

## SELECT SOCIETY OF SANITARY SLUDGE SHOVELERS

History, Tradition, Rules and Folklore  
of the

*Federal Water Quality Association 5S Chapter<sup>1</sup>*

**National History and Folk Lore Associated with the 5-S Society:** The 5S Society reportedly was founded (that is, actually came into being) in Arizona in 1940. In 1987 correspondence with Art Vondrick of the Arizona Water Pollution Control Association (WPCA) for guidance in operation of the newly chartered Federal Water Quality Association (FWQA) Chapter of the 5-S, he noted that the 5-S concept was conceived and formalized in 1940 by efforts of the Honorable A.W. “Dusty” Miller and F. Carlyle Roberts, Jr., members of the Arizona WPCA in October of 1940. He also stated that the functional reason for the creation and existence of 5-S Chapters was: ***“to provide recognition to members of an Association who make outstanding contributions to its affairs, above and beyond the call of duty and who may not receive other awards or serve the Association as an officer.”*** The inductees so honored may not be the recipient of awards, or become an Association President, but nevertheless contribute in some outstanding measure to the Member Association of which they are a member.

There also is a thought that the 5-S Society had its origins in Pennsylvania, with a connection to the ***Ted Moses High Hat Award*** (according to Greg Burk , Michigan Water Environment Association (MWEA) pH 7 Influent Integrator). Today, however, one thing is certain since the first days of the Select Society of Sanitary Sludge Shovelers, . . . there have been “5-S societies” formed in almost every Country in the world , and in nearly every State of the USA.

The honor of being conferred with 5-S Society membership is recognized nationally and internationally by any and all persons connected with the Water Environment Federation (WEF), as well as by members of various other association and professional societies, trade associations, and virtually at all levels of government for “those in the know,” regarding what the **Golden Shovel** represents. It is important to note that one cannot “join” the 5-S Society, but that Members are “selected” on the basis of merit. Induction into any 5-S Society Chapter within the WEF bestows upon the nominee the accolade of **being elevated to the highest ridge of the sludge bed**, and receipt of the coveted Golden Shovel connotes a very special honor and recognition which is sought by many and achieved by few.

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This material has been compiled by K. Jack Kooyoomjian, Ph.D. who is the current pH7 Influent Integrator for the FWQA Chapter of the 5-S Society. Dr. Kooyoomjian has conferred with the Charter pH 7 Influent Integrator, Dr. Edward H. Bryan and others within the 5-S Society as appropriate. This material will be updated as needed.

Wearing of the **Golden Shovel** is not to be confused, but often is with other associations. For instance, wearing of the **Golden Shovel** is sometimes confused by others as marking the recipient as a member of other associations, such as the National Funeral Directors Association (NFDA), and is cause for lively conversation of the wearer with persons who may ask what the shovel represents, or what does 5-S mean, or how can I join? At the very least, it is a great means for sparking lively conversations at meetings. Also, in any official or unofficial meeting or venue where sludge related matters may be discussed, the wearer of the shovel may be looked upon for profound statements, summaries or “truths” related to any aspect of the topic of sludge, or any related or un-related subject. It just comes with the territory.

Each Association must devise some credible method of selecting the first year’s nominees. After that, the existing members select the new nominees. The Society has no formal rules, dues, committees or reports. Tradition provides that the four senior members of the Association’s 5-S Chapter present at any meeting of the Association shall select no more than three new members annually. The only officer is the pH 7 Influent Integrator (II) whose duties are to preside at meetings, maintain records, arrange for badges and certificates and manage the induction ceremony and remain neutral on all selections of inductees. The pH 7 II may acknowledge the “wiseness” of the choices of his/her colleagues, however. Signature lines on 5-S Certificates of membership are numbered from pH 1 to pH 13. The line for pH 7 is reserved for the revered pH 7 II’s signature, symbolizing and emphasizing neutrality on all issues that are brought up in meetings or induction ceremonies of the 5-S Chapter.

The 5-S Society is an organization that one may not join. The potential inductee must be selected by his or her peers within the local Chapter of the 5S Society on the basis of merit. It is a society for those members who contribute their efforts, time, and energy to the betterment of the Member Associations within the Water Environment Federation (WEF). The existence of a 5-S Chapter recognizes that many members, while making very worthwhile contributions to the Member Association, in this case, the Federal Water Quality Association, may never receive deserved recognition, but are honored and revered by their fellow 5-S brethren.

### **LOCAL History, Tradition and Folklore Associated with the WEF and the the FWQA 5-S Chapter:**

The inductee is accorded recognition and honor at the very top of the ridge of the sludge bed through membership in the local FWQA Chapter of the 5-S Society. This coveted honor must be conferred on the inductee by his/her peers. The FWQA was founded in 1928, the same year as the founding of the national association, known originally as the Congress of Sewage and Industrial Works, then as the Federation of Sewage Works Association, which became known for a long stretch in recent history as the Water Pollution Control Federation (WPCF), and was re-named in recent history (the late 1980’s) as the Water Environment Federation (WEF). The local 5-S Chapter of FWQA was founded in 1986. At the time of the founding of the FWQA

Chapter in November 15, 1986, it became the 26<sup>th</sup> Member Association of the WPCF to host a 5-S Chapter.

During the first induction ceremony on the evening of November 15, 1986 at the FWQA's Annual Association Awards Banquet, the Honorable Dr. Thomas J. Grizzard, Jr. Influent Integrator of the Virginia WPCA (Water Pollution Control Association, now known as the Virginia Water Environment Association, VAWEA), a member of the Occoquan Monitoring Laboratory, and a Virginia Tech Graduate and Adjunct Professor of Virginia Tech on the Northern Virginia Campus, installed the Charter 5S Chapter of the FWQA. At the time, the hotel (the Sheraton at Tyson's Corner) did not allow the transport of sludge into the hotel, much less its placement onto sludge piles on their upgraded designer wall-to-wall carpeting. In any case, the FWQA, as ever-imaginative and creative professionals, managed to acquire 13 "biobricks" and get them wrapped and transported into the hotel.

At the chartering ceremony of November 15, 1986, in addition to a certificate, each initiate was given a tie-pin shovel and one of the 600,000 Biobricks that had been manufactured by Maryland Clay Products, Inc. using sludge from the Washington Suburban Sanitary Commission (WSSC) Parkway Wastewater Treatment Plant. The initiates stacked the bricks on a table and moved them to another location symbolizing the initiate's personal contact with a product manufactured by use of sludge and illustrating its potential constructive use. Charter members are listed below. Charter membership certificates were signed by Dr. Thomas J. Grizzard, by Robert A. Canham, Water Pollution Control Federation (WPCF) Director and Robert R. Perry, P.E., Assistant Director of the WPCF; Carl Huber, President and Beth Turner, President-Elect of the WPCF; Gerry Schwartz, Past President and Paul Kuhn, Treasurer of the WPCF; Ken Spear, President and Mardane McLemore, President-Elect of the Virginia WPCA; Ronald Young, member of the California WPCA; Roy Love, President of the Pennsylvania WPCA; Harold Goldsmith, President of the Illinois WPCA and Jan McAlpine of the WPCF Staff.

Dr. Ed Bryan of NSF, the Charter 5S pH 7 Influent Integrator utilized the Biobricks in all subsequent ceremonies, beginning in 1987, until that fateful day that his house was struck and torn asunder by a tree, and the demolition crew hauled off most of his "lifetime supply" of biobricks from a nearly collapsed garage. We retain a form of "mystery" and intrigue around the aura of the selection of the Charter pH 7 II, Dr. Edward H. Bryan, the omnipotent and revered Charter pH 7 II of the FWQA 5-S Chapter. He now retains the title to be held forever as the **"Charter pH 7 Influent Integrator Emeritus."** See below in this paragraph for more on this. Suffice to say that Dr. Bryan has served honorably at the very top of the ridge of the sludge bed for nearly 2 decades as the pH 7 II until February 23, 2006, when he was inspired, after much thought, contemplation, introspection and vision which can only be accomplished by the truly **"Omnipotent Great One,"** handed the reins over to Dr. K. Jack Kooyoomjian in a ceremony following the FWQA Luncheon event. Mr. Martin Brossman, our intrepid FWQA member and volunteer photographer, did not realize the gravity of the event taking place before his eyes at that time, and missed a treasured photo opportunity for the FWQA Newsletter. The brief ceremony was re-performed in abbreviated format at the National Press Club during the May, 2006 FWQA Awards and Scholarship Luncheon, and Mr. Brossman captured this event for

posterity. Also at this event, Dr. Kooyoomjian, as the newly installed omnipotent pH 7 II for the FWQA 5-S Chapter, and as keeper and breaker of the rules, conferred the title of “*Charter pH 7 Influent Integrator Emeritus*” upon Dr. Bryan, returning his Hard hat with signatures of many of his FWQA 5-S Society brethren affixed and emblazoned for posterity to said Hard Hat, making it a unique and enduring symbol of Dr. Bryan’s continuing Omnipotence and revered position at the very top of the ridge of the sludge bed. This is a lifetime title, and is not conferred on any other human being on the entire face of the planet earth, in any galaxy or in the known universe.

**Biobricks:** Around the time that the 5S FWQA Chapter was Chartered in 1986 was around the peak of interest in the biobrick concept. The Washington Suburban Sanitary Commission (WSSC) had 600,000 biobricks manufactured by the Maryland Clay Products. This product met all ASTM standards of quality and performance. The WSSC constructed “Biobrick I” at the Brighton Dam Park and at the Electrical-Mechanical Maintenance Building at the Parkway Wastewater Treatment Plant, which was the source of the sludge used in making those biobricks. This use of biobrick was dedicated to “constructive uses of sludge” and some “National” publicity, including a segment on a news program by Post/Newsweek TV stations in Miami and Detroit in 1988.

The biobrick concept had emerged from research conducted at the University of Maryland and continued at Purdue University by Dr. James Alleman and his graduate students with support from the National Science Foundation’s Appropriate Technology program. Articles about this research and its applications by the Washington Suburban Sanitary Commission (WSSC) were published in the April and October 1982 issues of the FWQA Newsletter. The practice of handing each initiate a Biobrick has been a traditional part of all initiation ceremonies since the FWQA Chapter of the 5-S was chartered in 1986. It has also been traditional to hand each initiate a photograph of Biobrick I, the picnic pavilion located at WSSC’s Brighton Dam Park on the Patuxent River in Montgomery County, Maryland. It is one of several buildings constructed at WSSC’s water and wastewater treatment facilities using Biobricks including an electrical/mechanical maintenance building at the Parkway Wastewater Treatment Plant, the source of the sludge used in manufacturing them.

Alas, since that fateful day at 7:30 a.m. on April 16, 2007 that our revered Charter pH 7 Influent Integrator, Dr. Edward H. Bryan, had his house struck, torn asunder, and literally split in two by a monster tree (it had a 6 foot diameter base) during a severe wind storm event (yes, it was a Northeaster, and just wind - -no rain), the tree landed in Ed and Dot’s bedroom very near the just awakened Omnipotent one, but as luck would have it, the fates were very kind to him and Dot, and they emerged relatively unscathed. However, in the aftermath of re-building their house, the demolition crew hauled off most of Ed’s “lifetime supply” of biobricks from a nearly collapsed 2-car garage. Ed’s family car was hauled out of the garage, fixed and put into service. The last of the biobricks were given to Christian Davies-Venn and Janet K. Goodwin in their FWQA 5S induction ceremony on April 17, 2008.

**PURPOSE AND RULES:**

The purpose of the Federal Water Quality Association (FWQA) Select Society of Sanitary Sludge Shovelers (5-S) shall be the betterment of the FWQA professionals and its membership. Selection for membership is considered the highest honor to be elevated to the uppermost ridge of the sludge bed. It is consistent with other Member Association (MA) awards, and recognizes the recipient for long and faithful service to the MA.

### **Membership Tradition, Rules & Folklore:**

The following rules are part of the tradition for the Select Society of Sanitary Sludge Shovelers (5-S) Society, and specifically pertain to the Federal Water Quality Association (FWQA) 5-S Chapter:

1. Membership requirements vary from Chapter to Chapter. The text that follows is excerpted from the various other Five “S” Chapter’s procedures. Actually, there are no “real” rules. All active, life, corporate, and honorary members of the FWQA and WEF are eligible.
2. Selection to membership in the FWQA 5-S Chapter is in recognition of “Outstanding Meritorious Service Above and Beyond the Call of Duty” to the FWQA. Selection bestows the accolade of elevation of the recipient of the *“Official Golden Shovel to the highest ridge on the sludge bed, with the title of ‘Select Society of Sanitary Sludge Shoveler,’ and conveys all the Honor, Atmosphere, Prerequisite, Reverence and Dignity pertaining thereto.”*
3. All 5-S Society members **must** proudly display their 5-S Golden Shovel at all “official” FWQA and WEF gatherings, to show respect for the 5-S Society, and to signify that they are a member in Good Standing who is respected, honored and revered by their colleagues, for their profound knowledge, accomplishments and for all matters pertaining to sludge and ancillary, and even unrelated, activities appertaining thereto. The badge is a golden shovel of a type that may be worn as a tie clasp, lapel pin, or decorative dress item, and must always be worn at official FWQA and WEF meetings.
4. No more than three (3) members may usually be selected in any one year. However, this and any other rule has and may be waived for good cause on a case-by-case basis by the current FWQA 5-S pH 7 II, who is in charge of the oral and written history, the induction ceremony, and a keeper and breaker of all other rules known or thought to exist at the time, including written materials, folklore, verbal history and tradition, and otherwise anything else that may appear to be binding, but may be waived at the discretion and for good cause of this truly *“Omnipotent Great One”* who resides at the very top of the ridge of the sludge bed; and truly represents the highest point of authority for any human being within the FWQA 5-S Chapter of the 5-S Society. There is one rule that must not be changed, broken, or altered in any significant form, however. Please see

below.

5. The one rule that must not be changed is that the pH7 II **MUST** remain neutral on all decisions made by his/her FWQA 5-S Society Chapter colleagues in selecting those inductees to be honored at the very top of the ridge of the sludge bed with membership into the FWQA Chapter of the 5-S Society. Therefore, the existing FWQA 5-S Society Membership present at the FWQA professional society luncheon meetings are the ones who will decide who shall be conferred this most revered, esteemed, exalted, and profoundly significant honor. The “**Omnipotent Great One**” pH 7 II must remain neutral in these deliberations. However, the pH 7 II may quietly acknowledge without fan fare or elation the “wiseness” of the decisions of his/her fellow 5-S brethren.

### **Dues and Duties of Officers:**

- 1 As mandated by our Founding Fathers, there are no dues or officers, except the omnipotent position of “**pH7 Influent Integrator**” who proudly carries this most revered designation by the pH 7 affixed on his/her hard hat safety helmet, and is also known in the FWQA 5-S Society Chapter as the “**Omnipotent Great One.**” That person so honored as the pH 7 II is selected by the Charter out-going pH 7 II, known as the “**Charter Omnipotent Great One,**” or his/her successor, or in the absence of this omnipotent figure’s ability to do so by various reasons to be fathomed at the time of selection, would otherwise be selected by vote of the majority existing members of the FWQA’s 5S Society Chapter present at any official meeting, where they must confer in a corner of the room opposite and away from the current FWQA President, unless the President is a member of the 5-S Society, then position doesn’t matter.
- 2 Each year, the Highly Esteemed, Admired, Honorable, Odoriferous and “**Omnipotent Great One,**” also known as the pH 7 Influent Integrator oversees all aspects of nominating and voting for “the few worthy new members.” The pH 7 II has the sole power of this “secret process,” and all decisions made by the pH 7 II are final. The only rule that the pH 7 II follows is “that there are no written rules that can’t be changed.”
- 3 The details of the “age old” (at least from 1940) 5-S Induction Ceremony have been handed down from pH 7 Influent Integrator (II) to II, as the “official” Rites of Passage and “Folk Lore,” pertaining to and within each Chapter of the 5-S Society. It is recognized that the long-standing sanctimonious and revered ceremony that elevates the new inductees to the Top of the Ridge of the Sludge Bed with the rest of us Sludge Shovelers, is an awesome responsibility of the pH 7 II and 5-S Society brethren within each 5-S Chapter.
- 4 The charge to the current exalted “**pH 7 Influent Integrator**” is to notify fellow

shovelers of the nominating and voting procedures . . . . establish an election date for new 5-S inductees, . . . tabulate the voting results, . . . notify new 5-S Inductees of the pending honor, or (this is most preferred) to have existing 5-S members bring them to the meeting to surprise them with the honor, . . . and perform the Select Society of Sanitary Sludge Shovelers Induction Ceremony no more than once per year (there are exceptions) with the dignity, pomp, ceremony and solemnity deserving of the honor that the award brings upon the inductees, record selections made by his/her honored and revered fellow FWQA 5-S Society colleagues, to preside over the solemn and impressive induction ceremonies, to present and confer official certificates of elevation to the inductees to be honored, to bestow the revered golden shovel, badge, or other such well-deserved honors and accouterments upon the inductees, to keep records of such selections for posterity for the FWQA 5-S Chapter, to inform others within the FWQA and WEF with great majesty and circumstance of the elevation of the inductees to the very top of the ridge of the sludge bed, and to conduct all other matters pertaining to this Chapter as appropriate.

- 5 The current 5-S pH 7 II of the FWQA shall maintain the roster of the FWQA's 5-S Society, including the name, date of induction, and place of induction of each member, and the names shall be published on occasion in the FWQA Newsletter or in supplemental materials to be distributed to the membership at appropriate occasions. The current 5-S pH 7 II shall retain this history to pass on to other ***"Omnipotent Great Ones"*** to follow, and for others to see and marvel at the awesome nature of and marvelous accomplishments of all honorees.
- 6 The current pH 7 II, when he or she is unable or unwilling for reasons only known by and contemplated by the ***"Omnipotent Great One"*** to further continue at the very top of the ridge of the sludge bed, may pass the mantle to a successor of his or her choosing. The only requirement is that the person selected must be in attendance at most of the FWQA official meetings, and must be a present and abiding fixture at official functions, as well as a source of great inspiration, respect and awe to all members of thre respective Member Association and the WEF, and especially to bretheren (bothe male & female) within the FWQA's 5-S Society Chapter at most of such functions. This means that the FWQA pH 7 5-S Influent Integrator must carry the majestic responsibility to always be recognized by his or her peers with the awe, respect and multitude of profound courtesies demanded of such an exalted position from the very top of the ridge of the sludge bed.
- 7 "Secret" initiation information (excluded - -- but see below, if you want to know.)

## **CEREMONY:**

1. Ceremonies differ among Member Associations (MA's). Usually this happens because nobody provided them with anything to go by. Some make the ceremony a little more serious, while others view the ceremony as the "fun" part of the meeting.
2. The initiation of the ceremony should be presided by the FWQA 5-S Chapter's "***pH 7 Influent Integrator,***" and he/she may be provided assistance as appropriate from any other members of the 5-S Society Chapter, or others in any Member Association (MA) 5-S Chapter which is a part of the WEF. The awardee/inductee is awarded a badge (the Golden Shovel) and certificate, and some vestige of material representing sludge. This vestige of material representing sludge may come in any manner recognizable as possibly containing sludge, or information dealing with the topic of sludge. Most 5-S Chapters provide a sand bucket and shovel to the initiate. This is the only time this is used. The initiate gets to keep these items and put them on the shelf for time immemorial. For the FWQA 5-S Society Chapter, this has historically (since the late 1980's) come in the form of a biobrick, with information on it's origin and history. Sludge product in any form, or even an article about sludge would qualify for this portion of the ceremony. The certificate should be signed by the pH7 II in the coveted pH 7 position reserved for this most revered person within the 5-S Chapter. The other remaining spots (pH 1 through pH 13) may be signed by any twelve members in good standing of the 5-S Society from any part of the known civilized, developed, or undeveloped world where a 5-S member of WEF may be residing or visiting at the time.

## **DUTIES OF INDUCTEES:**

1. Inductees must complete obtaining the remaining signatures on their certificate from 5-S Society members. Signatures are valid from any 5S Member within WEF. Any 5-S Society member in good standing should feel that it is an honor and privilege to be asked to sign the inductee's certificate, and should sign the certificate when requested by the inductee, as long as there are spots within the pH 1 to pH 13 position, and the pH 7 position has been signed (that is, "activated") by the "***Omnipotent Great One***" for that Chapter. The inductee is encouraged to reach to the highest offices of the land to obtain signatures of existing 5-S Society members, so that their certificate might be resplendent with the signatures of famous personages within the 5-S Society and the WEF Leadership. The opportunity to complete such signatures of high elevation occurs every year at the WEFTEC Conference and Exposition, at numerous Leadership Workshops and specialty technical workshops around the country, as well as



events on Capitol Hill, and of course at FWQA professional society luncheon meetings, where great ones within the 5-S Society are seen on a regular basis.

2. The Golden Shovel must be worn on the inductee's person at all official FWQA, WEF or other MA functions. The Golden Shovel is usually worn extending from the left collar of a suit jacket or from the left breast pocket. The golden shovel is presented to inductees at official 5-S induction ceremonies, and is worn as a lapel pin, tie clasp, or other suitable decorative item at the choosing of the inductee, as long as it is visible in a respectful place and worn with the great honor, dignity respect, and official recognition of the awesome accomplishments and greatness recognized of the inductee by his/hers peers in the 5-S Society. In any event it must be worn professionally, and with taste & decorum suitable for such an honor.
3. If any inductee, now as a member in good standing, for the rest of their earthly existence, is spotted by an existing 5-S Society member in good standing (i.e., they are wearing the Golden Shovel) within the civilized or uncivilized world, as not wearing their golden shovel at official FWQA, WEF, or participating Member Association (MA) official events, they are obligated to purchase a beverage of choice for the 5-S Society member who observes the absence of the Golden Shovel. The inverse is true. If the inductee spots any 5-S Society member in good standing without the Golden Shovel at an official function, they are encouraged to invoke the request for a complimentary beverage from the offending party.
4. The inductee is allowed to boast of his /her professional accomplishments within the FWQA, and the WEF. This includes recounting any exploits of professional accomplishments, daring, cunning, brilliance and exceptional dedication and pride to the FWQA, or any other subject, which the inductee wishes to relay to fellow 5-S'ers, whenever they may be present at official functions. It is the obligation of fellow 5-S Members for time immemorial to listen attentively and with awe and respect to anything that the newly initiated 5-S inductee wishes to convey for the rest of their lives, or the topic of sludge, or for that matter, on any topic of their choosing.
5. The inductees, because of their vast experience, and the honor of receiving the Golden Shovel, certificate, and other accoutrements of the position, are now officially considered "*expert know-it-alls*" in any discussions about sludge, or for that matter, on any topic of their choosing that arises, and they are expected to carry themselves henceforth at all times and in all circumstances with all the confidence which brings with it from their colleagues and admirers, the awe, pomp, circumstance and respect that is accorded to this position within the 5-S Society from the esteemed and exalted position of the Very Top of the Ridge of the Sludge Bed from this day forward, henceforth, and forevermore.

**SECRET SIGNS, GREETINGS, SIGNALS, PASSWORDS AND CHOSEN LOCATIONS:**

- 1 The secret greeting, or grip is made by the fingers as though around a shovel handle.
- 2 The grand hailing sign is made by raising the hand high over the head with the left thumb, and lowering smartly, thus symbolizing the close relationship between the water and sewage in which the Association is interested.
- 3 The signal of distress is made by a sweeping motion with both hands as if shoveling sludge.
6. The chosen location of the 5-S Shovelers, especially when conferring about who should be honored with the revered 5-S Society Membership, is at the opposite end of the meeting room or corner away from the FWQA President of the Association, unless the President is a member of the 5-S Society, and then it doesn't matter where they sit.
7. The password is derived from the first letters of the name and is pronounced "S-h-h-h."
8. There may be other secret signs, intonations and other communication devices that may be created at any time by and within the membership of the 5-S Society.

**RECORD OF 5S SELECT SOCIETY OF SANITARY SLUDGE SHOVELERS:**

**FWQA 5-S SOCIETY CHARTER CLASS of 1986:**

Where: Sheraton Tysons Corner

When: November 15, 1986, 8:20 p.m.

Quincalee Brown (first female Executive Director of WEF)

Edward H. Bryan

Walter DeRieux

James B. Groff

Walter W. Johnson

K. Jack Kooyoomjian

Susan Korper

Kenneth M. MacKenthun

Gordon E. McCallum

James H. McDermott

William A. Rosenkrantz

Carl F. St. Cin

Joseph S, Vitalis, Jr.

**1987:**

Martha I. Beach

W. Wesley Eckenfelder

Walter G. Gilbert

**1988:**

George W. Schnossagle

Leon W. Weinberger

Maurice LeBosquet

**1992:**

Pete Eagen

Ken Kirk

Dave Luoma

**1993:**

Claire Gesalman

Gail Weiss

Jim Wheeler

**1995:**

Dawn Kristoff

Harvey Segal

Karen A. Waldvogel

**1996:**

Richard Barber  
Sheila Olem  
Charles Terrell

**1997:**

Rapph Sullivan  
John Tucker, jr.

**2000:**

Rodney E. Frederick  
Michael P. Sullivan

**2002:**

Walter Brodtman  
Sharon Nye

**2005:**

Kevin DeBell  
Mary Belefski  
Julia Moore

**2008:**

Christian Davies-Venn  
Janet K. Goodwin

**2009:**

Barron (Barry) R. Benroth  
Martin W. Brossman II  
Jeffrey S. Burkhart  
Timothy M. Schmitt