Go placidly amid the noise & haste, & remember what peace there may be in silence. As far as possible without surrender be on good terms with all persons. Speak your truth quietly & clearly; and listen to others, even the dull & ignorant; they too have their story. Avoid loud & aggressive persons, they are vexations to the spirit. If you compare yourself with others, you may become vain & bitter; for always there will be greater & lesser persons than yourself. Enjoy your achievements as well as your plans. Keep interested in your own career, however humble; it is a real possession in the changing fortunes of time. Exercise caution in your business affairs; for the world is full of trickery. But let this not blind you to what virtue there is; many persons strive for high ideals; and everywhere life is full of heroism. Be yourself. Especially, do not feign affection. Neither be cynical about love; for in the face of all aridity & disenchantment it is perennial as the grass. Take kindly the counsel of the years, gracefully surrendering the things of youth. Nurture strength of spirit to shield you in sudden misfortune. But do not distress yourself with imaginings. Many fears are born of fatigue & loneliness. Beyond a wholesome discipline, be gentle with yourself. You are a child of the universe, no less than the trees & the stars; you have a right to be here. And whether or not it is clear to you, no doubt the universe is unfolding as it should. Therefore be at peace with God, whatever you conceive Him to be, and whatever your labors & aspirations, in the noisy confusion of life keep peace with your soul. With all its sham, drudgery & broken dreams, it is still a beautiful world. Be careful. Strive to be happy.

FOUND IN OLD SAINT PAUL’S CHURCH, BALTIMORE; DATED 1692

Merry Christmas and a Happy New Year
A reversal of the historical out-migration of the poor from the South is shown in an analysis of 1975-77 data from surveys conducted by the Bureau of the Census, U.S. Department of Commerce. The total of poor persons (those with incomes below the poverty level) who migrated to the South in 1975-77 exceeded the number who left, according to a study released today. At the same time, the Northeast and North Central regions showed outmigration of the poor, and the West continued to gain more of the poor than it lost, a pattern evident there as early as the 1960's, but the region continued to receive relative to other areas, the historic gap in per capita income between the South and the rest of the U.S. would be eliminated by 1988. That year also would witness an equalization of poverty levels in the South and elsewhere if the rates of reduction of poverty were to continue.

"This hypothetical timetable illustrates the rapid rise of income growth in the South in the 1970's, but the timetable is not likely to be met," Dr. Long predicts. Further reductions in poverty in the South will be harder to achieve because a growing proportion of low-income persons in the South are the non-working poor — individuals who are aged, ill, handicapped, with dependent children at home, or otherwise not likely to be available for employment. For these groups of persons, who already constitute a large proportion of the North's poor, economic growth is often insufficient to lift them above the poverty line, the study indicates.

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When holes taste good, we'll put them in our bread.

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Baden Street Settlement, Inc.
Charles House
Commonwealth of Puerto Rico
Community Relations Office
Div. of Vocational Rehabilitation
Family Court
FIGHT, Inc.
FIGHT'S Job Training Program
Frederick Douglass League, 567 Plymouth S.
Genesee Settlement House
Human Relations Commission
Lewis Street Settlement
Manpower Training Center (NYSES)
Montgomery Neighborhood House
New York State Employment Service
Farm & Casual Office
Industrial Office
Personnel Service
Professional, Commercial & Sales
Youth Opportunity Center
Concentrated Employment Program
Rochester Action for Welfare Rights
Southeast Area Coalition
Southern Christian Leadership Conference
Urban League of Rochester
Ma. Wilson Negro Information Center
YMCA Outreach Extension
Rino-American Action League

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223 Union St. North
152 Baden Street
445 Jay Street
39 State Street
645 Clinton Ave. N.
242 Andrews St.
Clinic Center Plaza
86 Prospect Street
377 Exchange Street
P.O. Box 3033
10 Dale Street
39 Main Street W.
57 Lewis Street
242 W. Main Street
10 Cady Street
427 Clinton Ave.
155 West Main St.
500 Midtown Tower
242 Andrews St.
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You bet we are! Like many other industries. And even more than some. Look at it this way. Our principal photosensitive products, film and paper, are two of the most contamination-sensitive goods on earth. So to maintain the highest, most consistent quality, as our customers expect, we are committed to uncommonly clean manufacturing conditions and purity of ingredients. That means we have to worry about clean air and clean water from beginning to end. Which means we have a naturally come-by sensitivity about environmental protection.

And sensitive we are.

That philosophy translates into brick, mortar, and plumbing ... and more. We've been investing in and constructing technically advanced chemical and solid-waste incinerators. These, and our exhaust gas cleaning processes, are unusually effective environmentally. Altogether, Kodak will spend more than $60 million this year to develop, build, and operate environmental facilities.

Further, we think it's good citizenship as well as good business to design and build systems that recover and recycle plastics, metals, waste paper, valuable solvents, and precious silver.

In the Rochester area, one of our most commitments to the environment is the extensive waste-water treatment facility located at King's Landing on the Genesee, as shown here. Many waste treatment experts tell us that it's one of the most efficient and sophisticated facilities in American industry. That's pleasing, but beside the point.

The point is, we are determined not to affect the river adversely. After all, the river was here first.

Got an appetite for good music?

Join the music for lunch bunch at the Hochstein Music School Wednesday noons, now through June.

If you aren't yet acquainted with the skill of the musicians teaching and performing there, you're in for a pleasant surprise. Sandwich in a restful interlude afternoon noons downtown if you can. If you can't, turn on WXXI-FM for simulcasts. If you can't, turn on WXXI-FM for simulcasts, from noonish to one p.m.

These free concerts are sponsored by Kodak to help put a happy note in city life on the west side of the river. And because the Hochstein Music School is our good neighbor, and perhaps yours.

We help youngsters "mind their own business."

The old adage states that "experience is the best teacher." We couldn't agree more. That's one reason why we support the efforts of the Junior Achievement program nationally and locally.

The J.A. program helps high school students learn about economics first-hand. The Achievers do most of the things any company does—issue stock, elect officers, keep books, monitor product quality, pay wages and taxes, write an annual report, and hopefully, earn profit to pay dividends.

This year in the Rochester area alone, a thousand county and city school students are gaining insight into the problems of a business firm by managing one. Kodak sponsors 7 of the 34 local J.A. companies. There are 25 Kodak people involved as adult advisers.

The think J.A. is worth their time and our money. Because we're strong believers in the free enterprise system.
CITY RECREATION NOTES

The City of Rochester Department of Parks and Recreation is offering an eight-session fishing course for both novice and experienced anglers at the South Avenue Recreation Center, 999 South Avenue. Lessons cover techniques used in fishing for black bass, northern pike, walleyes, muskies, lake trout, stream-swimming trout, anadromous fish, rainbows or steelhead trout, salt water fishing, trolling and ice fishing.

Classes begin Wednesday, January 10, and meet once a week, Wednesday or Thursday mornings for eight weeks, including two Sunday field trips. The fee is $15 for the eight-session course. Children under 18 must be accompanied by an adult. Enrollment is limited, so early registration is encouraged. For enroll, or for further information call the City Bureau of Recreation, 428-6754.

Free cross country skiing clinics and lessons are being offered at Cobble Hill Recreation Center, corner of Calver Road and Norris Drive. For the beginning skier, two indoor clinics on equipment and lessons will be held on Thursday, December 14 and 21, beginning at 7 p.m. In January, three outdoor ski-touring clinics are offered on Sundays, January 7, 14, and 21, from 2 to 4 p.m.

Cross country skiing lessons consist of four weekly sessions, lasting an hour and a half each. Adult (persons over 18) afternoon classes begin at 3 p.m. starting Tuesday, January 2 and Thursday, January 4. An adult evening class begins at 7 p.m. starting Thursday, January 4. For children under 12, a special class begins at 3 p.m. Wednesday afternoons, starting January 3.

Participants in outdoor clinics and lessons must furnish their own equipment. Class size is limited to 15 persons. Pre-registration is necessary.

To register or for further information, call 428-1960 from December 2 to 10 p.m. Clinics and lessons are sponsored by the City of Rochester Department of Parks and Recreation, and ABC Sport Shop.

A similar series of clinics and lessons will be offered in February. Also, plans are being made for two cross country ski races to be held in January and February.

The City of Rochester will charge fees for skating on City-owned artificial rinks this year, as a result of budgetary considerations.

The City's artificial skating rinks at Elderton, Genesee Valley and Webster Parks will open Monday, December 18. Skating will be free on weekday afternoons from 3:30-5:00 p.m. A fee will be charged for the open skating periods weekday evenings, 7-9:00 p.m. The charge will be 50 cents for adults and $1.00 for children 17 and under. A discount ticket book providing 12 worth of tickets for $5 will be available the first week at the rinks, and from then on, at the Bureau of Recreation office. City Ball. Holiday closings and special hours are posted at each rink.

Artificial rinks will be available for rental by groups Saturday and Sunday mornings, and two evening periods weekday evenings, 5:30-7:30 p.m. and 9-11:00 p.m. Call 428-6754 for rental information and reservations.

Saturday morning recreational hockey leagues for various age groups are now being formed. Interested persons should contact any of the rinks for further information.

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Dec. 11 - 27, 1978

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We also help minority businesses to sell their products or services by acting as an interface with Rochester's larger business and industrial community. Our door is always open to a minority businessperson seeking assistance or to the individual who has an idea for a business venture and seeks professional counsel before launching it.

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Deborah Mullen — Outstanding Woman Award

Deborah Mullen, Manager of Human Services Division of the Urban League of Rochester, Inc. has recently been named as a recipient of the Outstanding Young Women of America Award for 1978.

The award is given by Outstanding Young Women, Inc. based in Montgomery, Alabama to those women who have demonstrated in their personal and professional accomplishments those abilities and characteristics that make them truly outstanding.

As one of the recipients chosen from the Rochester community, Ms. Mullen becomes eligible for selection as the representative from the State of New York from which group of selectees the Ten Outstanding Young Women of America will be chosen.

Ms. Mullen, 28, is a 1972 graduate of the University of Rochester, and has been employed at the Urban League since October, 1974.

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Dr. Walter Cooper (right), a research associate at Eastman Kodak Company, was recently awarded the first annual Charles T. Lumsford Distinguished Community Service Award by the Urban League of Rochester. Dr. Cooper, center, was the first black physician in Rochester. The selection committee for the award was chaired by Miss Gwendolyn Young (left) for the Urban League. Miss Young works in corporate communications at Kodak. Dr. Cooper, who lives at 68 Skyview Lane, Penfield, helped organize Action for a Better Community. Dr. Cooper was presented with an original welded steel sculpture.

Dr. Walter Cooper (right), a research associate in the Phototherapy Laboratory of the Emulsion Research Division at the Eastman Kodak Company, has been selected as the first winner of the Urban League of Rochester's Charles T. Lumsford Distinguished Community Service Award. The League has established this award to commemorate the humanitarian contribution to the community of Dr. Lumsford, a distinguished citizen of Rochester for the past fifty-seven (57) years. He was the first black physician in this community, and a tireless—and often lonely—battler for civil rights for more than three decades.

This award honors excellence, humanitarianism, and distinguished achievement in community service. To be awarded annually, it will recognize that individual who has exhibited exceptional skill, talent, leadership, vision and resourcefulness in focusing the resources of the community to advance the status of minorities and to improve the general quality of Rochester life.

Dr. Cooper epitomizes these qualities. He has been employed at Eastman Kodak Company for twenty-two (22) years, joining the company in July, 1956 after earning his Ph.D. in physical chemistry from the University of Rochester. He has been granted three leaves of absence to pursue significant community activities. In 1965, he spent seven months organizing the new Community Action program in Rochester, Action for a Better Community (A.B.C.) and served as its first Associate Director. In 1969, he was granted a six months leave to serve as a Special Consultant to the Administrator of the Small Business Administration in Washington, D.C. In 1977, he spent six weeks touring Africa.

Dr. Cooper was also a Charter Board member of the urban League of Rochester and served as Vice President of the Board in the late 1960's. Currently, he is the chairman of the Rochester-Bamako, Mali Sister City Committee and has been actively involved in generating better relations and understanding between African nations and America.

Among his many affiliations are: Board of Governors, Genesee Hospital; Board of Trustees, Washington and Jefferson College; member of the N.Y. State Advisory Committee to the U.S. Civil Rights Commission; and Board of Directors, Finger Lakes Health Systems Agency.

He has written numerous technical articles, as well as articles on current social problems. A native of Clairton, Pennsylvania, he is married and the father of two sons. He resides with his family at 68 Skyview Lane in Penfield.

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