

#### **94. Joy And Equity In Letter Writing (5:33)**

The letters can't be very much different except that different people get thanked, don't they? That's what I was thinking but you know I'm reading them all and some have a little bit different - they're eliciting these questions, okay? You're doing a fine job of answering these questions.

And then you know it's a starting point of a discussion that goes on to other stuff . It's all good in the 88 letters. You write your frustrations which include inability to locate people, inability to convince some to stay in contact.

You're taking these on as your responsibilities with a limited time and space to write each year. You limit yourself to 20 to 30 minutes for each 65er. Yes and I had to do that because when you have a group as close as this group was to Carol and me I could sit and write probably 10 hours to every person.

I'd never get done. I had to do it by a certain limit and that was not to create any problem or short-change anybody. I just had to cut it down to about a half an hour even then you got to realize that a half an hour for each one there's 120 or 114 that's 60 hours right there, you see ?

That's the actual writing part. Research and writing - that's not getting ready to do it. When I wrote on my little list when I started writing I'd write down when I'd stop writing. I'd write it down and I'd take credit for that writing time. It was wonderful time spent.

Sounds like work - no - time consuming. Yes but not work. One of the most enjoyable weeks I had all year was writing letters to the guys and the gals in the class. I just really enjoyed it.

You were practicing Equity before it was fashionable to do so, okay? You were giving each one of these guys an equal amount of time.

I tried to keep things pretty even. I really did. Now some get a lot more time than others - like Manning. He spends 15 or 20 minutes on me every day. Nobody else does that. So that's really significant.

Now some may be spending that much time on me somewhere else on projects for me but I don't see that like the individual letter I get from him every night. You see we don't really see what is been expended for us except that we get lots of stuff loving stuff from them whether it's gifts or desserts or whatever or you know cookies or whatever or a wonderful note or letter.

Those files up there have got a lot of wonderful loving expressions in them and it would be a crime to throw those all out. If those aren't saved, I think that would be WR. Those all should go to the academy.

The whole story? Yeah, the whole story. Here's the letters. Here's the files and how they kept track of them. Any and all, you know. Just say this is all lessons - Carol High, the class of 65 relationship - all in that corner like when they just gave this, they've been working on these two

gifts for a year trying to figure out what they might give to honor Carol and me you know. That's right at the beginning of their tape - it's there. Should be a record. I think he said kiosk.

Said we ought to do something to acknowledge lessons Carol High all the things they've done for us for that's a story in itself. But I can't tell that as I pointed out. In the gift of leadership book, you guys worked on their "Gift of Leadership" book for over a year and I didn't know anything about it.

I was amazed at that. It may be a case of these guys have been doing this for so long that they think nothing of it. But it's a big deal. It is a big deal.

I mean I'm not an isolated person. I'm out in the middle of everything and they kept it from me. That's amazing.

This last thing I had no idea. I actually thought on that Zoom session they were going to give me a Christmas greetings. Merry Christmas Les! That's what I thought the zoom session was and here it is two fabulous gifts \$65,000 over 10 years and half a million dollars toward a building at the Academy. Those are just unreal.

And yet I didn't know anything about it. As I used to say they can teach the CIA and the FBI about security. That's secrecy they can teach.

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