after strokes or brain injuries, in an effort to help them recover. It's more of a functional recovery." She practiced in this specialty for about twelve years.

"When I was at that turning 40 timeframe," says Dr. Moss, explaining her interest in hormone therapy, "I started to think about me personally. Three of my four grandparents lived

into their 90s. One is still living at 95. So I thought, if I had these good genes that could potentially let me live for a long time, what could I do now to make sure I'm as healthy as possible in those later years, to avoid a nursing home? I know I have some hardy genes, I just needed to take advantage of that."

This led her to explore the most recent studies and theories on aging. "I got hooked up with the American Academy of Anti-Aging Medicine," she says. "They look at a holistic approach to aging: nutrition, lifestyle, as well as hormonal balancing. This was new to me. As a rehab physician, I'm aware of exercise and how it can impact someone's recovery, but the hormone piece was new." She began investigating hormone replacement therapy and training in the field.

Her patients are a range of people, not just menopausal women, although that group makes up the majority of her patients. The therapy benefits both men and women at a variety of ages. "Menopausal and perimenopausal women come into the office when things are starting to change," Dr. Moss says. "They no-

tice it. They have a biological marker that says things are different. Whereas men go through a similar change in their hormonal balance, really a decline in hormones, but they don't have a biological trigger that lets them know this is why it's happening." She states that there is a trend in the medical community to study the effects of testosterone levels in men, and not to fully attribute a man's lack of energy, libido and muscle tone to the normal aging process.

The biggest factor that prompts people to seek hormone therapy is an unsuccessful run through traditional medicine channels, batteries of tests, inconclusive results and continued feelings of ill health. "They can't find a solution," Dr. Moss states. "They know something's not right. I see a lot of people with fatigue issues. People are less and less likely to say this is typical aging. That used to be the answer from the doctor, 'You're just getting older and that's expected.' People are not accepting that anymore and they start to look at other things."

Some of Dr. Moss's patients don't want to use medicines piled on top of other medicines. They seek a change in diet or a natural supple-

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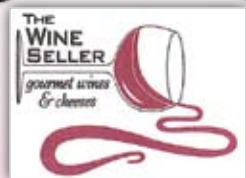
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ment to address the imbalances of the aging process. Dr. Moss focuses on bioidentical hormone replacement therapy. "Not all physicians feel comfortable with that bioidentical piece," she says.

The definition of bioidentical hormones may change with each person explaining it. "Everyone has their own twist on what bioidentical is," she says. "For me, a bioidentical hormone is a substance that has the same chemical structure as the hormone that our bodies produce. Women typically have three main estrogen hormones that they make." When studies published negative information on hormone replacement therapy, Dr. Moss explains, the tests used many different estrogens, primarily those found in horses – not the same structure as the estrogens women produce.

"One or two structures were similar, but there were all these others," Dr. Moss describes. "There are still questions about how our bodies

process those other things, those foreign structures. When I talk bioidentical, it's the same structure as your body makes."

As with any medical treatment, hormone replacement therapy and its success depend on

"Keeping those hormone levels at a somewhat youthful range allows us to deal with those age-related chronic diseases better."

- Dr. Renee Moss

the patient communicating with her or his doctor on the effectiveness of the treatment.

Dosages may be tweaked to deliver the correct level to put the systems back into balance. "Some people come in with similar symptoms," Dr. Moss explains, "but when I look at the

chemical makeup in the lab, they can be very different. Their imbalances are not necessarily the same. How you manage that is different for each person. Patients with similar symptoms and similar labs may take the same thing, but respond differently. It really is key to individualize dosage to how that person is responding."

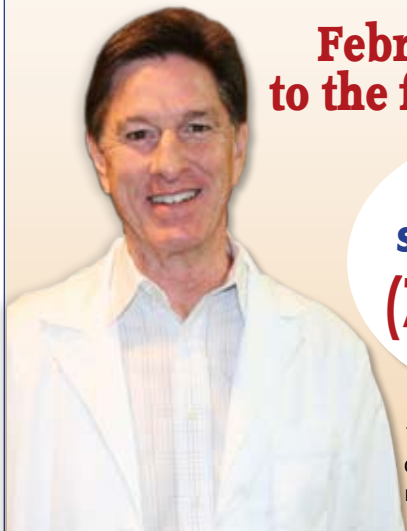
The benefits of rebalancing hormone levels are plentiful. "We have hormone receptors in every organ of our body," Dr. Moss says. "Our brain has hormone receptors. Our heart has hormone receptors. Our bones do too." Depending on what caused the patient to seek treatment, she or he should see an improvement in those symptoms, symptoms spurred by the imbalance. Dr. Moss says, "The patient may get the additional benefits of improved bone health, improved memory or cognition function, in addition to relief from the fatigue, hot flashes, weight gain, or the skin changes for which the patient initially sought treatment."

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"A lot of times," she continues, "people think they will be super hormonal. That's not necessary. We want to keep levels in a normal range, within the most optimal range for you. I don't want to super-size anybody. That's not helpful, and there are actually potentially negative side effects from too much."

As with any medication replacement, there are risks that should be discussed with your doctor. "If a female is taking testosterone replacement," Dr. Moss describes, "she may get acne, hair growth, and if it is too high, she could get voice change. For men with testosterone replacement, we have to look at prostate function. Sometimes it can make their blood thick, so they are at risk for strokes and heart attacks. Some men convert excess testosterone to estrogen; you don't want them producing more estrogen. In women, estrogen and progesterone's big concern is cancer. With thyroid, you talk more about cardiac problems, sometimes there may be bone issues if levels are too high. Like with anything, too much of something is usually not good."

She stresses that looking at the whole picture is vital. "To age well," Dr. Moss says, "you need to be sleeping well, dealing with stress, your bowels need to be working, you need to have as little exposure to toxins as you can, and you have to get those hormones balanced." Over the years, nature's way is for hormone levels to decline for women and for men. "Menopause and andropause (the man's version) are nature's way of saying we're done," she explains. "Modern science has allowed us to live well past that time. Keeping those hormone levels at a somewhat youthful range allows us to deal with those age-related chronic diseases better. It would be wonderful if everyone had a complete hormone check at age 30, so as they aged we'd know their best personal levels." Obtaining a baseline hormone level at a patient's vibrant age would be her ideal procedure. As the patient matured, that optimum level would give doctors a guide for monitoring the patient's hormone levels.

Dr. Moss's personal rewards come from helping people who felt like they were at a dead-end in finding a solution for a daily weariness and a general sensation of poor health. "Finding a resolution – that's good, that's nice," she says.

Future roads of discovery lead her to the study of genetics. "In aging management, genetics are the next thing," Dr. Moss says. "One company has found a genetic marker that tells if you would respond better to a low fat diet or a low carbohydrate diet. Wouldn't that be easier than spending years trying to find the right diet? They're doing it with Coumadin management. There are B12 and Vitamin D markers that show if a patient may have trouble processing those. It's exciting to think about using some of those genetic markers to treat patients more effectively and more individualized."

The hardy grandparents of Dr. Moss set her on a discovery of ways to stay healthy into an advanced age. Diet and lifestyle decisions play important parts, but her work in hormone therapy has shown the benefits of bringing the body back into harmony. **NDN**

Jay Behm

THE GARAGE DESIGNER

By Greg Lilly, Editor

Cold, winter nights tend to make Williamsburg residents love their garages. Throw in a snowy morning, and people will compose sonnets to that part of the home where the car is parked – or is it parked there? Jay Behm says it probably isn't.

Take a walk down your block and snoop on the neighbors' use of their garages, if they have one. The garage becomes a catch-all storage for the house; some people have crowded the car out. The car – the second most expensive purchase

(the house being the most expensive) – sits in the driveway, or even worse, on the street, in

the cold drizzle of sleet from a winter storm or under a cascade of twigs from a gusty wind.

to the east coast, to the Hampton Roads area, when I was in high school." Jay started col-



Lisa W. Cumming Photography

Early in Jay's career, he designed transportation facilities such as bus transit centers around the Tacoma and Seattle, Washington areas. Someone asked him to design a house, and he found he enjoyed that aspect of architecture and design. "I quit my corporate job in 1986," he says, "and started designing houses in the Seattle area."

When Jay was a boy, his father was an architect, and the family moved from time to time. "My father had moved us

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lege at Christopher Newport University, but the family moved back to the west coast and he finished his education at the University of Washington with a degree in architecture and urban planning.

Jay's home designs were sleek, airy contemporary houses. He says the mid-century modern look was the style he loved. "I started out in the late '80s," he explains. "I was obsessed with modernism, which was really out of style in those days. I was interested in European modern housing – Germany, France, England, the cutting edge style there. I did quite a few [homes] of that style around Seattle."

For the next 15 years, Jay continued to design houses in the Tacoma and Seattle, Washington areas. "About that time, I was contacted by a lumber company to design some stock plans for vacation homes and garages," he says. He created straightforward, easy to build plans for the lumber company to sell. That business declined when the lumber company lost its battle with the encroaching big box hardware and lumber stores.

"The Internet was gaining in popularity," Jay explains. "In 1997, I created a website to promote and sell some of my designs for myself."

As their children grew up and moved out,

Jay and his wife "got tired of the constant gray cloudiness and coolness of Seattle." They thought about where they wanted to live. "We decided we wanted to be some place on the Mid-Atlantic because of the climate," he says. "I had such good memories of the climate from when I lived here with my parents, the way things looked around here, the historical design of Williamsburg."

Today, Jay is a top-selling stock garage designer. He offers advice on how to make the most of your current garage, what to consider for an update to your garage, and what to think about if you want to add a garage to your home.

Making the most of your current garage involves deciding what its purpose is. For example, is the garage for home storage or is it for housing for your vehicle? Jay says that most people want to use it for both, but aren't able to accommodate multiple functions. "Usually older garages aren't big enough," he says. "They're too small for today's cars especially if you drive a full-size truck or SUV. A lot of garages can be used for storage or for cars, but not for both." Until recent years, garages were constructed too small for the demands put on them today: bigger cars, additional vehicles

(golf carts, motorcycles), household storage, tools and workbenches.

One suggestion Jay makes is that if you have a small garage and are selling your home, empty it out and park your car there. Show it as a garage, not as an indicator that the house lacks sufficient storage.

Considering a garage update? Jay explains that adding space, beyond the installation of storage shelves and cabinets can be difficult. "Taking a garage you have, you can add on to it," he says, "but usually if it's a detached garage, it's almost as easy to bulldoze it and build a new one."

He says that for home resale, a dilapidated or too small garage is a strong reason for a potential buyer to dismiss the home altogether. "They would have to demolish it and start over," Jay explains. "That's more work and money on the buyer." A bad garage is worse than no garage, when selling your house.

In new construction, Jay sees bigger garages to accommodate SUVs and large trucks, and room for storage. "From my stock plans," Jay explains, "orders seem to favor the same type of design: a big garage with lots of space and a loft of some kind. That's the most desired type of structure. A two SUV garage with extra space

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with a stairway going up to an attic, maybe built within the roof. That upstairs space can be used for storage, home business, rental unit, mother-in-law suite, whatever.” He has developed several variations of that design. “That’s the most requested style,” he reiterates.

“Storage upstairs and 9 to 10 foot ceilings,” Jay states, “are the most requested features for a new design.” The upstairs of a garage may be used for more than storage. Jay says that homeowners frequently request living spaces above a garage. “A lot of people want apartments, to take care of family and to have a place for parents, in-laws, kids from college. I saw that twenty years ago when we were in a recession, a recession less deep and less wide than today’s.”

His next most popular style is the opposite: “A nice compact one-car garage.” He believes these are bought by people who don’t have much room for a garage, but want one that fits on a small footprint. The other draw for the compact one-car garage is a home with an existing garage that just isn’t large enough. A car crowded out by household storage wins its own garage separate from the house.

Matching the style of a garage to the home’s style is important, and Jay developed several Williamsburg designed garages for the colonial look.

“I love design,” Jay states. “This is a small scale operation that I can control and manage. It’s gratifying.” The best part of his work is the creativity of coming up with new ideas, trying new styles and designs. He monitors his customers’ reactions to his latest designs and features to gauge the popularity. “I plan to do design for the rest of my life,” Jay adds, “I thoroughly enjoy it.”

Homeowners with a garage that meets all their storage, lifestyle and automotive needs, thoroughly enjoy it too, especially during these frosty winter mornings. 



Q & A

An Interview with Nan Piland

PRESIDENT OF WILLIAMSBURG AREA ASSOCIATION OF REALTORS®

Email Nan at info@waarealtor.com

How would you describe the local real estate market this year as compared to 2009, and what do you think 2011 will bring?

PILAND:

We tell consumers that real estate is local. What exactly does this mean? National trends in real estate are important in gauging the health of our economy. Housing makes up 15% of our country’s Gross Domestic Product (GDP) and the housing market as a whole is one measuring stick for determining whether the U.S. economy is improving, staying the same or getting worse. However, what happens on a broad scale is not always indicative of what is happening in individual markets. This is especially true in Williamsburg where we have a diverse population and an economy that depends greatly on service and tourism.

When it comes to understanding the local market, the best resource for current information is a local Realtor. They receive consistent training and updates in real estate – not only on a broad scale, but more specifically regarding

the local market where they live and work. More importantly, a Realtor can drill down to help you understand more about neighborhoods – what houses are selling for, how many days they are on the market etc.

You can also look at statistics provided by the Williamsburg Area Association of Realtors to give you a history of home sales. This data allows you to take a look at several years or to compare one year to another. If you compare 2009 vs 2010 data, you can make some determinations from statistics that reflect housing sales performance in our current economy that may help you decide whether it is time for you to sell or buy.

For example, one number to compare is median sales. This is generally a better gauge of home prices than average sale price because an extremely high or low sale price can skew the average price dramatically when looking at a number of sales. The median price represents the price point that is in the middle of the range of prices that homes have been selling for. Half of the homes are above this median price point and half are below.

To make this information the

most relevant to you, the data that we will present reflects home sales in the City of Williamsburg and James City County rather than all home sales that occurred in the past two years since some homes were sold out of market. In 2009, the median sales price for homes was \$290,000. In 2010, it was \$292,292. The average sale price increased only slightly as well. The average sales price for a home in 2009 was \$330,733. In 2010, the average sale price was \$336,273. Pending home sales (under contract but not yet closed) give us a comparison of the past two years since the information regarding homes sold (closed sales) will not be available until after this magazine goes to press. Pending sales for 2009 (also closed sales) was 857. In 2010, it was 870. Clearly performance in the housing market is steady with a slight tick upward.

It also continues to be a very affordable time to buy a home. The national forecast for 2011 is for interest rates to rise 1% to 2% while home prices remain constant. To continue to follow the housing market in the Williamsburg area, contact your local agent or go to www.waarealtor.com. There you will find quarterly and annual reports dating back to 2007.

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Hey Neighbor!

LEGAL OUTREACH PROGRAM

January 22, 2011

10 am - 1:00 pm at Magruder Elementary School, 700 Penniman Road. Free Legal Services are provided to those who meet financial criteria and who live in Williamsburg, James City County and Upper York County. This effort is partnered by Williamsburg Bar Association and Williamsburg-James City County Community Action Agency. Law services include: uncontested divorce, landlord/tenant and real property, employment law, immigration law, child custody and support, consumer law, will/estate law, bankruptcy, Medicaid, protective orders, social security, wills and estate planning, restoration of driving privileges, restoration of civil rights, domestic relations and voting rights. Call Yvonne or Linda for an appointment at 757-229-9332. You will be asked for information concerning your wages and other property that you have. Your information is confidential. Walk-ins will be accepted, but there is no guarantee that walk-ins will be seen on that day.

Hey Neighbor!

THE WILLIAMSBURG WOMEN'S CHORUS

January 27, 2011

The Williamsburg Women's Chorus is open for membership for the spring season. Rehearsals begin on January, 27, 10:00 - noon. We welcome new members! Call Ann Porter at 757 564-7875 or e-mail, aportermusic@verizon.net for more information.

Hey Neighbor!

PIANIST VALENTINA LISITSA BENEFIT PERFORMANCE

January 29, 2011

The Williamsburg Symphonia League presents a Benefit Performance featuring pianist Valentina Lisitsa at Phi Beta Kappa Hall at the College of William and Mary beginning at 7:30 p.m. Tickets are \$50 for the concert only. Reception tickets for pre-concert wine and hors d'oeuvres at 6 p.m. and post concert champagne and dessert including a visit with Valentina are available at additional \$90 and \$35 respectively. Pre and post concert receptions are black tie optional and have limited capacity. Call 757-221-2674 to reserve your tickets today or visit www.wm.edu for information and ticketing. All proceeds to benefit The Williamsburg Symphonia.

Hey Neighbor!

NEEDED: BOWLING SPONSORS

February 2011

Grove Christian Outreach Center (GCOC) clients have initiated a fundraising event to raise money for a new Center! In February, GCOC clients will be bowling a 3 game tournament. Each of the 24 bowlers (clients) will donate 10 cents a pin for their game. A sponsor will then match that amount, donating \$1.00 for each pin their bowler gets down during their game. If their bowler wins one of the three rounds they will contribute an extra \$100! We are still in need of sponsors. If anyone would like to sponsor a bowler,


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Hey Neighbor!

Please visit www.WilliamsburgNeighbors.com and click on **Hey Neighbor!** for a complete list of current community announcements.

To submit your non-profit event to Hey Neighbor! send a paragraph with your information to: heyneighbor@cox.net

the total sponsor amount will not exceed \$300.

Hey Neighbor!

EIGHTH ANNUAL HIGH SCHOOL STUDENT ART SHOW Through February 4, 2011

This Century Art Gallery. Upstairs Gallery: 2010 Winner's Show. 219 North Boundary Street, Williamsburg. Open Tues - Sunday 11 am to 5 pm. Call 757.229.4949. Open and free to the public.

Hey Neighbor!

4TH ANNUAL BUNKO TOURNAMENT FOR BREAST HEALTH AWARENESS

February 5, 2011

7 pm. Walsingham McAuley Auditorium, 1100 Jamestown Road. Benefiting Beyond Boobs! and Susan G. Komen/Tidewater. Tickets: <http://sites.google.com/site/Bunko-TourneyWmbg/> Or email KMBunko@yahoo.com. Hosted by Kingsmill Bunko Ladies & Friends

Hey Neighbor!

NONPROFIT BOARD TRAINING SERIES

February 8 - March 15, 2011

NetworkWilliamsburg will be holding the second nonprofit board training series beginning Tuesday, February 8 from 5:30-7:00 p.m. and continuing every Tuesday evening through March 15. The goal of this 6-week class is to educate com-

munity members interested in serving on a Board (or currently serving) on the roles, responsibilities, and rewards of serving on a nonprofit Board; and to provide area nonprofits with knowledgeable, productive, committed members who better understand their role in helping to meet the goals of the organization. Cost for the training is \$150. To learn more, contact Karen Dutro at 945-1285 or e-mail karen@networkwilliamsburg.com.

Hey Neighbor!

CHRISTINE NIEHAUS AND HARRIS SIMON IN CONCERT

February 12, 2011

The Williamsburg Music Club presents this Benefit Performance featuring Christine Niehaus and her husband Harris Simon at the Kimball Theatre on Saturday February 12th at 7:30pm in an exciting program of classical and jazz works for solo piano, two pianos, and harmonica and piano. This program benefits the Williamsburg Music Club's Grants-in-Aid Fund. This fund supports the annual distribution of music scholarships to deserving young musicians in the region. All Tickets: \$15. Tickets available at Kimball Theatre Box Office 4pm to 9pm Daily or Call 1-800-History.

Hey Neighbor!

THERAPY DOG TRAINING

February 15-May 3, 2011

4H Pet Pals Therapy Dog Club is offering training to community youths ages 9-18 who are interested in joining our Club. The training will start on February 15th and will run until May 3rd. It will be held at the Toano Woman's Club on Tuesdays from 6:30pm - 7:30pm. Dogs must be 1 yrs old by May 2011, current on shots and get along with people and other dogs. The cost is \$85 with \$25 refundable if you join the club. Contact Jeremy Johnson, 757-564-2170 or jejohns1@vt.edu

Hey Neighbor!

A KINGSTON TRIO TRIBUTE

February 16, 2011

The Williamsburg Music Club is delighted to present the Three Jolly Coachmen, Peter Budnikas, Gary Allen, and Greg Davy along with bassist Pete Vining, in a Kingston Trio Tribute. The program begins with coffee and conversation at 10:00 a.m. followed by a brief business meeting. The musical programs starts at 11:00 a.m. in Lewis Hall of Bruton Parish on Duke of Gloucester Street in Colonial Williamsburg. This program is free and visitors are always welcome. For further information call: 757-258-0435 or 757-229-4429.

Hey Neighbor!

"SWING IN THE AFTERNOON" DANCE AND RAFFLE

February 26, 2011

12 - 4 pm. An afternoon of swing dancing and a raffle with great prizes. Held by Christian Home School Fellowship at Williamsburg (Indoor) Outlet Mall, 6401 Richmond Road, Williamsburg, VA. "Swing in the Afternoon" is a fun filled family event that costs \$10 to participate. Your entrance fee is good for the duration of the event and puts you in the raffle drawings that will be held periodically throughout the day. All proceeds will directly benefit Grove Christian Outreach Center Building Fund! It does not matter if you are a beginner or a pro or just want to watch!

Hey Neighbor!

MUSIC TOGETHER - CROSS PURPOSES BENEFIT CONCERT

February 26, 2011

7:30pm - 9:30pm. An evening concert by Cross Purposes (a great Date night event) this event is free and open to the public. Cross Purposes, a contemporary Christian band under the leadership of Gail Scullion, Music Director of Wellspring, and has been praising God together for over 12 years. A love offering will be taken for the Grove Christian Outreach Center Building Fund! St Martin's Episcopal Church. 1333 Jamestown Rd.

Send your non-profit event to:

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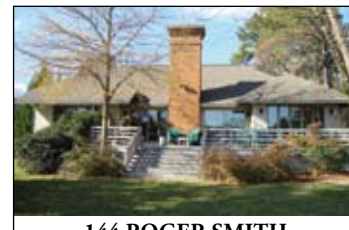


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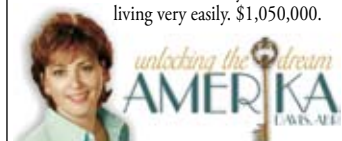


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