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WEDNESDAY, FEBRUARY 12, 2020

“We’re in a really tough situation”

Eaton Corner Museum looking for renewed support amid financial challenges

By Gordon Lambie

At the end of January, the Compton County Historical Museum Society, known by many simply as the Eaton Corner Museum, published a financial campaign letter thanking donors and supporters from over the years while also putting out a renewed call for help in what is referred to as a “precarious situation.”

According to Sharon Moore, Vice-President of the CCHMS/Eaton Corner Museum Board of Directors, a large part of the financial challenge stems from the loan taken out to cover the purchase of the historic Foss House property in the summer of 2012. Although the acquisition of the additional building allowed for a number of improvements to the work of the museum, Moore explained that since the loan was taken out, the society has never been able to pay down any of the capital.

“It’s hard to get your loan payments down when you can’t make a substantial down payment,” the vice-president said, sharing that every bit of money gathered through each year’s fundraisers and admission fees has gone into trying to cover the operating costs, which include insurance fees, regular maintenance, miscellaneous costs, and items like telephone and internet service in addition to the interest on the mortgage.

As if that doesn’t present enough of a challenge, Moore said that visitor

CONT'D ON PAGE 5

False start for Wellington street demolitions



GORDON LAMBIE

By Gordon Lambie

Although five stones were ceremoniously knocked off the façade by an excavator not long after 11:30 a.m., the demolition of the Hotel Wellington did not begin as planned on Tuesday. Despite having gathered together a large collection of local media to begin the work to clear the way for the construction of the

Espace Centro redevelopment project, the work was delayed because some of the machinery needed to carry out the demolition safely was not yet ready. The work to tear down the former hotel and the adjacent building, which was previously home to the Studio Sex strip club, is set to go ahead on Wednesday.

The promised demolition work drew a noticeable crowd to the sidewalk opposite the buildings, but they

eventually dispersed when it was clear that no demolition would actually be taking place.

Once it begins, the work to fully clear the lots of debris is expected to take until the month of April. Wellington Street South will be closed to through traffic until February 20 to facilitate the work, and then will be open in only one direction until the Espace Centro project is completed in 2022.

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LOW -4



THURSDAY:
SNOW

HIGH -1
LOW -18



FRIDAY:
MIX OF SUN
AND CLOUD

HIGH -18
LOW -25



SATURDAY:
SUNNY

HIGH -8
LOW -13



SUNDAY:
CLOUDY,
CHANCE OF
FLURRIES

HIGH 0
LOW -6

HAND IN HAND

JEVI: Talking about suicide saves lives



JJEVI, the suicide prevention centre for the Estrie administrative region, was founded in 1986, having developed out of the Prévention du suicide en milieu scolaire project that began two years earlier. Since that time the Sherbrooke-based organization has worked under the philosophy that every individual has the personal resources available to overcome difficult periods in their life, but that sometimes it takes support and assistance to see the potential within oneself. Its original, youth-centered mandate has expanded to take in people of all ages and their families.

JEVI is a community organization whose mission is to promote better living and prevent suicide among the population of the seven Estrie territories it serves. Anxious to offer a full range of services with regard to the problem of suicide, JEVI invests in four generally recognized levels of action: promotion, prevention, intervention and postven-

tion.

Over the years, our organization has developed a range of diversified services that are aligned with the realities and needs of those served. Our expertise in suicide prevention is widely recognized and goes beyond the borders of our region.

JEVI is, above all, a team driven by a great spirit of collaboration and constant concern to offer high quality service to people in need. The values of respect, professionalism, confidentiality, honesty, mutual trust, solidarity, complicity and transparency are therefore considered essential in the pursuit of our objectives.

Protection of life, engagement, and respect of dignity are fundamental values of the organization.

February 2 to February 8 was suicide prevention week across Quebec. This year's theme was "Talking about suicide saves lives".

Suicide is a delicate topic. We're aware of that, and we wouldn't want

you to deal with it alone, no matter how it affects you. Seek support: the easiest way to reach us is through the crisis line at 819 564-1354. A professional immediately answers and takes a moment to assess the situation with you. Whether you have suicidal thoughts, know someone who does or lost someone to suicide, we're here to help. If you're a trained professional wondering what the best course of action is, a crisis worker can coach you. All those services are free of charge, anonymous and available in English.

Everyone—anyone can play a part in suicide prevention. In order to do so in an appropriate manner, JEVI offers trainings (for professionals) and free workshops. By inviting us to talk about suicide, you contribute to deconstructing taboos, which leads to a more compassionate and helpful community.

We can't stress this enough: talking about suicide saves lives in so many ways. Raising awareness, dispelling the myths surrounding suicide, listening to the people around us, sharing our concerns and distress... But it's not always easy to do so. If it were, perhaps organisations such as JEVI wouldn't cater to so many heartbroken family members, friends, colleagues. In the meantime, until we manage to live in a suicide-free world, remember to seek out help. Remember to reach out to the available resources. Call 819 564-1354 for support or go to howtotalkaboute suicide.com to understand better.

Over the course of the last year JEVI has carried out 19,380 interventions at a rate of about 75 per day. Through its training program the organization was also able to connect 348 professionals across a range of different disciplines with new resources in suicide prevention.

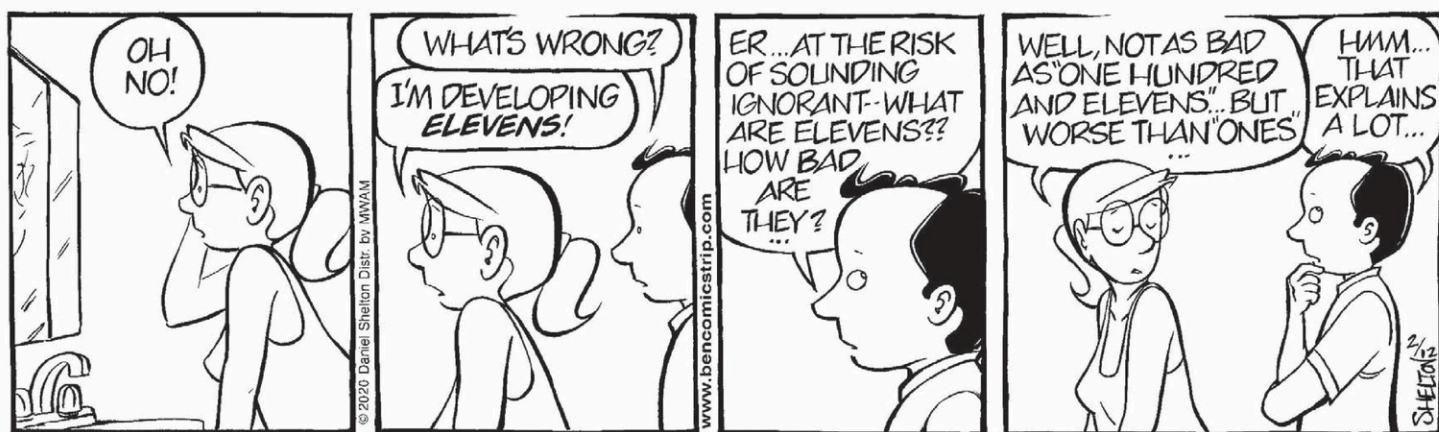


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Ben by Daniel Shelton



Bill 40 reactions

Municipal land and school service centres

Union of Quebec Municipalities denounces disguised land expropriation

Record Staff

ment of Quebec's approach is unacceptable, both in the way the expropriation amendment was added to the bill *in catimini* (discreetly) without prior discussion with the municipalities, and in the powers that the Minister of Education and Higher Education has granted himself to force municipalities to transfer land to school service centres free of charge.

"Minister Jean-François Roberge must explain to citizens why, as a result of his decision, they will now have to assume the financing of land for school construction through their municipal tax account," commented Suzanne Roy, acting president of the UMQ and mayor of Sainte-Julie in a recent press release.

The UMQ also maintains that the Government of Québec gives unelected managers the power to intervene in the fiscal field of municipalities, where the latter will ultimately have to assume the debt and be accountable to the population for their actions.

"It's simple. By not respecting everyone's responsibilities, the Government of Québec is assuming powers without consulting the municipal community, which will ultimately have to turn to taxpayers. We are obviously willing to work together to find the properties best suited to accommodate a school, but it is not true that they will have to be sold without compensation and end up on municipal tax bills. Rather than having this decision imposed

upon them, the municipalities would have liked to have had an open dialogue. This must be done while respecting the division of responsibilities between the government and the municipalities. Education remains the full responsibility of the Government of Québec," Roy concluded.

For 100 years now, the UMQ has been bringing together local governments from all regions of Québec. Its mission is to provide strong leadership for autonomous and effective local government. It mobilizes municipal expertise, supports its members in the exercise of their skills and promotes municipal democracy.

The Union of Quebec Municipalities (UMQ) has voiced its opposition to the tabling of Bill 40, An Act to amend mainly the Education Act with regard to school organization and governance, which directly affects the tax field of municipalities and constitutes a disguised expropriation.

Calling for an open dialogue based on respect for the division of powers between Québec and local governments, the UMQ considers the provision that would force municipalities to cede land to new school service centres without compensation unacceptable.

According to the UMQ, the Govern-

Collective rights group calls on Legault government to respect democracy

Record Staff

Solidarité populaire Estrie (SPE), a collective rights organization that promotes and defends the economic, social and cultural interests of the people of the Estrie region shared its two cents about the CAQ government invoking closure four times to pass bills.

In a recent statement, the organization called on the Legault government to show more respect and less arrogance towards parliamentary institutions and democratic processes that allow Québec society to express itself more than once every four years.

Silencing opposition parties is an emergency parliamentary measure of last resort, precisely because it under-

mines democracy, prevents Quebecers from listening to all points of view and hinders the best possible collective decision-making. In fact, in 2015, when he was in opposition, the current minister responsible for the Eastern Townships, François Bonnardel, stated that the Couillard government was gagging all Quebecers by invoking closure to pass one of the bills of the day (Bill 28).

"We therefore invite Mr. Legault to listen to his own minister from five years ago and stop using this practice," the statement read.

SPE also said it opposed changing parliamentary procedures and rules in order to move issues forward more quickly.

"It is during parliamentary com-

mittees that civil society groups and organizations have the opportunity to be heard, again on more than one occasion every four years. Community organizations, unions and student associations, which have expertise specific to their field of activity, have the opportunity to express their opinions and improve and/or correct bills that are tabled," the organization said.

According to the SPE, by doing so the Legault government could have avoided unforeseen events and turnarounds to the detriment of Quebecers and newcomers, as was the case with the reform of the Programme expérience Québec (PEQ) for students with an immigrant background.

"Finally, we denounce the entirety of the new Bill 40, which will in no

way benefit students, teachers, public finances and especially the democratic representativeness of our educational institutions. We particularly deplore the shameful manner in which school commissioners were relieved of their duties on Friday evening. A multinational company that had to close one of its branches in the face of its employees would have had almost as much, if not more, elegance, respect and consideration for the people as Education Minister Jean-François Roberge had for the school commissioners. We therefore hope for a quick change of tone on the part of the Legault government in favour of greater listening and collaboration," the SPE concluded.

Abolition of school boards equals abolition of the rights of special needs students?

Record Staff

Like all organizations concerned with ensuring that the rights of students with disabilities or learning or adjustment difficulties are recognized, the Fédération québécoise de l'autisme is shocked that Bill 40 was passed without any amendments

to ensure effective representation of these students. The disappearance of the school boards is tantamount to the disappearance of the "voice" of exceptional students.

The Legault government has completely ignored the requests made by many organizations. Parents of students with special education needs

who had a reserved seat on the boards of the new service centres will no longer be able to count on that seat. The link that existed between the SEAC (Special Education Advisory Committee) and the main governance body has been permanently severed.

After the Commission des droits de la personne et des droits de la jeunesse

concluded in 2018 that violations of the equality rights of students with ADHD were still present, it is now their representatives who are losing the opportunity to defend their rights and assert their needs. They no longer have a place in the decision-making process.

Let's fix our healthcare system once and for all

Identifying the problem



DIAN COHEN

The doctor and nurse workforce is growing faster than the general population. But access to care is not improving. Many older family doctors have 2,000+ patients. Young physicians on average work fewer hours than their predecessors and have less interest in pursuing general practice and specialties such as geriatrics. As more professionals retire, they struggle to find new graduates to take over. Complicating the system further in Quebec is the antiquated system of giving doctors permits to practice (PREMs) and the government-mandated requirement that new doctors practice 25 hours a week in public facilities for their first 20 years of practice.

Years of research tells us that the best way to improve the quality of care for people living with chronic condi-

tions is to ensure that care is co-ordinated, comprehensive, continuous and timely (same day access). Specific studies showed a 20 per cent reduction in hospital admissions among patients with chronic medical conditions and a 31 per cent reduction in emergency room visits for patients over 65 within practices providing co-ordinated care. The four interventions identified as effective were: 1) case management by an individual other than the primary care clinician; 2) expanded and improved utilization of interdisciplinary team members; 3) promotion of patient self-management and 4) patient education.

Slow progress in achieving these goals has been attributed to several factors:

- The limited implementation of interdisciplinary teams in primary care – partly due to the unwillingness of professional groups to relinquish their traditional professional boundaries and partly because physicians in many areas remain in traditional silos and allied professionals are typically not included in teams or in dialogues about primary healthcare reform.

- Medical education programs and accreditation bodies have been slow to act. The dominant policy response has been to increase university enrolment, particularly in medicine and nursing.

Both the doctor and nurse populations are growing. But this is not easing the ability of patients to get the kind of care they need when they need it. Indeed, it is unclear how this approach aligns with calls for increased inter-professional collaborative practice and promoting prevention as a (longer term) means of reducing demand for health services.

- The funding models and financial incentives represent a significant barrier to interdisciplinary, collaborative primary care practice. "Fee-For-Service" (FFS) is the most common payment model for physicians in Canada. With a fee-for-service funding model, each service provided by a physician (such as an office visit, test, medical procedure, etc.) is paid for separately based on a set schedule of fees. Many doctors even tell their patients to come with just one complaint per visit, rather than bringing a list of concerns. The fee-for-service funding model creates a financial incentive for physicians to provide more treatments because payment is dependent on the quantity of care, rather than the quality of care. The solution is to change the funding model to one that is population-based, called "capitation". The primary care practice receives a set amount each month to provide for all the primary care needs of the patient population

enrolled with the practice. The size of the monthly reimbursement for each patient enrolled varies depending on the age, gender and health needs (i.e. the level of complexity) of the patient. Unlike fee-for-service, where physicians are reimbursed for each patient visit, with capitation the reimbursement is based on the number of patients served and the needs of the patient population.

- Other financial barriers standing in the way of team-based primary care models relate to the pressures on provincial health budgets to decrease the rate of growth in health spending. While there is a growing body of evidence that team-based care, once established, can improve both quality and cost-effectiveness, there is an initial up-front investment required if non-physician health professionals are to be integrated into more traditional family practices. In recent years, very significant increases in physician remuneration combined with a decline in physicians' workload appear to be making the transition towards team-based care more challenging.

*Dian Cohen is an economist and a founding organizer of the Massawippi Valley Health Centre
Cohendian560@gmail.com*

School gardens grow students with heart

By Matthew McCully

There must be something special in the soil around schools.

In the last few years alone, this reporter has seen several school lawns transformed into lush gardens. In many cases, all it took was an idea and a call out to the local community and ta-dah, raised food beds at Pope Memorial, a not-so-secret garden at Knowlton Academy, a full on living school at Cookshire, stone soup harvest celebrations at Princess Elizabeth, just to name a few.

With school staff and local communities leading by example and lending their time and resources to these projects, the benefits to the students go far beyond the food provided by the gardens.

The following is an example of what a school garden can grow.

Posted by Jennifer Ruggins Muir on the Knowlton Academy Secret Garden Facebook page

Logan Lague feeds hundreds of kids

My little friend Logan has a heart as big and bright as the sun. He is always buying socks and dog food for the homeless with the money he earns.

He also has a cousin who owns a grocery store. He asked if he had any open bags of dog food he could have and he

said no but he did have some lettuce and tomatoes, so Logan said he would like them for the school, he knows all about me and my veggie collecting haha! 180 pounds of chopped romaine lettuce and 25 flats of cherry tomatoes (500 containers). His parents Cynthia Royea and Marc Andre called me up, so in I went today to unload Cindy's truck and to help Logan set up a free salad bar for the entire school (and busted him and Kirra out of 3rd block to get ready).

I also still had about 80 pounds of carrots, celery and oranges that we processed this weekend, so we put that out as well. There is so much that I have given some to other schools as well -

Cowansville, Waterloo, Mansonville.

This amazing little boy found a way to feed about 700 kids in four different towns free salad several times over this week.

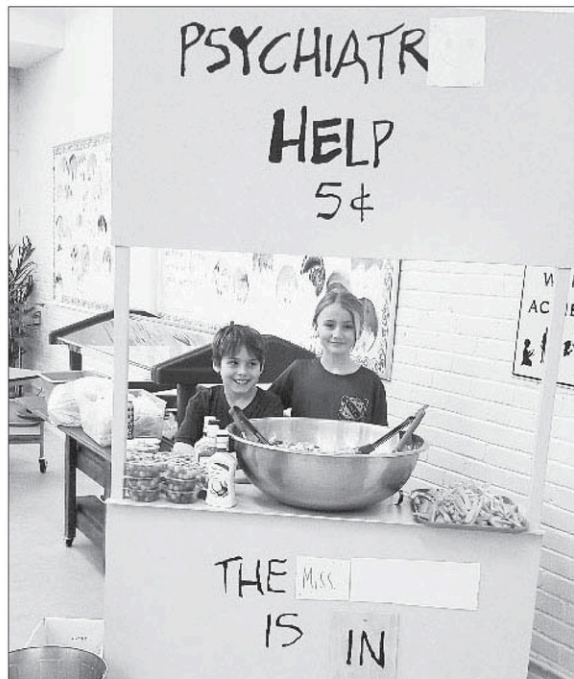
Very proud of you Logan Lague!

The walk-in is packed to the ceiling and this is what is in my garden fridge for students and teachers to help themselves to. Four or five teachers have already said they will have a "salad" day this week and make more with their class.

This kind of thing will never stop blowing my mind.



PHOTOS COURTESY



Kellylee Evans making up for lost time this Friday

By Gordon Lambie

This year's Musique Chez Nous series at Bandeen Hall got off to a rocky start after two of its initial performers had to cancel at the last minute. Juno award-winning jazz musician Kellylee Evans, however, is making the point that it's never too late to make up for lost time by replacing her cancelled October concert with a special Valentine's Day performance this coming Friday.

"I'm excited," Evans said, "I haven't been back to Sherbrooke in a long time."

The musician was not able to pin down exactly when she last came through the Townships on tour, but the last mention of a visit to the region in The Record is in 2012. While it is true that she has continued her musical accomplishments since that time, Evans' life has also taken some unexpected twists and turns since she last came through town.

Among other things, she was struck by lightning in 2013.

"That really changed a lot about my life," she said, reflecting that the artist she was early in her career was high-energy and not interested in slow-

ing down. After being struck, however, things changed. "I had some mobility issues and I was in a wheelchair for I guess about five months."

Looking back on her recovery from that severe trauma, Evans said that she realizes she pushed herself too hard to get back into the swing of things. Unwilling to let her injuries slow her down, the musician drove herself so hard through the production of another album that she fainted on the eve of its North American release and gave herself another brain injury.

"For two years I was mostly on bed rest," she said, explaining that it wasn't until 2017 that she was able to revisit the idea of performing and making music again.

Since that time, the musician has been touring that 2015 album, *Come on* (which ended up being released and nominated for a Juno in 2018) and focusing on looking at life in a new way by keeping stress low.

"I used to really want to be in control of everything," she said, "but I try not to be too precious about anything in these last few years."

Now arguing for an approach to life that is based on trying new things and finding what you can

in the moment, the jazz musician said that being struck by lightning gave her a very different outlook on day-to-day life.

"You just don't really know how long you're going to be around and you don't know what's going to happen," she said. "You can make your plans, but you don't really have a clue. I no longer feel invincible but at the same time, I'm still here, and that is amazing."

Drawing on the idea of finding the good in the, "crappy stuff" that can happen to a person, Evans said that she has taken to visiting schools and businesses as a motivational speaker.

"If you can share some of that story it helps it all feel worthwhile," she said, "for me, at least."

On the subject of the concert this coming Friday, Evans said that the plan has changed a little bit from what was originally going to happen in October. What was originally going to just be a retrospective on her career to date will now also include a tribute to the music of Nat King Cole.

"The idea occurred to me over the holidays," she said, linking the shuffle to the idea that her performances are about having fun and seeing where that takes her, rather than throwing



COURTESY

her whole life into one particular idea.

Kellylee Evans plays Bandeen Hall at Bishop's University this Friday night, February 14, at 8 p.m. More information is available through the Centennial Theatre box office at 819-822-9692.

Eaton Corner Museum

CONT'D FROM PAGE 1

attendance has been dropping off each year for the last five years, both for the museum in general as well as at fundraising events.

"We have an aging population," Moore said, pointing out that the museum's visitors have tended to be middle-aged or older, which naturally leads to challenges in mobility and access as time goes on. She also said that the board has heard criticism in recent years that the exhibits and programming at the museum doesn't change from one year to the next, leaving little incentive for repeat visits.

Aside from the major issue of debt, the Vice-President noted that although the museum could not exist without the dedication and support of its volunteer-based leadership, being entirely volunteer run has its drawbacks as well.

"We're just doing our best," she said, sharing that the time-consuming schedule becomes tiring for an aging team of directors, and observing that the board is held back by its lack of knowledge about the grant application process that helps to fund so many smaller, community-based museums across the country.

"We do not get any government funding other than our Canada summer jobs students," Moore said, adding that the board would welcome the help of anyone who is familiar with the process provided that they were available to do it on a volunteer basis.

Not giving up

Where the situation for the museum's future might seem grim, the Vice President emphasized that the board is not without hope, and is far from giving up.

"Some of our fundraisers are not being well attended, and what we're hearing is, well, it's the same thing you've had for the last several years. So we're trying some new things," she said.

The museum's annual winter play, for example, has been replaced this year with a murder mystery dinner, "Mystery night sat the museum," which is coming up this Saturday at 5:30 p.m. Although advertisement for the event originally listed last Sunday as

the deadline, Moore said that last minute spaces are still available until Thursday noon by calling 819-563-8700. She also highlighted the fact that a \$15 tax receipt is available for every \$30 ticket.

The museum's spring brunch is sticking around, based on its popularity, but the board has decided to drop the Irish variety night in March in favour of a "spring fling" to be held in May, and will be converting the "old fashioned day" in August into a Scottish festival.

"We are also going to add some more artefacts to our permanent exhibit to make it more interesting for people who have come before," Moore said, adding that there are other ideas under discussion that have yet to be confirmed.

Not alone

The society vice-president also acknowledged that financial challenges are not something that is unique among small-scale institutions in the region, even if she suggested that the situation of the Eaton Corner Museum is.

"We are a rural museum, which puts us in a different category than most of the other anglophone museums in the Eastern Townships," she said. "Most of them are located in towns, which does have an impact on their visitor turnout."

Moore argued that there is only so much the museum can do to try to generate interest, shy of getting out on the roadside and waving people down, although even that joke strategy is limited in its scope given the museum's off-the-beaten-trail location.

"We would welcome new members," she said, explaining that so far the most reliable support has come from existing members and friends of the museum, as well as in various forms from the municipality of Cookshire-Eaton.

"How do we get people to come? What else can we do?" she continued.

Moore admitted that if the museum is not

able to turn its financial situation around, it will lead to a more dire conversation about the future of their mission of conservation, but she said that's not a road the board wants to start down just yet.

"I don't know if that would mean we'd have to close," she said. "In our minds we all know that's a possibility, but we want to try to keep going without having to plan for bankruptcy."

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EDITORIAL

Mediterranean-type diets, which emphasize plant-based foods and protein sources, can decrease the risk of heart disease.

How a plant-rich diet can help fight climate change and reduce stress

Kathleen Kevany
Associate Professor Sustainable Food Systems, Director of Rural Research Centre, Dalhousie University

We have heard a lot about climate change, and we need to hear more about what we can do, individually and collectively, to address it.

How might we confront the challenges of the climate crisis – the environmental concerns, mental anguish, physical ailments and political entrenchment? How might we bring about the critical change that these times call for?

Plant-based diets offer one way forward – they have the potential to simultaneously help tackle the climate crisis, prevent disease and improve mental health.

For the past two decades, I have worked with colleagues to examine social, environmental and political challenges from a holistic perspective called systems thinking. This approach focuses on the way a system's components interact and how different systems relate to one another. The approach helps identify systems solutions to current needs – and those in the future.

I have recently edited a book – Plant-Based Diets for Succulence and Sustainability – that offers systems analyses to address many of the drivers of the global climate crisis.

Plant-based diets for climate

An international coalition of scientists has recently measured, mapped and modelled solutions for stopping global warming, including managing refrigerants, building onshore wind turbines, reducing food waste and shifting to plant-rich diets.

Animal foods demand a greater input of resources like water, fuel and land, and contribute to deforestation

and biodiversity loss, than plant-based foods. For example, the carbon cost of beef is about 20 times more per gram of protein than it is for beans.

More sustainable land-use practices, a focus on restoring ecosystems and a shift away from resource-intensive diets could help decrease greenhouse gas emissions from food production. For example, cultivating plant-based foods, like dry peas and lentils in crop rotations enable the channelling of resources, like water, land and fuel, to increase the amount of food produced, reduce emissions from agriculture while enhancing soil health.

Eating to tackle disease

There's compelling evidence to suggest that plant-rich diets offer health benefits.

Large studies of people living in western countries who consume diets richer in vegetables, legumes and grains show some protective effects. They are less likely to be overweight or suffer from ischemic heart disease (the build-up of plaque in the arteries) and are less likely to die from cardiovascular disease and kidney disease, for example, compared to people who regularly consume meat.

Mediterranean-type diets, which emphasize plant-based foods and protein sources, can decrease the risk of heart disease.

Nutrition for mental health

Canadians rank climate change as one of their biggest concerns for the future. This is leading to the phenomenon of eco-anxiety – feelings of intense anxiety or stress about a future where climate change will dramatically disrupt life as we know it.

Being angry or anxious about climate change isn't a pathology. It is normal to have reactions to adversity – like feeling grief when a body of water is polluted or loss when a woodlot is cut down – and such reactions



should not be considered abnormal or dysfunctional.

An individual's response to that anxiety can have positive impacts on the planet. One might fly less, choose a plant-based diet or walk more. These actions can also offer additional benefits, like better health, more pride of place and a greater sense of personal efficacy.

Frances Moore Lappé, author of Diet for a Small Planet, recently advised readers not to give into despair but to take suitable action.

When eco-anxiety takes on the forms of depression, paralysis or loss of well-being, however, it becomes more troubling. Yet some research shows that what you eat can affect your mood.

One study of healthy Seventh Day Adventist men and women found that vegetarians reported less negative emotions than those who ate an omnivorous diet. Another study found vegan men were less anxious and vegan women had lower stress scores than those who did eat meats.

Governments need to lead

Governments can adopt policies and practices that support more efficient, ethical and sustainable production of food. Not only would this help reduce

emissions from food systems, showing environmental leadership would alleviate some of the anxiety mounting in many citizens.

Some governments, industries and citizens have been acting together for greater sustainability by envisioning and articulating a Green New Deal for Canada.

The collection of evidence is compelling that reducing food waste, increasing plant-rich diets, practising conscious consumption and improving food systems can help to improve mental and physical health and displace anxiety.

Collectively and individually we can heed the best in science, while also bringing out the best in humanity, by adopting proven strategies to address these pressing challenges.

Kathleen Kevany does not work for, consult, own shares in or receive funding from any company or organisation that would benefit from this article, and has disclosed no relevant affiliations beyond their academic appointment.

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THE RECORD

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Local Sports | Participants will have the choice between a 10 or 26 km course on Lake Memphremagog.

Fatbiking race on Memphremagog

Record Staff

Participants will have the choice between a 10 or 26 km course on Lake Memphremagog. For the past four years, this sporting event has been a meeting place for racing enthusiasts, those who enjoy personal challenges or those who simply want to enjoy winter activities.

The event is already sold out with more than 150 participants, but a cheering section is always nice.

Citizens are invited to dress warmly to encourage the athletes and take part in this great winter celebration! An outdoor area will be set up with bonfires and will create a warm atmosphere.

Afterwards, the evening will continue at the Pub le Chalet where visitors can enjoy a meal or a beer.

The adventure will take place at nightfall. The sportsmen will take off at 5:30 p.m. from plage des cantons, the beach in Magog.

Fatbike enthusiasts will be able to pedal across an open lake for the fourth edition of the Traversée hivernale Memphremagog, which will take place under the stars on Saturday, Feb. 22.



PHOTO CREDIT: DANY COULOMBE /MASSAWFOTO



PHOTO CREDIT: DANY COULOMBE /MASSAWFOTO

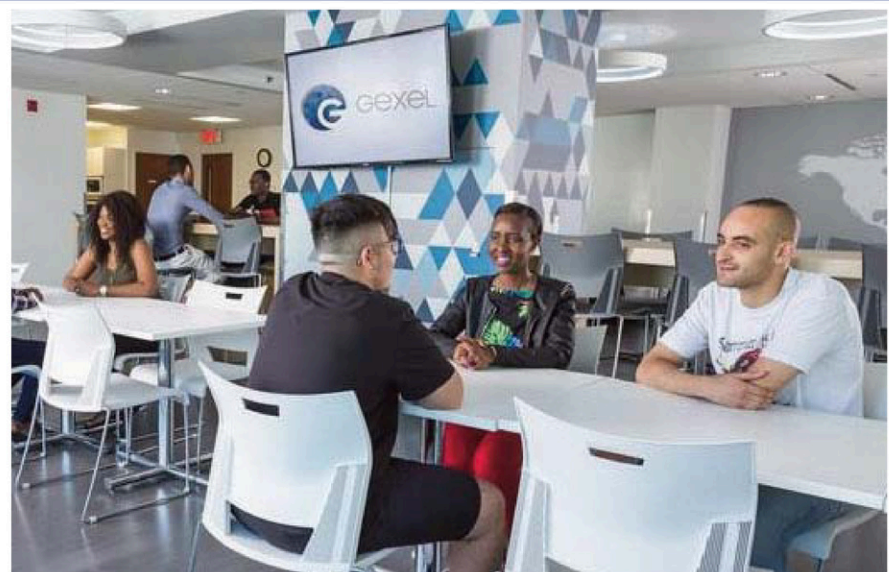
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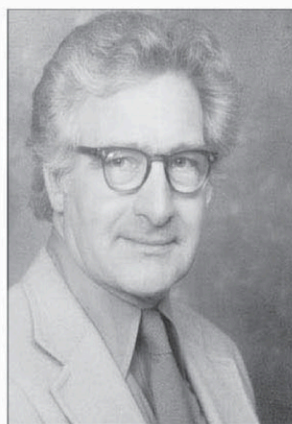
Contact
emploimagog@gexel.com

Death

COCHRANE, Jack Stuart (1925-2020)

It is with great sadness that we announce the passing of Jack Stuart Cochrane Jr., on Friday, January 31, 2020, at the age of 94.

Jack was an evangelical pastor and a professor of English and linguistics at the Université de Sherbrooke. He was also a prolific author of French Bible study tools. He was an early adopter and pioneer of using computers to create reference works such as concordances and dictionaries of the Louis Segond version of the Bible with links to the original texts of the Greek New Testament and the Hebrew Old Testament. His works, which were published by Les Distributions Évangéliques du Québec, are known and used throughout the French-speaking world.



Jack was born in Philadelphia, Pennsylvania, and served in the American army during the Second World War. After the war, he studied at the University of Pennsylvania where he obtained a Bachelor of Architecture. After he married Joyce Schweitzer, he studied at the Dallas Theological Seminary where he obtained a Master's Degree in Theology. In 1955, he came to Québec as a missionary, notably to teach at the Bethel Biblical Institute in Lennoxville, Québec. In 1956, with the help of several students from the Biblical Institute, he founded the Evangelical Baptist Church in Sherbrooke.

Jack Cochrane and Joyce Schweitzer were married for 69 years, immigrated to Canada together with their young family in 1955, and passed away within days of each other. They are survived by their six children: Linda Summers (Peter Barker), John Cochrane (Norma Tinkler), Norma Ray (Ross Collett), David Cochrane (Margo Watts), Carol Cochrane (Marc Bilodeau), and Daniel Cochrane (June Ellyson). They were proud grandparents of Peter Ray and Nicole Boyer, James and Kelly Cochrane, Abraham and Lou Bilodeau, Susannah and Robert Cochrane, and proud great-grandparents of Jaden and Alyssa Boyer, as well as Bennett and Ellie Ray. Joyce is survived by her sister Norma Ann Schweitzer Wood (Phillip Roth) of Gettysburg, Pennsylvania, and her brother John Frederick Schweitzer (Linda Schweitzer), of Albuquerque, New Mexico. She was predeceased by her sister Mary Irene Schweitzer Molzahn (Klaus Molzahn). Jack was predeceased by his brothers Gordon (Carolyn Cole) and Norman (Helen Bailey).

The family will receive the condolences at the Complexe funéraire Steve L. Elkas at 4230, rue Bertrand-Fabi, Sherbrooke, QC J1N 1X6 from 2 p.m. to 4 p.m. and from 7 p.m. to 9 p.m. on Friday, March 6, 2020, as well as for an hour before the respective funeral services at the locations indicated below.

A memorial service for Jack will be held on Saturday, March 7, 2020, at 3 p.m. at the Église Évangélique Baptiste l'Eau vive situated at 240 Montreal Street, Sherbrooke, QC J1H 1E3. In lieu of flowers, please consider making a donation in his memory to the Jack Cochrane Foundation, which will be launched in his honor that day, or in his name to the charity of your choice. The address of the Foundation is Succ. Place de la Cité, P.O. » Box 475, Sherbrooke, Canada, J1H 5J7. To donate electronically, see: www.fondationjackcochrane.org.

Death

COCHRANE, Joyce Schweitzer (1930-2020)

It is with great sadness that we announce the passing of Dorothy Joyce Schweitzer-Cochrane, on Wednesday, January 29, 2020, at the age of 90.



Joyce was a fine arts instructor and an accomplished artist. Born in 1930 in Philadelphia, Pennsylvania, she studied at the Pennsylvania Museum and School of Industrial Art. In 1973, she received her license in Pédagogie at the Université de Sherbrooke, then taught art, notably at the Sherbrooke Service des loisirs, the Séminaire de Sherbrooke, and the Faculté d'éducation of Université de Sherbrooke. Throughout her life, she created hundreds of watercolour paintings, principally landscapes of Sherbrooke and the surrounding areas.



A memorial service for Joyce will be held on Saturday, March 7, 2020, at 10 a.m. at St. Mark's Chapel on the campus of Bishop's University, Sherbrooke, QC J1M 1Z7. In lieu of flowers, please consider a donation in her memory to the church, or to the charity of your choice.

Death



**Dorothy Blake
1933 - 2020**

Dorothy Blake died Monday, January 27 at her home in Beebe surrounded by loved ones. She was 86. She was born in Beebe on November 18, 1933 to George W. Buckland and Helen Roy. She married Edson W. Blake Jr. on June 9, 1956. Together they raised three sons at their home on North Derby Road in Beebe.

Dorothy was able to be a stay-at-home mother while her sons were young, and when they were all in school she became a substitute teacher. Among other jobs, she worked at Petco Mini Mart in Newport, Vt. The job for which she is mostly recognized was behind the service counter at Ames Department Store in Derby, Vt., from which she retired.

After retirement she and her husband spent more than 20 winters in Florida, where they met many lifelong friends from several areas of the United States. She was predeceased by an infant daughter in 1956; by her husband, Edson Blake Jr., in October 2015; and by her youngest son, Greg Blake, in May 2019. She is survived by her sons Steve Blake of Stanstead and his companion, France Morin, and Mike Blake of Derby Line, Vt.; her stepsons Wilbur Blake and his wife Robin of Vermont; and Bill Blake and his wife Penny of Upstate New York. She is survived by her grandchildren, Brandon Blake of Ohio; Joe Blake of Derby Line, Vt.; Jessie Blake of Derby, Vt.; Chelsea Blake of Sherbrooke, Que.; and Shawn Blake of St. Hyacinthe, Que.; and five great-grandchildren. She also leaves Greg's companion, Darlene Tanner of Sheffield, Vt.; several grandchildren and great-grandchildren from her extended family; and many friends with whom she frequently spoke by phone.

The family would like to thank Dr. Josiane Menard of the CLSC in Stanstead and the Magog hospital, her nurse Lise Perron, her social worker Sandra Tarkpea, and everyone at the CLSC for the excellent care they gave our mother. Pre-arrangements were made through Cass Funeral Homes in Stanstead. There will be a graveside service at Woodside Cemetery in the spring.

Death

Death



Doris Stevens (nee Hodge)

Born to Violet and Melville Hodge on May 16, 1925, She grew up in Spooner Pond. She met and later married Kenneth Stevens in August of 1945, they had a son Alan, who married Linda. Doris was a loving grandmother to Angie (Carl) and Timmy (Becky) and great-grandmother to Bryanna-Lee, Nevada, Gage, Nova and Lars. She is survived by her sister Joyce (the late Clifford Mastine) and sisters-in-law Viola (the late Keith Hodge) and Audrey (the late Leslie Hodge) as well as many nieces, nephews, extended family and friends.

She is predeceased by her sister Jean (Marshall Hutt), and brothers Merrill (Mary-Frances) Hodge, Kenneth (Fran) Hodge, her sisters-in-Law Bubbles (Eric Malboeuf), Lauretta (Gerard Girard) and brothers-in-law Eric Stevens, Rodney (Eileen) Stevens. She died peacefully at the Wales Home surrounded by family on Saturday, February 8, 2020.

Resting at Cass Funeral Home, 295 Principale S., Richmond, Qc. Family and friends may visit on Saturday, February 15th, from 11 a.m. to 2 p.m. followed by a service then to the Legion for a luncheon. There will be a graveside service for family in the spring. In lieu of flowers donations to the Trenholm United Church, Alzheimer Society or the activities department of the Wales Home would be greatly appreciated by family. We would like to thank all the staff at the Wales Home, especially Norton 2 for the care and attention they showed her.

Mom, Nanny, Do, Aunt Do you have had many names over the years and shared many loving memories with all, you may be gone but will never be forgotten.
WE LOVE YOU

CASS FUNERAL HOMES
295 Principale S., Richmond QC

PHONE: 819-826-2502
FAX: 819-564-4423

www.casshomes.ca

Death



Death

**BOUTHOT,
Victoria
(Née Swift)
1966-2020**



At the CHUS-Fleurimont Hospital in Sherbrooke, QC, on Wednesday, February 5th, 2020, at the age of 54, passed away Victoria Swift, beloved wife of Robert Bouthot. She leaves to mourn her children, Joshua (Kaitlyn), Emily (Yann) and Anne, her granddaughter Charlie, her brothers and sisters, Karen (Robert), Martin (Siuti), Sherry, John and Juliette, her brothers-in-law and sisters-in-law, Regean (Heidi) and Philippe (feu Sylvie), her nephews and nieces, Brian, Melissa, Kristen, Mason, Kiana, Sachi, Hunter, Izaak, Hillary, Hayley, Dominique and Vanessa, other relatives and friends.

Family and friends will be welcomed at the All Saints Church in Dunham QC on Saturday, February 15, at 2 p.m. followed by the funeral service at 3 p.m. After the service, family and friends are welcome at the Royal Canadian Legion Hall, 120 Davignon Blvd., in Cowansville. In lieu of flowers, donations can be made in her memory to the Yamaska Literacy Council would be appreciated. Forms available at the church or at the Legion. Arrangements entrusted to:

DÉSOURDY FUNERAL HOMES
101 Jean-Besré, Cowansville QC
PHONE: 450-263-1212
FAX: 450-263-9557
info@desourdy.ca
www.desourdy.ca

In Memoriam

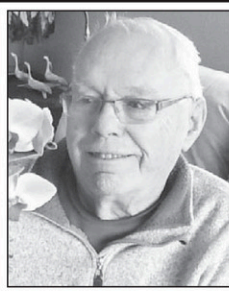
BURNHAM, Agnes – For a dear mom whose birthday is the 12th of February. You would have been 91.

*For a dear mother who I loved very much
Rest in peace.*

**From your daughter
CAROLYN
and son-in-law JOHN**

Death

**Hugh
Fitzgerald
Thomson
1930-2020**



Hugh Fitzgerald Thomson of Stanstead, Quebec, died on February 6, 2020 at the age of 89.

He leaves behind Jean McMullan, his much-loved wife and best friend of 66 years. He was the proud father of Andrew (Karyn) and Peter (Fern) and was a grandfather to Scott (Jamie). At his request, there will be no funeral. A burial will take place at Crystal Lake at a later date.

CASS FUNERAL HOMES
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545 Dufferin St., Stanstead QC
PHONE: 819-876-5213
FAX: 819-849-3068
www.casshomes.ca

In Memoriam

JENKIN, Mary Alfreda (May 6, 1937 - February 12, 2014). In loving memory of a dear wife, mother and grandmother who went to be with the Lord six years ago today.

*Don't think of her as gone away
Her journey's just begun,
Life holds so many facets
This earth is only one.
Just think of her as resting
From the sorrows and the tears
In a place of warmth and comfort
Where there are no days and years.
Think how she must be wishing
That we could know today
How nothing but our sadness
Can really pass away.
And think of her as living
In the hearts of those she touched...
For nothing loved is ever lost
And she was loved so much.*

**ROBERT
GARY & TRUDY
TERRY
LAURIE & JEFF
BRAD & JUSTINE
(LEAH, EMILY & FORREST)**

Your Birthday

WEDNESDAY, FEBRUARY 12, 2020

Push fear aside and forge ahead. Trust and believe in your ability to get things done correctly. Pay close attention to what works best for you and to the people you feel most comfortable being around. A combination of loyalty and trust will protect what matters most to you.

AQUARIUS (Jan. 20-Feb. 19) – Share your thoughts and feelings with a loved one, and together you'll build a better future. Making personal improvements or living arrangements will save you time and money.

PISCES (Feb. 20-March 20) – A unique approach and a good work ethic will help you stand out. A competitive person will give you a hard time. Don't ignore a problem; fix it.

ARIES (March 21-April 19) – A chance to make extra cash is evident. Consider doing your own thing. Take heed of financial advice someone offers you. Romance will enhance your relationship with someone special. Share your intentions.

TAURUS (April 20-May 20) – Don't be shy. Share your creative ideas and present what you have to offer. Take courses related to the arts. Get involved in projects that will improve your life.

GEMINI (May 21-June 20) – Your ability to work with precision and focus will help you stand out. You can improve your surroundings if you redecorate or renovate your space to accommodate your pursuits.

CANCER (June 21-July 22) – Partnerships are featured. Reach out to

someone you enjoy spending time with and make plans that will enhance your relationship. Helping others will be gratifying.

LEO (July 23-Aug. 22) – Update your appearance and make personal changes that will raise your self-esteem. Stop worrying about what others do or think, and focus on what's important to you. Romance is encouraged.

VIRGO (Aug. 23-Sept. 22) – If you take on a challenge, you will make an impression. Mingle, network and share your vision. The people you attract will benefit you as you move forward. Follow your heart.

LIBRA (Sept. 23-Oct. 23) – You will get ahead if you concentrate on your objective instead of letting someone mess with your mind and upset your plans. Personal growth, physical improvements and financial prudence should be your priorities.

SCORPIO (Oct. 24-Nov. 22) – Travel and learning are featured. Mix business with pleasure to impress a loved one. If you speak your mind, you will get the results you desire. Don't be afraid to be different.

SAGITTARIUS (Nov. 23-Dec. 21) – Displaying a poker face will serve you well when dealing with fast-talkers. The less you let others know about you, the better. Make personal improvements and romantic plans.

CAPRICORN (Dec. 22-Jan. 19) – Precision and attention to detail will help you surpass any competition you face. Spend extra time perfecting your skills. Refuse to let an emotional matter cause distress and ruin your day.

WEDNESDAY, FEBRUARY 12, 2020

Use the space to investigate

By Phillip Alder

Clifton Fadiman, who was an author, editor, anthologist and media personality, said, "Cheese – milk's leap toward immortality."

We have all heard the expression "look before you leap." That can apply at the bridge table. Do not choose the final contract if you are in doubt and have a chance to make a more informed decision.

In today's deal, look at South's hand. North opens one club, South responds one heart, and North rebids one spade. What should South do now?

There is a temptation for South to leap to three no-trump. However, it is possible that partner has three-card heart support. Also, if North has some help in diamonds, three no-trump might play better from his side.

South should rebid two diamonds, the infamous fourth-suit game-forcing.

North jumps to three hearts to describe his 4=3=1=5 (or 4=3=0=6) distribution and some 15-17 high-card points. Then South will obviously raise to four hearts. East wonders about doubling, but wisely decides against it.

After West leads the diamond king, how should South continue?

Whenever declarer can ruff a loser in the shorter-trump hand, it is virtually

		North	02-12-20
		♠ K Q 5 2	
		♥ K 6 3	
		♦ 7	
		♣ A K 8 5 4	
West		East	
♠ J 10 9 8 3		♠ 6	
♥ —		♥ Q J 10 9 8	
♦ K Q J 9 8		♦ 6 5 4 2	
♣ 10 7 3		♣ Q J 9	
		South	
		♠ A 7 4	
		♥ A 7 5 4 2	
		♦ A 10 3	
		♣ 6 2	
		Dealer: North	
		Vulnerable: Both	
South	West	North	East
		1♣	Pass
1♥	Pass	1♠	Pass
??			
Opening lead: ♦ K			

certain to be the right play. So, South wins with his diamond ace, ruffs a diamond on the board and cashes the heart king to receive the news about the 5-0 trump split.

Undeterred, declarer plays a spade to his ace, ruffs a diamond and tries to cash the spade king. Even though East ruffs, that establishes a trump trick for declarer. South claims, conceding only three heart tricks.

Datebook

WEDNESDAY, FEBRUARY 12, 2020

Today is the 43rd day of 2020 and the 54th day of winter.

TODAY'S HISTORY: In 1554, Lady Jane Grey, who reigned over England for nine days in 1553, was beheaded for treason.

In 1909, the National Association for the Advancement of Colored People (NAACP) was founded in New York City.

In 1999, the U.S. Senate voted to acquit President Bill Clinton on charges of perjury and obstruction of justice, bringing his impeachment trial to a close.

In 2008, General Motors offered buyouts to its more than 70,000 union workers after posting a \$39 billion loss in 2007.

TODAY'S BIRTHDAYS: Charles Darwin (1809-1882), scientist; Abraham Lincoln (1809-1865), 16th U.S. president; Omar Bradley (1893-1981), U.S. Army general; Lorne Greene (1915-1987), actor; Franco Zeffirelli (1923-2019), director; Bill Russell (1934-), basketball player; Judy Blume (1938-), author; Arsenio

Hall (1956-), actor/comedian; Josh Brolin (1968-), actor; Darren Aronofsky (1969-), filmmaker; Christina Ricci (1980-), actress; Brad Keselowski (1984-), race car driver.

TODAY'S FACT: Charles Darwin replaced Charles Dickens on Britain's 10-pound note in 2000, reportedly in part because Darwin's beard would make forgery more difficult.

TODAY'S SPORTS: In 1878, Harvard baseball player Frederick Thayer received a patent for the catcher's mask.

TODAY'S QUOTE: "Where there are people, there is pride and ambition, prejudice and conflict. In generals, as in all other men, capabilities cannot always obscure weaknesses, nor can talents hide faults." – Omar Bradley, "A Soldier's Story"

TODAY'S NUMBER: 18 – months of formal education for Abraham Lincoln during his youth. Lincoln never attended college.

TODAY'S MOON: Between full moon (Feb. 9) and last quarter moon (Feb. 15).

CELEBRITY CIPHER

by Luis Campos

Celebrity Cipher cryptograms are created from quotations by famous people, past and present. Each letter in the cipher stands for another.

"FPDNVIGJC ... G NVC JCSU XVU IMVI
 G LGFZ GI VX IMF OJXI GOAJTIVCI
 XDRBFNI ZMGNM ZF VX V AFJASF NVC
 RF FCYVYFP GC." — VRF SGCNJSC

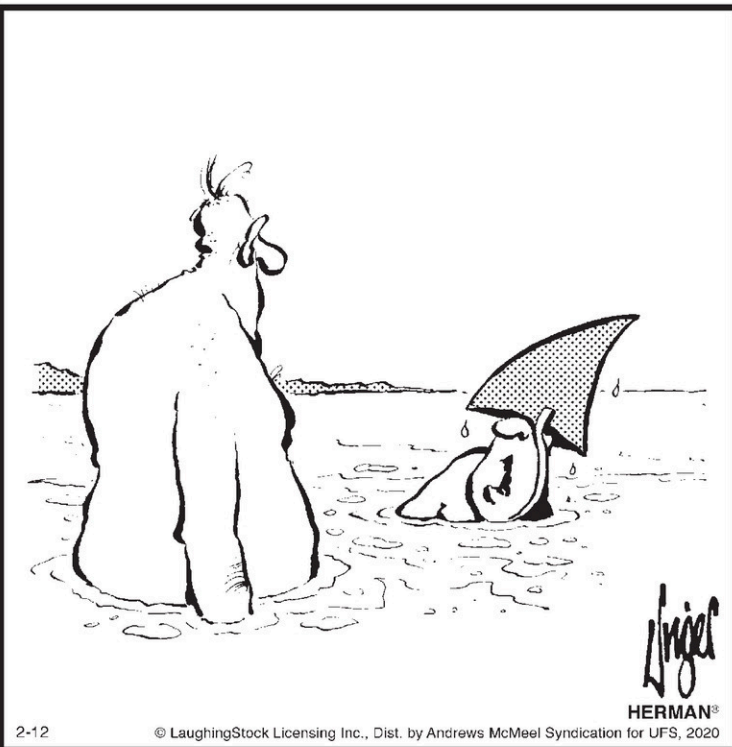
Previous Solution: "I definitely want to record an album, direct a film and start my own religion." — Robert Pattinson

TODAY'S CLUE: r equals g

REALITY CHECK



HERMAN

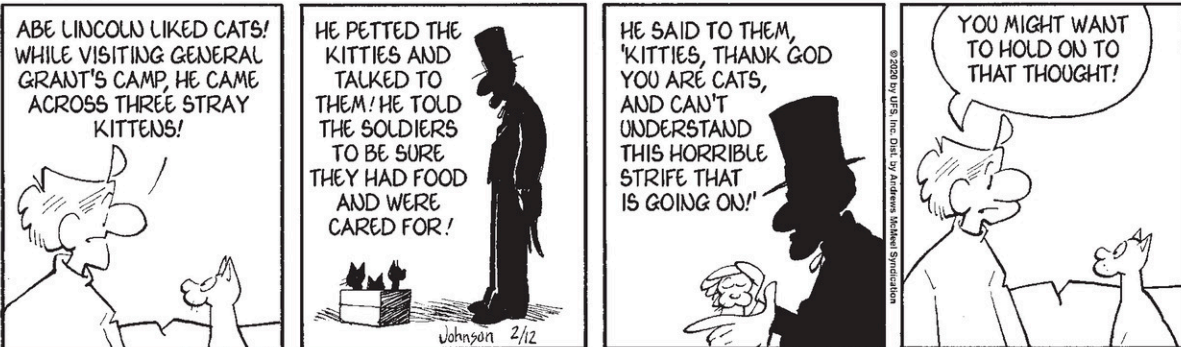


"Can't you take a joke?"

ALLEY OOP



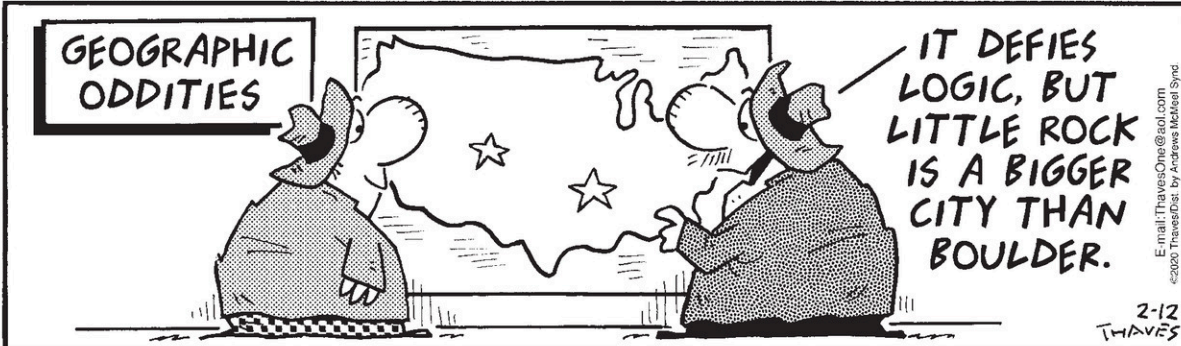
ARLO & JANIS



THE BORN LOSER



FRANK AND ERNEST



GRIZZWELLS



THATABABY

WEDNESDAY WORD SEARCH!

Circle the words in the neighboring grid, then read the leftover letters for your **secret message!**

ANTS BLORK BOO BRAIN CATS ELF FLY GLUESTICK GOGO GOOEY LANDO MUDPIE PHLEGM NEWT PIZZA PLATYPUS ORCA OWLS RHEA SEAL SNOW STEGOSAUR ZOO

R	U	A	S	O	G	E	T	S	G	O	R	C	A
P	E	E	W	O	E	O	B	T	B	R	A	I	N
H	A	L	G	I	D	B	O	L	H	A	A	W	T
L	S	O	P	N	C	C	O	E	Z	O	O	K	S
E	T	D	A	E	O	R	A	Z	Y	N	W	F	Y
G	U	L	O	W	K	C	I	T	S	E	U	L	G
M	P	L	A	T	Y	P	U	S	S	R	F	E	K

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TAKE A LOOK...

at what's in the **Classifieds.**

THE RECORD

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NEA Crossword Puzzle

- ACROSS**
- 1 Livy contemporary
 - 5 Tobacco plugs
 - 10 Low-budget film (hyph.)
 - 12 Christie sleuth
 - 13 Plan
 - 14 Traffic circle
 - 15 Men's accessories
 - 16 Italian writer
 - 18 Sault — Marie
 - 19 Feminine principle
 - 21 Nash of humorous poems
 - 25 An antiseptic
 - 29 San Antonio landmark
 - 30 Honshu port
 - 32 Longest bone
 - 33 Ward off
 - 34 Term papers
 - 37 Lacks
- DOWN**
- 38 Laments shrilly
 - 40 Tai language
 - 43 — Paulo, Brazil
 - 44 Brief letter
 - 48 Reanimated corpse
 - 50 Unearth (2 wds.)
 - 52 Shuns
 - 53 Chant
 - 54 Lap dogs
 - 55 Dingbat

Answer to Previous Puzzle

W	H	E	T	R	O	B	A	T	M		
A	U	R	A	T	E	E	C	R	A	B	
S	T	A	M	M	E	R	S	D	O	J	O
		E	O	S	T	Y	C	O	O	N	
L	E	A	R	N	F	I	R	P	R	Y	
P	A	D	A	V	E	R	S	E			
G	R	A	B	O	A	R	E	A	S	T	
A	L	M	A	I	R	E	K	I	L	O	
		R	E	C	E	D	E	D	O	M	
M	I	A	R	E	D	V	I	E	W	S	
I	N	F	O	R	M	B	I	N			
S	L	I	D	A	D	E	L	A	I	D	E
T	E	R	I	I	N	D	N	O	I	R	
T	E	N	L	A	S	E	N	D	S		

- 17 A fifth of DX
- 19 Parka
- 20 Makes pretty
- 21 Clumsy one
- 22 Merriment
- 23 Stops up
- 24 Rhea cousins
- 26 Aha! (2 wds.)
- 27 Back of the neck
- 28 Made do with
- 31 Hirt and Gore
- 35 Words of approval
- 36 Body of water
- 39 Rule of thumb
- 40 Feel great affection
- 41 In a frenzy
- 42 Stage award
- 44 Prohibition (hyph.)
- 45 Klemperer or Preminger
- 46 Istanbul resident
- 47 Pollution control org.
- 48 Ray gun blast
- 49 Freudian subjects
- 51 Acorn bearer

SUDOKU

DIFFICULTY RATING: ★★☆☆☆

			4	2				6
7	6		9	3	2	1		
3			1				5	7
		3			4			7
7	8		3			6		5
	5		7			1		
8	6			7				2
	2	1	8	4		7	9	
	4			6	2			

2/12

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PREVIOUS SOLUTION

6	2	8	3	7	5	4	9	1
3	5	4	8	9	1	2	6	7
1	7	9	4	2	6	3	8	5
4	8	7	1	6	9	5	2	3
9	1	5	7	3	2	8	4	6
2	6	3	5	8	4	7	1	9
7	3	1	6	4	8	9	5	2
5	4	2	9	1	7	6	3	8
8	9	6	2	5	3	1	7	4

HOW TO PLAY:
 Each row, column and set of 3-by-3 boxes must contain the numbers 1 through 9 without repetition.

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Many Record readers want a career change and are looking for a new job. Shouldn't your ad be in The Record's Career Section?

For reservations or further information, please call



819-569-9525

	1	2	3	4		5	6	7	8	9		
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2-12

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FUN STARTS WITH THE ESCAPE

LEASE THE ALL-NEW 2020 ESCAPE SE AWD

\$187
EVERY
2 WEEKS

40
MONTHS
\$3,000 DOWN

\$33,999
RETAIL VALUE

IT'S LIKE **\$94*** A WEEK



2020 ESCAPE

BUILT *Ford* PROUD

FIND OUT MORE ON FINDMYFORD.CA.

TOTAL OF 87 PAYMENTS EVERY 2 WEEKS. 48,000 KM ALLOWANCE, EXCESS KILOMETRAGE CHARGES ARE 12c PER KM. Offer includes freight and air tax (\$1,950) and RDPRM registration fees of \$52.

Vehicle(s) may be shown with optional equipment. Dealer may sell or lease for less. Limited time offers. Offers only valid at participating dealers. Retail offers may be cancelled or changed at any time without notice. See your Ford Dealer for complete details or call the Ford Customer Relationship Centre at 1-800-565-3673. For factory orders, a customer may either take advantage of eligible raincheckable Ford retail customer promotional incentives/offers available at the time of vehicle factory order or time of vehicle delivery, but not both or combinations thereof. Retail offers not combinable with any CPA/GPC or Daily Rental incentives, the Commercial Upfit Program or the Commercial Fleet Incentive Program (CFIP).

*Offer is valid until March 2, 2020, and is based on a 2020 Ford Escape SE AWD with a value of \$33,999 on approved credit (OAC) from Ford Credit Canada Company. Not all buyers will qualify for the lowest APR. Offer includes an optional buyout of \$17,679.48, total lease obligation is \$19,138.40, interest cost of leasing is \$2,818.88 or 3.49% LAPR. Taxes payable on full amount of total lease financing price after Manufacturer Rebate has been deducted. Some restrictions/conditions may apply.

*Weekly payments are shown for reference purposes only. Actual payments are calculated on a bi-weekly basis.