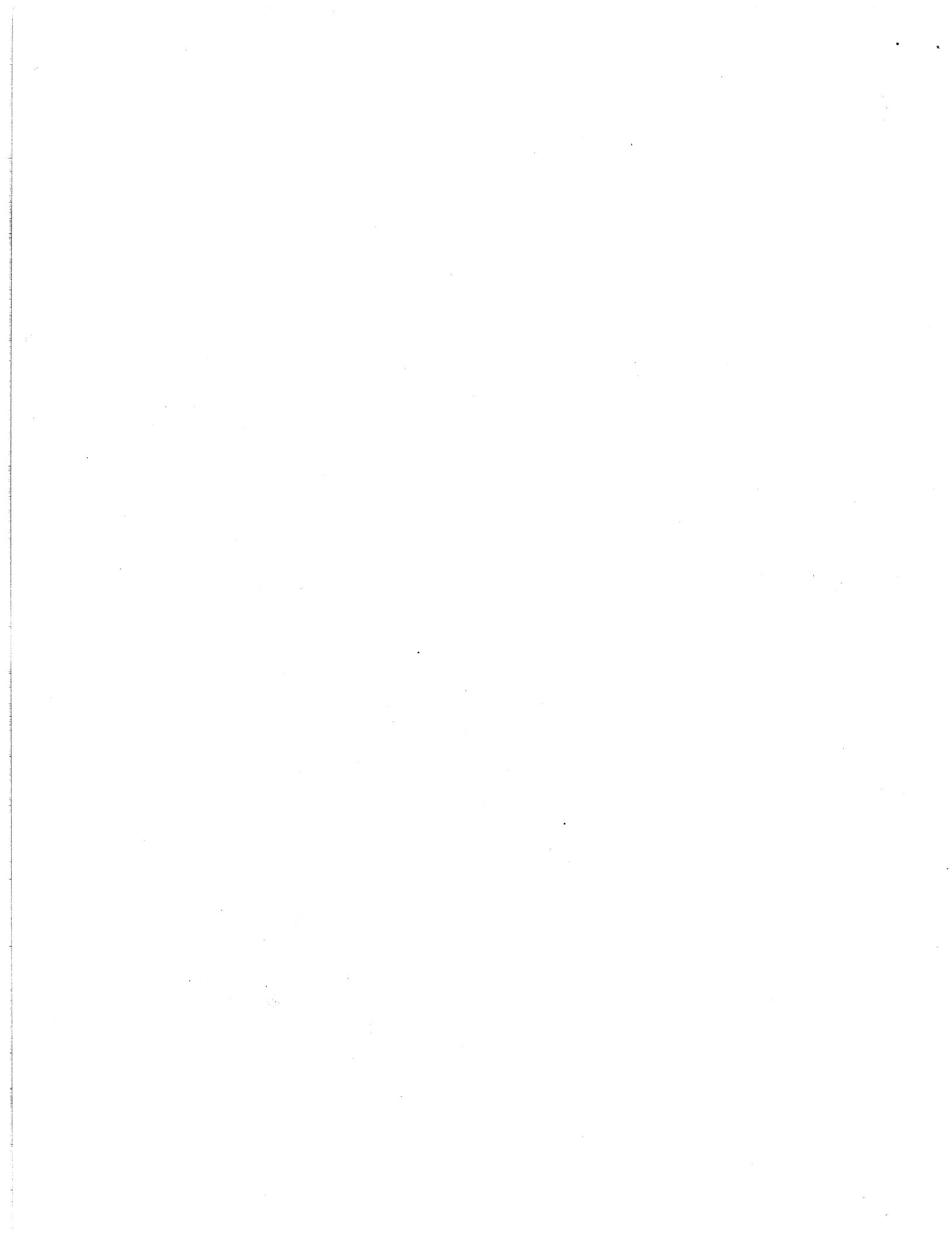


MEMORIAL

**Honoring the life of Glen D. Ryman.
His Crown years 1957-1978.**



April 20, 1988



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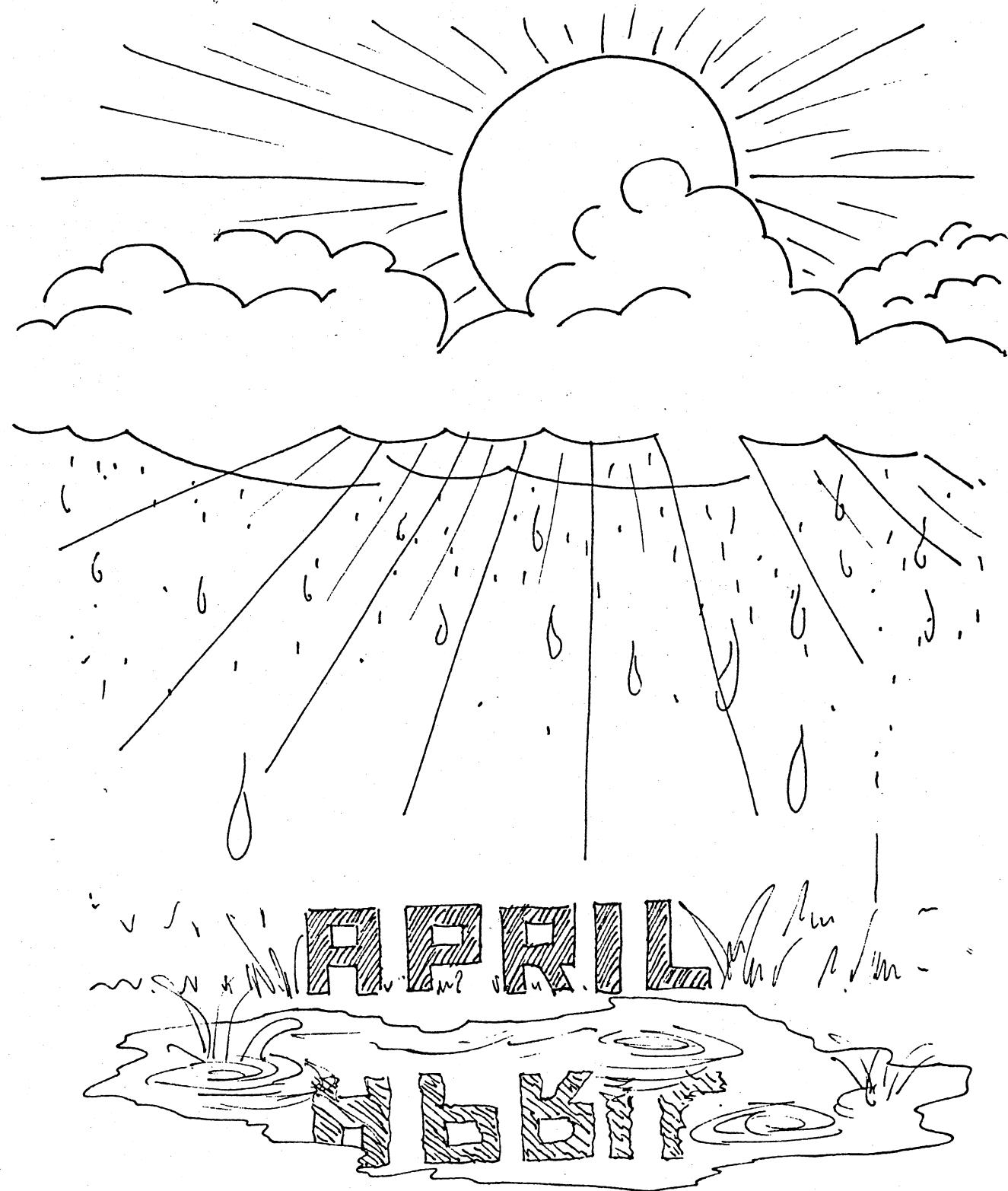
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VOL. VIII NO 4, 1978

Executive Comment

Warm breezes, the melting of snow, and Easter signal the time when new life begins to appear all around us. The plan of salvation mirrors springtime in the events of the crucifixion and the resurrection of our Savior. Let us take a moment to reflect on some of its meaning...

The sacrifice (crucifixion) and the new birth (resurrection) were not happenings of chance circumstances, but a series of planned situations. They were initiated when circumstances were ready for each event. The trial and judgement were the events when a decision had to be made to accept or reject this "king" who had arrived so triumphantly a few days earlier. When the decision was made, it became final in the execution of that decision. How many times do we play with qualities, habits, and traits in our lives that we question? New life can't begin until the old is dead. Remember, crucifying the old happens once! A believer will not experience renewal if the effort is put only into eliminating the bad in his life. The Pharisees did that! Renewal is when you have something better to have in your life. Salvation is a replacement, not a displacement. Salvation is a sequential event of death and then life. The evangelist who cries only crucifixion of sins is like a farmer who only plows his fields. We plow because we want to plant. The resurrection was a "new" addition to mankind's concept of purification. If the Holy Spirit has not had opportunity to plant the seeds of FAITH, VIRTUE, KNOWLEDGE, TEMPERANCE, PATIENCE, and WISDOM into your life, then the crucifixion of your old self is just another empty death. This spring when the grass begins to turn green and the trees sprout their new leaves, open up your seed catalog (Bible) and order (pray through the Holy Spirit) a garden of new life

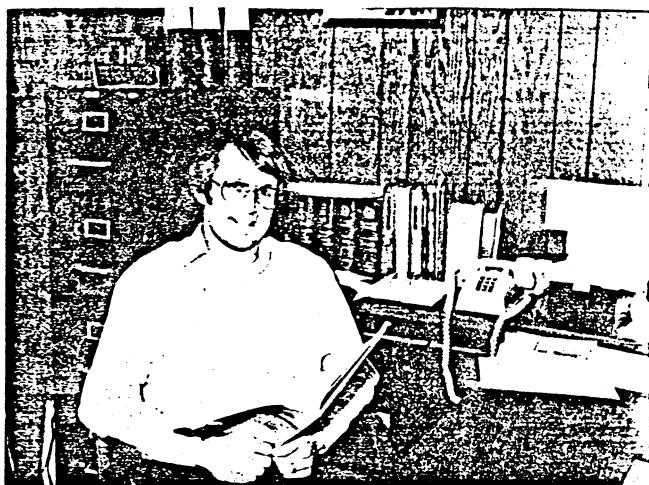
--Glen Ryman

The bitterness of poor quality remains long after the sweetness of low price is forgotten.

Get your facts first, and then you can distort them as you please.

--Mark Twain

SPOTLIGHT



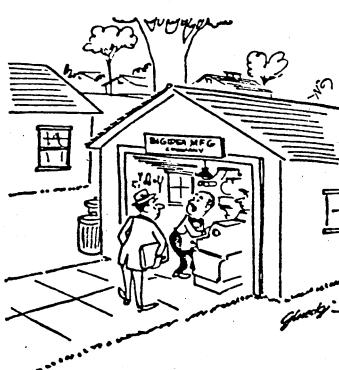
Ross Swinehart

In the Spotlight this month we have Ross Swinehart who is our Controller. His job is to supervise the company's accounting function, including monthly financial statements and annual budgeting requirements. (Besides that, he takes care of all our insurance and tax info!)

Ross learned of a job opening when he took a plant tour and has been here for four years. Before coming to Crown, he worked for Coopers and Lybrand Public Accounting Firm for three years.

Ross served in the U.S. Air Force as a missile alignment officer in 1966-1971. He also served as chairman of the United Way Campaign here at Crown last year. He was on the Christmas Party committee for two years.

Ross and his wife, Kay, live in the Valley View subdivision with their six-year-old daughter, Kara. Outside interests include tennis, softball, and motorcycling.



"Oh no, on the contrary, we began in large, modern building and steadily low-bid our way back to this."

FLOODLIGHT

The FLOODLIGHT shines this month on our Production Offices.

Gloria Baloy started with Crown in 1973. She began as production secretary to Ron Harner. In this capacity she did a lot of production/scheduling coordinating. As data processing began to expand, there was a dire need for a System Monitor. Gloria was a natural for the position. Along with this very detailed work, Gloria also monitors the production schedule and releases all the production orders to Fab, Modules, Boardroom, Wire Cut, and Assembly. At the present time, she also has the task of coordinating the taking of inventory at year end (March 1978).

Carolyn Sherp began in the Production Control office in May, 1976, covering many phases of the load. When Lynne Brewton left, Carolyn picked up the tasks of computer production report, inventory relief, order/shipment report, serial number control system, plus the monitoring and maintenance of these systems. Most of Carolyn's work involves working with computer reports.



Gloria Baloy, Carolyn Sherp

Becky Copeland came to Crown in October, 1976. She began as much needed "extra hands." Becky adapted quickly and so was soon assigned the task of coding data input for production change forms. She monitors the bills of material, labor distribution, figures the time cards each week, and holds the busy position of secretary to Phyllis.

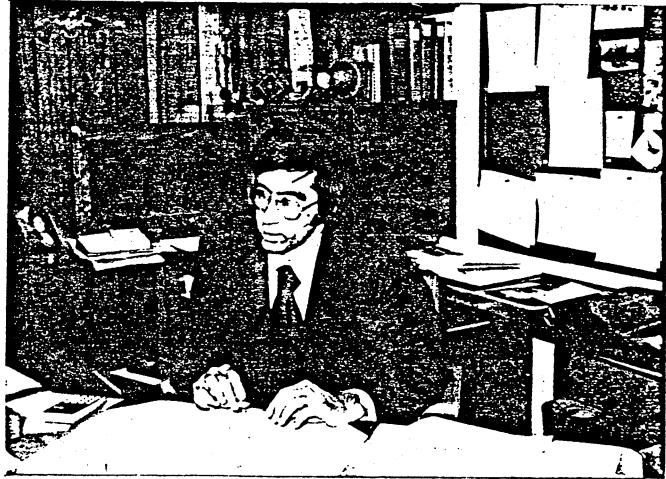
Phyllis Gates, or PJ as she is known, is secretary to Mr. Ryman. Along side this position she works in personnel/payroll. Phyllis began with Crown in October of



Phyllis Gates, Becky Copeland

1961 as secretary to the Sales Manager, Chief Engineer, Service Manager, and Production Manager, as well as typing letters for the President occasionally. She has enjoyed the growth of Crown through the years. Having worked for other companies large and small, she feels this has been the best job of all.

We move now to a different area of the plant to find the rest of our production



Ron Harner

staff. Ron Harner, our Production Manager, came to Crown in September of 1960 as the "Assembly Supervisor." He supervised about 35 employees, which has now grown to about 100 production/maintenance employees. Ron is now involved in the long term planning of production at Crown, as well as keeping on top of current production. He also monitors expansion of facilities, storage, machinery, personnel requirements for production, etc. The computer has helped considerably with production reports and finished goods inventory, as have his very capable pro-

duction team of supervisors, his assistant, Steve, and his secretary, Mary.

In the position of Assistant Production Manager, Steve Peer coordinates production with Service, Sales, Engineering,



Steve Peer

Shipping, etc. He handles many of the day-to-day personnel problems as well as production problems. Even though some days his phone rings almost continuously, Steve faces the challenge well. By the way, he started with Crown in February of 1971 to fill the position of "Set-up in Assembly."

Mary Ihnken began on the Transport Line in May of 1976. In February of 1977 she took over the duties of secretary to Mr.



Mary Ihnken

Harner. As the area expanded, so did the duties. Mary also helps Steve, Terry, and Millard in secretarial matters, as well as doing much coordination work and scheduling for supervisors.

Manager of all this conglomerate is Glen Ryman. It was in the machine shop that Glen began his career with Crown in 1957. Moving along the "conveyor belt"



Glen Ryman

he hit Assembler of the Crown-O-Matic, Transport Supervisor, Sales Manager, Production Manager, and Vice President of Manufacturing/EDP Manager. The EDP Manager title was transferred to Ken Yoder in 1977. Production growth and data processing were a vision of Glen's before we talked the EDP lingo at Crown, as he had clerks coding in a data input environment before the managers had even considered "going computer." Glen enjoys the computer and likes to program in his "spare" time.

Without reservation, we are all proud to be a part of this organization.

--Phyllis Gates

I t was a hot day and the schedule called for loading heavy cases into freight cars. So, when Sam asked to be shifted to other work, his supervisor was a mite suspicious.

"What's wrong, Sam?" he asked.

"It's my bursitis again," said Sam. "I can't lift my arm above my waist."

"That's too bad, Sam," said the super. "How high can you usually lift it?"

"Right straight up like this," responded Sam, demonstrating.

Thursday, November 11, 1971

CROWN COMPUTERIZES

ELKHART, Ind.—Crown International announced this week the formation of a data processing department to service their expanding operations. Crown, a leader in audio electronics throughout the country, plans to utilize a computer system designed by NCR. The installation dates have been established for early next year.

Glen was a driving force in getting Crown "into" computerizing. He even took special classes in programming to meet the demand for more information.

April 18, 1978

Glen D. Ryman, 43, Dies

Glen D. Ryman, 43, 19092 C.R. 20, Goshen, a member of the Jefferson Township Advisory Board, died at 2 a.m. today in Goshen General Hospital where he had been confined since April 9 when he suffered an apparent heart attack.

A native of Goshen, Mr. Ryman was born Dec. 11, 1934, a son of Robert C. and Edna (Wagner) Ryman. Mr. Ryman graduated from Jefferson High School in 1952 and has been employed by Crown International, Elkhart, for 22 years. He was a vice president of the firm. Along with his work on the Jefferson Township Advisory Board, Mr. Ryman was a member of the Jefferson Civic Club and the Little Pine Church of the Brethren. He married Janet Swihart Dec. 12, 1952.

Surviving are Mrs. Ryman; two daughters, Mrs. Edwin (Teresa) Yoder, Goshen, and Miss Denise Ryman, at home; a son, Robert Ryman, Goshen; two grandsons; a brother, James Ryman, Bristol; and two sisters, Mrs. Isaac (June) Kulp, Goshen, and Mrs. H. C. (Betty) Davis, Fort Myers,

Fla.

Friends will be received from 7 to 9 p.m. today and from 2 to 4 and 7 to 9 p.m. Wednesday at the Yoder-Culp Funeral Home. The funeral will be at 1:30 p.m. Thursday at the funeral home with the Rev. LaVerne Hinson, pastor of Little Pine Church, officiating. Burial will be in Little Pine Cemetery.

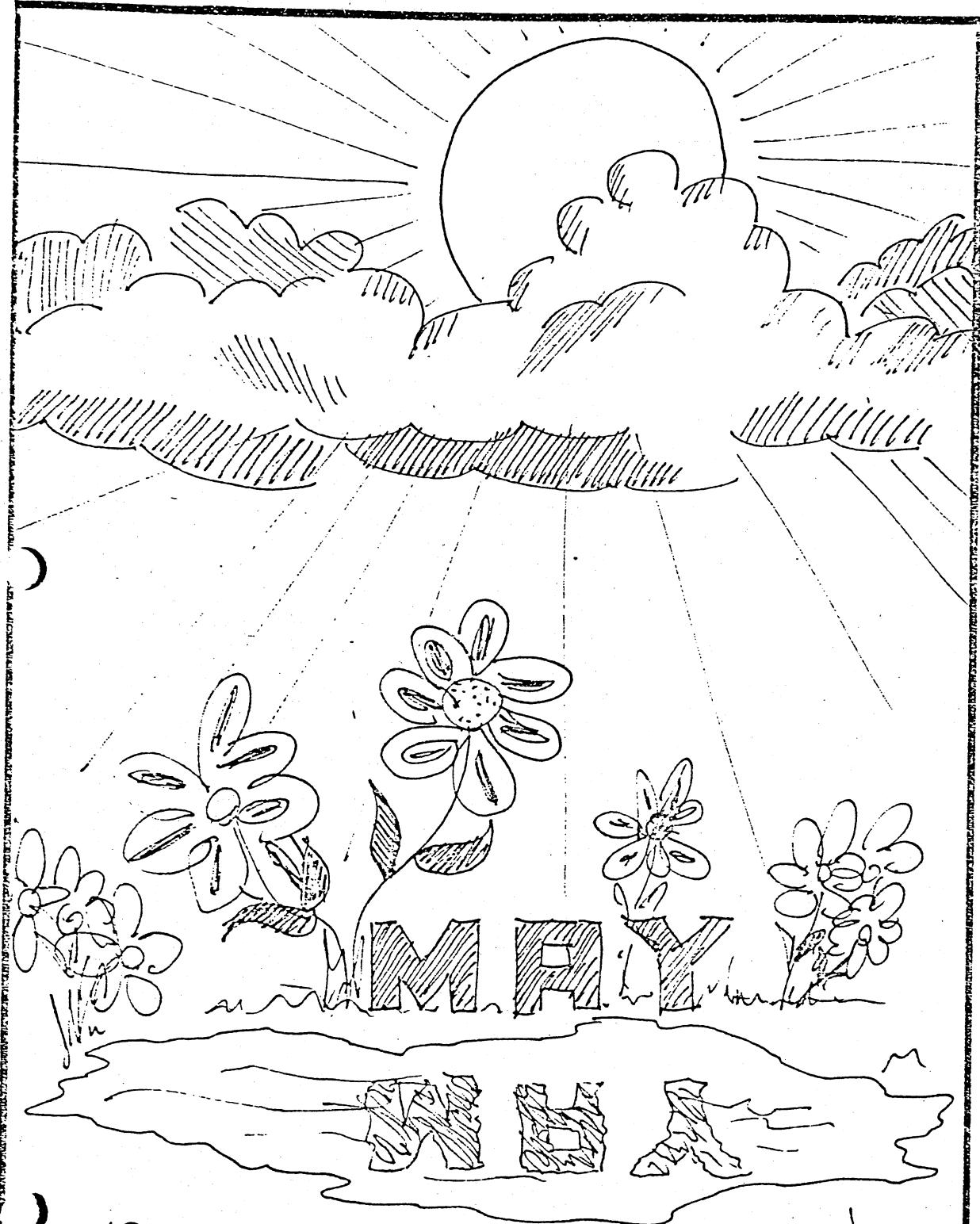
Memorials may be made to the Glen Ryman memorial fund.



Glen D. Ryman



IGATUAR



VOL VIII NO 5, 1978

In Memoriam



Glen Ryman

The Crown Family was shocked and saddened by the sudden illness and death of our Vice President of Manufacturing, Glen Ryman. A cardiac arrest claimed his life early Tuesday morning, April 18.

Over the 20 odd years he was at Crown, Glen wore many different hats. He was well liked by everyone, and no one was beneath his notice. He could often be found chatting informally with almost anyone. He laughed a lot, and he shared freely his faith with all of us. No editorial could be as powerful as the legacy of life Glen left us.

The people of Crown were asked to share any comments they wished on these pages, and they are printed here in memory of one who will be remembered as much for who he was as for his accomplishments.

You couldn't ask for a better person to work for. He would come and pat you on the shoulder and check out how things were going. He could always come up with a line to make you smile. I'll really miss him, but I praise the Lord that he was a part of my life and that now he is in true peace at home with our Father. (Carolyn Sherp) Even though I had known Glen for a relatively short time compared to many members of the Crown family, I had a deep respect for him - not only for the office he held, but for Glen as a person. My first impression of him as he interviewed me was, 'This man is a true Christian, an honest, pleasant, but firm business man, and would make a wonderful boss.' It took only a short time to realize this was true. Yes, I feel it a privilege to work for such a person as Glen Ryman - we need many more like him. (Margaret Eaton) When I

stop to reflect on Glen and the many impacts he's had on my life, job, and skills, many thoughts flood into my mind, leaving me awed by it all. First of all, he lived life intensely. Glen seldom had mediocre experiences. His were important, meaningful, significant experiences. He squeezed as many drops of life out of every day as was possible. In this regard, I fully believe that Glen experienced more real living in his 43 years than most people do in 80. He fully understood and practiced the precept that one's goal should not be to reach a certain achievement - at which time he could begin living, but rather that living each day to its fullest is the essence of Christian commitment. Another striking aspect about Glen was his success at simultaneously being a Christian and an effective executive in the business world. Many people feel the two are incompatible but I believe that God called Glen to be an effective Christian executive, just as God calls each of us to be Christian workers, supervisors, managers, etc. I also admired Glen's ability and willingness to change, or to admit errors and try again. We all make mistakes, including Glen in the fast pace of his life. But he'd be the first to admit, correct, and forget those inevitable goofs. A real inspiration to me was Glen's willingness to share of himself - his time, resources, council and knowledge. He was not an empire builder. He shared freely with many people, much to our enlightenment and benefit. Finally, let's not try to find a replacement for Glen in our hearts and minds. God had a unique calling for Glen, and I for one will always preserve my memories of him in respect to the way Glen followed his call. As I viewed his mortal remains I found myself saying, "Goodbye, friend, it's been nice..." (Ken Yoder) When I think of Glen, three things stand out: wit, enthusiasm, compassion. First, there is no way that words could describe Glen, unless they were his words. Glen was the one with the quick wit, a comment for every occasion. He had a way of relaxing the tenseness of serious meetings, of bringing a fresh perspective to a difficult problem. Second, Glen brought an enthusiasm to whatever he tackled that was absolutely contagious. He put himself fully into his task, there was never a half-hearted effort. But the one thing that endeared him as a friend was his a-

bility to listen. Glen was able to sense needs and feelings and be available and interested in a sincere, loving way. His physical heart may have been weak, but he had a heart as big as all outdoors when it came to a compassionate interest in people. I'll miss most his trips into my office when he would say, "You look like something is bothering you...any way I can help?" (Max W. Scholfield) I remember when Glen, as a young man, came to Crown in November of 1957. As a co-worker, later as a supervisor, and on to becoming a vice president, I remember that he never used a harsh word. I do remember the joyous and happy words that he had for all of us. Yes, I remember when he came; I shall never forget when he left. I have lost more than a friend. (Lowell L. Huffman) When I think of Glen, I think of a tease, even a pest at times, a man of concern for others, one who was fun to work with, one who loved the Lord and his fellow men...perhaps the best way to describe him is that he was like a real brother to me. I'll always remember Glen as one who was full of life; as one who always had a friendly "Good Morning;" as one who had time to sit down across my desk and say, "Hey, is something wrong?" and (during MEM meetings), "I'm going to be different; I'll have Dr. Pepper!", as the one who would come into my office and stress emphatically, "I've got to see Max, schedule me in as soon as you can," who would call and say, "Come look at my new program!" and when he saw he lost me in RPG language he'd say, "And look at the results we get!" I'll always remember Glen in my heart. (Arline Bontrager) Why REALLY did Glen Ryman die? Was it because he was born maimed for life as an ailing weakling? Not at all, but a busy, tag-after-brother, curious boy. Was it because he grew into a rebellious, stubborn teenager? No, however, he was involved in an accident that left scars he carried to his grave. Was it because he married young and took on the responsibility of a married man and then in the next few years a father? Never, because he enjoyed his children and strived to be a perfect father. He loved his wife dearly and spoke highly of her. In the last months he spoke not of his own programming achievements, but of the EMT course Janet was taking. He became involved in this work also in whatever way he could. Perhaps being a grandfather was a strain on him! No, this added youth to his life.

His eyes sparkled when he spoke of Don Christopher and Jason. I think he almost begged to babysit because he enjoyed their each new accomplishment in life. Was his work too much for him? Glen was an industrious person; he would not have been happy being idle. He loved his work, the people, new ideas, challenges. He was an "idea machine," and we all worked at keeping up with him when something was in the works. He was busy, inventive, honest, moody, humble, friendly, and inquisitive. He was often told that he would make a good detective. One of his favorites was pulling back the curtain and looking out the window. That's what our department will remember as he took a look that last Friday he was with us at Crown. We know that some day some one will fill the position that he left. However, no one will ever take his place. Oh yes, Glen Ryman really died because God called him home(Phyllis Gates) I will remember Glen as my friend who has gone on a special trip, one that he has looked forward to and has spent a lot of time preparing for. Some day I expect to take the same trip, and I am looking forward to it because then I will be able to see Glen and Walter Myers and most of all my Lord and Saviour, Jesus Christ, who is always beside me. (Ron Harner) Glen was a great boss. He could brighten up any dull day with a witty comment or interesting story. We will miss him very much. (Becky Copeland) I remember the time Glen and his VW beatle tangled with a St. Bernard. The St. Bernard won. (Laveta Randall) Thank you, Lord, for people like Glen Ryman and the way he touched my life during a recent crisis. He had a deep concern for others and was always ready to listen. Lord, help me to be more like him. (Sally Peffley) Just a few thoughts expressed by Glen when he was in charge of assembly: 10-31-75: "After all of the other gifts have passed away, love, the greatest gift of all, remains." 11-17-75: "If you give little, you will receive little." 12-1-75: "Blessed is the one who is humble, for he shall inherit the kingdom of God." 9-7-76: "In my Father's house are many mansions, I go to prepare a place for you and I will come again to receive you unto myself." 9-15-76: After reading a letter of thanks from Mike Anderson's parents, "If we remain faithful, there is laid up for us a crown of life..." Caring, giving, loving, my memory of Mr. Glen Ryman. (Dorothy Putz)



Dear CROWN Family:

I feel the need of saying a few things on behalf of the family of Glen Ryman, about our respect for the late C. C. Moore.

Well remembered is the job interview that was conducted in late 1956 by Mr. Moore, when a very excited young man wanted a job in the machine shop, to build the quality tape recorders that were a hallmark of CROWN. He got the job on a trial basis. Glen must have proved himself a dedicated employee as he worked his way up through various jobs to the Vice President of Production. Mr. Moore was always there to keep things on the track. He allowed a young man to grow into positions of responsibility, even though Glen lacked the college degree that some feel necessary in these positions. We all grew up with CROWN in so many ways.

The children hold good memories of a few times spent listening to Mr. Moore work his ham equipment, while Dad was busy working either late or Saturday and we had come to pick him up.

We would be amiss not to praise the Lord for a person, dedicated to Christ, that was willing to let a member of the "family" grow to be the kind of person that Christ would have him to be, which is what Mr. Moore was to our family.

Thank you to the Moore family from the Ryman family!

Janet Ryman
Teresa, Ed and Donn Yoder
Robert, Deb and Jason Ryman
Denise Ryman

**The clock of life is wound but once,
And no man has the power to tell
Just when the hands will stop
At late or early hour.
Now is the only time you own:
Live, love, toil with a will,
Place no faith in tomorrow;
For the clock may then be still.**

“If we remain faithful, there is laid up for us a crown of life . . .”

**Glen D. Ryman
September 15, 1976**

