



Ocean Pines receives compensation study results

Results of the Sibson Consulting study conducted on Ocean Pines employee wages and benefits show the Association generally is in-line with comparable organizations, if not slightly below those levels.

General Manager John Viola said he incorporated a process to address the findings in the preliminary draft budget.

The Association commissioned the review in July at a cost of about \$50,000. According to Sibson, the study considered roughly 215 nonseasonal, seasonal and police workers.

Sibson said it took into consideration the following factors:

- “As the largest HOA in the area, Ocean Pines is in essence a municipality organized for governance as an HOA.”

- “There is a need for a multi-pronged market comparison approach involving other HOAs, small municipalities, counties, and companies within the local area.”

- “Employees are the backbone of OPA, and feel like the organization is family. There is a good, collaborative, team-based work environment, especially with the recent introduction of combined board and staff work groups for various initiatives and trust being

built by the new general manager.”

During the last three months, the company spoke with stakeholders, including Board members, “to understand the challenges of the current compensation program and hear about the desired future state.”

Sibson developed a compensation philosophy based on that information, conducted market assessment of positions, and developed salary structures and ranges.

Sibson received organizational aid from General Manager John Viola, Executive Secretary Michelle Bennett, Payroll/Human Resources Coordinator Kathy Stryjewski and department heads “to review the matching of the jobs to the market and preliminary costing results.”

The market assessment included 11 comparable organizations: Captain’s Cove, Crofton Civic Association, Berlin, Ocean City, Rehoboth Beach, Salisbury, Salisbury University, the University of Maryland Eastern Shore, Wor-Wic Community College, Wicomico County, and Worcester County. Other communities suggested for review, including the Columbia Association, chose not to take part or were unresponsive.

please see **study** on page 14



Legion donates to flu clinics

The Syneux Post #166 American Legion and Unit #166 American Legion Auxiliary of OCMD have donated to Atlantic General Hospital’s community flu clinics.

Rosie and Sarge Garlitz presented the checks for the fourth year in a row at an Atlantic General Hospital community flu clinic being held at Holy Savior Catholic Church on Thursday, October 10. Rosie Garlitz is the chair of community service for Unit #166 of the American Legion Auxiliary of OCMD. Sarge Garlitz is the service officer for post #166 OCMD and a member of the Department of Maryland’s Executive Committee. Together, Rosie and Sarge presented donation checks in the amount of \$1,250.

As a service to our community, Atlantic General Hospital and Health System provided 15 free community flu clinics; vaccinating approximately 2,500 community residents.

The Centers for Disease Control recommends a yearly flu vaccine for everyone 6 months and older to get the best protection against the flu. If you have not yet received your flu vaccine, you can contact your primary care physician, visit a walk-in clinic or pharmacy. If you do not have a primary care physician, please visit www.agh.care/pcp.

Above: **Nicole Morris**, BSN, CCRN, infection prevention and employee health manager at AGH; **Sarge Garlitz**, service officer for post #166 OCMD and member of the Department of Maryland’s Executive Committee; **Tracey Mullineaux**, BSN, RN, employee health and wellness nurse at AGH

Santa to cruise the parkway in Ocean Pines

Santa Claus will be ditching his sleigh and hopping aboard a fire truck as he takes his annual ride through the Ocean Pines community on Saturday, November 30 beginning at 5:30 p.m.

This year’s ride will coincide with the annual “A Hometown Christmas” tree lighting ceremony in White Horse Park, scheduled to start at 6:30 p.m.

“We are excited to partner with the Ocean Pines Volunteer Fire Department to get the magic of the holidays underway,” Recreation and Parks Program Supervisor Debbie

Donahue said.

Santa will depart from the north-side fire station and begin his cruise at the north gate entrance of Ocean Pines, traveling south on Ocean Parkway to Points Reach. He will then turn around and head north up the parkway to White Horse Park, just in time for the tree lighting.

Once he arrives at the park, Santa’s ceremonial duties will include lighting the large Christmas tree in the

White Horse Park Pavilion and greeting visitors in his little house.

Santa’s parade down the parkway couldn’t have happened without the help of some community elves.

“It is a fire department tradition to have Santa cruise the parkway for all the children to see. We are thankful that they allowed us to combine

events, so that Santa gets to his house in time for the tree lighting ceremony

and the start of the holiday season,” Donahue said.

In addition to Santa’s visit, the tree lighting ceremony will feature dozens of Christmas trees decorated by area businesses, organizations and individuals; musical performances by local choirs; and hot chocolate. The winner of this year’s “Pup of the Pines” photo contest will also be announced.

The event is free and open to the public.

For more information, contact the Recreation and Parks Department at 410-641-7052.



A Time To Remember



On this day in 1911, Elizabeth Jaffray, a White House housekeeper, wrote in her diary about a conversation she'd had with President William Howard Taft and his wife about the commander in chief's ever-expanding waistline.

According to the White House Historical Association, Jaffray was also quoted regarding Taft's growing girth in a 1926 book called "Secrets of the White House." In it, she detailed a typical breakfast consumed by the 332-pound president: "two oranges, a twelve-ounce beefsteak, several pieces of toast and butter and a vast quantity of coffee with cream and sugar." When she and Taft's wife, Nellie, commented on his eating habits, he jovially responded that he was planning to go on a diet, but lamented the fact that

"things are in a sad state of affairs when a man can't even call his gizzard his own."

Taft's 5' 11" frame carried anywhere between 270 pounds and 340 pounds over the course of his adult life.

Winter flu vaccination clinics available

The Worcester County Health Department urges all residents age 6 months and older, including pregnant women and those with medical conditions, to get vaccinated for the 2019-2020 seasonal flu.

People age 65 years and older have a choice of two flu vaccines available to them at the Worcester County Health Department. They can choose to receive a regular flu vaccine or a high dose flu vaccine which may result in a stronger immune response against the flu.

Community clinics will be held from 9 am to 4 pm on the following dates. Appointments are strongly encouraged to avoid delays, but walk-ins will be accepted.

-November 26 and December 12 at the Pocumoke Health Center. For an appointment call 410-957-2005.

-November 26, December 13 and December 20 at the Snow Hill Health Department. For an appointment call 410-632-1100.

-December 13 and December 20 at the Berlin Health Center for an appointment call 410-629-0164.

Worcester County Health Department will bill in-network insurance providers including Medicare

and Medicaid for flu vaccine. Other insurances may be billed, so please check with your carrier regarding coverage. To be billed, current insurance cards must be presented at the time of service. For those individuals with Medicare, please bring your new Medicare card.

For uninsured persons, the suggested donation for the flu vaccine is \$15. No one will be denied service due to inability to pay.

In addition, we will also hold free flu vaccination clinics for students of any school in Worcester County, grades Pre-k through 12. These free clinics will offer FluMist and injectable vaccine on Thursday, December 12 at our Pocumoke Health Center and Friday, December 13 at our Berlin and Snow Hill Health Center locations. All student clinics will run from 9:00am to 4:00pm. Appointments are strongly encouraged to avoid delays, but walk-ins will be accepted.

For more information, visit the Worcester County Health Department's website at www.worcester-health.org or call us at 410-632-1100.

Community Calendar NOVEMBER

Monday

Ocean Pines Poker Club

Poker players wanted in Ocean Pines area for Monday evenings. Call 410-208-1928.

Delmarva Chorus

The Delmarva Chorus meets every Monday evening at 7PM at the Ocean Pines Community Center in Ocean Pines, Md. Women of all ages are invited to sing with us. Please contact CAROL at 410-641-6876.

Monday/Tuesday

Sanctioned Duplicate Bridge

Open bridge games Monday at 12 p.m., Tuesday at 10 a.m. at OP Community Center. Call Mary Stover 410-726-1795.

Tuesday

Families Anonymous

From 7 p.m. to 8:30 p.m. at room 37 in the the Community Church at Ocean Pines on Rte. 589. For more information call Carol at 410-208-4515.

Tuesday/Thursday

Poker Players wanted for Gentlemen's Poker in North Gate area Ocean Pines. Game played every Tuesday & Thursday evening 5:45 p.m. to 10:45 p.m. on Pinehurst Rd. Ocean Pines. Call 410-208-0063 for more information.

Wednesday

Kiwanis Club Meeting

Weekly meetings at 8 a.m. on Wednesdays in the Ocean Pines Community Center. Doors open 7 a.m.

Elks Bingo

Ocean City Elks in Ocean City (behind Fenwick Inn) open at 5:30 p.m. Early birds at 6:30 and bingo at 7 p.m. Call 410-250-2645.

Rotary Club

Ocean City/Berlin Rotary Club meetings are held at 5:45 p.m. at the Captains Table in Ocean City. Contact Stan.Kahn@carouselhotel.com.

Square Dancing

The Pinesteppers have introduction to square dancing at the OP Community Center at 7 p.m. Call Bruce Barrett at 410-208-6777.

AL-Anon/OP-West OC-Berlin

Wednesday Night Bayside Beginnings Al-Anon family meetings are held at the Ocean Pines Community Center at 7:30 p.m.

Second Wednesday

The Polish American Club of Delmarva meets at the Columbus Hall, behind St Luke's Church, 100th St & Coastal Hwy, Ocean City, from 2 p.m. to 4 p.m. the second Wednesday of the month. Come join us if you are of Polish or Slavic descent. No meetings. June, July, August. Call Helen Sobkowiak 410-723-2639 or Maryann Lula 410-250-2548 for more information.

Thursday

Story Time

Stories, music and crafts at 10:30 a.m. for children ages 3-5 at Ocean Pines library. Call 410-208-4014.

Beach Singles

Beach Singles 45 for Happy Hour at Harpoon Hanna's at 4 p.m. Call Arlene at 302-436-9577 or Kate at 410-524-0649 for more activities. BeachSingles.org.

Gamblers Anonymous

Group meets at 8 p.m. at the Atlantic Club, 11827 Ocean Gateway, West Ocean City. Call 888-424-3577 for help.

Friday

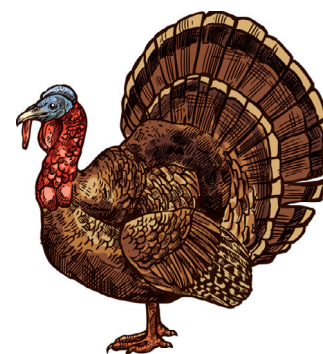
Knights of Columbus Bingo

Bingo will be held behind St. Luke's Church, 100th St. in Ocean City. Doors open at 5 p.m. and games begin at 6:30 p.m. Refreshments available. Call 410-524-7994.

First Saturday

Creative Writing Forum

Every first Saturday of the month at 10 a.m. at the Berlin Library. Novice and established writers gather to share their fiction, non-fiction, and creative writing projects. Program includes critiques and appreciation, market leads, and writing exercises.



Comcast town hall scheduled

Representatives from Comcast will host a town hall meeting on Tuesday, December 3 at 6 p.m. in the Assateague Room of the Ocean Pines Community Center.

Construction related to Comcast infrastructure should begin this week and company officials said phone, television and internet service could be available in some areas of Ocean Pines as early as next spring.

During the town hall, Comcast representatives will discuss the implementation schedule and answer questions from the audience. Additionally, the company plans to send mailed notice to those in areas affected by the construction.

OPA hosts meeting with Racquet Sports membership

Operations Director Colby Phillips last Monday led an informational meeting with Racquet Sports membership on upcoming programs and initiatives.

Phillips, who has overseen the department for several years, said she meets regularly with leadership from the tennis, platform tennis and pickleball clubs that make up the amenity's membership.

"I've built a really good relationship there, where they fill me in on their requests and their concerns," she said. "One of the hopes that I had [for the department] ... was a little more

and it was really nice to see all of the people there and what a fabulous place it is," she said.

To further encourage growth, Phillips said Racquet Sports would see a few changes next year. She said Terry Underkoffler would stay on as the tennis pro, with Tim McMullen coming on, part-time, as a facility manager.

"Tim's going to be involved in each sport, working to establish great communication links, as well as working with Terry on your growth ... and on bringing in more events," she said.

McMullen has owned property in Ocean Pines since 1974 and said during that time the racquet center has seen four different homes.

"I remember playing tennis there on [Route] 589 and



Tim McMullen announces he will help manager Ocean Pines' Racquet Sports facility.

thinking, 'Why would they build courts here?'" he said with a laugh. The center later

growth happening at the Racquet Sports center, especially in the tennis community."

Phillips said several of last year's 50th anniversary celebrations highlighted the Manklin Meadows Racquet Sports Complex that houses courts for all three sports.

"We had quite a few events go on,

moved to the Swim and Racquet Club and then to Mumford's Landing, before finally settling at Manklin Creek Road.

"My mission is to make sure we have the best racquet facility on the Eastern Shore," McMullen said. "And I

please see **meeting** on page 15

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Best of a bad situation

Editor:

There is no such thing as a good accident but, as happened to me recently, there can be good outcomes, a lot having to do with assistance from others. Recently I was entering the 4-way stop intersection at Walmart from Rt 50 when another driver coming down the service road blew right through at a high speed and removed the front end of my vehicle causing my airbags to inflate and disabling my vehicle in the middle of the intersection. Both cars were eventually totaled by the insurance company. The good part is that no one was hurt including, from my inquiry, the other driver. The fortunate part of this accident for both drivers was that Steve Grunewald, the Ocean Pines Fire Chief was following within a short distance behind the other driver and called in the accident immediately. He also checked to see if we both were OK.



Within minutes Deputy Sheriff Michael Newcomb arrived on the scene whose calm manner and professionalism were comforting. The Berlin Fire Department was also on scene in minutes and fire police handled traffic control at a difficult and busy intersection. The Fire Crew had to first assist the other driver who was trapped in the car. While I was waiting another driver who had witnessed the accident stopped and came over to my car and offered her name and number if needed. Her name was Donna Cornwell, a Walmart employee. I was eventually able to drive my vehicle slowly, with the front fascia hanging, after failing to remove it myself, into the adjacent parking lot. While there a young man I only know as Harvey, who worked at the water quality facility in the center, drove over and offered to help me remove the front fascia so I might be able to drive the vehicle but by then I had called the tow truck. Both Donna and Harvey did not have to stop, take time out of their day and offer assistance but it says a lot about who they are and I certainly appreciate their willingness to do so. The professionals on the scene were impressive in the handling of their duties which, considering the circumstances, made things go smoothly and safely. A good outcome thanks to a lot of good people.

I have since learned that drivers speeding through the stop sign are not an unusual occurrence at that intersection. As my insurance adjuster stated; "I can't believe there is a 4-way stop at an intersection with 5 lanes." Having a red flashing light attached to each stop sign especially on Samuel Bowen Blvd. the service road would be a good start in improving safety. If something is not done to address the problem next time the outcome might not be so good.

Jack Barnes
Ocean Pines

Big game hunting is the most popular form of hunting, according to the 2016 National Survey of Fishing, Hunting, and Wildlife-



Associated Recreation. Sponsored by the U.S. Fish & Wildlife Service, the survey found there were 9.2 million hunters who pursued big game such as deer and elk in 2016.

That makes big game hunting big business as well, as the survey found that big game-related expenditures for trips and equipment totaled \$14.9 billion in 2016. As big as big game hunting is, 3.5 million hunters took time to hunt small game, which includes squirrels and rabbits. The third most popular type of hunting in the United States in 2016 was migratory bird hunting, which attracted 2.4 million hunters and generated \$2.3 billion in bird-related trip and equipment revenue.



Kiwanis Aktion Club supported

The Aktion Club, located in the Worcester County Developmental Center (WCDC) received a \$500 annual check from Kiwanis Club of Greater Ocean Pines-Ocean City. This is only service club for adults with disabilities.

Pictured (L-R) are **Jack Ferry** executive director of Worcester County Development Center, **Valerie Reed**, vice president of the Aktion Club, **Steve Cohen**, Aktion Club advisor and **Donte Smith**, president of the WCDC Aktion Club.

Carozza votes against Kirwan

Senator Mary Beth Carozza last week voted against the funding recommendations proposed by the Commission on Innovation and Excellence in Education (Kirwan Commission). Carozza is a member of the Kirwan Commission.

"While I support the overall Kirwan education policy recommendations, I could not vote for the Kirwan funding formulas as they simply are unaffordable and do not take into account the significant State and Local fiscal impacts," said Carozza.

"My constituents expect me to balance the cost of both education and non-education priorities, and I will continue to push for a practical and affordable approach, partnering with our local jurisdictions, in moving these education recommendations forward."

"The current all-or-nothing approach by the Commission is unrealistic and does not provide the flexibility needed for local jurisdictions. One size does not fit all when it comes to the Commission's recommendations. I look forward to continuing to work on these education priorities when the Maryland General Assembly reconvenes in January."

The Kirwan Commission recommendations passed with three members voting against it. The recommendations will be considered by the Maryland General Assembly when it reconvenes on January 8.



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Mary Beth Carozza

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Tradition

Ooooooooooh! As I sit writing this column my mind wanders to the wonderful aromas that have filled our home during my favorite holiday that

Thanksgiving, their delivery and material is so charged it crackles.

I was usually their prime foil. My oldest son used to sit across from me at the other head of the table (or as I like to say, the foot of the table). There he had a direct shot at being the first one to make me crack up. It usually didn't take long. He'd make a face or a gesture, or just ask for the salt to be passed his way,

and I would begin biting my lip trying to stave off the inevitable. When that happened, I understood how Harvey Korman felt when Tim Conway went off script on the "Carol Burnett Show."

In very short order the other two, my daughter and youngest son, would pile on, throwing out one liners, original one liners I must say, or began doing some physical comedy that just smashed any reservoir of resistance I may have had. In short order I was a goner with tears running down my cheeks, my sides hurting and my food getting cold. The more I laughed, the more they threw fuel on the fire. They were merciless and took a great deal of pleasure in being able to make dear old Dad "go squinty," which means that I was laughing so hard that my cheeks were pulled back tight and my eyes were open just a slit. Kids are cruel.

My wife, their mother, was only a little less likely to hold off cracking up. She usually waited a few seconds after I lost my composure so it looked like I was the "weaker one."

Thanksgiving traditions are as unique as the families who celebrate the holiday. Traditions can be defined by a special, handed-down recipe or the use of a family knife to carve the turkey. Those are all fine. But it has always been my hope that as my family grew and my children created their own family traditions, that laughter and good conversation would be prominent.

As time goes on, I will do my part to bring this about. There will come a time in the hopefully distant future when I'll sit at the table in a corner chair wearing a paper Pilgrim hat and an adult diaper (I hope I don't confuse the two), with gravy dripping from the side of my mouth cascading over the dried mashed potatoes stuck to my chin. That should certainly give them something to laugh about.

Happy Thanksgiving!



It's All About. . .

By **Chip Bertino**

chipbertino@delmarvacourier.com

is Thanksgiving. Oh, how I love the smell of my wife's cooking, a love that is surpassed only by eating what she makes. As Jackie Gleason used to exclaim, "How sweet it is!"

Without exception Thanksgiving is my favorite holiday. Why? Because it's a holiday that doesn't require gift buying. It's a holiday that requires only great food, great company and great conversation. In my book that's the way to spend a holiday. Throw in some after dinner port or brandy and cigars and you've really got something going on. Add a slice of my wife's cheese cake to the mix and I can tell you honestly that if the world were to end the following day, I would die a very, very satisfied man. Not that I want the world to end; there are turkey sandwiches still to make and leftover pumpkin pie still to eat.

The Thanksgivings I've enjoyed the most were the ones we've had at our own table, not having had to travel hither and yon. Over the years my wife and I made a conscious effort to celebrate the holiday in our home, inviting others to join us. With two married children and grandchildren, that's now not always possible. Looking back, the Thanksgivings we spent with just our children were some of the best.

From the time they arrived on the scene, sitting around the dinner table with my kids has always been a treat. Although slightly different, the humor of each is broad and at times sophisticated, at times crude. When they're in sync, firing on all cylinders, doing what we call in our family, "material," you dare not put a forkful of food in your mouth for fear convulsions of laughter will project it across the room. My kids are downright hilarious as they do take-offs of how they were raised, impersonations of my wife and me, and humorous commentary about whatever caught their attention at that moment. On holidays, especially



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Classes teach skills to help parents talk to kids about drugs and life choices

Talking to kids about the dangers of drugs and the importance of making positive life choices can be tough. Do you know how to start the conversation? “Guiding Good Choices” is an evidence-based, nationally recognized family competency training program for parents of children in middle school.

“Guiding Good Choices” classes are free and will be offered from 5:30 p.m. to 6:30 p.m. on Monday nights from December 2 through December 23. Parenting Wisely is a highly interactive course designed by family and social scientists to give parents and guardians tips to guide and support children in difficult situations. Classes are also free and will be offered from 10 a.m. to 11 a.m. on Tuesdays beginning January 7. Both programs are hosted at the Worcester Youth and Family Counseling Services center in downtown Berlin, 124 S Main St. Suite C.

“Guiding Good Choices” contains five-sessions, with an average session length of 2 hours each week. Classes focus on identifying risk factors for substance abuse, developing effective parenting practices, managing family conflict, and using family meetings to improve

communication and involvement. Four of the sessions are for just parents; one session will include children and help teach them peer resistance skills, especially when it comes to saying no to drugs and alcohol.

“Parenting Wisely” teaches constructive skills proven to solve problem behaviors, family conflict, and more. This six-week program is especially helpful for single parents. Both Young Child (age three to 11) and Teen (age 11+) versions of the class are available.

“Guiding Good Choices” and “Parenting Wisely” are free programs taught by certified instructors. Pre-registration is encouraged. For more information or to register call 410-632-1100 ext. 1106.

Diakonia to host Santa breakfast

Santa and his elves will attend Breakfast with Santa at Dry Dock 28 in Ocean City on Saturday, December 7 between 8 a.m. and 11 a.m. Diakonia is sponsoring the event that will include live holiday music. Included on the menu are pancakes, scrambled eggs, hash brown potatoes, sausage and biscuits, coffee and tea. There will be milk and juice for children. The cost is \$10 for adults; \$5 for children ages six through 12. Children under 5 eat free. The restaurant is located at 28th St. and Coastal Highway. Tickets are available at the door. Cash and check only. For more information contact info@diakoniaoc.org.

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Welcome - Seaside Christian Academy (SCA) representatives welcomed Nicole Harris at the RWWC dinner meeting held at the Marriott Residence Inn on November 21. Pictured from left are **Nicole Harris**, **Julie DuChene** SCA principal, and Directors **Maureen Purnell**, **Debbie Campbell**, **Gwen Cordner** and **Jennie Rice**. Photo by Carol Frazier.

What is CMC arthritis

By **Jennifer S. Hamilton**, DPT, CHT

Do you have pain at the base of your thumb? Do you have trouble pinching between your thumb and pointer finger? If you answered yes to either of these questions, you may have arthritis in the thumb joint that connects your thumb to the rest of your hand. This is called the CMC joint or basal joint of the thumb. The CMC joint is what allows for a wide range of motion in the thumb in order to grasp objects of variable sizes. Due to the amount of mobility of this joint, it is prone to wear and tear. Over time the cartilage that covers the joint surfaces will break down. As the cartilage breaks down there will be a loss of space between the two bones of the thumb. Since the cartilage acts as a cushion for the joint surfaces, when it wears down, you will start to feel pain when performing everyday tasks, especially pinching activities. This type of arthritis affects both men and women, however it does tend to be seen more frequently in women over the age of 50. There are some risk factors that cause an individual to be more prone to developing CMC arthritis. These risk factors include having a family history of arthritis, repetitive pinching or twisting of the thumb, and general overuse of the thumb. Symp-

toms of CMC arthritis include pain with pinching, twisting, or tight grasping activities such as opening a tight jar. Some individuals may also find they have pain at night or at rest.

So, what can you do if you have CMC arthritis? There are treatments available which can be non-operative, or operative. Initially, conservative non-operative treatment is preferred. This may include resting the joint and adjusting how you perform your normal daily activities to reduce the amount of stress on the thumb. If your symptoms are mild, your physician may prescribe anti-inflammatory medications, give you a referral to see a hand therapist and/or suggest a cortisone injection in the joint to reduce pain. A Certified Hand Therapist (CHT) is an expert in treating CMC arthritis with conservative measures. They provide patient education on how to modify your current activities, as well as prescribe adaptive equipment that can reduce the stress on the joint. They will prescribe exercises specific to the muscles that surround and support the CMC jt. Additionally, they can provide a custom-made brace or orthosis that will allow the thumb joint to rest, while giving support during normal daily activities.

please see **cmc** on page 14

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First Friday opening includes holiday artisan fair

The Art League of Ocean City invites the public to a free opening reception and special holiday artisan fair on First Friday, December 6 from 5 p.m. to 7 p.m. at the Ocean City Center for the Arts on 94th St. Five new art exhibitions will open, and complimentary hors d'oeuvres will be served.

The holiday artisan fair, which continues on Saturday, December 7 from 11 a.m.- 4 p.m., offers unique, handcrafted gifts made by local artists. More than a dozen artisans will offer their work including glass, jewelry, textiles, baskets, ceramics, mixed media, and more.

Saturday's artisan fair includes book signings with seven local authors from 11 a.m.-4 p.m. Bunk Mann will be signing copies of his new book about Ocean City's history, "Ghosts in the Sand," from 11 a.m.-1 p.m.

Original small works of art, no larger than 12x12", specially priced for gift giving, will be available in

Studio E.

The annual all-media Art League members' juried show will open in the Thaler Gallery with cash prizes. The juror is Chris Harrington, chair of the Fine Arts Department at the University of Maryland Eastern Shore. Upstairs in the Galleria, the "Best of 2019" group show will feature artwork that has won awards in the Art Center's 2019 shows.

The artwork of Bilbo of Ocean City will hang in the Spotlight Gallery in December. Bilbo, who attended Baltimore Junior College and the Maryland Institute of Art, is an ink painter, which is Zen art at its highest expression, a thoughtful use of empty space and brush strokes.

Multi-media artist Debbi Dean-Colley of Berlin is the artisan for the month of December. Mostly self-taught, Colley experiments with different media to create unique and creative objects of art.

Annual Christmas dinner returns

The N.O.E.L. (Nothing Other than Eating and Loving) Community will present their 22nd annual Christmas Dinner on December 25. This year the celebration will take place at St. Paul's by-the-Sea Episcopal Church on 3rd Street and Baltimore Ave. in Ocean City. The festivities will be from 11 a.m. to 2 p.m. on Christmas Day. Everyone is invited to share in this joyous occasion. All are welcome to join in the partaking of food, fellowship, and fun.

The N.O.E.L. Community will serve ham, macaroni and cheese, green beans, rolls and an assortment of desserts. A sit-down meal will be enjoyed in a festive atmosphere which includes decorations, music, and Santa's Elves. Carry outs will also be available. Meals are also available for delivery in the Ocean City area as available.

For more information about the N.O.E.L. Community or the Christmas Day Celebration, please contact the office at St. Paul's by-the-Sea at 410-289-3453. If you would like make a donation to the N.O.E.L. Community, please send donations to The N.O.E.L. Community c/o St. Paul's by the Sea at 302 N. Baltimore Avenue, Ocean City, MD 21842.



Cans, cans, cans, oh my!

The holidays bring a lot of things, but Stephen Decatur High School wants to make sure that they do not bring hunger. In addition to a new food pantry housed within the school, the Student Government Association sponsored its annual food drive during American Education Week, collecting nearly 1,400 pounds of canned goods for Diakonia.

Above: **Shiloh Ponds**, Senior Class President **Maxwell Ewancio**, **Janaesha Carson**, and **Alyanna Braciszewski** load up a Diakonia truck with canned goods from the Student Government Association food drive, November 18-22.

Half off sale at thrift store

The Atlantic General Hospital Auxiliary Thrift Shop is having a furniture sale on Saturday, November 30. All furniture will be 50% off.

The thrift store, located at 10452 Old Ocean City Boulevard in Berlin, which is managed and staffed entirely by volunteers, donates all proceeds to Atlantic General Hospital. The store also donates clothing to those in need through Worcester GOLD and Worcester County Department of Social Services as well as to inpatients who are without sufficient clothing at discharge. The store is open from 10 a.m. to 4 p.m.

If you live in Ocean Pines, be sure to contact The Courier if you want the paper each week in your driveway.

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Sticking with reading - Kindergarten students at Showell Elementary School, **Lochlan Weems** and **Gavin Daisey**, chose to finish their partner reading instead of playing at centers. These two boys know the true meaning of the saying - read, read, read and love it! Their teacher, Andrea Kominos could not be more proud.

Thanksgiving Day Quiz

It is once again time to talk turkey, stuffing and all of the trimmings. Thanksgiving is celebrated in both Canada and the United States with similar parades and fanfare. Thanksgiving is a time to be thankful for the blessings in one's life and enjoy the company of family and friends during a special meal.

Although people celebrate Thanksgiving each and every year, they may not be aware of some of its interesting history. Test your knowledge of gobblers and general trivia with this quiz.

1. Despite competing historical claims, the story most people associate with the first American Thanksgiving took place in a colony in this modern-day state?

- a. Pennsylvania
- b. New Jersey
- c. Massachusetts
- d. Delaware

2. Thanksgiving Day is celebrated on which day of the week in Canada?

- a. Monday
- b. Tuesday
- c. Wednesday
- d. Thursday

3. Pilgrims from Europe associated with Thanksgiving are purported to have sailed across the Atlantic to reach North America on which ship?

- a. Daisy

- b. Mayflower
- c. Santa Maria
- d. Roseflower

4. Which tribe of Native Americans taught Pilgrims how to cultivate the land, contributing to the first Thanksgiving?

- a. Algonquin
- b. Lenape
- c. Shoshone
- d. Wampanoag

5. Fossil evidence shows that turkeys roamed the Americas how long ago?

- a. 10 million years ago
- b. 15 million years ago
- c. 20 million years ago
- d. 25 million years ago

6. Three different deboned types of poultry go into this Thanksgiving meal alternative?

- a. Orange duck
- b. Turducken
- c. Turkey chowmein
- d. Chixturck

please see quiz page 14



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Tides for Ocean City Inlet

Day		High /Low	Tide Time	Sunrise Sunset
Th	28	Low	2:11 AM	6:55 AM
	28	High	8:49 AM	4:41 PM
	28	Low	3:05 PM	
	28	High	9:08 PM	
F	29	Low	2:56 AM	6:56 AM
	29	High	9:36 AM	4:41 PM
	29	Low	3:54 PM	
	29	High	9:55 PM	
Sa	30	Low	3:43 AM	6:57 AM
	30	High	10:22 AM	4:41 PM
	30	Low	4:43 PM	
	30	High	10:42 PM	
Su	1	Low	4:32 AM	6:58 AM
	1	High	11:09 AM	4:40 PM
	1	Low	5:33 PM	
	1	High	11:31 PM	
M	2	Low	5:23 AM	6:59 AM
	2	High	11:58 AM	4:40 PM
	2	Low	6:24 PM	
Tu	3	High	12:23 AM	7:00 AM
	3	Low	6:18 AM	4:40 PM
	3	High	12:49 PM	
	3	Low	7:14 PM	
W	4	High	1:20 AM	7:01 AM
	4	Low	7:14 AM	4:40 PM
	4	High	1:44 PM	
	4	Low	8:01 PM	

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Starter supplies for small pets

Cats and dogs may get much of the attention, but small pets can bring just as much to a household as their larger counterparts. Diminutive in size but not personality, hamsters, guinea pigs, ferrets, reptiles, mice, and more may be just the right fit for those who desire a pet, but may not have the space or money for large animals.

The American Pet Products Association’s 2017-2018 National Pet Owners Survey found that 7.9 million households had birds, 6.7 million had various small animals, and 4.7 million included assorted reptiles. They may be smaller in size, but these pets still need a variety of gear.

Environment. Most small pets will spend the majority of their time in a cage or a tank. In this environment, the pets will need bedding or some type of cage lining. Wood chips and shavings, shredded newspaper or hay are often used. Reptiles and amphibians may have special needs to help regulate temperature. Gravel, stones and rocks may be used. Always consult with a veterinarian or a pet supply expert regarding the correct set-up for a small pet’s environment to ensure the animal’s health and well-being.

Toys and other gear. Small animals need items to provide mental stimulation and physical activity. These items do not need to be complicated or expensive. A gerbil or hamster may appreciate an empty toilet paper tube to run through. Some pets like to race around in plastic balls, while others

will be satisfied digging and burrowing through bedding. Tube mazes or hiding places also may fit the bill. Birds like hanging mirrors and other colorful toys on which they can perch or peck.

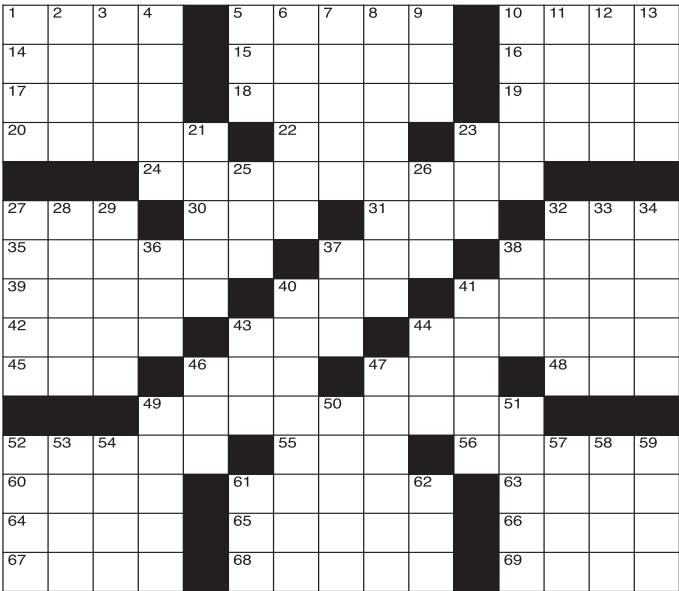
Nutrition. Food is another consideration when starting out with small animals. They may not eat as much or



as often as a dog or cat, but they, too, have specific dietary requirements. For example, Banfield Pet Hospital says overfeeding is a big issue with hamsters, so look for a quality hamster food and avoid snacks and treats. Hamsters tend to hoard food, so they may take food they really do not need. Certain lizards will eat mealworms, crickets or other insects. Research which fresh foods can be mixed with commercially produced foods for optimal health.

Feeding bowls, bottles or small dishes also will need to be purchased when addressing small pets’ dietary needs, offers the pet retailer Petco.

Veterinarians can be a great resource in regard to how to care for small pets.

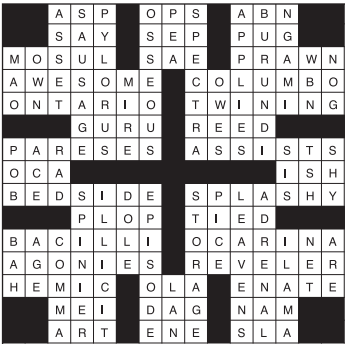


CLUES ACROSS

1. Vital part of a lock
5. Adherent of Zoroastrianism
10. European river
14. Nonprofit public health group
15. Make law
16. Three-banded armadillo
17. Monetary unit
18. Sandwich-like dishes
19. Sicilian city
20. Finger millet
22. Of she
23. Bullfighting maneuvers
24. Lawyers
27. A place to relax
30. Often said after “Hee”
31. Supervises flying
32. Cheer of approval
35. Something spiders twirl
37. Aggressive dog
38. Long-legged gazelle
39. Mogul emperor
40. Baltic peninsula
41. Fencing sword
42. A reward (archaic)
43. Pigeon sound
44. Type of groove
45. Inquire too closely
46. Nine Inch Nails’ debut (abbr.)
47. An often unwelcome guest
48. Something you can draw
49. Songs to one’s lover
52. Eastern Cairo mosque
55. A partner to cheese
56. Absorption unit
60. A type of sandwich
61. Herbaceous plant
63. Chinese temple classification
64. Native person of central Volga
65. Excessive fluid accumulation in tissues
66. Some take them up
67. South American nation
68. Threaten persistently
69. Morningwear

CLUES DOWN

1. German courtesy title
2. Samoan capital
3. A type of carpet
4. Upper bract of grass
5. Al Bundy’s wife
6. In a careless way
7. More uncommon
8. Expressing contempt
9. Belonging to a thing
10. Adventure stories
11. Copycats
12. Farewell
13. Greek mythological builder
21. Colorless, volatile liquid
23. Monetary unit of Burma
25. Bar bill
26. Body part
27. Mischievous child
28. Popular card game
29. Building occupied by monks
32. Spiritual leader
33. Independent ruler
34. He wrote about the Gold Rush
36. Bundle of banknotes
37. Corporate honcho
38. Touch softly
40. Made by oneself
41. Satisfies
43. Subcompact Toyota crossover
44. Cool!
46. Popular vegetable
47. Flower cluster
49. Transylvanian city
50. Robert and Stephen are two
51. Philippine island
52. Canadian law enforcers
53. Wings
54. He played Perry Mason
57. Ballpoint pen
58. Metrical foot
59. It has nostrils
61. Confederate soldier
62. Take in solid food



Answers for November 20

Cancer Center recognized

Atlantic General Hospital has announced that its John H. 'Jack' Burbage, Jr. Regional Cancer Care Center has been named a 2019 Guardian of Excellence Award winner by Press Ganey. The Guardian of Excellence Award recognizes top-performing health care organizations that have achieved the 95th percentile or above of performance in patient satisfaction.

The Press Ganey Guardian of Excellence Award is a nationally-recognized symbol of achievement in health care. Presented annually, the award honors clients who consistently sustained performance in the top 5% of all Press Ganey clients for each reporting period during the course of one year.

More than 375 cancer centers across the country contract with Press Ganey to survey their patients in the various areas of patient experience, including overall satisfaction with their care.

"We understand that a cancer diagnosis can be overwhelming and we interact with people when they're at their most vulnerable," said Rabindra Paul, MD, medical oncologist and medical director of the Burbage Regional Cancer Care Center. "We take their care very seriously.

This isn't limited to their specific treatment and clinical outcomes. It includes their emotional health and making sure that our patients and families experience the least amount of stress possible."

"The Guardian of Excellence Award is a testament to the outstanding patient care our cancer center team provides every day," said Patricia Marks, director of the Burbage Cancer Care Center. "It's what our patients deserve, and I'm very proud of our staff."

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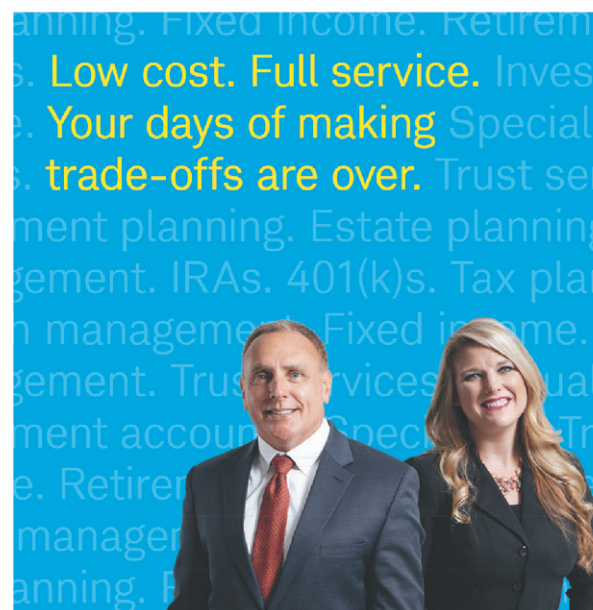
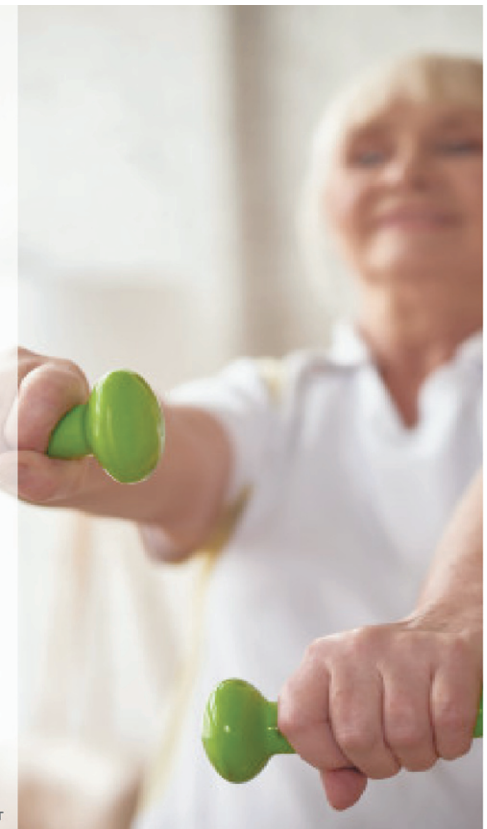


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The Pilgrim role in Thanksgiving traditions

By **Robert Adair**

Who were the Pilgrims? Where did they originate? Why would anyone sail across the Atlantic Ocean in September, chancing a high probability of storms and rough seas? Why did they pick the New England area to establish their plantation? Did they believe they were celebrating the first Thanksgiving in the new world, the forerunner of today's holiday or is this just another of the many myths that have emerged as a result of that exodus from Europe?

The last quarter of the 16th century and the first part of the 17th century witnessed the reform of the Elizabethan Church of England, and concurrently, the rise of several radical sects that believed the state church was too ritualistic, too institutionalized for what they believed they needed in their spiritual lives.

These "Separatist" groups emerged as early as the 1670s. They formed pure and primitive churches, stripped of all rituals and institutional ties, unaffiliated with each other except in their desire to practice their faith outside the Church of England.

Such covenanted brotherhoods remained loyal to the English state but were castigated for their break with the Church of England. Since the Church and State were inseparable at that time it was difficult to be seen as loyal to the crown but totally at odds with the church.

The Pilgrim congregation was one of these groups. A more radical wing of Separatists was the Puritans, known for their fiercely energetic drive to make the world God-fearing and righteous. Both these groups shared some of the same ideals but should not be considered as one group.

The people of this era were greatly influenced by spirits, demons, witches, herbal potions, seasonal festivals and folklore. This was all a part of daily life. As the Separatist movement grew certain themes became evident. The government of England began to look

on these groups as treasonous and supported their move toward the borderland regions of the kingdom. At the same time the common folk began to blame these groups for everything bad that occurred.

The Pilgrim sect originated in the



village of Scrooby in north Nottinghamshire. They formed their own church for the reasons described above, and in doing so were immediately considered traitors to the government. After two failed attempts to flee the country the group finally reached a safe haven in Amsterdam. The congregation did not get along with other British dissident groups in Holland and finally received permission to move to the manufacturing town of Leyden.

They lived there for 12 years and the church membership grew in number. However, they did not fit into the landscape and they saw their sons kept in the most menial labors and their offspring drawn into the Dutch way of life.

The group considered moving to many other places such as Guiana on the north coast of South America or the Magdalen Islands in the gulf of the Saint Lawrence River but finally turned their attention to Virginia.

By 1617 they had obtained approval from the Virginia Company to settle within its jurisdiction and a promise

from the government not to molest them in America. The crown turned against them in 1619 for publishing "seditious tracts" and the Pilgrims had all but given up on the project when an investment group led by John Weston placed itself between the Separatists and the crown.

This business venture had its own arrangement for land in Virginia territory and they saw the opportunity to turn a profit with cheap labor in return for providing the Pilgrims assistance in reaching the new world.

In July 1620, 35 of the 238 members of the Leyden congregation left for Southampton, England aboard their own ship, the *Speedwell*, which turned out to be unseaworthy. The plan was to establish a plantation in the new world and then bring the rest of the congregation to their new home. Upon reaching Southampton they were joined by other Separatists (such as the Puritans) and non-Separatist laborers hired by the merchants who would sail on the larger ship, *Mayflower*. After two false starts due to the leaks found in *Speedwell*, it was left in England and some of the passengers transferred themselves and their belongings aboard *Mayflower*, which finally left port on September 16 with 101 passengers aboard.

After nine weeks at sea, completely at the mercy of the North Atlantic storms, land was sighted on November 9, 1620. The land turned out to be Cape Cod. The next day the ship encountered treacherous shoals just off the weather side of the Cape and the captain decided to come about and seek shelter on the lee side of the Cape rather than attempt to find their original destination, which was the mouth of the Hudson River.

The *Mayflower* dropped anchor in what is today Provincetown harbor on November 11. That night all male passengers signed the famous agreement known as the "*Mayflower Compact*."

Three expeditions were sent to explore the surrounding countryside to determine the most suitable site for a plantation. They used a small craft carried between decks on the *Mayflower* called a shallop. Sixteen men under the leadership of Miles Standish set off on November 15 to explore the immediate area. They discovered signs of Indian habitation and a buried cache of Indian corn. The second expedition found more signs of an Indian population but no suitable location to meet its needs. It was the

third expedition that finally landed at Plymouth Harbor on Monday, December 11 and discovered cleared lands and fresh running water.

Mayflower was moved to Plymouth harbor and dropped anchor on December 16, 1620. Two people had died during the crossing; one was a sailor and the other was a passenger. No celebration was held in 1620 because all thoughts and energy were concentrated on basic survival. The winter of 1620-1621 was not severe with reference to weather, but it became known as the "starving year."

The Pilgrims had no plants to harvest so they existed on what they could find and hunt. The settlers lived aboard *Mayflower* for most of that first year. The local Indian tribes did little to support these aliens that had appeared on their shores. In fact, it was not until the middle of March 1621 when any contact was made between the two groups.

Over half of the people, settlers and crewmen, that came across the Atlantic died that winter. Crops were planted in fields suggested by the Indians and houses rose on the hillside selected to be the center of the settlement. The surviving crew of *Mayflower* was anxious to return home. The ship sailed for England on April 5, 1621.

The Pilgrims had good and sufficient reason to hold a festive occasion as the summer of 1621 ended. But it was not their "thanksgiving." Years before, as part of their stand against the Church of England, the Puritans had rejected celebrating Christmas, All Saint's Day and Easter. They substituted three other days to be celebrated by Separatists: the Sabbath, Day of Humiliation and Fasting, and the Day of Thanksgiving.

The Sabbath was celebrated on a regular basis. The other two were celebrated only when events dictated the need for one celebration or the other. If the community had prospered it indicated that God was pleased and a Day of Thanksgiving would be held on a weekday, thereby setting two days that week aside for prayer and praise to God. It was appropriate to end the day with a meal.

If the community went through a period of trouble and strife a Day Of Humiliation and Fasting could be declared, once again on a weekday. This holy day did not end with a festive repast.

please see *pilgrim* on page 14



Visit - Bob Gordy, president of the Worcester County Board of Education, visited **Caroline Olson** from Melanie Biscoe's fourth grade class after she wrote a letter inviting him to visit Ocean City Elementary School during American Education Week.

The history of Black Friday

Black Friday marks the unofficial start of the holiday shopping season. Come Black Friday, shoppers strive to get the lowest prices on gifts for their loved ones.

Much of the focus of Black Friday is on finding the best deals, but it can be interesting to take a breath and learn how this phenomenon developed and how it has evolved over the years.

Black Friday. The term "black Friday" was originally associated with gold prices and manipulation on the part of speculators Jay Gould and James Fisk. This scandal occurred in September 1869. Commodity prices plummeted 50 percent as a result, and the term "black Friday" was coined to refer to that drop.

The phrase "black Friday" also became famous for all the wrong reasons in 1966. Philadelphia police used it to refer to the Friday traffic jams and crowding in downtown stores from tourists and shoppers who flooded into the city in advance of the Army-Navy football game held the Saturday after Thanksgiving each year. Bigger crowds and rowdiness contributed to long hours and stressful shifts for local police.

Black Friday reinvented. The retail industry started using the term "Black Friday" in the late 1980s. Spin doctors

turned previously negative connotations into positive ones by associating the phrase with stores turning a profit and moving accounting ledgers from "red to black" thanks to big year-end sales. Retailers and consumers rallied around low-cost "doorbusters" and other discounted prices.

Interestingly enough, according to the National Retail Federation, Black Friday really hasn't been the most lucrative day for retailers over the years. In fact, greater profits and larger crowds are often seen on the last Saturday preceding Christmas.

Shopping weekend evolves. While Black Friday may have been the catalyst, in recent years shoppers have made the entire weekend of Black Friday a lucrative one for retailers. Many stores now open on Thanksgiving and extend sales through the entire weekend. Small Business Saturday and Sunday promote patronizing mom-and-pop stores. Cyber Monday emerged when online shopping became a popular way to grab deals, and it marks the close of the opening weekend of the holiday shopping season. In 2017, Black Friday weekend attracted 174 million shoppers who spent an average of \$335.47, according to the NRF.

Reading reward

Berlin Intermediate School's Assistant Principal **Jennifer Garton** presents 5th grader **Avery Weber** with a \$25 gift card to Barnes & Noble along with a Certificate of Excellence for reaching 500 Steps of Reading in the school's new reading program 100 Book Challenge. Student are required to read for 30 minutes per night, which is equal to 2 steps. In addition, students read in class for another 30 minutes. Avery is the first student this year to reach 500 steps.



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Giving - During a recent meeting, the General Levin Winder Chapter, Daughters of the American Revolution (DAR) presented fleece blankets made by chapter members to Nancy Stewart, Coastal Hospice Access Manager, for its "We Honor Veterans" program.

Above: (L-R) **Susan DeGroff**, **Connie Duke**, **Pat Arata**, **Janet Simpson**, **Regent Gail Weldin**, **Barbara Rusko**, **Vera Gerovac**, **Karen Smith**, and **Jane Bunting**.

pilgrim
from page 12

The three days of celebration, feasting, recreation and games with Indian guests present did not meet the criteria for a Day of Thanksgiving according to the Pilgrim creed. The event was probably a secular festival to celebrate mere survival of the group.

According to information provided by Plymouth Plantation, Inc., “The first actual declared Thanksgiving occurred in

cmc
from page 6

If these conservative options do not alleviate the symptoms, then your physician may recommend surgery. Following surgery, hand therapy will be necessary to restore range of motion as well as educate the patient how to regain the functional use of their hand. The CHT will also make a custom orthosis to protect the joint as it is healing from surgery. They will guide you through the rehabilitation protocol to ensure the best functional outcome is achieved.

In summary, one of the most common joints in the hand that develops osteoarthritis is the base of the thumb. While the pain you feel may limit your activities, there are treatment options to alleviate your symptoms and restore your tolerance to daily tasks.

Jennifer S. Hamilton PT, DPT, CHT is a Doctor of Physical Therapy and a Certified Hand Therapist. She is the co-owner and president of Hamilton Physical Therapy PA located in Ocean Pines.

1623, after a providential rain shower saved the colony’s crops.”

It was 200 years later, after the decline of the Puritan reign, that people looked back to that event that sponsored food, games and congeniality and claimed it to be the “first” thanksgiving.

Many dates are given as the origin of “Thanksgiving.” In 1777, the Continental Congress declared a “National Thanksgiving,” and other days were so named over the years. In 1863 there were two national days of thanksgiving, one cele-

brating the victory at Gettysburg on August 6 and the other national Thanksgiving Day to be celebrated on the last Thursday of November.

Over the years Thanksgiving has come to represent the importance and significance of family reunions, the sharing of time and the traditional dinner has come to symbolize Thanksgiving in the

quiz
from page 9

7. In what year did Congress make Thanksgiving an official national holiday in the United States?
- a. 1932
 - b. 1939
 - c. 1941
 - d. 1946
8. Twenty percent of the overall consumption of this type of fruit is done on Thanksgiving.
- a. apples
 - b. cranberries
 - c. cherries
 - d. grapes
9. The first Canadian Thanksgiving

minds of most people rather than the Pilgrim celebration of 1621.

Whatever the origin, or whatever your own beliefs dictate, Thanksgiving remains a great time to be thankful for many blessings.

Robert Adair was editor of The Courier between 2000 and 2006. He passed away in 2007.

was a welcome-home celebration for Sir Martin Frobisher when he returned to which area of the country

- a. Albert
- b. Manitoba
- c. British Columbia
- d. Newfoundland

10. Canadians sometimes call the Thanksgiving holiday in the United States by this name to distinguish it from their own Thanksgiving celebration.

- a. Yanksgiving
- b. Amerigiving
- c. Turmerica
- d. USthanks

Answers: 1. c 2. a 3. b 4. d 5. a 6. b 7. c 8. b 9. d 10. a

study
from page 1

Based on the data collected, Sibson said Ocean Pines in aggregate is “at 84 percent of the market 50th percentile of the competitive range.” The company defined the desirable range as 90 to 110 percent of the market 50th percentile, meaning the overall compensation package is slightly below the recommendation.

Sibson developed a minimum, mid-point, and maximum salary range for each position, and Viola and other staff graded each employee on a 1-to-5 scale during mid-year reviews. Out of more than 200 employees, Sibson considered 22 as below the minimum salary range. The cost to bring those workers up to the minimum, as was the recommendation, was about \$34,000.

Additionally, eight employees of the Ocean Pines Police Department were below the minimum, with the total cost to bring them up being about \$28,000.

Sibson only considered one employee above the maximum compensation range.

Viola said the study was “objective, independent and data driven.”

“It was also important to have current job descriptions and a cur-

rent organizational chart, and staff available for phone interviews with Sibson. All of that happened,” he said.

Equally important, according to Viola, was that everyone understood the study results.

“Several meetings were held [by Viola] for every department. Their feedback was very valuable and their comments were positive,” he said. “I believe that staff was appreciative that the study was done, that it was explained and communicated, and that leadership listened to them.”

Stryjewski agreed it was a worthwhile endeavor.

“This objective and independent compensation study through Sibson has assisted OPA in providing transparency to our employees regarding compensation and benefit benchmarks for comparable positions outside of OPA,” she said. “It has also assisted in the development of an improved rating structure, with appropriate salary ranges revised for all positions.

“It’s important that OPA employees understand thoroughly their compensation and benefits, and how we compare to outside businesses, so they can feel confident in their employment,” she added.

Association Secretary Colette

Horn thanked Viola for his part in the process, which included a review of the study methodology and results during a Budget and Finance Advisory Committee meeting on Wednesday.

“The work that John and his staff did contributed to the achievement of the timeline and the cost containment while still getting everything we wanted from this study, and then some,” she said. “The work done by the Sibson Group met my expectations for independence in the review of our job descriptions and classifications, and for appropriateness and breadth in the selection of business entities used to benchmark our compensation and benefits offerings.

“The final product achieved the objectives I had in mind when I submitted the motion to the Board to approve the study: to provide the information we need to forecast compensation costs, to focus an analysis of our organizational structure, and to give us a framework for annual compensation decisions that are based on marketplace benchmarks, as well as the ongoing appraisal of the link between employee performance and attainment of organizational objectives,” Horn added.

What’s more, Horn said the

study helped to “trigger much-needed changes in our employee performance appraisal process, such that we now are in line with current best practices.”

“Our board has worked hard over the past two and a half years to implement the mandate of our governing documents that things run in a business-like way,” she said. “I can now say that our HR practices are much closer to meeting that ideal than in the past. And the bonus is that we were able to achieve all this at well below the cost figure that was projected for the study.”

Budget and Finance Committee Chairman Dick Keiling added his group was “pleased to review the completed compensation study.”

“Having been involved in this type of study in my past, it’s evident the process was professional, thorough, and included all of the important components,” he said. “This is something OPA has clearly needed and now provides our valued employees with a comprehensive, first-rate compensation program.”

Viola plans to publicly discuss the study during the next regular Ocean Pines Board meeting, scheduled on Wednesday, December 4 at 7 p.m. in the community center.

meeting
from page 3

know of no other place where we can play platform, pickleball and tennis at the same location."

Among his other goals, McMullen said, is to "alleviate some of Colby's workload." He said members with questions and concerns were welcome to approach him.

"Let me know what the problem is and then I will work ... to get it solved as quickly as possible," he said.

"I really believe in what we're doing here. It's the best place to live and I love this place, so we're going to do everything we can to give you the facility you deserve," McMullen added.

Underkoffler, who also coaches at Worcester Preparatory School, outlined his plans to increase tournament play at the center with help from the United States Tennis Association.

"They love the site [and] they think it has a lot of potential," he said. "We want to have the site sustain itself, so we felt that if we could develop a part-

nership with USTA Mid-Atlantic, they could send some tournaments our way. We are a destination area already."

Potentially, that includes a national ranking tournament in the spring or summer, and a "consolation tournament" related to national team play.

Additionally, Underkoffler has plans to offer more classes and lessons, with a "stroke of the day" clinic for members, video analysis of players' technique, and increased youth clinics.

Phillips said the proposed fiscal 2020-2021 budget would include replacing the bocce courts at White Horse Park and moving them to the Racquet Sports center, in the grassy area near the platform tennis courts. She cautioned that putting an item in the proposed budget does not necessarily mean it will be funded.

"It all depends on how that process goes," she said.

Phillips also answered questions from the crowd. One woman asked why there is not more indoor playing time in the community center gym, especially during the afternoon when the

room seems empty.

Recreation and Parks Program Supervisor Debbie Donahue, making a cameo appearance, said the gym reserves certain times for drop-in basketball (for a fee), especially during the colder months when playing outside isn't practical.

"In order for there to be time in the gym for other people to do other things, we leave the gym open for that drop-in time," she said. "We have basketball that goes on in there a couple of days a week, for kids after school and for adults, anybody that wants to use the gym."

General Manager John Viola asked Donahue if she had adequate space to meet the demand for programs.

"Is this something that's restraining us from everything that we want to do?" he asked.

"Honestly, as we look at the programs that we've done ... we outgrew the building before it was ever finished," she said. "For all of the growth that we have made, all of the programs that we still get challenged to bring in,

the revenue that we're challenged to bring in ... we are limited on the space that we can offer. It's one gym and that's all I have to work with."

Viola thanked the membership for coming to the third in an ongoing series of amenity-related meetings, which previously highlighted Golf and the Pine'er Craft Club.

"Thank you, everybody, for coming," he said. "This type of constructive feedback is very important for me, and I believe it's also very important for my team," he said.

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