YOUNGSTOWN STATE UNIVERSITY ORAL HISTORY PROGRAM

Youngstown YMCA Project

West Federal Branch
O. H. 801

DAVID FLEMING

Interviewed

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Jeffery S. Collier

on

July 26, 1975

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INTERVIEWEE: DAVID FLEMING

INTERVIEWER: Jeffery S. Collier

SUBJECT: West Federal YMCA development, progress, problems,

campaigns, general history

DATE: July 26, 1975

C: This is Jeff Collier from the Youngstown State University Oral History Program. I'm working on the history of the WMCA. Today is July 26, 1975, and the time is approximately 11:00 a.m. I'm speaking with Mr. David E. Fleming, and we'll be talking about his remembrances of the West Federal YMCA, and also his affiliation with the Youngstown YMCA, both Central and its branches.

Mr. Fleming, could you tell me about yourself as far as where you were born and raised, your education and a little bit about your family?

F: I was born in Vance County in North Carolina. At a real early age my parents moved to Virginia. That was Kenbridge, Virginia. My schooling was in the grade school and Kenbridge High School. Later I joined the United States Army in 1917. I served a year there. I was discharged April 26, 1918. I was married on April 22, 1922. I have five children, four girls and one boy. All of my family resides in Youngstown except Pete, my son who is in San Diego, California. He's a minister of the Bethel Baptist Church.

I have been connected with the YMCA, first with the West Federal Y. I joined the West Federal Y about 1927 and I worked in various departments of the Y. I was chairman of the Boy's Works committee, and I was advisor of several of the clubs at the YMCA. I was elected as a trustee of the Central YMCA in 1961. I've been a trustee since. I'm still a member of the trustee board. The West Federal Street YMCA, since it has merged and the whole operation is one YMCA, I

have served on several committees. In fact I was on the committee that had charge with the transfer from the operation of the West Federal Street Y to the Central Y. I think it worked very well.

I retired from the Youngstown Sheet & Tube in 1963, and I've enjoyed my retirement. I worked for that company forty years, from 1923 to 1963, from which I have some certificates of merit.

- C: Is that what brought you to the Youngstown area, working for the Sheet & Tube?
- F: Yes, I came from Petersburg, Virginia to Youngstown to work in the mills during the summer and to return in the fall. That fall hasn't arrived yet. I'm still in Youngstown. That's been possibly fifty years or so. Yes, I celebrated my fiftieth wedding anniversary two years ago.
- C: Do you think that might have been one of the reasons. . . Well, first of all, was the woman that you married from Youngstown?
- F: No, she was not. She was from Petersburg, Virginia.
- C: When you started working for Sheet & Tube, was the West Federal branch established, in 1923?
- F: It was established, yes, but it was known as the Booker T. Washington Settlement. The man selected was S. S. Booker from Baltimore, Maryland. He was to serve as the executive director of the YMCA, and he immediately put on a program to build the present branch, West Federal Street, in 1925. It was completed in 1926.
- C: When it was known as the Booker T. Washington Settlement, was its purpose to start a YMCA or was it strictly to give a place for physical education and stuff like that?
- F: Yes, it was laid out to be a YMCA branch. Its sole purpose was to do YMCA work in the community. Although, the Booker T. Washington Settlement was close to that. But, we were in need of a building. Of course, the YMCA was known as the West Federal Street Branch YMCA.
- C: Who was the first executive there? Do you happen to remember?
- F: It was executive S. S. Booker. He served until about 1945. He resigned and he became the pastor of a Baptist church.
- C: What was it like in 1927? I'm sure that there are many

- changes that have occurred over the years. Was the building exactly the same as it is today?
- F: Yes, it was the same as the new building constructed. Of course, there have been some changes that have been made in reference to the interior of the building. But, it's the same building. That was completed in 1926.
- C: Besides Mr. S. S. Booker, the executive director of the branch, were there any other Y staff? Were there physical directors and secretaries and things or did he take care of everything?
- F: You had a physical director, Mr. James Smith, who was later made a director of the West Federal YMCA. We had James Lottier as a physical director. We had Hugh Frost as physical director and we had a man who has moved away from the city, Mr. Pound, who was physical director. The staff consisted of... Aside from the director, he had an assistant at one time and, of course, the assistant was over the boy's department. Secretaries and the physical and athletic directors were in charge of the swimming classes and recreation in general in the gym. So it has had a full staff until the last two years. Now, I suppose finance is the reason for cutting down. Jimmy Smith was the next director after Booker and he served until his death. Then Mary Actune was director, who incidentally was a woman. Mrs. Helen Suber acted as director until the consolidation.
- C: Could you describe what a typical day would be like in 1927 or 1930 down there? Also was there a good turnout each and every Saturday or whatever day at the West Federal branch of the Y?
- F: Yes, we've always had a good membership and good activities. I would say we've been overactive. We were crowded at times during the 1930's and the 1940's. Incidentally, it was an integrated branch. It wasn't color-blind. We had men in the dormitory and we've always had participants of all races in the activities of the YMCA.
- C: How many dorms do they have there, dorm rooms?
- F: I can't tell you just offhand. I would say at least twenty-five.
- C: Were those filled mostly by transient people in those days, or were they local college students?
- F: We were lucky to have both. We had a few transients from time to time. We also have had boys going to school who lived

- there. We've had a few permanent residents of the West Federal Street Y from time to time.
- C: How closely did you work initially with the Y? Then, perhaps, let's go in three periods: The 1930's, the 1940's, and the 1950's. How closely in each of these decades did you work with the Central branch?
- F: Very close. At one time we used to have our membership drives separate. Later, we combined them in the same date for the annual drive. I had always been a member of the committee of management. Later, I was elected to the trustee board. I always took out a membership to the Central Y, which had a higher membership and cost more than the West Federal Y. I also would take out a membership at the West Federal Y, so I considered myself pretty closely connected. I didn't have to. It was just of my own choosing to do this. I could afford the membership.
- C: And use both places, sure.
- F: So, I called myself pretty well connected. I served on the committee of management at the West Federal Street Y for a number of years, and at the time for consolidation I was chairman of the committee on the consolidation.
- C: What year was the consolidation?
- F: Two years ago.
- C: That would make it about 1973?
- F: Yes, it was in 1973. The consolidation took place in 1973.
- C: When they consolidated, the YMCA as such, I don't know if they sold the building or leased the building out or whatever they did with it. Of course, the members there were then taken and transferred down to the Central branch.
- F: The whole operation, the personnel and all, were transferred to the Central branch. Even those that lived in the dormitory, they had the opportunity to get rooms in the Central Y. The acting secretary of the desk, they all were in the plan and they all were transferred to the Central Y.
- C: You mentioned that you thought it has worked out very well, this transferring.
- F: The consolidation, yes, I think so.
- C: Would you expand a little bit on that, perhaps from a

member's... I'm sure that knowing and being affiliated with the West Federal Street YMCA branch and the Youngstown branch that you have a lot of friends in both places. I'm sure there was some apprehension, perhaps, whether it be with the staffoor with some of the members transferring down. Anytime anything like that happens, a consolidation moving into an area that you don't know or just a different building... Could you expand a little bit on what the people said to you about the consolidation? Was there apprehension?

- F: Yes, there were a few who weren't in favor of the consolidation, but it was strictly finance. Our membership failed from our last two drives that we had. We had failed to meet our quota. It was strictly financial reasons. They thought they could better do a YMCA job with it consolidated in one building since the improvement of the Central Y. It has worked out very well. Some were a little hostile to it, but we've taken up and went right on.
- C: In talking with some of the members who moved in the consolidation down to the Central branch, have they been pretty happy? Do you think the additional facilities at the Central Y and some of the other things have made them feel pretty good about it?
- F: Yes, I think everyone seems to be happy and satisfied. Of course, the price of the membership is different. I imagine that brought about some objections.
- C: But then you do have the better facilities.
- F: But then we were always having a few boys who couldn't pay for memberships themselves so we had a fund. In each drive, we would get a donation for the boy who couldn't get a membership. So we always made it possible for him to have a membership. The same is going on at the Central Y. There are always some who can't buy it. It is a way that it is taken care of.
- C: What I would like to do now is sort of go through the West Federal Street Branch YMCA in about a five year period. Would you give to me anything that you can remember about the years? I'm sure that there are some things that stand out in your mind more than others because they were, perhaps, more important to you at the time or made an impact on you. When you started becoming affiliated with the Y in 1927, were you on any committees initially?
- F: The Boy's Works committee.

- C: What did you do on the Boy's Works committee?
- F: We initiated programs for boys, such as trips and games throughout the city. We would take short trips, and it was more or less a training for the youngsters in how to hold and conduct meetings. We would help the boys to be in positions like president, secretary, treasurer in order to gain experience.
- C: What was the next area you were involved with after the Boy's Works committee?
- F: Being on the committee of management.
- C: At about what time was this?
- F: This was in the 1930's, around 1936.
- C: How did the Depression affect the Y?
- F: It affected us just like it affected the rest of the country. We were successful in membership drives. We had to cut back some on the staff. So I think all in all it affected the YMCA just like it affected any other institution of this nature.
- C: One of the things I've discussed with everybody I've spoken to about the YMCA is, of course, the YMCA has always stood for the building of character--taking a boy and developing him spiritually, mentally, and physically. In conjunction with that, has the YMCA at the West Federal Street branch been actively involved with any religious aspects? Now in talking with the Central branch, with some of the people down there, I know that they mentioned that on Sundays they used to have a visiting minister come in to give services on Sunday and one other day or so during the week, too. Was this the case at the West Federal branch also?
- F: Yes, we did the same thing at West Federal. In fact, we had two or three churches that would hold services in the building on Sundays, and one or two had services once during the week. So we have kept it up here.
- C: Was that the case all the way though 1973?
- F: Yes.
- C: That's interesting because at the Central branch that sort of dropped off.
- F: At the consolidation. . . All of the groups and organizations

who were affiliated with the West Federal Street Y had the invitation to hold them at the Central Y such as the Deacon's Union; they hold their meetings there. The Mother's Council was invited to hold their meetings there. I don't think they accepted the invitation. This group was a little unhappy about the consolidation, although the door was left open for them. This was in reference to the trustee board of the Central Y to let them say no; give them the invitation and let them say no.

- C: Give them the invitation, and if they don't want to, it's their choice.
- F: Yes. There was a group there from the east side who had the situation where they had swim classes at the Central Y. There were a lot of changes made. A lot of people will always object to any change that goes through, even the church. You have changed something. You have got a whole lot of no's. This was no exception at the YMCA. I think those who were affiliated 100 percent with the West Federal Y were rivals because of the differences in price for services. Naturally, the Central Y had to charge more because they offerred more than the West Federal did.
- C: How about the development over the years of the educational purposes of the YMCA? Of course, it is known that the YMCA was instrumental in helping found what has turned into Youngstown State University, and over the course of the years the Central branch has always had different types of classes in helping people develop educational lives. Have classes and things like that been conducted over the years at the West Federal branch? Also, did the West Federal Street branch do anything instrumental in adding to the Y College or the Youngstown University?
- F: The West Federal Street YMCA gave aid to Youngstown State. Now I can remember that the committee to work at the desk. . .
- C: Students?
- F: Yes, students at the YMCA. My daughter was able to get some assistance from the Youngstown University through the YMCA. Jimmy Smith, Jim Lottier, Earl Robinson, Floyd Hanes, Cyrus Cult were all granted permission to work a few hours at the West Federal Street Y in order to follow their education at Youngstown University.
- C: Were there ever classes of any type conducted at the West Federal Street branch?
- F: I don't know. There could have been. I don't remember.

College classes?

C: Not necessarily college classes, but things like accounting and rapid reading. It is another means of, of course, getting people to come to the YMCA for educational purposes. I know over the years, again talking about the Central branch, they've run numerous classes of different types, and I just wanted to find out if that was strictly reserved for the Central branch or if the West Federal Street branch had its own or anything like that.

- F: Most anything in the YMCA program, it reached the branch also. It wasn't as major as down there, but any program that they had at the West Federal Street Y, we would get assistance from the Central Y. There was no group that could go through the Central Y and couldn't go through the West Federal Y and vice versa.
- C: Getting back to the campaigns, I wanted to ask you about how you ran the campaigns when they were separate. Did you have. . . Did you hold your campaign kickoffs and everything right at the West Federal branch, or would you go downtown?
- F: We held them at the West Federal branch. We had our report nights and our kickoff the same as the Central did when they had report nights. The only thing was that our campaign ran a little longer than theirs, but it was on the same order.
- C: Did you get a lot of people from the Central branch coming out to help you or did you pretty much do it on your own?
- F: We did it on our own. In the later years, we had some assistance, but we did it on our own.
- C: I know in early years, the Youngstown Central branch relied very heavily on industry, on the steel industry principally.
- F: Yes, institutions and special gifts and so forth.
- C: Did the West Federal branch also rely heavily on that?
- F: No, we couldn't. We would get some consideration from some of the industries, but that was the advantage the Central branch had over us. We couldn't... They would set up a tea, a Sheet & Tube tea, a public tea, Steel Door tea, whatever the case might be. So we didn't have that lever.
- C: What would you use in its place?
- F: We would go to institutions and places of business to get

- funds, and in most cases we would get some, but not like the Central branch was able to get.
- C: Whatever they collected for the fund raising campaign, a portion of it would go to each branch. I know a portion also would go to the West Federal Street branch.
- F: You see our quota. . . We would set our quota and they would set theirs, but all the money went through the YMCA system. The money we collected for membership at the West Federal Street Y went right on through the bookkeeping system. That's the way it operated. A lot of times the West Federal Street Y was in need of far more than the drive was for. In one incident, we spent \$17,000 at the West Federal Street Y. This couldn't have been done if it came out of our drive money. So it had to have come out of the whole treasure of the entire YMCA. There were other times that we didn't need as much. So whatever the means were, they were met somewhat, not 100 percent, but they were met through the system.
- C: It is my correct recollection that the building was built with funds from donations of the steel mills and things, wasn't it?
- F: The Rosenwall fund played a big part in the building of the West Federal Street Y.
- C: What was the Rosenwall fund?
- F: Rosenwall was a guy from a Chicago bank. He set up a fund just like the Rockefeller fund and the Ford foundation. He set up a foundation, and I think they were the largest contributor in reference to the West Federal Street YMCA. With the connections that the secretary had, they came here from Baltimore, S. S. Booker. We were able to get a good portion of the building money from this fund.
- C: Was Rosenwall a black man?
- F: No, he was Jewish.
- C: Had he built YMCA's or helped fund them?
- F: He helped in all these categories. You could apply to the fund. If you were ready, he would contribute and we were ready. We were in need of a lot of money and they gave us... I forget what they gave us towards this, but they were the largest donor.
- C: That's something I didn't know. In terms of the West

Federal being built, you made a comment about the building and establishment. Up to this point, did all people go to the Central branch before the West Federal branch was built?

- F: No. Before the West Federal branch was built they only had the Booker T. Settlement.
- C: But that wasn't affiliated with the YMCA, was it?
- F: No, it wasn't. It wasn't known as a YMCA. We may have had some consideration, but it wasn't done until. . . It didn't become a YMCA until. . . Then it was known as the YMCA. The YMCA then began to build the West Federal Y as a branch. It was the Booker T. Washington Settlement where they considered some minors. That was the name. Of course, we built the West Federal branch and called it the YMCA.
- C: You mentioned earlier that it was an integrated YMCA. Was the majority of the people at the West Federal branch black?
- F: Yes.
- C: What percentage would you say?
- F: Ninety percent.
- C: I'm also interested in finding out why you stopped having your own fund raising campaign and moved into a consolidation of having the annual campaigns together. Was it strictly out of need? Was it out of the fact that they thought the two of you could do better together?
- F: That's what we thought. For quite a few years before the consolidation, we had our drives together as far back as. . .
- C: When did you start having them together? Can you remember that?
- F: We had them together for at least--before the consolidation-four or five years. The complaint was that we should conduct
 them together. They probably thought they could get the
 support. Our quota was always set; the branch quota was
 always set at \$X. In most cases we didn't meet it. I
 remember our quota was set at \$10,000 one time. Hugh Frost
 was the head of our quota team. We raised something close
 to \$9,000. Another time our quota was set at \$12,000, and
 we raised about \$10,000. That's when McCollough Williams
 was head of the drive. On other times. . . Our quota each
 year would fall shorter and shorter of our goal. So we thought
 to have the drives together.
- C: Can you remember at all what some of your annual campaigns

goals were? Just before you consolidated, for instance, before you started having the campaigns together, what would your annual budget be as far as the fund raising necessary during the campaign, \$40,000, \$50,000, \$30,000, \$20,000?

F: We had a budget each year, and it was far more than we ever raised in the drive. Our budget one year was--I think it was two years before the consolidation--\$74,000. Our quota was \$10,000 in the drive. So you see in the money the difference in our quota, and what it costs to operate the West Federal Y was a lot different. The YMCA had the whole bill to meet, that is the budget. Now each year it was a little higher, as inflation. So we never had it at Central for that matter.

I don't think the Central Y has ever raised that budget in a drive. We've come close to it and some other factors would come into it and help the YMCA in general to meet their budget. I don't think any drive that I can remember went over 100 percent. We went over 100 percent in our goal, but I mean the budget—the total cost of operating the YMCA and its branches—we never made that in a drive. We would get some money from foundations, and we would get some money from people who put the YMCA in their will and certain funds; we were able to draw so much from them. All of this contributed to the entire budget of the YMCA as a whole, but not to the drive.

We picked up pretty good in the drive. Now in our last drive, we didn't meet the goal in last year's drive. We were close to it but we didn't quite meet it. That's the way it was. I can see the difference in the budget, what a vast difference. The YMCA had to take into consideration all of its branches in this budget and they assign each branch so much to raise towards this. Our quota was \$10,000 when the budget was \$70,000. So money had to come from other sources. We made dormitories. At one time, they were eighty or ninety percent filled, and it dropped off. I think we have some unfilled rooms at the YMCA now. I don't think it's 100 percent.

C: There are only about fifty to sixty percent remaining full, which, of course, is a major concern to them because this was something that used to be assured money. Of course, with the dormitories and things around the college now, they are losing that element, plus they don't have as many people who are just staying on a transient basis like they used to. You can pick up a room at a Holiday Inn or a Days Inn or something for \$9 a night and you have pretty nice facilities. It's pretty hard to get the people to come to the Y for a

similar amount of money and not be able to offer them their own. . .

McGuffey Center, the Elk's Club. . .

- F: These different groups have somewhat affected the YMCA.
- C: I would think they would have a great effect.
- F: They have a membership of \$2. You couldn't do that at the YMCA.
- C: No, no way. And besides that, of course, it's a lot closer. You don't have to travel five miles to the YMCA or something like that. You don't have to worry about the transportation. It's right in your neighborhood.
- F: They have a Boy's Club in Austintown. I believe they have a Boy's Club in Boardman. All of these that you didn't have many years ago are now contributing to the YMCA... So the picture has changed.
 - You don't have the people you used to have in the inner city. They're going out to Liberty, Austintown, Boardman, and different places. I think Youngstown's problem is going to stifle them. You can't move west; you're in Girard. You can't move south, Boardman; you can't move east, it's Campbell; you can't move north, it's Liberty. So they're kind of in a bind in the inner city. That caused the population to drop. We should have over 200,000 in Youngstown, but we don't have it. We only have 160,000 in Youngstown probably. You won't have it. . .for financial reasons. When they move out of this neighborhood, they move out of the city.
- C: Talking about the Boy's Club and things like that that are coming up in the 1920's and 1930's, was there anything other than the Y that the kids around here could go to get some type of activity?
- F: We scarcely had anything, except the YMCA.
- C: Would you say that was one of the reasons for strong success back in those times?
- F: I would say it had its effect, yes. The more things you have to. . . If I have something in my block, I wouldn't go ten blocks to get the same thing. These clubs don't have the facilities that the Central Y had. These clubs outside don't have room for all that but they have just

about everything else at a much reduced rate. I don't know what the south side Boy's Club. . . I went there for years. I wouldn't say it was \$30. I'm sure it wasn't \$30.

- C: What would you say is the major change you've seen in the YMCA over the years, related to the Central branch and perhaps looking at the West Federal, anyway you want to look at it? There have been drastic and vast changes that have occurred. Times have changed, of course. Is there anything that sticks out in your mind as the most significant change or important change, good or bad, that you could see the YMCA going through?
- F: Well, it has drastically changed. We have a system by which we don't need as many persons working because of the automation they have. We have an automatic kitchen in the YMCA, push a button and get a sandwich. We didn't use to have these things in years gone by. At one time, we had a restaurant at the West Federal Y--the same as they now have at the Central Y.
- C: Was it cafeteria type?
- F: Cafeteria, right. In the course of time, we had to close it because we couldn't afford it. They have dining room service at the Central Y now. It's still going on. I don't know whether they're making a whole lot of money over and above the cost.

The great changes have been in personnel. The conduct at the Y. . . We had some dances at the Y. I'm on the athletic committee and we had some complaints. Of course, being on the athletic committee and trustee too, of course, they could sell it to me. They had to sell this to the trustees, this dance. We had decided to go back to the dance but the protection you would have to hire and you have to have. . . So we had to have police. To make all of the dances, they had to charge a small fee for the dance and make all the dances an expense. So we decided to hire police. If you said chaperones, trustees being around. . . Unless I'm in authority to arrest, what good would I be? Someone I pick up would tell me to jump in a lake, he can't tell a policeman that. In order to have a policeman there, a man with authority to arrest and so forth, you had to pay him. It cost about \$25 or \$30, so much an hour now. A security guard charges so much an hour now. So I think the conduct has changed.

C: To go along with conduct changing, have you seen any difference in the dedication of the people who are working as staff people at the Y? In other words, were the people that you were affiliated with in the 1930's and 1940's and 1950's

more dedicated to the YMCA than the people who are coming in today, or do you think they're about the same?

- F: Oh, I would say you have dedicated people now, but not like. . . No one is dedicated to anything now. "What am I going to get out of it," is the first thing they say. I just heard a family the other day who needed some work done at home and she was willing to pay \$2.50 an hour for all this work, cutting grass and doing little chores around their home. She said a family came and sne was going to hire the family. There were four in the family and she was going to hire all four of them and give them \$2.50 an hour. One day the kid camp up to take it and said, "This is not enough. \$2.50 an hour is not enough. That's only minimum wage." You find this in the YMCA. They say, "What am I going to get out of it? I want all I can get out of anything," in most cases. There are a few dedicated people, but not the type of dedication that used to be there.
- C: One final question concerning the organizations which used to meet at the Y. You had made mention that... For instance, you being on the Boy's committee at the West Federal. Of course, there are a lot of organizations that meet on a regular basis over the years at the YMCA at the Central branch. Did you also have organizations, whether it be the Moore Club or different clubs and things like that which were always affiliated with the West Federal Branch Y?
- F: We had the. . . Like the Kiwanis Club or the Rotary Club, we didn't have those at the West Federal Y; we didn't have these clubs. But, no, we didn't have their meetings at the Central Y. We had lesser clubs; we had two or three churches; we had some other organizations. Of course, the Mother's Council was introduced, mothers of the YMCA. When the consolidation came, they didn't see fit at that time to try that operation, have their meetings and so forth at the Central Y. I don't know whether they had a change of heart lately or not. The consolidation, I wouldn't say it has been a failure. I think it has kept the community. Everybody may not see it as I see it. They first said the boys couldn't go down to the Central Y, but they got there; no fellows used to be at the Central Y and they got there.
- C: Is there anything you would like to make additional in terms of comments or remarks about anything we haven't talked about about the West Federal branch of the YMCA?
- F: Well, you can't buy love; you can't legislate love. If persons would love each other and care for each other, I think the problem would be solved. You can't buy this; you can't buy friendship. You can't buy love. I can't buy

you; you can't buy me. It has to be from here.

- C: Right from the heart?
- F: Yes, that's right. All of my years have been. . . I might not have gone a long way, but love we ought to have. You just can't buy it.
- C: Thank you for taking the time to talk to me.
- F: This is some of the information of the situation as I see it. I don't have it all, but I have tried to be fair with everybody in all of my deals. You'll find that among the people who I have known in the city, I have worked for organizations for the benefit of all, not any particular group. I would like to see improvements in my group, naturally. But I don't think we ought to get it all. I think we ought to ask for it all, but I'm sure we're not going to get it all. We have a president of the United States. No one elected this one, but everybody elected the president of the United States. Some vote against the winner, but he's still the president. He ought to be respected as such. I think that holds true in any walk of life. I think respect is needed. It's one thing that we need in our community, in any community that I know of. No one respects anybody anymore: "Go jump in a lake." It's bad but this is our society we live in.
- C: That's too bad because I know in your lifetime you've given a lot to the YMCA. When I started talking about people who would help me in establishing any type of history of the Central YMCA and the West branch, your name was immediately mentioned. I'm sure there's a lot to be gotten out of your association with the people over the years at the YMCA and in other organizations. All of that, of course, helps to build respect, and that's something that can't be taught. You have to take in, put in the time, pay your dues yourself to get that. But in the end I'm sure it's all worth while.
- F: It's a good life after all.
- C: That's right. Thanks a lot, Mr. Fleming, for taking the time to discuss these things with me.